



amaltikva
amaltikva

Annual Report 2024



TABLE OF CONTENTS

A NOTE FROM MEREDITH	3
OUR MISSION, VISION, AND IMPACT	4
THROUGH CRISIS AND BEYOND: BUILDING THE FIELD	5
AMAL-TIKVA LEADERSHIP INSTITUTE (ATLI): INVESTING IN LEADERS	8
RESILIENT PEACEBUILDERS INITIATIVE: MAKING THE FIELD MORE TRAUMA-INFORMED	9
MAPPING THE FIELD: THE STATE OF PEACEBUILDING IN 2024	10
FINANCIAL SNAPSHOT	14
OUR BOARD, FRIENDS, AND TEAM	15
THANK YOU	17



A Note from Meredith

CO-FOUNDER & CEO OF AMAL-TIKVA



Dear Friends,

Looking back on 2024, I'm not quite sure how we got through it. This past year was one of unimaginable despair, with wounds that sometimes feel unhealable.

And yet – the peacebuilding field has proved more resilient than we ever imagined.

Our report, "**The State of Civil Society Peacebuilding Between Israelis and Palestinians**," reveals that **84%** of the Israeli and Palestinian civil society organizations we interviewed **continued their work after October 7**. They didn't just continue; they adapted and evolved: **40% pivoted to deliver critical aid**, while **57% reached new communities**. These efforts proved they are not only strategic, but also impact-driven.

We keep hearing outsiders talk about the end of peacebuilding.

And yet – in 2024, we experienced a surge in demand for our programs and services.

With your support, we equipped **65 Israeli and Palestinian civil society leaders with the skills and tools to drive lasting change**. Our **Fieldbuilding programs strengthened 34 organizations**, helping them work more strategically and collaboratively within and across Israeli and Palestinian societies. We launched the **Ecosystem Enrichment program** for our alumni, initiated the **Resilient Peacebuilders Initiative** to advance trauma-informed leadership, and established a **research department** to better understand the field's evolving needs.

Some days are impossible. Change, while seemingly on the horizon, does not necessarily mean change for the better.

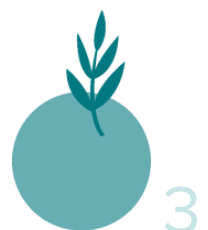
And yet – when I look around at our team and our partners, the civil society leaders and donors, I know that a better reality is achievable.

Thank you for giving us the moral and financial support we need to keep going. Your belief in us means everything, especially now.

With hope and gratitude,

Meredith

Meredith Rothbart





OUR MISSION

Amal-Tikva's mission is to create the infrastructure needed for peacebuilding to become a professional field capable of achieving lasting, scalable social change within and across Palestinian and Israeli societies. We work to achieve this through strategic research, capacity-building, leadership training, and outreach.

OUR VISION

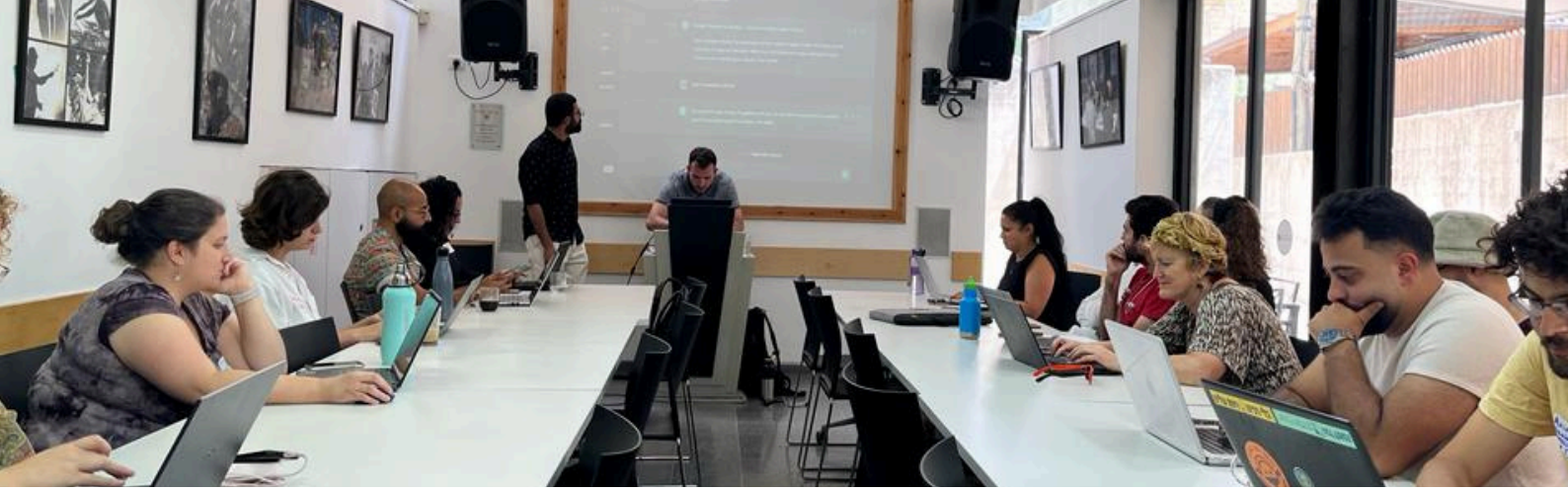
We envision a nonviolent reality for Israelis and Palestinians, sustained by mutually beneficial systems within and across both societies, where each side's national and religious aspirations can be realized.

