



The Collective 5-Year Impact Report:

Elluminate's Leadership
Advancement Program



elluminatewomen

Empowering Jewish Women Leaders
Advancing Gender Equity & Social Change



Elluminate empowers feminist Jewish women leaders and philanthropists to advance equity and social change. We are:

- **Supporting** Jewish women nonprofit leaders and their organizations by providing training and funding, fostering collaboration, and sharing best practices to accelerate social change through a gender lens.
- **Building** a global leadership network for Jewish women leaders who are addressing and finding innovative solutions to today's most intractable issues.
- **Transforming** traditional philanthropic models to strategically direct funds towards women advancing social change.



elluminate**women**



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1. Introduction

In 2018, Elluminate (then named the Jewish Women's Foundation of New York) established The Collective, a unique leadership advancement program designed to strengthen, connect, and elevate Jewish visionary women CEOs and their organizations — all working for social change through a Jewish and gender lens.

As our Collective program completed its fifth year in 2024, Elluminate endeavored to assess its impact through a professional evaluation of the first five Collective cohorts — 50 members — spanning the years 2019 to 2024. This timeframe included two years of the Covid-19 pandemic, when the leaders' organizations as well as the Collective experience transitioned to virtual, and also the period since October 7, 2023, when the war in Israel had long-term impact on Jewish communities and Jewish leaders around the world. This Impact Report draws findings through data and case studies.

Since the Collective's inception, the rollback of

“The most important learning that I encountered in The Collective space was the power of its feminist voice — the immense power of women when they come together to make change together, to change the world.”
— from the Five-Year Evaluation Survey

Roe v. Wade, efforts to dismantle women's rights in Israel, growing antisemitism post-October 7th, and other alarming developments have made the creation of a safe space for Jewish women ever more critical. Elluminate provides that space.



The visionary and impactful women leaders of Elluminate's very first Collective cohort — inspiring and learning from each other at the 2019 Convening — with Collective Dean and Educator Ruth Messinger, third from left.

THE PIVOT

The Jewish Women's Foundation of New York was created in 1995 to provide grant funding to organizations working to address the unique issues facing women and girls in the Jewish community in the metropolitan New York area and Israel. The Foundation also established a number of giving circles, funding organizations in the developing world addressing the needs of women and girls and run by Jewish women. After 20 years practicing this model, leadership recognized the potential to make a faster, more powerful impact through multidimensional support

of Jewish women visionaries and changemakers leading nonprofit organizations.

In 2018, the organization changed its methodology, pivoting from functioning as a traditional grant-making foundation, and toward focusing on strengthening Jewish women's leadership as a means of advancing gender equity and social change and addressing the dearth of women at the top levels in nonprofits.

Changing its name to Elluminate, the organization has since built a cadre of Jewish women philanthropists, thought leaders, and advocates to support Jewish women nonprofit and NGO leaders working in the US, Israel, and elsewhere around the world.

“Bringing together a diverse coalition of bold women, we address the unique challenges faced by female leaders ensuring that they are supported and elevated as they battle to change the world. Together, we work as a force multiplier for vital social change, fostering collaboration, strengthening leadership capabilities, magnifying voices, and accelerating transformational influence and impact.”

— *Elluminate's 2022 branding statement*



Members of Elluminate Collective Cohorts 1 - 5, at the Annual Luncheon in 2024.



At Elluminate's first Convening in 2019, members of Collective Cohort 1 pose with Elluminate staff.



The women leaders in Elluminate Collective Cohorts 1 - 4 gather at the 2022 Convening.



Elluminate Collective Cohorts 1 - 4, in 2023 at the Collective Retreat.

ABOUT THE COLLECTIVE

Each year, Elluminate selects ten Jewish, forward-thinking, visionary women who are nonprofit CEOs to join The Collective. As of Spring 2025, we have supported a total of 60 Jewish women.

We identify and support extraordinary and inspirational Jewish women leaders, furthering and

accelerating their ability to create lasting change and fostering a global community of visionary women. Through our unique and comprehensive platform, Elluminate amplifies their visibility, strengthens their professional skills and networks, and connects them with potential donors, supporters, and each other.

Specifically, our Collective members benefit from:

- Participation in a signature leadership advancement program focused on nonprofit leadership to make social change through a gender and Jewish lens
- Grant funding to their organizations
- Connections with current and former members
- Exposure at Elluminate's Annual Convening, on the Crown JEWEL Conversation webcast, and other prominent events and platforms to amplify their issue areas, organizations and impact
- Access to the high-level nonprofit leaders who administer the program and deliver curricular content
- Funding for professional development

Elluminate's donors have the opportunity to interact with these remarkable Jewish women, explore emerging issues affecting women and girls globally, combine resources for greater collective impact, and participate in creating social change.



Lauren Hersh — a member of the first Collective cohort — and Founding Co-Chair and Director of World Without Exploitation, addresses attendees at Elluminate's first Convening in 2019.

Collective members Michal Avera Samuel, Karyn Grossman Gershon and Michal Gera Margalio (left to right), join Avital Mimran-Rosenberg, Counselor for Human Rights at the Israeli Mission to UN Women, speaking on “The Price of War: Solidarity with Israel through a Gender Lens” at the 2023 Convening.



Collective member Tamar Manasseh, right, and Heather Booth, civil rights activist and feminist, in conversation at Elluminate's 2022 Convening.



At Elluminate's 2022 Convening, Collective Cohort 1 members Mazal Shaul, left, and Yavilah McCoy.



Ruth Messinger, Collective Dean and Educator, left, moderates a discussion on “Tackling the Feminization of Poverty” at the 2023 Convening, with Collective members Kerry Brodie, Kimberly Novod and Lela Klein.

