



ANNUAL REPORT

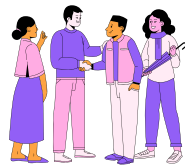


2022



2022 IN NUMBERS

460
People Assisted



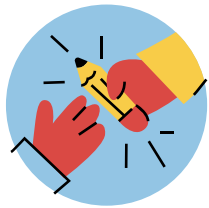
345
Students



45
Courses



35



Received
Tutoring Support

21.7%



Female
Students

88
Scholarships



43



CVs sent to hiring
companies

11



Job interviews held

20



Teachers

12



Lectures given

120
Volunteers



4



Public events held

22%

Tech course graduates
found work in the field
by 2022



Director's Note

Or Mor-Yosef



Looking back at the year that has passed puts me in something of a sentimental mood. I think not only of the past year but of the many years of ARDC's existence – the ups and downs, the moments of despair, and the resounding successes.

As we are about to celebrate ARDC's twentieth year, it is hard not to be in awe of the progress we have made. Both the organization and the community have changed tremendously. From a grassroots initiative offering humanitarian services to newly arriving refugees, ARDC evolved along with the community and honed its expertise to become the leading organization focusing on adult education and economic inclusion for refugees. Every year we have more and more refugees completing their GEDs, perfecting their Hebrew and English, improving their computer proficiency, accessing higher education, and gaining vocational skills. Every year we build relationships with new companies who are willing to join us on our mission to train and hire refugees. We now have refugees who are university graduates, sous-chefs, software developers, teachers, swimming instructors, physical trainers, DJs, videographers, manicurists, customer support representatives, and more. With every year another glass ceiling is broken. Yes, there are challenges. Yes, there is prejudice, neglect, and lack of political will that can discourage. But every year another opportunity is uncovered and refugees in Israel come closer to social and economic mobility.

We started 2022 with big changes. First, I took over from Ori as CEO at the end of 2021, after his seven years of invaluable service to the organization. Then, at the start of the year, we completed a merger with the Schoolhouse that has brought immense growth to our programs, to our team, and to the organization as a whole. The merger allowed us to work more effectively, expand our reach to 460 people, and access more resources, nearly doubling our budget to over \$360,000. The year had started after a successful fundraising campaign in which we raised \$260,000 over a ten-day period, more than we have ever raised in a single campaign. This allowed us to hire new team members, including a finance manager, a bookkeeper, a resource development consultant, and a program manager. This allowed us to increase the percentage of female participants in courses, increase the percentage of students under thirty, get more people to pass GED exams, focus on job placement, secure job interviews, and get people into jobs. It allowed us to develop new course offerings including web design, advanced video editing, Python, and new levels of English. It allowed us to celebrate World Refugee Day with refugee artists and host musical events in Tel Aviv and New York City featuring African music. On the organizational side, we gave our [website a brand-new look](#) and onboarded a new information management system to better keep track of our work. We also developed new partnerships with companies like Zendesk, Accessibe, and Wix, who offered volunteers, guest lectures, and resources, contributing to new offerings in web design, web accessibility, After Effects, and customer success. Other partnerships were strengthened with companies like Microsoft, Bloomberg LP, and Shoresh, and NGOs like SID Israel and Olam, whom we joined as members. We developed a partnership with University Ba'am, offering a first-time university experience through select courses. We also partnered with the Center for Rehabilitative Employment through which, for the first time, we offered Hebrew lessons to a group of persons with disabilities, helping them access work opportunities. Finally, we established a new program, helping our graduates find work as freelance web developers by advertising their services and getting them their very first projects.

I already want to share what we have accomplished in 2023 and 2024, but you will have to wait a little while longer to hear about it. I am grateful for our many supporters and partners who joined us on our mission in 2022 and it is my hope that you remain on our side as we continue to build bridges for hope and strive for a better future for refugees and for Israel.

PRE-ACADEMIC COURSES

ARDC offered high school diploma (GED) preparatory courses, allowing asylum seekers to access higher education abroad and online. This year, 35 students participated in these courses at all levels. In the past year, we have seen a decrease in the demand for GED courses, therefore, in 2022 we offered courses in all 4 GED subjects.