We strive for a future where the cycle of violence ends, where the conflict feels less intractable, and where political capital is deployed toward peace at the social, economic, religious, and community levels.

OUR IMPACT IN 2024

Thanks to you, we expanded our reach and deepened our impact in 2024:

- Equipped **65** Israeli and Palestinian professionals with skills for resilience and leadership endurance
- Supported **34** NGOs to work more effectively, strategically, and collaboratively
- Grew our team and local board to include more Israeli and Palestinian civil society professionals and lay leaders
- Published **in-depth research** on the state of the field in the wake of the war
- Convened professionals, lay leaders, donors, and activists to share **best practices** and provide meaningful **peer support**
- Launched **3 new programs** to meet the real-time needs of the field



THROUGH CRISIS AND BEYOND: BUILDING THE FIELD

In 2024, peacebuilding and civil society organizations were pummeled with challenges—working within a devastating war that directly impacted our teams and communities, at times making it hard to breathe, let alone function.

With your support, we deepened and expanded our programs to help our partner organizations keep believing, keep going, and keep adapting in the face of violent uncertainty.

Strengthening Israeli and Palestinian civil society organizations

Our flagship program, **Fieldbuilding360**, welcomed **12 new organizations** to our growing community. We now reach deeper into each society, partnering with organizations that serve diverse purposes and audiences—from uni-national initiatives to cross-border tech and professional development organizations, from religious educational institutions to cultural institutions, and beyond.

Through 4-6 months of intensive consulting (30+ hours monthly), each organization developed its own essential foundations for lasting impact: sound theories of change, robust monitoring and evaluation systems, strong organizational structures, and sustainable funding plans.



The Fieldbuilding360 program was a game-changer for ACT. It allowed us to focus our efforts towards the vision and mission rather than being scattered with a project-based approach that made us lose focus.

– **Mohammad Hadieh, ACT**



Giving ongoing support to alumni organizations

We continued running **Fieldbuilding 2.0**, providing **4 alumni organizations** with **4-6** targeted consulting sessions each. During the two-hour sessions, we focused on real-time issues such as recruitment, marketing, and program development.

Propelling new peacebuilding initiatives

In 2024, we rolled out our new **Incubator program** to support peacebuilders in developing and launching new initiatives. Through a tailored consulting process, we helped leaders of **4 new initiatives** deepen their understanding of the field and their role within it, develop their theories of change and strategic framework, and increase their fundraising potential. By the time they completed the program, they launched their initiatives with well-earned confidence, secured financial support, and clear impact goals.

Cultivating our Ecosystem

Our new **Ecosystem Enrichment program** embodies our mission to help Israeli and Palestinian organizations work more strategically and collaboratively within and across their societies.

It's where our program participants and alumni come together to be a part of a larger strategic movement, working towards concrete impact. Our Ecosystem creates a space for partners to share lessons learned and complement each other's theories of change.

In 2024, we organized and hosted **8 Ecosystem seminars**, providing hands-on tools on building sustainable fundraising models, improving management practices, and strengthening the field.





Supporting leaders through crisis

Launched after October 7, our **Directors' Forum** helps NGO leaders share challenges, discuss solutions, and support each other through these painful and often isolating times.

