Dear friends,

We are finishing Nirim’s 11th year of activities. It has been a long journey and your support has and continues to make the journey possible. This partnership directly contributes to our work and influences the young people who are going through Nirim’s educational-therapeutic process. Your partnership is also significant within the wider social fabric of Israeli society.

We are honored to present you with this year’s Annual Report. The report shows you our achievements in the many fields we are involved in and attempts to demonstrate, even if in a limited way, the Nirim experience.

For us, every day is a new experience. We shall continue to be excited, continue to love, continue to demand, to define boundaries, to teach, to guide, to hug, to help, to educate. We shall do everything to realize Nirim’s goals and continue to strive for excellence and professionalism as part of our responsibility to our youth, their parents and you.

Respectfully,

Micha Simbalista
Head of Nirim Youth Village

Shlomi Avni
Head of Nirim in the Neighborhoods
Wilderness Therapy

Wilderness therapy is a unique tool developed abroad and adapted to conditions in Israel in general and Nirim specific needs in particular. It is one of the principal devices we use, that allows us to make the dramatic breakthrough and integrate the tools and values that our youth need in order to rewrite the story of their lives. Wilderness Therapy generates a change in youth perceptions of their capabilities. After reaching the summit of a steep slope, they begin to believe in their ability to overcome all the obstacles that real life places before them.

This year, we succeeded, as in previous years, in developing and practicing values of self-control, independence, responsibility, cooperation, leadership and perseverance through wilderness therapy activities.

Throughout the year, we have held grueling wilderness workshops (with ever increasing levels of difficulty) that took place over a number of days. The workshops included sleeping under the stars, carrying all equipment on backpacks, navigation and covering routes solo. The therapy also included various individual processes.

As part of these processes, some of our youth, went on a personal journey in the wilderness with a counsellor. Also this year we succeeded in achieving a high standard of wilderness skills – fire lighting, water purification, shelter building, gathering, open-air cooking, navigation and more.

One of the foundation’s goals for 2014 was the development of an open-air “adventure park” inside the village and the addition of “extreme” elements such as climbing wall, rope climbing and “omega” facility. We are happy to announce that, after great efforts, the building of the open air “adventure park” has begun with the construction of a climbing wall.

Construction of the wall will be led by students who have taken on the task and who will build the wall themselves thanks to the donations they raised.

In 2014 we have crossed the country:
- Upper Galilee
- Hermon Mountain
- Golan Heights
- Jerusalem Mountains
- Judaean Desert
- East Galilee
- TIMNA Valley
- Mount Gilboa & Lake of Galilee
- Dead Sea
- The Small & Big Craters

“My wish for 2015 is to complete the open-air “adventure park”.
Then we may expand our weekly wilderness activities and workshops to improve wilderness and pre army preparations.”

Ofer Abel, Head of Wilderness Therapy

“Being in nature makes me calmer”
(Nirim kid)
Nirim in the Neighborhoods’ staff offered the city’s Social Affairs department and probation service to absorb the young man into Nirim’s activity in his neighborhood as an alternative to being sent to a closed facility.

The young man joined Nirim’s activities and soon realized that he could make a change. During one of his excursions into the field, under less than perfect conditions, he succeeded in becoming a central part of the group by helping out his team mates. Thanks to his success in Nirim’s activities, it was decided to give him another chance and not to incarcerate him in a correctional facility for young criminals.

Today, the young man is an integral part of Nirim’s activities in his neighborhood and he has rejoined the regular school framework in the city’s school.

(The story of a kid from Nirim in the Neighborhoods who was about to enter a correctional facility for young criminals)
Nirim in the Neighborhoods Year-End Summary

How can we summarize a year’s operation of Nirim in the Neighborhoods? Do we describe the series of treks and the individual processes carried out? Should we tell you of the groups of young people who underwent meaningful processes and transformed themselves into positive members of the community they live in? Or should we concentrate on the instructors and mentors who worked around the clock?

After a great deal of thought, I decided to simply say – thank you!

