

TOMORROW'S
WOMEN

Courage.
Leadership.
Change.

2024

IMPACT
REPORT

IN A YEAR OF WAR, WE PERSIST



LETTER FROM THE EXECUTIVE DIRECTOR

2024 was a year unlike any other in the history of Tomorrow's Women. The war in Gaza took the lives of three of our alumni. We mourn them deeply. They were daughters, sisters, and leaders—voices of hope, now silenced.

In the wake of escalating violence, our team pivoted. We launched trauma-informed virtual gatherings, one-on-one therapy, and provided direct humanitarian support. In this space of rupture, we discovered some of our most meaningful work.

While grief has marked this year, so too has resilience. Even under unimaginable strain, our staff, alumni, and young participants continued to meet in dialogue, practice compassionate listening, and map out a future beyond destruction—a future marked by moral imagination and ambition.

We are not untouched by loss. But we remain unwavering in our belief that peace is built through the courage of young individuals daring to connect when the world divides.

We are also grateful to honor a significant leadership transition: Tony Gerlicz completed his term as board president, passing the torch to longtime board member Lamia Faruki. We thank Tony for his steady leadership and welcome Lamia's vision and personal connection to our mission.

Thank you for standing with us, and this next generation of young women leaders.

With gratitude,

Holly Morris
Executive Director



MISSION

Tomorrow's Women brings young women from Palestine, Israel, and the United States together and provides them with the skills and opportunities to become compassionate changemakers in their communities and beyond.



VISION

We envision a world where young women in Israel and Palestine become leaders who work together toward a society where equality, justice, and peace prevail, and the occupation ends.



OUR METHODOLOGY: WHY US, WHY NOW

Tomorrow's Women's tested methodology weaves together four core elements: trauma healing, storytelling, cross-cultural dialogue, and leadership skills development. We introduce these tools during the identity-forming period of adolescence and young adulthood to create maximum impact.

Through compassionate listening, creative expression, and facilitated encounters, young women learn to lead from empathy, strength, and vision as they go on to become journalists, educators, nonprofit founders, entrepreneurs, civic leaders, and more.

Since the start of the war, the work of bridge-building has become both more difficult and more essential. The courage our participants show in continuing to engage during active conflict demonstrates the profound possibility of our methodology, our community, and our team.

MEETING THE MOMENT



We received a significant USAID MEPPA grant validating Tomorrow's Women's methodology, commitment to our alumni, and ability to deliver impact despite ongoing war.¹



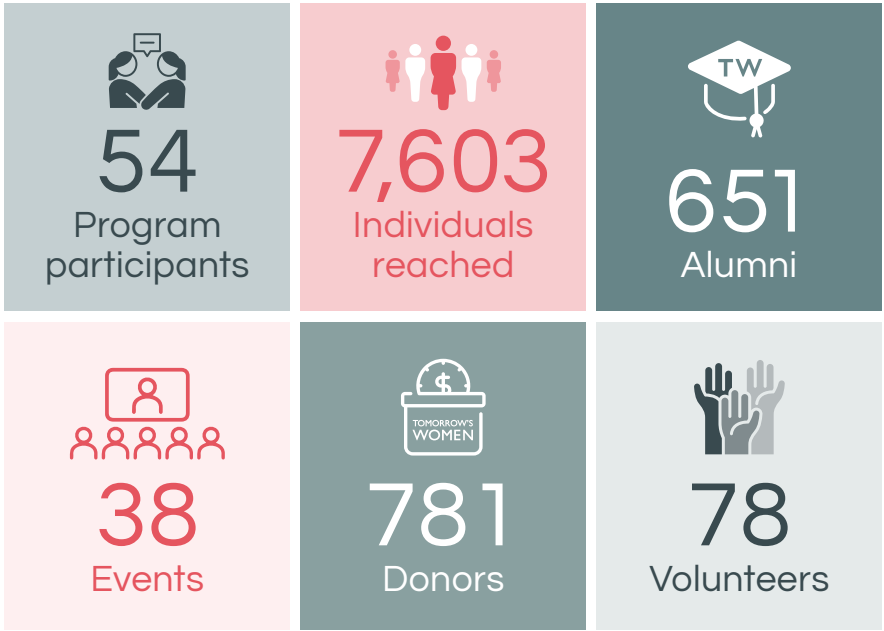
We hosted our inaugural Alumni Leadership Summit in Santa Fe, NM bringing together young women to reconnect and double down on their shared commitment to building a better future.