SUPPORTING LEADERS WORKING FOR SOCIAL CHANGE

Noting that mainstream Jewish and secular nonprofits are largely run by men, Elluminate has created a database of more than 500 Jewish women CEOs within and beyond the Jewish community leading organizations focused on *tikkun olam* (repair of the world) and social justice. This database, which is regularly updated, is the basis for recruiting women for our programming and other offerings as we work to build a global network of Jewish women leaders.

The women leaders and their organizations in The Collective work in four general areas: combating the feminization of poverty, advocating for women's



Elluminate Collective Cohort 1 member Mazal Shaul, third from left, brought a delegation to the Hear Our Voices program at the UN to call on the international community to recognize and condemn the October 7th gender-based violence against Israeli women.

Kerry Brodie, far right, member of Elluminate Cohort 4 and Founder and Executive Director of Emma's Torch, which provides culinary training and job placement services to refugees, asylees and survivors of human trafficking.



equality in Israel, ensuring a more equitable, diverse, and inclusive Jewish community, and advocating for reproductive rights, gender justice and women's safety.

Elluminate has created a dedicated and unique space for Jewish women leaders, elevated the needs of this sector, and started to build a global network for Jewish women's leadership. It is our vision to see more women at decision-making tables at the local and national levels as elected officials and appointees, and in influential organizations within and beyond the Jewish community. Our goal is to continue to develop best practices, strengthen and support women already in the C-Suite, and develop and nurture the leaders of tomorrow.



Shahanna McKinney-Baldon, a member of Collective Cohort 3 and Founding Executive Director at Edot Midwest Regional Jewish Diversity and Racial Justice Collaborative.



Ela Alon, a member of Collective Cohort 4 and Executive Director of Itach-Maaki — Women Lawyers for Social Justice.



Elluminate CEO Melanie Roth Gorelick (front, third from left) visited Israel in March 2024 to meet with Israeli Collective members and to hear firsthand of their post-Oct. 7 challenges holding up civil society during wartime.

2. Our Theory of Change

We help our Collective participants advance the social change they envision. Elluminate's Theory of Change recognizes that:

IF WE...

- Create a dedicated and unique space for visionary Jewish women leaders
- Train and support Jewish women nonprofit leaders working for equity and social justice across the world using a gender lens and Jewish values
- Build a women's leadership network to encourage partnerships and synergies to address global social challenges facing women and marginalized communities
- Magnify, elevate and center the voices of Jewish women across the globe creating lasting change and catalyzing social innovation within and outside the Jewish community

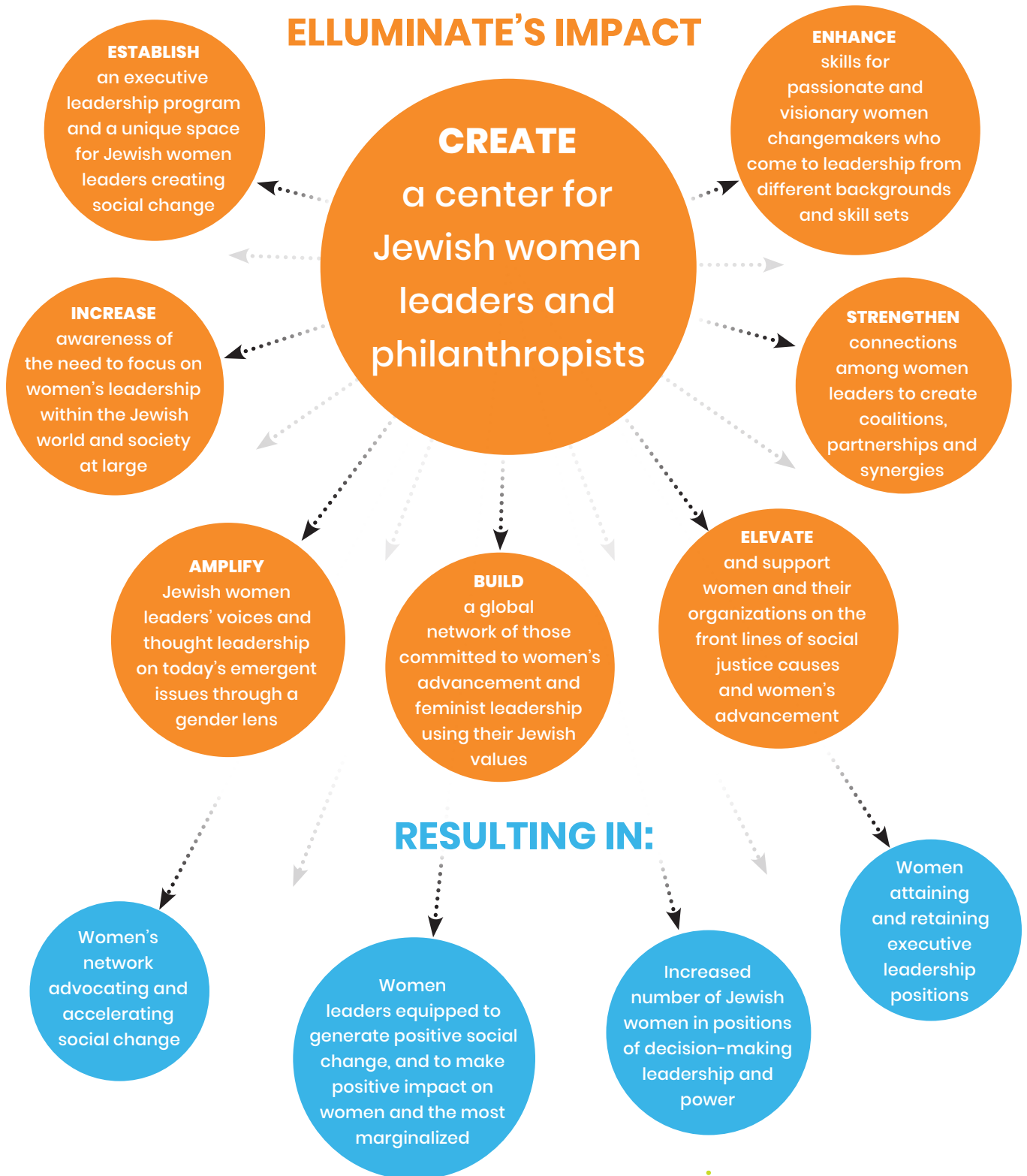
THEN...