Thank you - Nirim youth. Thank you for taking part in challenging treks into the desert; thank you for being part of Nirim in the Neighborhoods activity across the country. Thank you for taking the time to volunteer and especially to those who contributed to voluntary projects with sick children, senior citizens, IDF soldiers who fought in Operation Protective Edge and more. Thank you Nirim in the Neighborhoods team and other Nirim teams who initiated, planned, led and executed all the activities. The teams showed inspiring professionalism and determination both in day to day activities in the neighborhoods and in the complex wilderness activities. Thanks to you hundreds of young people took another step towards a meaningful life filled with values. Thank you to all our partners in Israel and abroad, government offices and ministries, local municipalities, private donors and foundations, federations and commercial organizations. Your continued belief in us, year after year, is not taken for granted. Your support allows us to reach each of the young people who are most at risk. Young men and women that society has given up on and, even worse, who have given up on themselves. Your help makes it possible for us to be there for them when things are at their hardest, guiding them through the various processes and lead them to the right path teaching them manners, respect and restraint. You are an integral part of our plan to bring Nirim values to additional neighborhoods across the country. The partnership and faith in Nirim are a source of strength that allows us to continue our social and educational progress.

A special thank you, from the bottom of our hearts, to the Krichman family for their constant support and guidance. Every new year more young people, who never knew Nir, experience a significant and empowering educational process that is built on Nir’s rich inheritance and the values of the Israeli Navy Seals - perfectionism, a love of Israel, comradeship and dedication to the task at hand.

2014 saw the Nirim in the Neighborhoods project expanding by 50%. We began operating the project in Dimona, Haifa, Bet Shean and Ma’alot in addition to the cities we already work in. The past year was a challenging one with an emphasis on our professional development as a team as we continued to identify and guide youth, both boys and girls, who had “lost their way” in the most complex neighborhoods.

Through faith, honesty and sincerity, hard, non-stop work we managed to guide them along a new path – one full of challenges and action. Looking forward to the coming year’s activities, these are the goals we have set ourselves:

- To continue to expand and reach out to more youth in existing and new cities.
- To deepen the cooperation with government ministries and offices in general and those of Education and Social Affairs in particular.
- To increase our partnerships, both in Israel and abroad which will allow us to expand to more neighborhoods and be recognized as a leading project of national importance, one that reaches out and helps youth at high risk within the community.

For some of the children and youth of Israel, life is not simple. In every society there are those who lose themselves, finding themselves at risk and who reach a place from which they can see no light, no hope. We, the team, the volunteers and our partners have been privileged. Day and night, throughout the year, stubbornly and with determination, with sensitivity and pure intentions, we do everything we can to help these youth.

Shlomi Avni – CEO Nirim in the Neighborhoods.
**Nirim in the Neighborhoods – Northern Branch**

Our northern branch includes activities in: Nahariya, Karmiel, Afula, Tiberius and Ma’alot. This year, we entered Bet Shean and Haifa. In [Nahariya](#), we continue to deepen the connection with the community. Our youth and team led a number of activities involving food distribution to needy families and, during Operation Protective Edge, they prepared care packages for soldiers serving on the front line.

**In Karmiel**, thanks to our warm relationship with Na’amat, young girls took part in workshops to empower women and encourage a healthy life style.

**In Afula**, relationships between our youth and their parents were strengthened through individual meetings and in “Parent’s Days”. During the Operation Protective Edge in the summer, we helped graduates who were fighting in Gaza stay in touch with their parents.

**In Ma’alot** a Nirim class was opened, for the first time, at the “Ort” high school.

**In Tiberias**, following last year’s success it was decided to open an additional Nirim class and we now have two Nirim classes in the school.

**New cities** – Bet Shean and Haifa. **In Bet Shean**, a Nirim-Warm House was opened in cooperation with the Ministry of Social Affairs (MATAL – Youth Therapy Center). A variety of activities are held regularly in the afternoons and we believe that many young people will join the program over the coming year.

**In Haifa**, an expanded program combines work with IRONI D school and the Hatvat Carmel neighborhood. Nirim class in Haifa cooperates with the Nirim youth Village School. The expansion of our activities in these cities emphasizes the need for Nirim in the Neighborhoods, a program that helps at risk youth to return to normative and stable life and make it possible for them to reach a better future. Our goal is to strengthen the relationship with the community and local industries and to enrich the world of our youth with a wide range of activities and workshops that will provide them with values and tools to cope with the many challenges they face.
**Central Branch**

The Central branch includes activities in the cities of: Or Akiva, Netanya, Kfar Saba and Hadera. This year as well, the program continued to grow and develop and constitutes an excellent example of meaningful and value orientated activities both inside and outside of the school framework. In **Kfar Saba**, individual work with youth in the Aliyah neighborhood continues. This year we became an official agent for the city’s Youth Development Department.