TUTORING

ARDC's tutoring program involves an extensive network of volunteer tutors in a wide variety of subjects, who provide one-to-one assistance to students. Tutors generally meet students for an hour or two per week, assisting them with a broad spectrum of topics such as English, Hebrew, French, GED, Math, Coding, and writing.

The Tutoring Program successfully supports students navigating a new educational experience such as university, preparing for exams, and looking to improve their language proficiency or skill. The Tutoring Program also facilitates access to education for those unable to attend classes due to various circumstances. We are proud to note that a growing number of our volunteer tutors are asylum seekers themselves.

Spotlight

Elhadi was born in Sudan and arrived in Israel more than 12 years ago. In 2021 he graduated from our Javascript and Full-Stack course. Last year we recruited him to work as an assistant lecturer, and after that, he led a beginner's Front-end course. Elhadi has experience as a web designer, to the level that we hired him again as a teacher for our web design course last year. Elhadi has also worked as a freelance web designer, with our help.

Recently Elhadi got accepted for an Internship as a software developer at GitStart, an American startup.



**Elhadi Ahmed
Adam Omer**



LANGUAGE COURSES

ARDC offers students opportunities to study Hebrew and English at various levels, both online and in-person, using materials and methods designed to increase access to education, ease the transition to life in Israel, prepare for resettlement, and address the community's needs.

Hebrew courses are crucial for participants hoping to increase their employment horizons; while English courses are sought by participants hoping to resettle in English-speaking countries.

This year, 189 students - many from outside Tel Aviv - participated in these courses at all levels. A total of 41 students participated in Hebrew courses, while a total of 167 students participated in English courses, including advanced academic English.

Spotlight

Benedetta was born in South Sudan, and arrived in Israel just a few years ago. Since then she hasn't stopped studying, participating in a GED course at the Schoolhouse and tutoring sessions through ARDC. Now she works as a teacher's aide at Bialik Elementary School in Tel Aviv.

Benedetta is currently completing her GED high school diploma; this will be a groundbreaking achievement.



**Benedetta
Fakwan**

Barik arrived in Israel from Sudan as a teenager and completed high school at Gymnasia Herzliya. He received his BA in Administration, Diplomacy, and Strategy from Reichman University and his MA in National Security from Haifa University. His first interaction with ARDC was a few of years ago when he joined our first coding course. Recently Barik reached us for assistance with finding a job, and we helped him update his CV and apply for positions.

We are excited to share with you that Barik is now a Project Manager at HaRatzif - Tel Aviv Municipality's Entrepreneurship and Innovation Center in Neve Sha'anana. We are so happy to see his success, and hope to see others following in his path.



Barik Sale

Spotlight

VOCATIONAL TRAINING

ARDC offers advanced courses in graphic design, coding, web design, and video editing, as well as courses in general computer literacy. The latter course is necessary for accessing services (such as health services) and integrating into a digital-based life.

The vocational courses provided were chosen based on demand, and provide a path for gainful, sustainable, and dignified employment. This year we had **97** participants in these courses at all levels, including **62** in advanced courses and **35** in computer literacy courses.

Spotlight

Solomon, originally from Eritrea, was central to our work with refugees and on refugee education. We first met Solomon in 2014, when he started studying English with ARDC. In 2019 he joined us as a board member, until 2022 when he left for Canada. Thanks to ARDC's help, Solomon was able to obtain his GED high school diploma and enroll in higher education: Solomon is now studying social work at Cambrian College, Sudbury.

Solomon was one of the first refugees in Israel to complete their GED exams, and he inspired many others to follow his lead.



Solomon G.
Gebremariam

Mohamed arrived in Israel more than 15 years ago from Sudan. He studied Python and Web design courses at ARDC and studied cyber security at Kernelios College. We're excited to share that a few months ago Mohammed began work at the Israeli tech company Ness Technologies, as an IT technician.