Offering a safe space

Our **Amal-Tikva center**, which we opened just days before October 7, evolved into a dynamic hub over the past year, where NGOs organize, strategize, and collaborate for greater impact.

Beyond our formal programming, we continue to serve as a sounding board and support system for our partners. Each day—through calls, emails, and meetings—we help civil society leaders and donors grapple with emerging challenges, offering both strategic guidance and a safe, supportive space where they can open up and receive the support they need, when they need it.

Our Amal Tikva consultants have been our true guiding stars, helping us focus on core values that steer our vision and mission. Thanks to their invaluable guidance, we have not only improved in what we do, but helped over 20 grassroots Palestinian and Israeli initiatives become stronger and more effective in paving the way toward a brighter future for all. The ripple effect of their support has made us better, and in turn, has empowered our grantees to be better too.

– **Mehra Rimer, Co-Founder and Executive Director, B8 of Hope**



AMAL-TIKVA LEADERSHIP INSTITUTE (ATLI): INVESTING IN LEADERS

Now more than ever, the peacebuilding field needs innovative and collaborative leaders who feel supported, inspired, and committed. That's why, in 2024, we expanded our Amal-Tikva Leadership Institute (ATLI).

Throughout the year, we received dozens of applications from people wanting to enter the field. To meet this growing demand, we developed our new ATLI Gateway program which will launch in 2025.

Elevating emerging leaders

ATLI Emerging Leaders provided intensive support to **12** mid-career professionals ready to step into greater leadership roles. The program helped participants develop strategic and creative thinking for social change, prevent burnout, and build trust with their peers. Participants developed the skills and resilience to excel in their peacebuilding careers, positively impacting the field as a whole.

Strengthening executive leaders

In 2024, we launched our **ATLI Executive Leadership Program**, bringing together **10 Israeli and Palestinian executives** to strengthen their organizations and transform the field. The seven-month program combined bi-monthly meetings and skill-building sessions, and a resilience retreat in Cyprus.

Leaders developed capabilities in strategic storytelling, impact measurement, management, and organizational sustainability. Beyond the formal program, participants formed a lasting peer network that continues to meet, sharing expertise and supporting each other's work.



Amal Tikva's Executive Program has been a game-changer for me as a leader. Their support during critical moments, along with resilience-building training, has not only helped me navigate challenges but also equipped me with practical tools that I've brought back to my team. The impact of this program extends far beyond individual growth—it has enriched our entire organization.

—Dr Sarah Bernstein, Executive Director,
The Rossing Center

RESILIENT PEACEBUILDERS INITIATIVE: MAKING THE FIELD MORE TRAUMA-INFORMED

Working within the context of ongoing war and trauma, the need for trauma-informed approaches in peacebuilding has never been greater.

In 2024, our entire team underwent intensive training with the Headington Institute. With their guidance, and with your support, **we're embedding trauma-informed principles into every aspect of our work** - from management practices and policies to program design and implementation.

In the next phase, we'll integrate new trauma-informed curricula across our programs. This includes specialized training in trauma awareness, workshops on trauma-informed leadership, and both individual and organizational resilience assessments, ensuring peacebuilding initiatives promote healing, inclusivity, and resilience within trauma-affected communities.

By integrating trauma-informed approaches throughout the field, we're strengthening individual, organizational, and communal resilience.





MAPPING THE FIELD: STATE OF PEACEBUILDING IN 2024

From the start of the war, we heard various speculations and theories about what happened to peacebuilding post-October 7. Instead of guessing, we set out to answer this question.

We interviewed **38 organizations** that continue to advance a better future for Israelis and Palestinians - even though their staff and program participants were directly affected by the ongoing war. We sought to understand how they and their teams were affected and how they responded to the challenges.

Our findings and recommendations were shared in "**The State of Civil Society Peacebuilding Between Israelis and Palestinians,**" an in-depth report published in late 2024. We shared this report extensively with civil society organizations, donors, journalists, diplomats, and other stakeholders. The insights from our research proved immensely valuable to the field, leading us to create a new research department at Amal-Tikva.



This report can serve as a guide for activists, donors, diplomats, and interested parties on what the reasonable expectations for the peacebuilding field are and how to get from here to there... As we all seek to find a roadmap to how to help Israeli and Palestinian society reach a better place, we would do well to reflect on the data and insights gleaned from those who work tirelessly every day to try and transform the situation for the better.