In **Netanya**, additional Nirim classes were opened. Also, young girls’ activity group started, led by Nirim in the Neighborhoods graduates. We believe that the activities at the club house, renovated during the year thanks to Carmochrome and the Hannah Noham Foundation, will attract many more young people from the city’s Dora neighborhood.

We expanded our activities in **Or Akiva**, in cooperation with the Ministry of Social Affairs. We provide a warm and friendly environment for youth and provide a wide variety of activities, under the guidance of Nirim instructors and social workers, for most of the day. Our cooperation with the Ministry of Social Affairs allows us to provide answers to many more young people, both boys and girls. Additionally, as the climax of their activities, a group of older girls, who are about to be enlisted into the IDF, took part in a therapeutic diving course in Eilat.

In **Hadera** we continue to work with the Meitar Project in a day center that provides a solution for young people who have dropped out of, or about to drop out of, school. The center is open for most of the day and provides a warm and inviting home environment for dozens of young boys and girls.

To summarize, Nirim in the Neighborhoods continues to grow, both within the formal school framework and in the neighborhoods themselves. We believe that the operation of a “Warm Home” in cooperation with social services will provide a solution for many more young people and will spread to more cities in the future.

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*B, is a Nirim in the Neighborhoods kid, one of 11 siblings and the first one in his family to enlist to the IDF – This is an amazing breakthrough.*

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**Or Akiva**

- Boys’ group
- Graduates’ group
- Girls’ only group

**Hadera**

- Boys’ group
- Graduates’ group
- Girls’ only group
- Partnership with MEITAR

**Netanya**

- Nirim Class
- Boys’ group
- Girls’ only group
- Graduates’ group

**Kfar Saba**

- Boys’ group
- Graduates’ group
Nirim in the Neighborhoods – Southern Branch

The southern branch includes activities in Netivot, Kiryat Gat and Dimona. Over the coming year we will be opening a new group in Sderot. Despite Operation Protective Edge and its effects on the people of the south, the Nirim in the Neighborhoods program continues to work in and for the community. We have volunteered in bomb shelters, distributed food and supported our troops when on leave from Gaza for a brief respite from the fighting.

In Netivot, Nirim in the Neighborhoods expanded its activities in cooperation with the Ministry of Social Affairs. We provide a warm and friendly home environment for youth where meaningful activities, under the guidance of Nirim instructors and social workers, are held a number of times during the week, throughout most of the day.

2014 was an especially successful year in Kiryat Gat. Three full groups of boys and girls were active in the city which points to the program’s firm foundation and stability. One small example of the program’s success was when three graduates enlisted in an IDF combat unit. Additionally, 2 girls were referred to the youth village in Bustan HaGalil in order to continue their development in those areas most suitable to them.

In Dimona, we finished our first year of activity. The individual meetings with the teens helped build trust and created warm personal relationships. We believe that we will be expanding our activities during 2015.

To summarize, we hope that the activities of Nirim in the Neighborhoods in the south will continue to expand to additional cities whilst maintaining and developing the existing Nirim centers. Nirim’s instructors and youth leaders work day and night to motivate, cultivate and guide the young people throughout the year. We truly bless these amazing activities and as evidence of this, here is part of a letter written by one of the teens to his personal mentor:

“I want to thank you for everything and want you to know, my brother, that you will always be the start of my road. I want to thank you for showing me the right path, the one that I’m travelling on now. When I got into trouble, you were there with me and during the tough times, you were by my side. I owe you my thanks for preparing me for the real thing. Without you, I wouldn’t be on this journey. Thank you so very much, I owe you much more, but we’ll start with this.”

(Nirim in the Neighborhoods Graduate)
Youth Village

The Nirim Youth Village located on the northern shore of Israel, is a unique residential setting for 100 at-risk teens aged 14 - 18. “The Nirim Track” (three-four years,) is a highly intensive program for youth removed from their families by the Youth Protection Authority or referred by the Juvenile Court as an alternative to jail. The daily schedule is intense and includes all village units; school, therapy, after school classes, and more. Every Tuesday the kids are out in nature for wilderness therapy and ODT and once every six weeks they have a four-five day outdoor activity. Through the course of three–four years in the village, our youth complete five stages. Reaching each stage is subject to successfully completing the previous one, and at the end of each, they will have a powerful ceremony with the village community and their families. As part of their day-to-day routine, we wish to strengthen the kids’ potentials and offer them a wide range of after-school classes i.e. sport, art and music. Nirim Youth Village follows the premise whereby these adolescent girls and boys can rehabilitate their emotional world, experience success and acquire the tools, skills and self-confidence to rewrite their life story and integrate into the core of Israeli society. In the spirit of striving for excellence, we set high standards and objectives that are often perceived by the youth as impossible to reach; a full Matriculation diploma, a meaningful IDF service, social involvement and personal growth.