Mohamed Suliman

Spotlight

CAREER GUIDANCE

As part of its vocational training courses, ARDC offers a series of soft-skills workshops. Alongside these group workshops, ARDC staff and professional volunteers working in HR and other fields in the tech sector in Tel Aviv provide additional assistance and guidance with editing CVs and LinkedIn profiles, interview simulations, and advice for job searching. These workshops were made possible by ARDC's strong connections with partner companies in Tel Aviv whose staff continue to volunteer with us. This year, 14 students participated in these workshops.

ARDC is currently in the process of implementing an ongoing "Job-Search Consultations" program, where ARDC students, graduates, and others from the refugee community will be able to book individual mentoring sessions with professional volunteers. About 41 refugees received personalized career and academic guidance in 2022, including support in seeking employment and academic opportunities.

Students and graduates from these courses were and continue to be supported by individual assistance and mentorship. This assistance includes connections to employment opportunities and job interviews. ARDC continues to strengthen and create new partnerships with companies in the tech sector in Israel.



ALEF - HAIFA

ALEF is a grassroots Haifa initiative operating under ARDC, initiated by volunteer residents of Haifa in 2016 as an answer to the lack of accessible services available at the time for the Haifa refugee community.

At the start of 2022, we focused on increasing our Parent-Focused programming, facilitating dialogue between refugee parents and local institutions. Throughout the year we placed special attention on parents who face myriad challenges in raising their children, in coordination with schools and local social services. Our core programs include one-on-one and group tutoring, language lessons, and our Art Therapy Program. We ran the tablet learning program together with Change A World and the Technion University, providing educational tablets to two-dozen refugees in the Haifa area. We ran summer English programs for refugee youth, and workshops on meditation and environmentalism by our summer interns.

The Women's Empowerment group had a wonderful end-of-year trip, taking the opportunity to visit with the Reform Movement at their Conference in Shfayim; this is the third cohort of women for this group. Adult education groups in Hebrew and English have also been successful this year, with one of our students moving onto a program at the People's University at Haifa University.

Our Team



Or Mor-Yosef
CEO



Rachel Stroumsa
Resource
Development



Kei Ishii
ALEF Program
Director



**Yonnat
Yehoshefat**
Finance Manager



Amit Gerstein
Schoolhouse
Program Manager



Tsvia Kedem
Bookkeeper



Naomi Feigin
ALEF Program
Coordinator



Gideon Baum
Accountant



Ayala Olier
ALEF Resource
Development
Manager



Shvat Eilat
ALEF Rights
Liaison

Our Board



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Michael**
Chairman



**Emily
Primack**



Ian Yaffe



**Ophelie
Namieh**



**Soumia
Omar**



Yossi Sarfaty



**Shana
Krakowski**



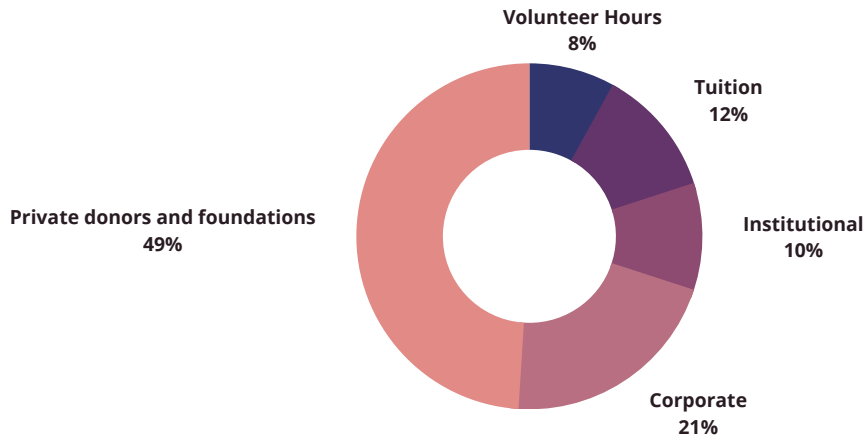
This report is in memory of Dr. Tally Kritzman-Amir z"l, a former ARDC board member and volunteer. Tally was recognized internationally for her academic work and for her dedication to the rights of refugees. She passed away in 2022, leaving us forever grateful for her support of ARDC. May she rest in peace.