We accelerate the impact Jewish women nonprofit leaders make in the world transforming social, economic and political policies, and culture and funding to advance equity and justice for all.

SO THAT...

We live in a just world, based on equity and equality, where women possess the strength and influence to accelerate transformational impact and are ensured equal opportunities and achievement.

ELLUMINATE'S IMPACT



3. The Collective's Impact Evaluation

Advancing Social Change with a Jewish and Gender Lens

In 2024, after five years of running The Collective, Elluminate commissioned Dr. Pearl Beck, a noted evaluation and social researcher, to carry out an impact study of the program to determine which elements are working well, which aspects need improvement, and new directions for the future.

All members of The Collective were surveyed and we had a 94% response rate. Overall, the evaluation found that The Collective is a well-respected and successful program that is accomplishing what it set out to achieve: strengthening the leadership skills of high-level, high-achieving women, giving them new perspectives on their work, helping them experience the positive benefits of sharing with and learning from one another, and facilitating collaboration and partnership. As described in the report, the following strengths were identified:

- Members acquired and strengthened leadership skills and implemented organizational-level changes
- Members carried out meaningful, intentional social changes
- Members established deep and powerful connections to the cohort and benefited from networking opportunities

- Members valued the opportunity to learn from and interact with key staff
- Members acquired new learning about how to lead with a Jewish lens and a gender lens

Examples of areas where members improved their leadership skills included:

- Strengthened and emboldened their leadership
- Helped build capacity
- Helped in leadership transition
- Learned how to build collaborations
- Gained greater confidence advocating with board
- Changed the way they work with the board
- Reached out to people outside their community / Generated greater awareness
- Implemented better organizational policies / practices
- Used and continue to use an inclusive Jewish lens to frame organization
- Improved / increasing fundraising
- Improved / increasing staff and capacity

“The capacity of 10 women together to support one another emotionally and intellectually through challenges, to offer constructive criticism and material support, to collaborate and partner, and to do so with deep wisdom and humility, is unparalleled.”

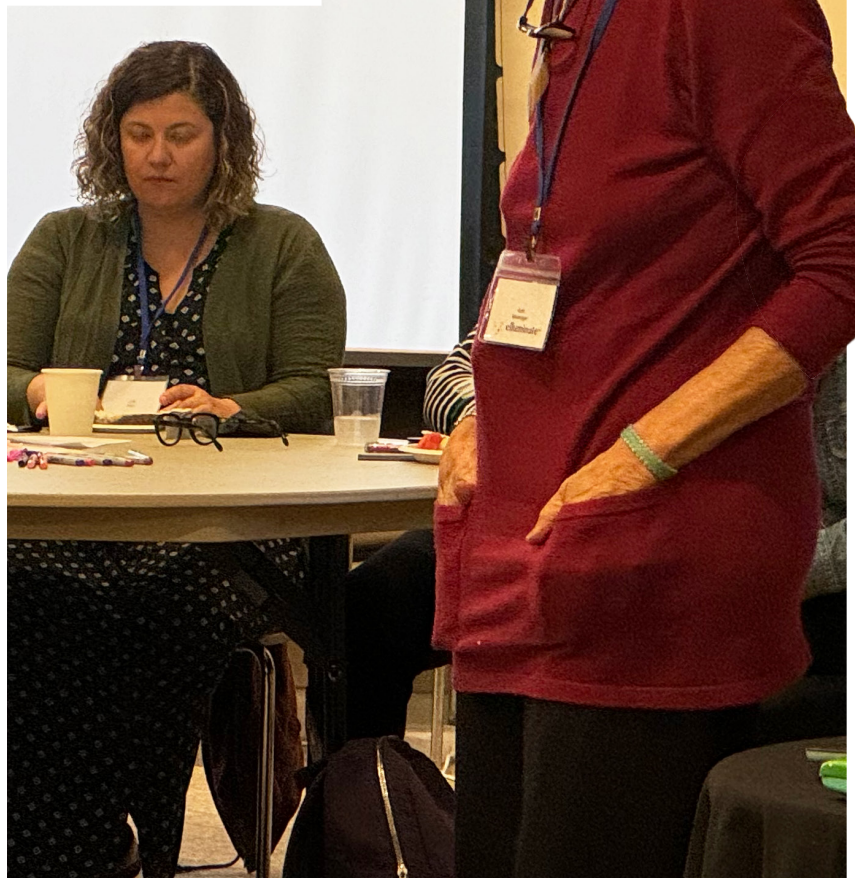
— from the Five-Year Evaluation Survey



Illuminate Collective and Board members met during the Retreat in May 2024.

“I learned from the women in my cohort about how best to harness my own voice as an advocate and ally. We make change more effectively when supported and encouraged by each other, and our efforts are amplified and multiplied by each other.”