Stage 1 Getting Started 6 months

The focus at this initial stage is on absorbing the kids and reducing their anxiety. They socialize with the Village life and the daily schedule and meet aspects such as demands, discipline, values etc. The kids experience life in the Village and encounter the difficulties and challenges as well as the sea of opportunities. The kids learn to face the various fields – outdoor training, therapy, school and boarding school and begin to experience each fields’ triumphs as well as its challenges. At this stage, we emphasize their personal choice to be part of Nirim and implement their pride in being part of the Village.

Stage 2 The Team 6 months

At this stage, we focus on team building while still working on personal processes with each kid. Right at the beginning of stage #2 the team choses a name and starts to develop “Esprit de corps”. Accordingly, the team becomes a powerful tool in the personal process of each of the kids. Now, the team responsibility is formed alongside its norms. The kids learn to use the village special tools to build and maintain the mentioned norms.

Stage 3 Contribution and Reward 6 months

The essence of this stage is to change the kids’ line of thought from “what I get” to “what I give”. The kids work individually and as a group on projects in the Village and outside. The focus is not just on those in need but rather on contributing to the community as a whole. This promotes the value of giving and strengthens the feeling of being part of a community. The goal is to create the atmosphere of giving and to reinforce each individual through the sense of being a contributing person and helping others.

Stage 4 Mentoring and Leadership 6 months

This stage begins when the kids reach their final year at the Village. It marks their new status as grown-ups being part of the “responsible team” in the Village. They now mentor the younger kids who have just begun the Nirim Track. The emphasis at this stage is on leadership and self-realization. The first step, at this stage, is a week training for management and leadership at the Navy Seal base in Haifa. The kids, in their final year, play an important role in maintaining the sense of safety in the Village and in accelerating the socializing processes of the new team. At this stage, there is a significant increase in all IDF related activities: training, physical fitness, values and more.

Stage 5 independence, beck to the heart of society 10 months

This stage offers a comprehensive process to help the kids cope with the coming separation from Nirim. Youth at high risk are bound to experience extreme emotional and social difficulties during separation. Thus, the staff works closely with the kids to assure a safe and smooth separation from the Village. The kids take full responsibility of their daily routine as preparation to the full responsibility they will take upon themselves outside the Village boundaries.
The Nirim School

Based on the understanding that education is one of the major factors influencing the chance to be part of society and to prevent a return to a life of poverty and crime, the educational frameworks takes an important place in the daily routine of the boys and girls. They are set high standards and targets (including full matriculation) while striving to break the glass ceiling created in the past.

We believe in the ability of all the boys and girls to meet the high targets we set. The main study track, worth five matriculation points, is “Earth and Environmental Science” in cooperation with the Weizmann Institute.

Additionally, we let every student study for a matriculation certificate in a field that they are interested in. This is made possible through cooperation with schools in the area. This year we expanded the possibilities open to the students and allowed them to reinforce the core subjects of English and Mathematics (See frame). To allow for individual teaching and learning classes are small, teaching team is reinforced and more volunteers come to help.

In 2014, graduates of the “Eitam” year group obtained a 68% matriculation pass rate.

This year, for the first time, one of the teens studied for his 4 points matriculation exam. The emphasis placed on mathematics has become an integral part of the curriculum and we let our young people study for up to 4 matriculation points in the new math track. This year, 10 students took part in math track. We also give individual attention to each of the students, providing them with extra tuition before their examinations.

This year Ruty Govezensky, the Head of the Earth and Environmental Science studies was invited to take part in the recording of a radio program, “By Vote Only”, along with youth from the “Kfir” team group. Ruty, along with the group members, gave a lesson on the subject of Global Warming and Sinkholes.

“My wish for 2015 is to preserve and nurture the great group of volunteers in our school.”

Yossi Hananya, Nirim School Principle
The Boarding School
The boarding school in the village is a home for our youth, providing them with a sense of protection, belonging, warmth and a family atmosphere. Environment plays a central role in transforming the boarding school into a home that provides physical and emotional safety.