Financial Data

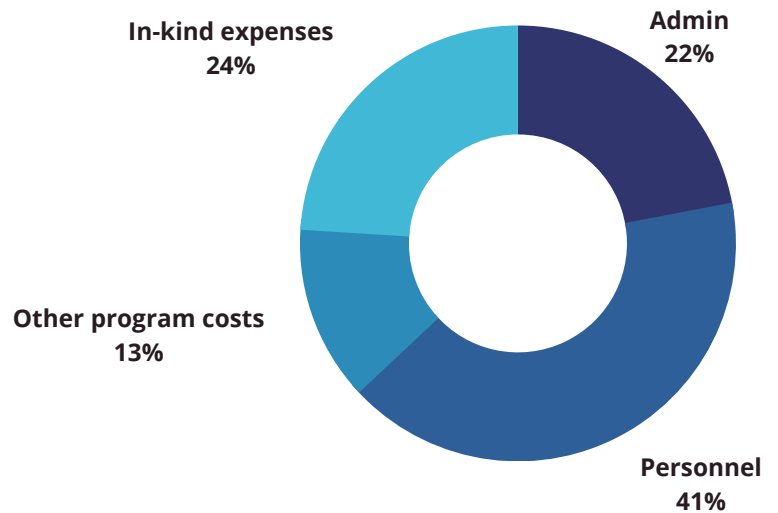
\$364,000

2022 Budget

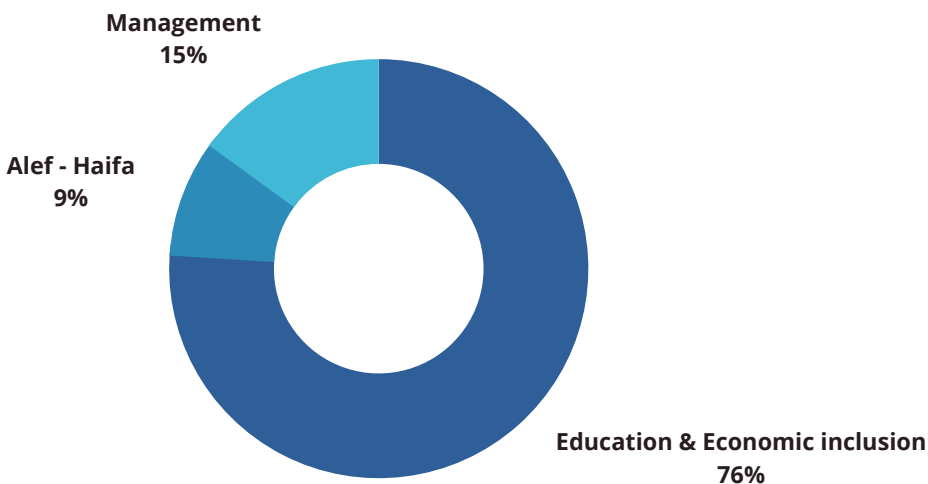
Funding Breakdown



Expense Breakdown



Program Breakdown



THANK YOU TO OUR SUPPORTERS!

30,000 – 100,000\$

- A generous anonymous donor
- UNHCR

10,000 – 30,000\$

- Zendesk Foundation
- Embassy of Switzerland in Israel
- Davis Foundation
- Lemonade

5,000 – 10,000\$


- Weil Family Fund
- Bloomberg Corporate Philanthropy
- Schwab Foundation
- Beck Family Fund
- Naomi and Dr. Paul Feigin
- Heinrich Foundation Charitable Giving
- Beth Friend
- J. Zel Lurie Family Fund
- Arkin Family Trust
- BSST

1,000 – 5,000\$

- Israel Koris
- Shoresh (Source)
- Field Family Fund
- Microsoft Employee Giving
- Ron Zeff
- A student and his tutor (anonymous)
- Larry and Helen Light
- Howard and Leslie Stein
- Israel Krakowski
- Melanie Mason
- Sansyrae Seminari
- Shaked Agmon
- Suzy Adams
- David Ellenhorn
- Zell Kravinsky
- Emily Pfeffer
- Dr. Paul Greenham
- Peter Gerstenhaber



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