— from the Five-Year Evaluation Survey



Ruth Messinger, Collective Dean and Educator, leads a conversation among members of Collective Cohorts 1 – 5, including Lela Klein of Co-op Dayton, at the 2024 Retreat.

MAKING SOCIAL CHANGE

Elluminate supports women leaders envisioning and working toward positive and systemic social change. Collective participants indicated that bringing about social change is a challenging enterprise. Participation in the program helped them “move the needle” toward the desired social change and in the survey, described an astounding array of social change successes. They ranged from developing volunteering hubs, integrating immigrants and asylum seekers into an economic development program, creating a tool for social change within the Latin-Jewish community, and launching

a program to help people who are not Jewish — but who are married/partnered with someone who is — understand antisemitism and become allies to fight it.

The evaluation identified three areas of the curriculum that participants found most impactful and where they increased their confidence and leadership practices.

- Leadership with a Gender Lens
- Leadership with a Jewish Lens
- Leadership with Moral Courage

These areas represented “new learning” for the participants, in contrast to other curricular areas about which they had already obtained some prior instruction.

“The most important takeaway for me was being able to see myself as a Jewish woman leader. To be honest, I didn’t use that lens before, so I found it helpful to name it and to investigate the aspects of my leadership that are uniquely female and uniquely Jewish. I believe that is a powerful intersection and I was buoyed by an increased awareness.”

— from the Five-Year Evaluation Survey



While it showcases areas for enhancement and growth, the impact evaluation concludes with the observation that the Collective program is positioned to flourish, strengthening the capacity of its members, and supporting them as they work for social change in their communities and the broader world for years to come.

Ruth Zakarin, Executive Director of the Massachusetts Coalition to Prevent Gun Violence and a member of Collective Cohort 5 (front, second from right) at a signing of legislation by MA Governor Maura Healey.



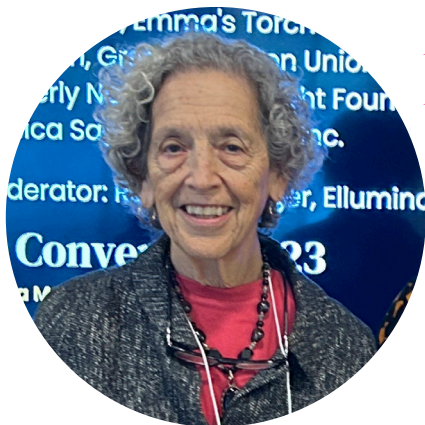
Nina Smith, CEO of GoodWeave International and a member of Collective Cohort 4, with program beneficiaries.



Rabbi Jennie Rosenn, Founder and CEO of Dayenu: A Jewish Call to Climate Action — and a member of Cohort 3 of Elluminate's Collective — is on the frontlines of environmental and social justice causes. Above, she joined faith leaders at the 2024 Summer of Heat campaign, and left, she attended the Poor People's Campaign: A National Call for Moral Revival rally at the US Capitol.

“I believe — and most of the women in The Collective would support me — that because they have these opportunities with Elluminate, they are more able to do more of the work that they set out to do. They are more able to be stronger in the face of opposition. They are more able to make social change. They are more able to make a difficult decision in their organization than moves the agenda forward. Elluminate is correct in claiming credit for the work that gets done by some 60 women around the world.”

Why do I do the work with Elluminate? It's because I know that every woman who sets out to run an organization committed to social change needs the help that Elluminate can provide, needs a cohort of similarly situated people, needs training in basic management skills, and needs help in empowering herself as a leader. That's what we try to do, and the evaluation study said that's what we're doing.”



Ruth Messinger, Dean and Educator of The Collective

4. Case Studies

Jewish Women Making An Impact

Examples of the impact of our work and how it translated to support and enhance the work of the leader and organization participating in **The Collective** leadership program.

LEADING WITH A GENDER LENS

Illuminate seeks to empower and advance women in all sectors of society. The women who are selected to be in The Collective are committed to feminist leadership and developing and deepening their application of a gender lens to their social justice work.

In The Collective curriculum, Illuminate elevates strategic implementation of a gender lens to help ensure that an organization's program, impact, and outcomes will benefit women (including all those who identify as women/female) and other marginalized communities. A leader who uses a gender lens analyzes and addresses the implications of their actions and their work. Specifically, the leader acknowledges differences in how people experience situations by gender, articulates an explicit focus on gender equity, strives to reduce visible and known gender gaps, and aims to transform gender power relations.

Case Study: Ending Feminization of Poverty with a Gender Lens



Kimberly Novod,
Executive Director,
Saul's Light,
New Orleans, LA
Illuminate Collective
Cohort 5

Kimberly Novod is a member of Illuminate's Collective Cohort 5 (2023-2025) as the founder and Executive Director of Saul's Light in New Orleans.


The organization works to advance equity in healthcare and to ensure that every family with a baby in the Neonatal Intensive Care Unit (NICU) has access to the support they deserve. Saul's Light counters disparate outcomes in infant mortality and prematurity in Louisiana, where Black mothers are twice as likely to lose a baby in the NICU than white mothers.

Saul's Light helps to change law and policy to address the disproportionate impact of these outcomes on Black and Hispanic families, attributable to a number of factors including economic means, healthcare access, information deficits, and racism. Kimberly founded the organization in 2015, one year after the death of her son, Saul, who spent 20 days in a NICU with complications

from his premature birth.

The Collective provided a new perspective to Kimberly's work through its curriculum focus on advancing social change and equity through a gender lens. Her time with Illuminate reaffirmed the focus of the organization's work emphasizing the experience and empowerment of the mother and family as a whole, not just the infant in isolation. This includes providing mothers with a child in the NICU with:

- Funds for transportation, food and lodging, to be physically and emotionally present if they are situated far from the medical centers;
- Access to information, education and resources so that mothers can build knowledge and power to self-advocate within the healthcare ecosystem;
- Mental health support groups, as more than half of NICU parents are at risk for PTSD.