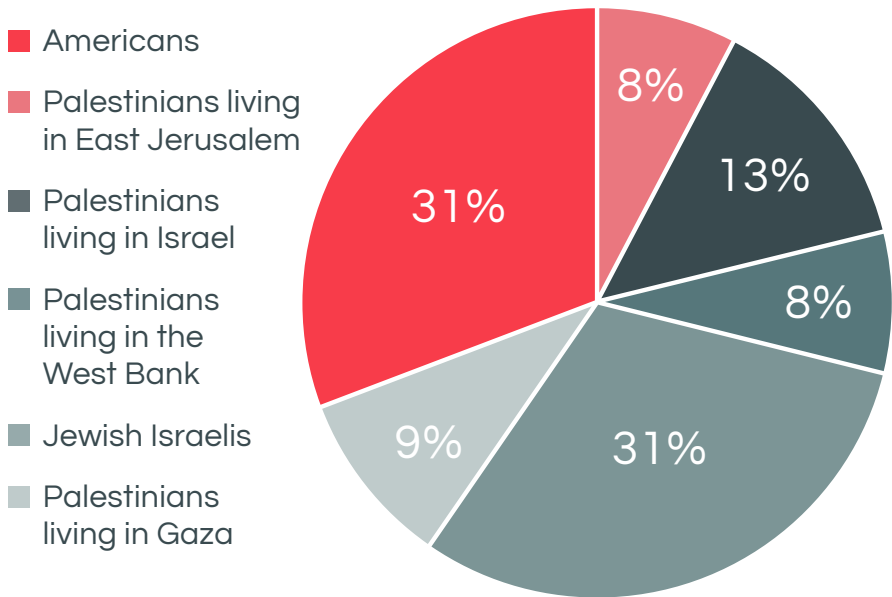
We offered pro-bono therapy sessions to all alumni and staff throughout 2024 and hosted uni-national meetings with 2023 participants, creating spaces to process trauma and grief during a tremendously difficult year.

¹ This award was terminated in early 2025 as part of the dismantling of USAID.

ENGAGEMENT BY NUMBERS



PARTICIPANT DEMOGRAPHICS



A NOTE FROM OUR PALESTINIAN AND ISRAELI CO-DIRECTORS

Even in the face of unimaginable violence, fear, and loss, we continued our work because we know the importance of showing up, especially during times of crisis.

During this year of war we had several remarkable achievements: We recruited 60 brave young women (Palestinians and Jewish Israelis) to learn Hebrew and Arabic, explore media as a tool for activism, and become dialogue facilitators. We stood with our alumni, collecting their stories and bearing witness to their suffering and strength. We supported our 2023 Teen Leadership Program participants as their relationships were abruptly severed. And we designed and held our first-ever Alumni Summit—a pivotal accomplishment that brought generations of Tomorrow's Women activists together to deepen their work, even during wartime.

At every turn, we were renewed by the young women themselves: In the face of war and loss, they choose compassion over polarization, vision over vengeance. The war has tried to separate and silence us—but we know hope is the path and change is possible, even now. Especially now.

- Ameera and Noa



Ameera, Palestinian Co-Director

Noa, Israeli Co-Director

WARTIME PROGRAMMING: HOLDING THE LINE

ADVANCED LEADERSHIP INITIATIVE

Alumni Leadership Summit

Our inaugural Alumni Leadership Summit was held in Santa Fe, NM. The retreat focused on trauma healing, storytelling, leadership skills-building, and citizen (Track II) diplomacy—unofficial communication channels and conflict resolution programs between ordinary citizens that address historical traumas and build relationships that result in more durable and robust co-resistance.

Results reported by participants:

- 91%
- Have more skills and tools to be a leader/activist/peacemaker
 - Have greater ability to build authentic relationships with people from different cultures
 - Are more able to resolve conflicts
- 100%
- Have a better understanding of the challenges people on “the other side” of the conflict face

“I met amazing women and I believe we can work together in the future. I gained more hope and trust around the process of healing and opening our hearts even when it looks like there is no chance.” - Gaya, Jewish Israeli and 2024 Alumni Summit participant

“I feel more compassionate about others’ stories and struggles. I am now more able to listen to the whole story, to be aware that different people have different opinions. Changing the conflict is possible, but we need to talk and listen to each other more than usual.” - Dalia, Palestinian Israeli and 2024 Alumni Summit participant

“Big change is hard...but we can make small changes in our personal lives and help each other. If you change someone’s life it’s like you’ve changed a whole world.” - Libbi, Jewish Israeli and 2024 Alumni Summit participant

MARYLAND

Community Dialogue Projects

After returning home from the Alumni Leadership Summit, participants put their dialogue facilitation skills into action by hosting dialogue circles with their friends, families, and community members. Locations of the dialogue circles are illustrated on this map.