– **Joel Braunold, Managing Director of the S. Daniel Abraham Center for Middle East Peace, and Chair of the Board of Friends of Amal-Tikva**

KEY FINDINGS

1. The field of civil society peacebuilding has gained capacity and become more strategic since 2020:

- Organizations have increased budgets and diversified funding since 2020
- Staff sizes remain stable despite the crisis
- Leadership has become more representative, with greater Israeli-Palestinian diversity

2. Israelis and Palestinians involved in civil society peacebuilding efforts—as activists, beneficiaries, and program participants—have been widely affected by the ongoing war.

- 15 organizations reported participants who lost family members
- 12 reported displaced participants
- 9 had staff called to reserve duty
- 26 faced severe movement restrictions

3. Civil society peacebuilding NGOs demonstrated organizational resilience in the face of trauma as well as capacity to stay strategic.

- 85% of programs continued through the war
- 40% of organizations pivoted to deliver humanitarian aid
- 95% maintained or improved financial stability

4. NGOs are developing new inclusive models of engagement in order to reach deeply within the Israeli and Palestinian societies.

Amal-Tikva's internal mapping of NGOs showed that leaders in the field seem to have already noted the need to reach more deeply into their own societies in order to change societal views of what is possible, either by creating parallel unilateral programs or pivoting to entirely separate work within each society on its own.



KEY RECOMMENDATIONS

1. NGOs must operate with excellence and professionalism in order to achieve real impact. The donor community should demand this excellence and invest in it.

NGOs that are strategic are resilient. It is critical that NGO leadership invest in their organizations' capacity by adopting strategic thinking in order to become more effective. We propose that donors adopt the same terminology around strategic thinking in their monitoring and evaluation processes to enable the field to scale and be as effective as possible.

2. Civil society actors dedicated to peacebuilding should lean into their national and/or religious identities and seek to engage communities within their own societies, including those that have been marginalized by previous peacebuilding efforts.

At Amal-Tikva, we've developed the **Diamond Approach to Peacebuilding**, a new framework encouraging engagement both within and between societies.

The diamond has four points – the top representing political/diplomatic “top-down” peacemaking, the bottom representing grassroots peacebuilding efforts, and the sides representing each side of the conflict, i.e., Israeli and Palestinian societies. The dotted line in the middle is where the two societies meet, and the people holding that dotted line represent those doing the peacebuilding work.

This approach encourages uni-national engagement, with the intention of sharing observations and developing approaches across national lines that will enable each society to see the development of a **new nonviolent construct** from within their religious and national aspirations.



3. Civil society peacebuilding should engage key actors, including religious/political decision-makers, community leaders, and even spoilers.

Civil society must work to engage the illiberal factions within their societies to understand that a new nonviolent construct is the most effective way to realize their religious and nationalistic aspirations.

4. Civil society peacemaking efforts should change the public discourse on the conflict.

- Civil society peacebuilding must change the way activists relate to peacebuilding—from protest movements focused on rallying large turnouts to social change focused on scaling measurable impact.
- Peacebuilding efforts should also change the way peacebuilding is understood in the global discourse on the conflict—from negotiation summits and armistice agreements to long-term processes by which warring societies adopt nonviolence as the means to achieving their national goals.

The path to a new nonviolent construct

We believe that the following framework for building a new, nonviolent reality over time is one to keep in mind as we work toward measured scalable impact:

Both **peacemakers** (defined as diplomatic and political level negotiators and decision-makers) and **peacebuilders** (defined as NGO leaders, activists, and lay leaders) need to recognize that creating a more peaceful reality will take time, yet it is attainable if done strategically and in coordination with one another.

Each side needs to build toward concrete measurable impact laid out with a timeline and attainable goals and objectives. This process may also be aided by reframing the concept of “peace” from a utopia or the fulfillment of one side’s national or religious aspirations into a “nonviolent reality” in which each side can live peacefully in the land symbiotically with the other. However, in order to create that nonviolent reality, there must be a value of nonviolence rooted in the national and religious aspirations of each side.