“When we are fighting for infant health, we are ultimately fighting for women. If we want to ensure futures for babies, we have to ensure the welfare of women. Eliminating disparities and advancing equity in health care positively impacts women and babies. And that builds strong communities,” Kimberly said at an Elluminate community gathering in 2025.

Kimberly has been and continues to be a public advocate for legislation in Louisiana to advance economic and health care equity for NICU and bereaved families. She led Saul’s Light in seeking successful passage and enactment of a state law establishing an income tax credit following the delivery of a stillborn child; a law requiring Medicaid and commercial insurance to cover the cost of pasteurized donor human milk for infants unable to receive maternal milk; and the establishment of Neonatal Intensive Care Unit Awareness Month in the state.



“A change that I brought about was leadership through a gender lens. This aspect helped us make connections between our mission of child health and its symbiotic relationship to women’s health and reproductive rights.”

LEADING WITH A JEWISH LENS

The Jewish tradition is strongly grounded in Jewish values embracing repairing the world, helping the most vulnerable, seeking justice and being a light unto the nations. Through Jewish feminist teaching, The Collective provides Jewish text, explores the contemporary structures of the Jewish community, and more recently, discusses how to respond to growing antisemitism and anti-Israel sentiment, examining how it plays out in each person's coalition and work whether or not this work takes place directly within the Jewish community.

Case Study: *Embracing Jewish Values to Advance Inclusion and Give Voice*



Analucía Lopezrevoredo,
Founder and Executive
Director, Jewtina y Co.,
San Francisco, CA
Illuminate Collective
Cohort 3

Analucía Lopezrevoredo is a member of Elluminate's Collective Cohort 3, (2021-2024) — beginning two years after she founded Jewtina y Co. The organization aims to create a more inclusive Jewish community by nurturing and elevating the Latin-Jewish community and heritage, and working to create a multicultural Jewish community by educating and engaging Latino Jews who are often overlooked within the global Jewish community as current and future leaders.

"Jewtina y Co. began as a dream, one sparked long ago as a young girl growing up in Southern California. Surrounded by vibrant Latin and Jewish communities that were often seen as separate worlds, I longed to create a space where they could exist together in harmony. Today, our global Latin-Jewish community is more than 750,000 strong." — from the Founder's statement.

As a Peruvian-Chilean-American Jewtina, Analucía

brought the Latin-Jewish narrative — and the imperative for inclusive Jewish community — to other Jewish women leaders in her cohort, and also to the greater Elluminate community. During her time in The Collective, with the support for her passion and commitment to the organization's vision, she was able to grow the budget for Jewtina y Co. exponentially, a fact she attributes to the confidence she gained as a fundraiser through The Collective's professional development track. More broadly, Analucía says her participation in The Collective was instrumental to elevating her standing as a Jewish woman leader and advancing inclusion in the Jewish community.

"In the beginning I felt a bit of trepidation and loneliness. Could I be the organizational leader that this vision needs, that this mission needs? But being within this Elluminate cohort ultimately made me realize I am part of a long story of Jewish women leaders with vision

and commitment, and who give back more than they receive from the community. That has been a major motivation and transition for me,” Analucía said.

Analucía fostered key collaborations within her cohort to advance equity in the Jewish community. She partnered with Elizabeth Mandel (jGirls+ Magazine) to strengthen mentorship between Latin-Jewish adults and teens, collaborated with Rabbi Jennie Rosenn (Dayenu) to integrate climate justice into Latin-Jewish learning resources, and worked with Sarah Levin (JIMENA) to highlight the intersections of Mizrahi and Latin American heritage.

As a new mother, Analucía appreciated that being part of a cohort of Jewish women working on social justice through a gender lens examined work-life balance issues and the unique challenges facing feminist leaders, and provided invaluable support and advice on navigating her way through a time giving birth to both her organization and her family.

“Everyone in my cohort — and this reflects on the ethos of female leadership as a whole — described working more hours because as women we are so passionate about our work and ensuring others are served first before we fill our own cup, and that is hard to turn off. It’s unsustainable if we don’t have others to care for us and remind us of the long-term strategy. The Collective provided that, and it’s not to be underestimated.”



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LEADING WITH MORAL COURAGE

At Elluminate, we support Jewish women leaders and organizations that work toward systemic social change, innovation, transformation, equity, and justice. They pursue their goals with entrepreneurial zeal and courageous innovation.

The curriculum enhances leaders' skills to be organizational and public leaders on challenging and sometimes difficult topics as they strive to change laws, policy, and culture. This includes the process of interacting and building relationships over time that work to mitigate a gap or need in the field, achieving systemic and sustainable social change through programs and advocacy, innovating by finding a new approach to a social problem, and continuously refining approach in response to feedback.

Case Study: *Advocating for Gender Justice, Reproductive Rights and Women's Safety*



Fraidy Reiss, Founder and Executive Director, Unchained At Last, Westfield, NJ Elluminate Collective Cohort 4

Fraidy Reiss, CEO of Unchained At Last, participated in The Collective Cohort 4 (2022-2024). She founded the organization in 2011 as the only one dedicated to ending forced and child marriage in the United States. It provides direct services and a path to safety, and also advocates for changes in social, political, and legislative realms. As of early 2025, the organization has led a national movement resulting in 13 states outlawing child marriage.