The members of the “Eitam” group who completed the Nirim course this year (most are already serving in the IDF) took up their role as the senior team in the village with great seriousness. They helped guide and mentor the younger groups and maintained the village values that they have acquired and became an additional force for protection.

Over the year, we improved the recreational and extra-curricular activities in the village. The boys and girls developed skills, talents and other interests (music, poetry, sport, reading and more) that, in the past, they had never even dreamt of and that were far from the world they knew.

They experienced a feeling of success and achieved, by any standards, outstanding results. The village staff and many volunteers worked closely with them to help process the experience and translate it into development and empowerment. These achievements help build their sense of capability and develop their self-confidence, make a significant contribution to the progress of the young people’s educational-therapeutic process.

Local Educational Center, is a center for enrichment and personal development and is an integral part of the village youth educational-therapeutic process. Working from a belief that every person has the potential to achieve excellence in at least one field, the center provides youth with the opportunity to discover for themselves additional strong areas.

The center operates throughout the year (also in the summer) and is open 5 – 6 times a week in the afternoons. The center provides a wide range of courses and activities:

**Sport:** Football (soccer), tennis, basketball, volleyball, boxing, martial arts, combat fitness and mountain biking.

**Art:** Painting, dance and movement.

**Music:** Voice development, various musical instruments plus a Nirim musical ensemble.

**General:** Cooking, fishing, juggling, dog training, rambling.

**Gym:** The children are given an individual, personal training program to prepare them for their pre-army assessment and later enlistment into the IDF.

Shai, Enrichment Center Coordinator

“I was thrilled to see our youth play on stage as one band. Just this year they were introduced to musical instruments for the first time. Playing at the school year end ceremony was another success in their Nirim experience and a big excitement to their guides.”

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"I'm counting down the minutes until I can go to the gym..."
(Nirim kid)

"mountain biking in the field releases my stress ..."
(Nirim kid)
Girls’ Home “Shirat HaYam” (= melody of the sea)

The girls’ home was conceived to provide an answer to the needs of girls for whom the intensive “Nirim Track” fails to provide the correct therapeutic solution. The main characteristic of these girls is their inability to regulate their emotions. They are unable to create a continuous routine at the village. Time after time, sometimes at very short intervals (hours or days) they move from uplifted and empowered state to an extreme state of emotional crisis. These crises are usually accompanied by extreme behavioral patterns such as the dysfunctionality, shouting, swearing, running away, the use of mood altering substances (drugs and alcohol) and more.

Tzahi Klarelfeld – Head of the Youth Village Therapy Department:

“The girls are in an environment that gives their feelings and emotions a place without creating a judgmental stance. They acquire behavioral and emotional tools to help them calm themselves. These tools allow them a higher level of control over their behavior. All of this takes place within a valid and accepting group structure on the one hand, and sets clear borders and boundaries on the other.

“The goal is that, by the end of the intervention process, of some nine months, these girls will be able, with the help of the tools they have acquired, to cope in a better way with their own internal complexities and those of their environment for the benefit of their ongoing therapeutic process and their personal development”.

Following the success of the pilot program, we are pleased to inform that the construction of the girls’ home has begun. The building will accommodate 12 girls and provide them a feeling of great security, of belonging, warmth and of being part of a family.

We believe that “Shirat HaYam” girls’ home will provide a suitable solution for those girls who need individual support and acceptance that will enable them to rejoin the Nirim track.

“Girls’ Home is my chance, the one I didn’t get anywhere else. This is when I started the meaningful process I am in today and this is where I let go of the bad patterns that were part of my life.”

(Girls’ Home Graduate)
“No words can express my thanks for the miracle that has happened to my son. I am not ashamed to say that you have saved my child. You took in a child with a hard shell of inflexibility and caused him to shed it, layer after layer, thanks to tremendous faith… with unconditional support, understanding and simply by being there for him.

“You never gave in to him or gave up on him until you brought him to where he is now. To a new and better place where he is more mature and believes in himself. I have much love and respect for you, my friends, each and every one of you. It is said: ‘He who saves one life it is as if he saved an entire world!’ You save many souls, carry on and succeed!”

(The mother of a kid in the “Kfir” group).

