



ANNUAL REPORT

2022



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## From our Executive Director

2022 was a year of tremendous growth at Out for Change.

This year, we expanded our work to the geographic periphery and opened new activity centers in the north and south; we established a professional department for policy change, which includes a government relations team; we raised public awareness of the Exit movement; and we conducted extensive research on the Exit phenomenon.

We also started new programs, such as the "Out to Serve" program, which guides soldiers and helps them exercise their rights; a training program for professionals who work with Yotzim; and special guidance to help people prior to leaving the Haredi community. We launched OutStand, a leadership forum of Yotzim in the public sphere; we provided support and guidance to organizations and external programs that also support Yotzim; we advance policy changes that help Yotzim better integrate and fought cases of discrimination and exclusion against Yotzim. At the same time, we continued all of our activities at our "salonim" community centers, which, without exception, expanded and grew throughout the year.

We continued to make the world a better place.

The need to grow quickly and develop efficient infrastructures for our expanding activities, in order to meet the increasing demand, combined with our desire to preserve the dynamic nature of Out for Change as an organization of "Yotzim for Yotzim" is both incredibly satisfying and at the same time, very challenging.

This report reflects the incredible effort, meticulous attention, professionalism and above all, a great sense of responsibility for our brothers and sisters, present and future Yotzim. And behind each development described in this report are many circles of partners working toward change, each with its own contribution. We could not have accomplished so much without these partners.

While these lines are being written, we are already in the midst of a new and no less challenging year. I hope that we will continue to be privileged to fulfill our mission and pave the way to success for many Yotzim.

**Nadav Rozenblat,**  
Executive Director  
Out for Change

## With Signs, Wonders and Midot

We received the Presidential Award for Volunteerism thanks to hundreds of volunteers from Israel and abroad, who take part in our "Out to Learn" program, which provides free tutoring to Yotzim. This award was given to organizations who "promote partnership and solidarity among individuals, society and the environment in an attempt to create a better society in Israel". We are proud to be included in this group.

This is a historical moment! The President's home, which represents all of Israel, opened its doors and acknowledged the important activity of an organization which helps Yotzim. We were privileged to receive state recognition for the unique model of our "Out to Learn" program, and for its important impact.



Following an intensive examination process carried out by [the Midot organization](#), we received the "Midot Seal of Effectiveness". This seal is a declaration of an organization's ability to improve the lives of their beneficiaries, while making the best use of resources.

The seal indicates that Out for Change is committed to an organizational culture that places great importance on planning and measurement, focusing on results and ongoing improvement, in order to significantly improve the lives of Yotzim and to integrate them into mainstream Israeli society.

We also joined the ["Round Up" Project](#), which allows consumers to round up their purchases to the nearest shekel, and donate it to a charity of their choosing.



# Out for Policy Change

Representing and promoting the interests of Yotzim among decision makers has been one of our core activities since Out for Change was established. Our aim is to bring about equality and establish appropriate government support for the integration of Yotzim into both the Israeli work force and Israeli society.

Improving the human capital of graduates of Haredi education, through the development of programs that help them integrate into higher education and receive professional training, is a national interest that is recognized in government decisions and reports.


**Below are some of our most significant achievements in 2022:**



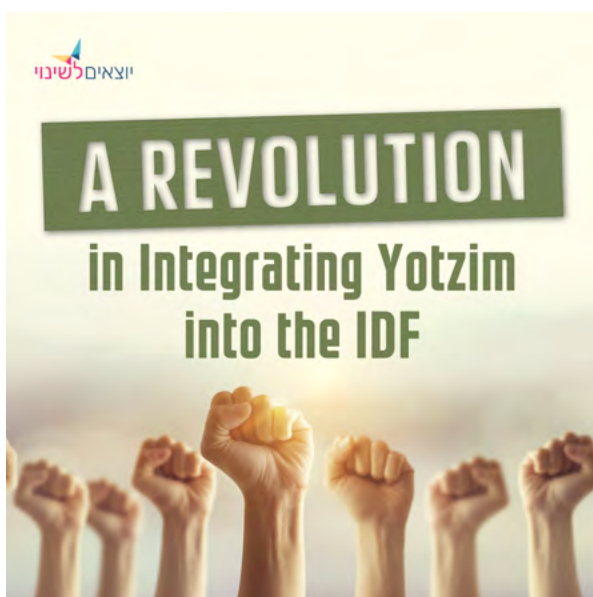
In 2021, we successfully changed IDF policy and the IDF approach towards Yotzim who serve in its ranks.