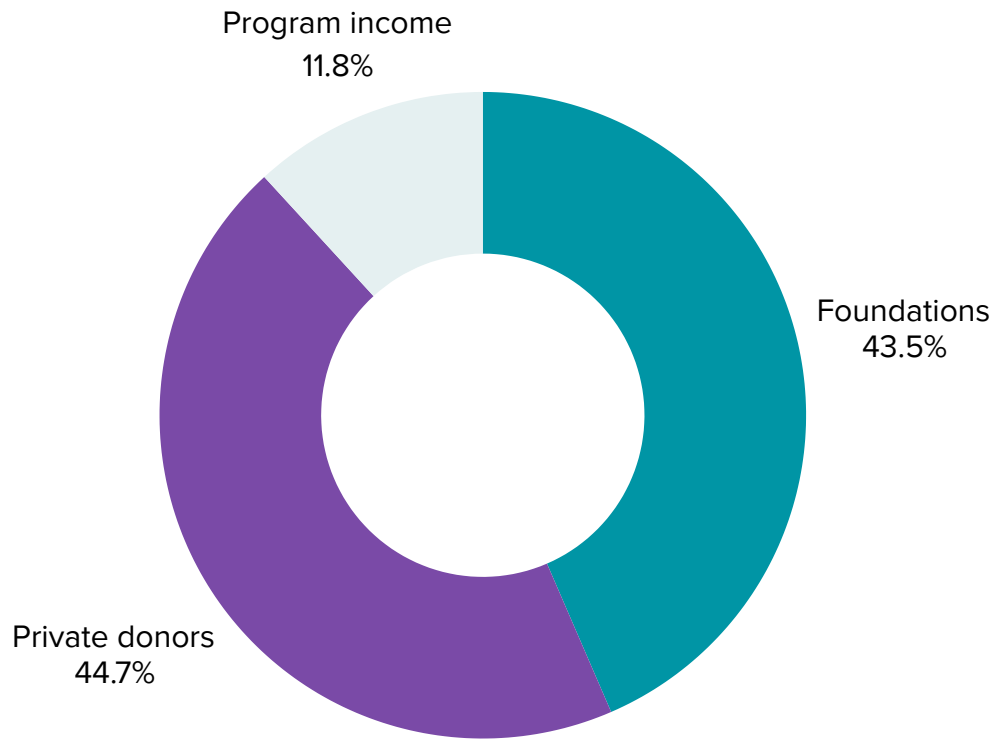


Amal-Tikva's research arrives at a critical moment for everyone who cares about a peaceful resolution to the Israeli-Palestinian conflict... With the stakes so high – knowing the strengths, weaknesses, trends, and developments within the field is essential if it is to fulfill its true potential.

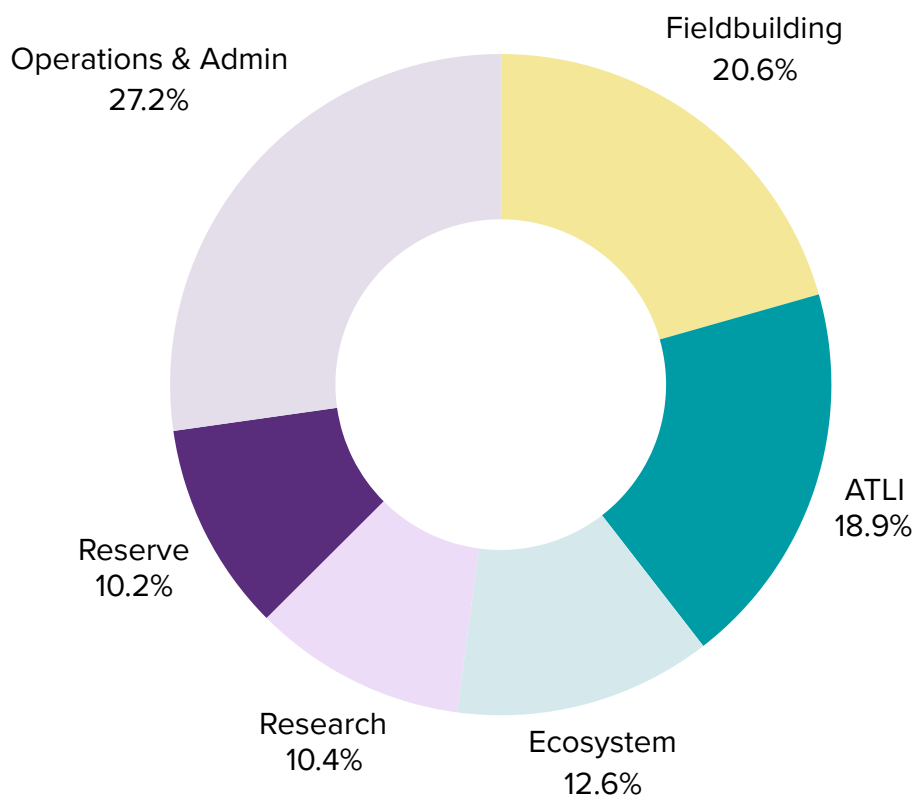
– John Lyndon, Executive Director, ALLMEP