Unchained At Last is a survivor-led organization, Fraidy herself being a forced marriage survivor. At age 19, she was forced into an arranged marriage with a stranger in her ultra-Orthodox Jewish community. She soon found herself in an abusive and violent marriage and silenced by an insular religious community until

she was able to obtain a divorce while her family declared her dead.

In her Collective cohort, Fraidy found an environment that allowed her to elevate awareness as well as expand new channels for advocacy and partnerships. Fraidy's experience in The Collective allowed her to significantly advance her cause in the public sphere, and to charge her fortitude and courage as a catalyst for gender justice and equality in the Jewish community and beyond — including with other Jewish women leaders, philanthropists and social justice activists — many who participated in her advocacy actions in several states.

The Collective — as a multiplier and accelerator of impact — brought other leaders to engage and invest in her cause. A former Elluminate CEO joined her Board,

and Ruth Messinger, Collective Dean and Educator, made introductions with federal lawmakers. Two members of her cohort — Kerry Brodie, Executive Director of Emma’s Torch, and Nina Smith, then CEO of GoodWeave International — joined her advocacy coalition pushing for the District of Columbia to ban child marriage. In January of 2025, Washington, DC Mayor Muriel Bowser signed the Child Marriage Prohibition Amendment Act of 2024.

While no longer an observant Jew, Fraidy was at first apprehensive of applying to Elluminate because of its Jewish identity. When she decided to apply to and join The Collective, she carried her experiences and her deep knowledge of feminist Torah education, injecting a deeper level of learning and discussion, enhancing the Jewish and gender aspect for her Cohort members.

“Being in The Collective is the most Jewish thing I’ve done in two decades,” Fraidy says. “I was worried I wouldn’t fit in. But what happened to me in the Jewish community led me to my mission. I remember my Jewish roots with a lot of pain and it propels me to do the work that I do. So did I belong in this space? I got validation that, yes, I did.”

In early 2025, when fellow Cohort 4 member Nina Smith marked her adult Bat Mitzvah, she was so moved and engaged to end child marriage and believing in Fraidy’s leadership, she invited her to the reception and asked guests to make a donation to Unchained At Last, raising several thousand dollars for the cause.

“Being in The Collective is the most Jewish thing I’ve done in two decades, I was worried I wouldn’t fit in. But what happened to me in the Jewish community led me to my mission. I remember my Jewish roots with a lot of pain and it propels me to do the work that I do. So did I belong in this space? I got validation that, yes, I did.”



RESPONDING TO OCTOBER 7TH

Responding to the severe challenges posed to Israeli women nonprofit leaders following October 7th, Elluminate created an Israeli Women's Leadership Cohort and put a representative on the ground to assist our Israeli Collective members in navigating key issues during wartime and holding up and strengthening civil society. This decision was made at the direct request of the women themselves, who were facing an unprecedented shift in resources, with government and philanthropic funding moving away from civil society organizations to support the war effort. Elluminate also connected with other Israeli and international organizations working on funding with a gender lens, and advocated for Israeli women.

Case Study: *Elevating Israeli Women's Leadership post-October 7th*



Orit Sulitzeanu, CEO, The Association of Rape Crisis Centers in Israel Elluminate Collective Cohort 5

Months after Orit Sulitzeanu, CEO of The Association of Rape Crisis Centers in Israel (ARCCI) joined Elluminate Collective Cohort 5 (2023-2025), Hamas perpetrated its October 7th terrorist attack on Israel, including brutal sexual violence against women. The attack set the organization's mission within a new framework as the leading non-governmental organization in Israel documenting Hamas' acts of sexual violence, and also broadcasting the atrocities to the world and demanding universal condemnation and accountability. ARCCI is the umbrella organization for nine rape crisis centers around Israel.

Orit, noting that the Israeli government was not documenting the sexual crimes, and being in the center of receiving calls from families and caretakers that had critical information, decided to take on a monumental

project. In February of 2024, ARCCI published *Silent Cry, Sexual Crimes in the October 7 War*, a 35-page report outlining in excruciating detail the systemic sexual violence committed by Hamas terrorists on Israeli women on October 7th and evidence of such crimes perpetrated on hostages held in Gaza.

Due to the critical importance of the report, Orit began to speak to national and global audiences, and credits her ability to do so to her work in The Collective. As part of a group of international leaders sharing the experience of this crisis, she began talking with them about her work and vision for what needed to happen. The feedback and courage she received provided her with the moral courage and confidence to move forward speaking with diplomats at the United Nations, governmental and non-governmental officials, and more

as she traveled to the European Union in Brussels and other countries. She met with Pramila Patten, the UN Special Representative of the Secretary-General on Sexual Violence in Conflict prior to her visit to Israel.

“The Collective has been an instrumental platform and partner to me and my colleagues as we disseminate our story and report throughout the world, and create allies as we pursue the eradication of sexual violence,” Orit said.

Committed to advancing and ensuring women’s equality and equity in Israel, Elluminate provided Orit prominent platforms — in person and virtual — to expose her authoritative voice and critical work to influential audiences. These included an in-person briefing series, a special Elluminate Crown JEWEL Conversation event, and a speaking tour in New York, Westchester, New Jersey and Florida examining Israeli Women’s Leadership post-October 7th.



“The Collective has been an instrumental platform and partner to me and my colleagues as we disseminate our story, report throughout the world, and create allies as we pursue the eradication of sexual violence.”

5. Conclusion

Building A Global Jewish Women's Leadership Network

The Collective Evaluation and Impact Report highlighted that meeting and sharing thoughts and ideas with a group of diverse women leaders is a critical element of the program experience, possibly even the key program highlight.