“I want to thank you for taking care of me as you do; you are like my big sister doing everything to make my life better in every way…”

(Nirim Graduate)

“I want to thank our guides; they are always taking care of me, helping with my domestic problems and always are there for me…”

(Nirim kid)
Nirim in the Mountains

Nirim in the Mountains is a secluded agricultural farm in the Golan Heights. The farm provides a therapeutic framework for boys and girls who are dysfunctional and suffering from a deep crisis. These are young people in the most extreme situations who, without intensive, individual care, would be excluded from the program and eventually return to the courts, closed institutions or to their destructive home environments where they would continue to deteriorate.

The existence of another framework, smaller and outside of the village, provides a solution for youth in just this situation. Through individual work in a contained environment until they get over the crisis and return to the village’s main framework. A strict and demanding daily schedule creates a rigid framework on the one hand but a warm and accepting one on the other.

The separation and the isolation, the individual attention and the intimate support that the youth are given by the farm’s staff, encourage emotional peace and a clean space for internalization.

The integral therapeutic process fits in with work on the farm and includes: looking after the goat herd, building terraces, woodwork, pruning, weeding, dealing with irrigation and more.

2014 was characterized by an expansion of current jobs and an improvement to the visual look of the farm. This can be seen in the planting of fruit trees and vines, the enlarging of the goat herd and the vegetable garden and the renovation of the stables and goat pens.

This year we finished writing the farm book which includes all the principals behind the therapy given to the young people. With the book’s aid we continued to generate individual processes with a number of young people at the same time. In addition, we successfully finished the first pilot of the equine therapy program.

We are finishing two years of intensive, hard work within the farm’s framework and, alongside the existing difficulties (lack of running water, resources and communications) we can proudly say that the farm’s vision and its unique therapeutic process bear fruit every day.

“The goats in the pasture taught me about social leveling… the dog, Rajum, taught me that no matter how old you are you can always change for the better … and most important, people around me showed me the right path and never gave up on me”

(Nirim kid)

“My wish for 2015 is implementing the equine therapy program including proper horse stables to allow best treatment. Equine therapy has shown to have many benefits including self-confidence, patience, communication skills and self-acceptance.”

Hananya Zilka – farm manager
Our Graduates

The Nirim Foundation has more than 350 graduates aged 18 to 25 and this number grows every year. Many of our graduates have full matriculation certificates and the vast majority are serving in the IDF or have completed their full IDF service. However, despite the significant and meaningful processes they have undergone, the environmental and personal risk factors that initially put them at risk still exist. Our support and guidance program, assists our graduates before, during and after their army service until they are fully absorbed into the heart of society. It is based on the understanding that the process of change is a long one and doesn’t end when the young people graduate from the Nirim program.

This year the graduates’ department expanded to include two important functions: Hannah, the housemother for the village graduates’ home and Kathy, the graduates’ coordinator in Nirim in the Neighborhoods. They join Adi, the graduates’ department manager. As part of the department’s activities, regular and constant contact is maintained with graduates during their army service. After their discharge, our help focuses on accessibility to employment programs, housing and higher education. This year we opened a program to integrate Nirim students into the organization. As one of the conditions for receiving a grant, they volunteer to work in the village or the neighborhoods. Our graduates set a wonderful example for the young boys and girls in Nirim. This year, as always, we succeeded in incorporating the graduates at the foundation’s important crossroads and processes as we fully understand that they are an integral part of the foundation’s activities. We are very proud of our graduates; those who serve in IDF combat and other units, those who have gone on to academic studies and those who have entered the job market. Many are considered to be groundbreakers in their nuclear family. They are our ambassadors and we shall continue to support them in the future.

“My wish for 2015 is to see a strong and vibrant graduates’ community who cares for itself as well as Nirim and the Israeli society. When I am faced with youth who were involved in criminal behavior and are now doing their best to volunteer and change their life I believe anyone can rewrite their life story.”

Kathy - Nirim in the Neighborhoods graduates’ coordinator
Volunteers at Nirim

The Nirim Foundation sees its volunteers as a significant and valuable human resource. Volunteers work at the village and in the neighborhoods on a regular basis, giving their time and efforts freely and with love. They do not only provide help, they are also a source of inspiration and an example for our youth.

Volunteers at the Youth Village:
The scope of volunteer work in the village is very large, some 40 independent volunteers coming from all over the north of Israel. In addition, a number of large organizations such as Rafael and various IDF units have adopted the village and volunteer on a permanent basis.

The IDF units include: Egoz (reconnaissance unit), the IAF Technical School, the Navy’s Flotilla 7 (submarines) and Flotilla 13 (seals).