In 2022, the IDF introduced a special registration marker for graduates of Haredi education, ensuring that they are automatically recognized as Yotzim entitled to special rights and privileges, including recognition as lone soldiers. This policy is expected to significantly increase the number of Yotzim who receive their rights as soldiers.



 For the first time, the Council for Higher Education (CHE) – the government body which oversees universities and colleges – will include a special section on Yotzim and their integration into academia in its five-year plan. The CHE asked Out for Change to formulate recommendations and a practical model for helping Yotzim in universities and colleges. This year, we expect to present a comprehensive policy document on integration to the steering committee of the CHE. The report will potentially benefit thousands of Yotzim – both current and future students in academia.

- For the first time, two academic advisors were assigned specifically for Yotzim, with funding from the CHE and in collaboration with the Aluma organization. These are the first government appointments supporting Yotzim prior to the start of their academic studies. Out for Change's team provided these new advisors with professional training to help guarantee excellent support for Yotzim.





We are actively involved in the important task of finding a solution for Yotzim who are minors and held a round table discussion with the Minister of Welfare to educate him about this issue. OFC formulated a position paper which demonstrates the need for a government supported, educational framework for Yotzim under the age of 18, which will be adapted to their needs and offer a response that will help prevent them from becoming at-risk.



We worked to eradicate discriminatory group definitions and equate the rights of all graduates of Haredi education in government employment programs. During 2022, and as a result of our activity, two new positions were created for coordinators who will advise and guide Yotzim at government employment centers in Jerusalem and Tel Aviv. OFC staff helped these coordinators, who worked out of our community centers, in order to offer Yotzim the most professional service.

To help Yotzim integrate into the high-tech industry, we worked to define Yotzim as a distinct target audience within the section of the Innovation Authority aimed at helping the development of specific populations and communities.

Another important achievement – for the first time, a project manager focused on the rights of Yotzim was hired at the Ministry of Social Equality. The project manager's role is to advance the rights of Yotzim in coordination with other government offices. This is a huge step in terms of the recognition government bodies are giving to the importance of Yotzim and the Exit movement.



We published a special covenant for the Exit movement, and prior to the elections in 2022, we asked Members of Knesset to sign it (pictured above) as a declaration of their commitment to work on behalf of Yotzim. This is the first time that the fundamental principles of the Exit movement were put into writing and backed by public figures prior to an election.

# The Data is Out

Out for Change's research department strives to be a leading professional body producing relevant and up-to-date information about the Exit movement in order to: advance the personal, social and professional integration of Yotzim into Israeli society; bring about change in the decision-making processes in the public and private sector; and positively influence the general public's perceptions of and attitudes towards Yotzim.

## Below are significant achievements in 2022:

- We published "Out with the Data", a Yearbook that includes updated and comprehensive data on the characteristics of Yotzim and the employment of male Yotzim.

**61%** of men served in the IDF  
or national service

**81%** of men are employed

**4%** of men work in high-tech

**25%** of the women have an academic degree

**15%** of the men have an academic degree



- We published a comprehensive survey for the International Day of Choice. As part of the survey, 420 Yotzim were asked about their educational and professional choices, how they feel about their journey out of Haredi society and about the consequences their choices had on their lives today.

- We published a study on emotional well-being among Yotzim, in collaboration with Dr. Yossi David and Esterina Trachtenberg. The article appears in [Chapter 5 of the Yearbook](#).

- We held our second annual research conference with the participation of government ministers, Knesset members, experts and inspiring Yotzim.





# Raising Awareness about the Exit Movement

Harnessing public support for Yotzim, while dispelling negative and mistaken information about them is in Israel's national interest. There has been a lot of progress in this area, and more and more people better understand who Yotzim are as a result of accurate and diverse campaigns to raise awareness in traditional and social media and exposing the public to this phenomenon through culture and art.