“As women CEOs we often work in isolation, shouldering the emotional burdens of leading our groups and the often-challenging content of our missions. The most important thing that Elluminate has offered me is a community of women leaders who are brilliant, inspiring, and encouraging. My cohort has become a constant source of support and a leadership resource.”
— from the Five-Year Evaluation Survey

Significant time throughout The Collective experience is devoted to peer-to-peer groups to discuss current-day challenges of the participants, and 91% of Collective members asserted that this was a “valuable use of their time.” Additionally, 92% of Collective members have maintained contact with members of their cohorts (and some, with members of other cohorts as well) — a very powerful indicator of how much these relationships matter and are valued.

“My most important takeaway from being part of The Collective was the power of diverse perspectives and collective wisdom. Being involved with a global community of women leaders from various backgrounds and industries taught me to approach challenges with a more inclusive and adaptive mindset.”
— from the Five-Year Evaluation Survey

We learned that among those who maintain contact with other cohort members, they do so by conducting informal check-ins, networking, and discussing substantive issues related to managing an organization. Several non-Israeli participants also mentioned that they valued the opportunity — especially at this time — to connect with Israeli social justice leaders.

Based on this overwhelming interest in continued connections, Elluminate is building a more formal and structured **Global Jewish Women's Leadership Network** that will include annual gatherings, affinity groups, a virtual platform and other opportunities to engage with donors, advocates, and leaders.

Together we will go further faster.

6. The Collective

On the following pages, meet the visionary women who participated in Elluminate's Collective Cohorts 1 - 5, and whose experiences are represented in this Impact Report. These are exceptional non-profit Jewish women leaders, each running organizations focused on social change in the US, Israel and around the world.

Each year, Elluminate's Visionary Circle reviews and selects the ten members of each cohort of The Collective using a gender lens and equity philanthropic methodology. Once selected, The Collective members took part in a two-year cohort-based leadership advancement program and joined an ongoing and expanding global network of peers.

Connecting women working on a broad range of issues leads to more rapid and lasting social change.

COHORT 1 (2019–2022)



Gabrielle Fondiller, Hatua Network, Kenya and Brooklyn, NY, USA
Works on community development at the local level, and empowers Kenyan youth through mentoring and scholarships in secondary schools, universities and vocational training centers.



Lauren Hersh, World Without Exploitation, Delray Beach, FL, USA
Advocates and organizes to eliminate sex trafficking and violence against women and girls.



Miryam Kabakov, Eshel, Inc., Northampton, MA, USA
Supports LGBTQ+ Orthodox individuals and their families to fully participate in Jewish spaces.



Tania Laden, LivelyHoods, Nairobi, Kenya
Creates livelihoods for youth in urban slums by training and employing them in marketing and selling consumer goods like clean cookstoves and solar lamps in their communities.



Rabbi Benay Lappe, SVARA, Chicago, IL, USA
Advances the serious study of Talmud through the lens of queer experiences.



Evie Litwok, Witness to Mass Incarceration, New York, NY, USA
Elevates public awareness of mass incarceration — especially the experiences of incarcerated and formerly incarcerated women and LGBTQ+ people — and works to develop alternative models.



Yavilah McCoy, DIMENSIONS, Inc., Newton, MA, USA
Engages in multi-faith communities and partners specifically with the Jewish community to address issues of diversity, equity and inclusion.



Mazal Shaul, WePower, Azor, Israel
Promotes and trains women to public and political leadership positions, raising awareness and working to pass legislation on gender-equality issues in Israel.



Susan Weiss, Center for Women's Justice, Jerusalem, Israel
Works to find solutions to the obstacles to divorce for Jewish women in Israel through legal advocacy, training for attorneys, and community outreach.



Rachel Zaslow, Mother Health International, Uganda and Vienna, VA, USA
Works to reduce perinatal mortality rates through the education of midwives and the creation of sustainable birth centers in Uganda.

COHORT 2 (2020–2023)



Michal Avera Samuel, Fidel Association, Rehovot, Israel
Assists in the integration of Ethiopian Israelis into greater Israeli society.



Michelle Horovitz, Appetite for Change, Minneapolis, MN, USA
Provides youth and workforce development programs, social enterprises, and policy initiatives to help local communities engage with the food system in a fresh and sustainable way.



Rabbi Jill Jacobs, T'ruah:

The Rabbinic Call for Human Rights,
New York, NY, USA

Trains and mobilizes a network of more than 2,000 rabbis and cantors and their communities to apply a moral voice to human rights in North America, Israel, and the Palestinian territories.



Idit Klein, Keshet, Jamaica Plain, MA, USA

Builds and advances a movement to make LGBTQ+ equality a communal value and imperative in Jewish life.



Rabbi Tamar Manasseh, MASK –

Mothers and Men Against Senseless Killings,
Chicago, IL, USA

Focuses on preventing gun violence and addressing its underlying causes of poverty, joblessness, food insecurity, and a failing educational system on the South Side of Chicago.



Michal Gera Margaliot, Israel Women's
Network, Tel Aviv, Israel

Advances gender equity in various sectors in Israeli society.



Yael Rockman, Kolech, Modiin, Israel

Advocates for advancing women to civil and religious leadership roles, and preventing harm to women under the auspices of religious law and by religious institutions.



Brooke Stern Okoth, S.O.U.L.

Foundation, Uganda and Suffern, NY, USA
Facilitates equitable partnerships with rural Ugandans in the areas of education, maternal health, women's empowerment, and food security.



Meg Sullivan, JCC Harlem: an initiative
of the Marlene Meyerson JCC Manhattan,
New York, NY, USA

Creates unique and diverse access points to Jewish and communal life for members of the Harlem community in New York City.



Viviana Waisman, Women's

Link Worldwide, Madrid, Spain

Brings justice to women, girls, and gender-diverse people by dismantling structural barriers to their rights.