Volunteers at Nirim in the Neighborhoods:
Nirim in the Neighborhoods has a network of independent volunteers who act as escorts on wilderness therapy treks with the youth. They are an important and significant source of help for the team and the youth. Other highly committed volunteers regularly provide extra-curricular courses and enrichment activities at the Nirim homes around the country.

A year of service at Nirim (Shnat Sherut):
In addition to Nirim’s many volunteers, every year some 15 young men and women volunteer for a full year at the village prior to their enlistment into the IDF.

They constitute an integral part of the village’s staff and are distributed amongst the various teams where they function as group leaders, with all the responsibility that entails. Their contribution to Nirim’s youth is priceless.

“I never liked English and didn’t think that I would ever understand. Then, one Friday, I said to one of the volunteers: “Leave it, give it up— from now I don’t want to learn and don’t understand English”.

He said let’s just start and see what happens.

At the end of the lesson one of the best things that ever happened to me occurred: I finished writing two essays in English and both of them had more than 60 words. I can’t begin to describe how I felt but I have to say to you and all the staff thank you. A huge thank you for not giving up on me and carrying on even though I didn’t want to!”

(Nirim kid)

“...to all of you, the youth at Nirim, I want to say thank you. Thank you for reminding me every time afresh, just how important the volunteering is in your eyes. Thank you for being able to say in such a simple, direct and brave way how much you appreciate every minute given by each and every one of the many volunteers who come regularly to Nirim. Thank you for believing in my ability to help you.”

(Nirim volunteer)
Nirim Leading Team:

- **Micha Simbalista** – CEO and Head of the Nirim Youth Village
- **Shlomi Avni** – Head of Nirim in the Neighborhoods
- **Yonat Glietman** – CFO
- **Yossi Hananya** – The Nirim School Principal
- **Tzahi Klarelfeld** – Head of the Youth Village Therapy Department
- **Golan Nothmann** – Head of Nirim in the Neighborhoods Therapy Department
- **Boaz Sivan** – Head of the Village Boarding School & Informal education
- **Michal Kaftory-Gavia** – Head of the Programs and Training Department – Nirim in the Neighborhoods
- **Ofer Abel** – Head of the Wilderness Therapy Department
- **Amir Bareket** – Wilderness Therapy, Nirim in the Neighborhoods

Board of Directors:

- **Jacob Gershony** – Founder and Chairman. A businessman and father of Ziv, Nir Krichman’s (OBM) commander
- **Dubi Diamant** – president. A businessman and former Mossad senior manager and elite navy squad fighter
- **Adv. Yonatan Altman** – Partner, Amit, Pollak, Matalon & Co., Advocates & Notary and former elite squad fighter
- **Haim Sakal** – Chairman of Sakal Holdings, founder and chairman of the Lev Ohev Association
- **Raanan (Rani) Falk** – former IAF senior officer, former CEO of the Ministry of Public Security and of the Western Galilee College
- **Yoram Sagy** – CEO of the Central Company for Sales and Distribution
Development and Fundraising

In 2014 the department focused on three fronts: The State of Israel, local development in cities where the Nirim in the Neighborhoods operates and building relationships with federations and donors from abroad. The Nirim Partners Network met for the first time. We are delighted that these people have chosen to join us on the Nirim journey and will continue to expand the circle of partners and strengthen the relationship during 2015. We face many challenges over this coming year of activity. With the help of you, our partners, large and small, we shall continue to reach out to hundreds of boys and girls who are at extreme risk.

Public Relations and Marketing

- We launched a new website.
- We distributed four newsletters.
- We published our annual report.
- We strengthened our branding.
- Thousands of photographs and video clips were filmed.
- We produced “Nirim is my...” stickers.

Distribution of revenues for 2014 (NIS)

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount (NIS)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government support</td>
<td>20,501,400</td>
</tr>
<tr>
<td>Contributions from Israel</td>
<td>1,846,930</td>
</tr>
<tr>
<td>Contributions from abroad</td>
<td>1,401,670</td>
</tr>
<tr>
<td>Matching gifts</td>
<td>250,000</td>
</tr>
</tbody>
</table>

Distribution of Revenues (%)

- Government support 85%
- Contributions from Israel 8%
- Contributions from abroad 6%
- Matching gifts 1%

We appreciate the time you spent summarizing 2014 with us.
The Nirim Family