## Training Professionals

We have a designated team that conducts workshops and trainings for professionals about the Exit movement and the world of Yotzim and their needs. Professionals who participated in these trainings include lawyers, social workers and military personnel.

Over

**1,000** professionals participated in this program in 2022.



## Day of Choice

In 2022, we raised the gauntlet again and led the International Day of Choice, which included dozens of events around the country: lectures, panels, shows, art exhibits, and more. The Day of Choice is aimed at raising public awareness about the Exit movement and celebrating with the brave individuals who chose their own new paths in life.

The Day of Choice was also celebrated in the U.S., the UK, Germany, India and Australia.

Some

**500,000**

people were exposed to the Day of Choice in 2022.



[Click here to see a short video about the Day of Choice](#)

## HaTekufa Magazine

Leaving ultra-Orthodox society means leaving familiar frameworks and social norms and opening up new possibilities for creative change and cultural expression. The magazine "HaTekufa" is a platform for presenting the unique culture Yotzim bring to their new lives. The magazine includes opinion pieces, investigative stories, philosophical articles, weekly columns, stories and poetry, which reflect the variety of views and experiences of Yotzim.

In 2022, HaTekufa was viewed

more than **25,000** times.



## Out to the Media

Through the OFC spokesperson, we raised public awareness and brought inspiring stories of Yotzim and the work we are doing at Out for Change to the media. By addressing both the Israeli and international media, we are changing the discourse on the Exit movement, and showing the world the strength and power of the Yotzim community.

Thanks to our spokesperson, we had more than

**45** articles and mentions on TV, radio and in the press.



[Click here to read the article](#)



# Individual and Community Programming

To help each person reach his or her full potential, we operate individual mentoring and tutoring programs and community centers, provide social events, courses and workshops on education, culture and art, identity and sexuality. These activities take place with the assistance of the Ministry of Welfare and Social Affairs.

In 2022, there were more than

# 6,700

visits to our community centers in Tel Aviv and Jerusalem.

Throughout the day and into the night, our centers are busy with hard-working students, private lessons, work meetings and vibrant social activities.



## Personal and Professional Development

More than

# 1,100

Yotzim

took part in

# 120

activities in our community centers

where they acquired learning, cultural and art skills, discovered more about themselves, socialized and established professional relationships.



## Out to Learn

More than

**300** pairs of students and volunteer teachers

participated in the "Out to Learn" program, which provides free tutoring in a variety of subjects. The "Out to Learn" program won the [Presidential Award for Volunteerism](#). With the help of devoted tutors, many Yotzim completed their high school matriculation and university entrance exams, were accepted into universities and colleges, and graduated with an academic degree.



## Pathways Program

**995** Yotzim

at different stages of life, received personal guidance and advice from our guidance coordinators.

Both new and old Yotzim received help regarding military draft, studies, scholarships, employment and more. This support allows them to properly consider their next steps and make informed decisions.

## Mentoring program

**100** Yotzim took part in our Mentoring Program.

Yotzim received ongoing support over a six-month period from specially trained mentors, to help them reach their full potential personally and professionally. Thanks to the support of the mentors, Yotzim moved forward in their careers, studies and personal life, and overcame internal and external obstacles.



## "Out for Excellence" Scholarship Fund

This past year the "Out for Excellence" Scholarship Fund was established to provide scholarships to honor students in university and college. The scholarship pays

up to **50,000** NIS a year

to each qualifying Yotze to cover tuition and living expenses, helping ensure financial wellbeing.

The fund is managed by Professor Gabi Barbash and Judi Shalev, with the support of the Steinmetz family. The Out for Change team helps the fund find suitable candidates.

## Steps Program

(in collaboration with the Israel Hillel organization and the Ministry of Welfare and Social Affairs)

The Steps program helps Yotzim facing custody battles with former spouses who have remained in Haredi society. The goal of the program is to fight the phenomenon of parental alienation which many Yotzim face when they choose to leave and provides legal advice, legal aid and personal guidance.



**60** people received legal advice

**9** court proceedings in the civil and rabbinical courts

**3** appeals on decisions that discriminated against Yotzim parents

## Out to Serve

In 2022, we started an innovative program, which provides support to Yotzim entering or currently serving in the IDF regarding assignments to select jobs, personal affairs, acceptance to officer training courses and the right to receive a supplementary education. The Out to Serve team accompanies Yotzim to ensure that they receive all the rights to which they are entitled, so they can have a successful and meaningful service that benefits both them and the army.