ME'ILYA
HAIFA
EAST JERUSALEM
SDEROT
AL-ARROUB REFUGEE CAMP

“We began with a reflection on a recent serious incident, which involved two students from the community. Many participants expressed feelings of sadness, depression, and fear...We discussed techniques to identify and handle emotional triggers and participants shared stories of successes or challenges...Each person was encouraged to continue tracking their triggers, practicing self-care, and engaging in reflective listening.” - Rosol, West Bank Palestinian and alum dialogue circle facilitator

“Most people who participated in the dialogue were people who only very recently came back home after a year of being evacuated. A lot of them lost jobs, loved ones, any sense of stability, and mostly hope...We talked about our hopes as a kibbutz and the impact of the young generation and I felt very proud to call this place and these amazing people my home.” - Omri, Jewish Israeli and alum dialogue circle facilitator

“I asked the [participants] to think about the last two bad situations that happened to them...I gave everyone the safety and space to express whatever they wanted and after each story there were questions and comments and advice. The main aim was to teach them to express themselves and think deeply about whether they react to their problems in a healthy way or not. I believe this is useful, because in our region we are not used to sharing, expressing, and thinking about our problems in a deeper way.” - Mayar, West Bank Palestinian and alum dialogue circle facilitator





Noga Bar Oz (left) and Lana Ikelan (right)

Speaking Engagements

Tomorrow's Women alumni brought their voices to audiences across eight U.S. cities, including at key forums like the Democratic Women's Congressional Caucus. They also addressed international audiences at events including a parallel event to the U.N. Commission on the Status of Women and an International Day of the Girl celebration hosted by Together Women Rise.



U.S. PEACE AMBASSADORS PROGRAM

American teenagers built skills in compassionate listening, emotional intelligence, self confidence, teamwork, conflict resolution, and activism. They also engaged virtually and in-person with peers in Israel and Palestine, including conducting interviews with Gaza Girls alumni who courageously shared their experiences of war—[stories](#) of displacement, loss, survival, and strength.

Peace Ambassadors reported measurable growth:



100%

Increased emotional intelligence (self-awareness, self-regulation, motivation, empathy, and social skills)



89%

Feel more confident educating others on topics they are passionate about



67%

Feel more equipped to resolve conflicts

"Being in the Peace Ambassadors Program has expanded my view and understanding of the particular role art plays in activism. This program also allowed me to push through feelings of discomfort when speaking in public or about important matters." - Padmani (2024 Peace Ambassador)

"Peace Ambassadors helped me feel more confident in starting social change in my community, specifically through creating a personal project and trying to actually raise money for a cause or get people together to volunteer." - Elise (2024 Peace Ambassador)



COLLECTIVE PROCESSING AND HEALING

Tomorrow’s Women facilitators led uni-national meetings to process trauma and grieve together. While the gatherings were uni-national, our 2023 Palestinian and Israeli participants chose courage over separation: They exchanged letters with one another, building on the bi-national bonds they created despite the war raging around them.

Licensed therapists also offered pro-bono, one-on-one therapy sessions in Arabic, Hebrew, and English for any alumni or staff who needed support in the wake of October 7th and the subsequent, ongoing war.

GAZA RELIEF

Tomorrow’s Women raised emergency funds for Gaza Girls alumni, distributing money to every alumni. Several Gaza Girls alumni courageously shared their stories of survival and displacement, reaching audiences [online](#) and across the U.S. during Tomorrow’s Women speaking events.



A TRIBUTE TO LEADERSHIP

This year marks the end of Tony Gerlicz’s presidency of the board. Under his leadership, Tomorrow’s Women grew in scope, reach, and global impact. Tony guided us through a pandemic, a legacy-building campaign, and now a war. We are deeply thankful.