FINANCIAL SNAPSHOT

WHERE OUR SUPPORT CAME FROM (\$719,500)



HOW WE SPENT OUR FUNDS (\$698,115)



OUR BOARD OF DIRECTORS

We are so grateful to our dedicated board members for their inspiring leadership:

Basheer Abu Baker, Co-Founder and Chair
Batya Kallus
Cheryl Frankel, Adv.
Devora Klein, PhD
Gilad Bar On
Iyad Biboh
Said J.
Raquel Ukeles, PhD
Tareq Nassar

At the end of 2024, Basheer transitioned from his role as CFO to Chair of our board, continuing his leadership in a new capacity. **Thank you, Basheer!**

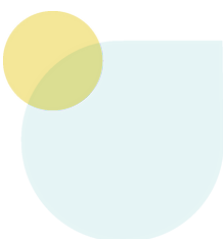
FRIENDS OF AMAL-TIKVA

Our US-based 501(c)(3) non-profit organization was established to support Amal-Tikva's fundraising efforts.

Our heartfelt thanks to our 100% giving board for their generosity and commitment:

Joel Braunold, Chair
Sam Bayer, Treasurer
Alex Bolotovskiy, Secretary
Lisa Silverman,
Jack Gorman
Scott Rasmussen
Karen Doubilet

Interested in joining Friends of Amal-Tikva? Please email your CV and a brief cover letter to Joel Braunold at braunold@gmail.com.





OUR TEAM

Meredith Rothbart | Co-Founder and CEO

Ghadeer Sabat-Kort | Chief Operations Officer

Ariel Markose | Chief Strategy Officer

Natasha Voloshin | Director of Programs

Sewar Uthman | Programs Coordinator

Aliza Gold | Programs Coordinator

Loay Rajabi | Development & Communications Coordinator

Rojeh Gharfeh | Research and Impact Specialist



My support of Amal-Tikva is a strategic investment in those people and organizations that lead the way to the creation of a sustainable future for Jews and Palestinians. Amal-Tikva is led by people of the highest caliber and vision who identify, bring into their orbit, and nurture and train new talented leaders. They create new worlds. They set high expectations, and organizations and leaders meet them.

– **Sally Gottesman, Active Lay Leader and Philanthropist**



Thanks to your support, we now have more NGOs, more leaders, and more engaged donors than we ever imagined possible. And the demand continues to grow.

– **Basheer Abu Baker, Co-Founder and Chair**

THANK YOU

In these most challenging of times, thank you for believing in us, supporting us, and giving us the strength we need to keep going.

Thanks to you, we're building the infrastructure necessary for lasting, scalable social change within and across Palestinian and Israeli societies.

Together, we're laying the foundation for a more peaceful—and hopeful—reality.

On behalf of everyone at Amal-Tikva, thank you.

KEY DONORS & PARTNERS

We extend our deepest thanks to the following individuals, foundations and institutions whose generous support and partnership makes our work possible:

The Alliance for Middle East Peace

Annie Berdy

Anonymous Foundation (x2)

The Aviv Foundation

B8 of Hope

Barry Levinson and Elana Blount

Boustan Foundation

Friends of Amal-Tikva, Inc.

Guiding Good

The Headington Institute

Hebrew University's MA Program in

Nonprofit Management

Jonathan Klein

Lois Kohn-Claar

Rayah Fund of the Jewish Federation
of Greater Pittsburgh

ReThinking Conflict

Richard Dale and Dorit Haverd

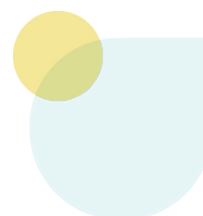
Sally Gottesman

Threshold Foundation

Tulane University

United Health

United States Institute of Peace



amaltikva
amaltikva

www.amal-tikva.org