This year, we helped

**166** Yotzim serving in the IDF.





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**”And you will spread out to the west and to the east, to the north and to the south”**

**(Genesis 28:14)**

Thousands of Yotzim who live in the geographic periphery of Israel need support. In August 2022, we expanded our activities to these regions.

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**300** Yotzim took part in activities throughout the north and south of Israel.

**# WE’VE ARRIVED!**  
Out for Change  
in the north and south

Out for Change



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## The Exit Bridge

**’I love my children the way they are, without a yarmulka and without a head covering”**

(Yocheved Polyas)

We strive to bring Yotzim and their families closer together, with the understanding that a healthy relationship with their families contributes to the mental well-being of Yotzim and helps them reach their full potential.

In 2022, we held an intimate panel discussion with participants from the television show "We'll Meet Again", as well as Yotzim and their parents, to encourage a heart-to-heart, constructive conversation. The audience included men and women from both Haredi society and mainstream Israeli society.

[To view the event](#)



Together with our Circle of Friends we produced "My Way", an original play based on true stories of Yotzim. Two actors – Yotzim themselves – share the stories of those who chose to leave Haredi society and make their way in the outside world. "My Way" was performed 18 times for nearly 1,000 people, including ultra-Orthodox, religious and secular individuals, who left with a deeper understanding of the Exit movement.



# Future Plans



## Strengthening the Bridge between Communities

A good relationship between Yotzim and their families is extremely important and in 2023 we will work to strengthen these relationships.

The Out for Change research staff conducted a study about relationships between Yotzim and their families, covering issues such as acceptance and satisfaction, financial support, and more. This research will provide tools to promote national change.

We also strive to develop programs that will help strengthen the relationships between Haredi families and family members who have chosen to leave.



## National Information Center

We know that there are many Yotzim who, for a variety of reasons, do not receive the services they need. A National Information Center will serve as an entranceway to enable all Yotzim - from anywhere in the county and at any stage of the process - to reach us, learn about their rights and the programs being offered, and empower them to reach their full potential. The Center will also provide services to organizations and government bodies that wish to make their services easily accessible to Yotzim. Finally, through the National Information Center we can collect data to help map the Exit movement, identify needs, pinpoint discrimination and monitor the obstacles and challenges Yotzim face. With this information, we can further advance policy change, develop national programs and make internal organizational improvements.



## Yotzim Leading the Way

In 2022 we developed the "OutStand" leadership program, and the first cohort of the program will start in 2023. "OutStand" connects influential Yotzim through a peer network that will have multiple impacts, by helping each person's professional development, and by advancing common goals. A focus group was already convened, representing the target audience, and together they mapped the program's goals and shared vision: creating a center of strength comprised of successful Yotzim, who will work together and serve as a model of inspiration for Yotzim just beginning their new path in life.

”It only takes one person... and then another person... and another one... to start a revolution”

Abraham Joshua Heschel, former Zibuz Hassid

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## From the Yotzim

**Yishay Nadav** was one of the first volunteers on the Out for Change Marketing team. Today he is a developer in Microsoft’s Cloud security group. We are proud of his amazing journey, and how he inspires other Yotzim to achieve.



[Click here to read Yishay's story](#)

**Ricky Lisicin** was born into an ultra-Orthodox family and grew up in Bnei Brak. At the age of 19, she slowly began her journey away from Haredi society, completed national service, and today is studying Social Work. Ricky joined our Mentoring program, and she shares her story of personal and professional development, and the incredible process she experienced with her mentor.



[Click here to read Ricky's story](#)



**“There will be no victory of light over darkness as long as we do not face the simple truth, that rather than fighting the darkness, we must amplify the light”**

A.D. Gordon, formerly of the Vilna Yeshiva

Investment in the Exit movement is of national interest to the State of Israel, both today and for future generations. Its development would not have been possible without you, our partners. We still have a long way to go, but change is already taking place. Together, we are changing Israeli society for the better.

**On behalf of the Yotzim  
and the entire Exit movement,  
we thank you all.**