We are proud to welcome Lamia Faruki as our new board president beginning in 2025. Lamia has served on the board for more than a decade, and her Palestinian heritage and commitment to justice shape her approach to this work. As she said in her acceptance remarks: *“When people ask, ‘How can you do this work now?’ I respond: ‘How can we not?’ I’m proud to work with Tomorrow’s Women’s fiercely committed and hard-working team as we navigate these unprecedented times together.”* - Lamia Faruki

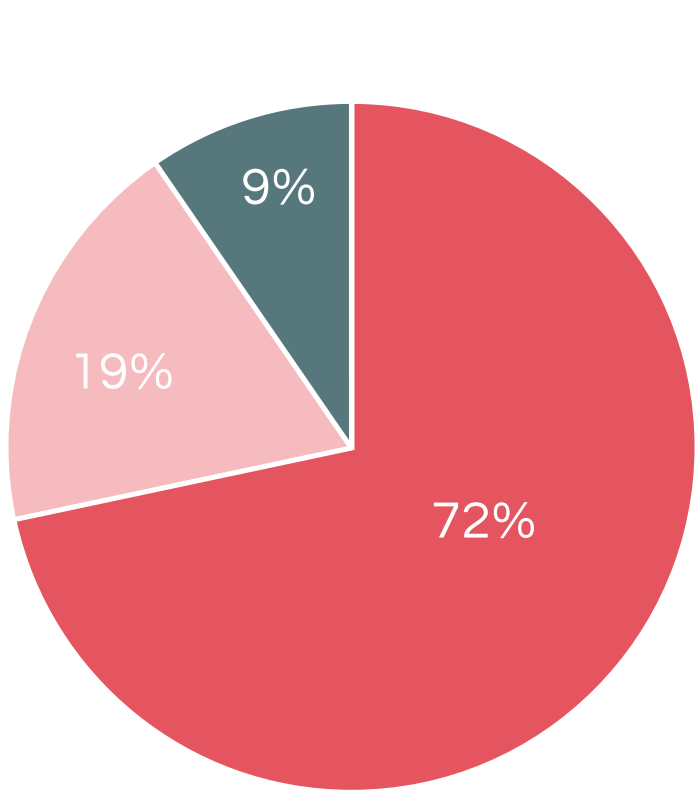
MOVEMENT AND CAPACITY BUILDING: OUR TEAM IN ACTION

Our team expanded Tomorrow’s Women’s influence across civil society and policy forums. Staff brought our mission to international peacebuilding conferences in Geneva and Berlin. We contributed perspectives at the Van Leer Jerusalem Institute’s Political Imagination Workshop and the Common Bond Institute’s 3rd Side Conference. Our voices reached the highest policy levels when staff and alumni presented to the U.S. Congressional Democratic Women’s Caucus and met with U.S. Assistant Secretary of State Barbara Leaf on women’s role in conflict resolution. These interconnected efforts help us weave a stronger network to nurture the next generation of Palestinian, Israeli, and U.S. women leaders.

FINANCIAL OVERVIEW

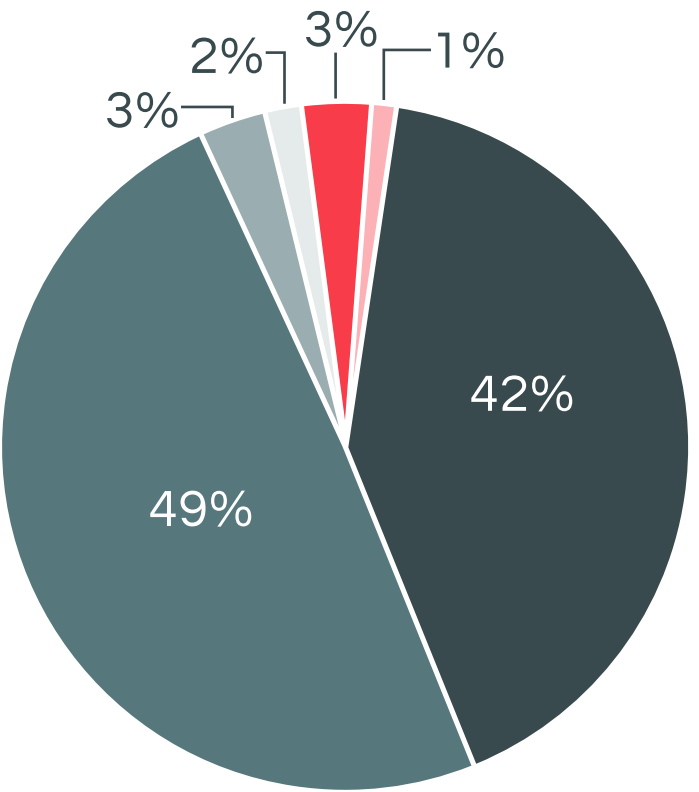
A more detailed financial breakdown is available on our [website](#).