COHORT 3 (2021–2024)



Karyn Grossman Gershon, Project
Keshet, New York, USA, Former Soviet
Union, and Israel

Advances gender equity, building Jewish community, and creating public health and wellness for Jewish women in former Soviet Union communities and Israel by developing and empowering Jewish women leaders.



Shoshanna Keats Jaskoll, Chochmat
Nashim, Bet Shemesh, Israel

Fights extremism in Israel, particularly around the erasure and marginalization of women in Orthodox and ultra-Orthodox Judaism.



Sarah Levin, JIMENA, San Francisco,
CA, USA

Advances and provides education about the history, heritage and culture of Mizrahi and Sephardic Jews.



Dr. Analucía Lopezvoredado, Jewtina y
Co., San Francisco, CA, USA

Raises awareness of Latin Jewish heritage, multiculturalism, and intersectional justice.



Elizabeth Mandel, jGirls+ Magazine, New York, NY, USA

Creates a global community for Jewish female and nonbinary teens to voice their realities, engage with new ideas, and lift each other up as they lead social change.



Shahanna McKinney-Baldon, Edot Midwest, Madison, WI, USA

Invests in the leadership of Midwest Jews of Color, and increases access to Jewish community life for Jews of Color and diverse Jewish families in the region.



Lara Mendel, The Mosaic Project, Oakland, CA, USA

Advances tolerance and creates future leaders by bringing together children of diverse backgrounds, providing them with essential community building skills, and empowering them to become peacemakers.



Rabbi Jennie Rosenn, Dayenu: A Jewish Call to Climate Action, New York, NY, USA
Mobilizes the American Jewish community to confront the climate crisis through political action and community organizing.



Dr. Sara Shapiro-Plevan, Gender Equity in Hiring Project, New York, NY, USA
Works to remove gender bias from hiring and employment processes in Jewish organizational life.



Esty Shushan, Nivcharot, Rosh Haayin, Israel
Empowers ultra-Orthodox women and works to include them in political processes and positions of power.

COHORT 4 (2022–2024)



Ela Alon, Itach Maaki - Women Lawyers for Social Justice, Binyamina, Israel
Advocates for gender equity in Israel through free legal aid and representation in law.



Kerry Brodie, Emma's Torch, Potomac, MD, USA
Provides culinary training and job placement services to refugees, asylees, and survivors of human trafficking.



Jodi Bromberg, 18Doors, Acton, MA, USA
Empowers interfaith families to engage in Jewish life and advocates for more welcoming Jewish communities.



Kai Gardner Mishlove, Jewish Community Relations Council in Milwaukee, WI, USA
Engages communities to build stronger bridges that increase awareness, promote peace and counter hate.



Rabba Sara Hurwitz, Maharat, New York, NY, USA
Creates a more diverse Orthodox community by educating, ordaining and investing in Orthodox women.



Lela Klein, Co-op Dayton, Dayton, OH, USA
Incubates worker- and community-owned businesses that broaden economic opportunities and strengthen working class and Black neighborhoods in Dayton, Ohio.



SooJi Min-Maranda, ALEPH: Alliance for Jewish Renewal, Ann Arbor, MI, USA
Creates programs and activities to inject spiritual vitality and passion into the daily lives of Jews.



Fraidy Reiss, Unchained at Last, Westfield, NJ, USA
Works to end forced and child marriage in the United States, and to provide services to survivors.



Nina Smith, GoodWeave, Washington, DC, USA
Works to end child labor by providing the GoodWeave® certification label, signifying that products are produced free from child labor, brings visibility to workers, and restores childhoods to former workers.



Dana Talmi, Yahel - Israel Service Learning, Zichron Yaakov, Israel
Educates and enables individuals and organizations to take part in responsible and sustainable volunteer projects in Israel alongside local community members.



Rina Ayalin-Gorelik, Association of Ethiopian Jews, Bat Yam, Israel
Advocates for optimal inclusion and a better quality of life for Ethiopian Israelis.



Jamie Beck, Free to Thrive, San Diego, CA, USA
Advances justice and transforms the legal system for human trafficking survivors.



Avital Blonder, Jindas - Social Urban Vitalization, Lod, Israel
Promotes social mobility through urban renewal projects in Israel's social and geographic periphery.



Wendy Goldberg, Tri-Faith Initiative, Omaha, NE, USA
Cultivates inclusive environments to advance interfaith relationships and understanding.



Kimberly Novod, Saul's Light Foundation, New Orleans, LA, USA
Advocates for public health policies that benefit women and children during the perinatal period and supports families with babies in the neonatal intensive care unit.



Dina Shalev, Lada'at - Choose Well, Jerusalem, Israel
Promotes healthy sexuality and sexual and reproductive health, working to ensure individuals have full access to information and are supported to make the right choices for themselves.



Keshet Starr, Organization for the Resolution of Agunot, Hillside, NJ, USA
Seeks to eliminate abuses and inequities within the Jewish divorce process.



Orit Sulitzeanu, The Association of Rape Crisis Centers in Israel, Tel Aviv, Israel
Combats and brings attention to sexual violence in Israel by making the silent voices of victims heard and offering them services.



Ruth Zakarin, Massachusetts Coalition to Prevent Gun Violence, Sharon, MA, USA
Brings together impacted communities, advocates, public health experts, and policy-makers to prevent gun violence.

(Note: Organizational affiliations are at the time of members' selection to The Collective.)

COHORT 5 (2023–2025)

Less than 2% of charitable dollars go to women's causes.
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— *Women's Philanthropy Institute, Indiana University*
Lilly Family School of Philanthropy

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Advancing Gender Equity & Social Change