ORGANIZATIONAL EXPENSES



- Programs
- Administration
- Fundraising

ORGANIZATIONAL INCOME



- Individuals
- Foundations
- Corporate
- Fees
- Government
- Faith-based



Paul Beck



David Skinner and Noga Bar Oz



Sam Hocking

GRATITUDE

INSTITUTIONAL DONORS AND PARTNERS

Our institutional funders and partners have been instrumental in fortifying our efforts during this tumultuous year. Their steadfast commitment has provided the resources, platforms, and venues necessary to continue our programs and expand our reach. We are deeply grateful for their support and collaboration.

[Click here to see a complete list of our 2024 institutional donors and partners.](#)

INDIVIDUAL DONORS

In a year marked by profound challenges, the unwavering support of our individual donors has been a beacon of hope. Your generosity enabled us to adapt swiftly to wartime needs while also growing our Advanced Leadership Initiative for Tomorrow's Women alumni. Each contribution played a vital role in sustaining our mission and supporting young women leaders. We extend our heartfelt thanks to each of you.

[Click here for a complete list of our 2024 individual donors.](#)



Andy Berman and Sarah Rutenberg



Noreen Perlmutter (left)
and Becky Darden (right)

VOLUNTEERS

This year, 78 dedicated volunteers supported Tomorrow's Women. These committed individuals were integral to making our transformational work possible, and we are deeply grateful for their dedication, time, and energy.

[Click here for a complete list of our 2024 volunteers.](#)



From left to right: Aliyah Lee, Cynthia Broshi, Sue Barnum, Tess DeGange, Paige Altamirano, and Ruti Wagaki

OUR 2024 TEAM

Holly Morris <i>Executive Director</i>	Alana Grimstad <i>Communications & Summit Director</i>	Nassim Assefi <i>Grant Writing & Strategy Consultant</i>
Noa Ma’ayan <i>Israeli Co-Director</i>	Kirkley Doyle <i>Director of Impact and Special Projects</i>	Amy Erickson <i>USAID MEL Specialist</i>
Ameera Said <i>Palestinian Co-Director</i>	Ghida Sinno <i>Development Director</i>	Itaf <i>Palestinian House Manager</i>
Lama <i>Palestinian Facilitator</i>	Cheryl Bell / Miriam Davis-Rosenbaum <i>Administrative Managers</i>	Adi Inbar <i>Israeli House Manager</i>
Anat Shoval <i>Israeli Facilitator</i>	Julie Shapiro <i>Peace Ambassadors Program Manager</i>	

OUR 2024 BOARD

Tony Gerlicz <i>President</i>	Sue Barnum	Shani Harvie	Ann Richter
Shaza A. Anderson <i>Secretary</i>	Andrew Berman	Beth LeBron	Zahra Sakkejha
Sam Hocking <i>Treasurer</i>	Pamela K. Blackwell	Rafiq Masri	Amanda Salhoot
	Michael Chamberlain	Nico Pousette	Ellen Zieselman

A special thank you to our 2024 interns: Cliodhna O’Connell, Talia Beebe, and Xitlalitl Rodas.



LOOKING AHEAD TO 2025

With ongoing conflict in Palestine and Israel and concerning global shifts away from gender equity, we remain steadfastly committed to our mission and, more than ever, driven to act. We hold firm to our foundational belief that investing in young women’s leadership creates the clearest path toward a more stable, just reality.

We are doubling our programming in 2025. Our signature six-month Teen Leadership Program for teens from Israel and Palestine will start with several in-person seminars on gender issues, personal narratives, and critical thinking and will culminate in Switzerland in partnership with Coexistences, where the cohort will forge new skills and make lasting connections with “the other side” on historic neutral territory. The Peace Ambassadors will learn emotional intelligence, resilience, and compassionate communication, while producing an original podcast as their capstone project.

We’re also deepening our commitment to alumni with our second annual Alumni Leadership Summit in New Mexico and visits to a dozen cities on speaking tours across the U.S. On the ground in Palestine and Israel, we’re launching robust programming on trauma healing, language skills, conflict analysis and resolution training, and more.

The war has changed us, but it has not broken us. The mission continues—not as idealism, but as necessity.

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