

**Strategic Plan for**  
**Nafs Empowerment Society**  
**2013-2016**

**Our values at Nafs Empowerment:**

- **Respect and responsibility:** work respectfully with all citizens and those who we are dealing with, professional ethics and professional responsibility in the performance of duty.
- **Justice and equality for all:** No discrimination due to sex , race , religion or age and justice for all who we are dealing with .
- **Specialized assistance:** We are working to reach as much as possible of our people and provide psycho-social services and the necessary professional.
- **Carry out the professional liability:** active participation in the responsibility with all competent institutions to empower community members .
- \* **Transparency and intelligent accountability:** We will generalize the value of transparency and intelligent accountability among Nafs workers and all community members.
- **Tolerance and others respect:** tolerance and acceptance of others regardless race,r religion or values in our work to reduce community violence.

Our Vision:

An Empowered Palestinian Society, enjoying psychosocial well-being, psychological health and social justice.

Our Mission:

**Nafs** institution is a Humanitarian Palestinian institution based in Ramallah, a pioneer institution contributes to create capable people to adapt to reality according to Human rights and humanitarian international and Palestinian resolutions.

Goals:

1. Help and rehabilitate the Palestinian society members through empowering them psychologically, socially and legally in order to achieve the psychosocial well-being.
2. Contribute to decreasing the psychological problems for the marginalized groups (Women, Children, Youth and people with special needs) who are suffering from poverty, unemployment, abuse and discrimination.
3. Intervene to achieving psychosocial balance for the people suffering of wars, torture and disasters in the Palestinian community.

### Strategic Objectives of Nafs Empowerment

<b>Social domain</b>	<b>Protect human rights For disasters injuries</b>	<b>Professional development</b>	<b>Researches &amp; Studies</b>
<p>1- Working to help Palestinian members society through social and psychological empowerment and rehabilitation in order to reach the psychological and social well-being.</p>	<p>1.Intervention in order to achieve social and psychological balance for war ,disasters and torture victims in the Palestinian society.</p> <p>2.Contribute to reduce the psychological problems among marginalized groups (women, children and youth) resulting from poverty, unemployment, poverty, maltreatment and discrimination.</p>	<p>1.Eempower Palestinian society and rehabilitate them psychologically , socially and legally .</p>	<p>Conducting social and psychological studies and research which contribute in the reduction of psychological and social problems.</p>

## Strategic Objectives and Periodical ones for Empowerment

<p>First: Working to help Palestinian members society through social and psychological empowerment and rehabilitation in order to reach the psychological and social well-being</p>	<ul style="list-style-type: none"> <li>• Work on reaching Palestinian members society in the marginalized regions such as Apartheid Wall who suffer from social, health and mental health problems and provide them with appropriate services.</li> <li>• provide professional information and specialized services to reduce adapting, balance and violence problems.</li> <li>• Provide an international and community solidarity case to reduce the psychological abuses, social and community health.</li> </ul>
<p>Second: Contribute to reduce the psychological problems among marginalized groups (women, children and youth) resulting from poverty, unemployment, poverty, maltreatment and discrimination</p>	<ul style="list-style-type: none"> <li>• Work at the Apartheid wall, rural areas and camps and providing specialized psychological and social assistance.</li> <li>• Train women to resist stress that violate human dignity , enhance their self-resistance and empower her at the family level.</li> <li>• Activating the role of visual and written media to protect women , children and youth from marginalization.</li> <li>• Urge the government, civil society institutions to fulfill its services towards its people, particularly women, children and young people.</li> </ul>
<p>Third: Intervention in order to achieve social and psychological balance for war ,disasters and torture victims in the Palestinian society.</p>	<ul style="list-style-type: none"> <li>• Reduce women, children and young people stress as a result of torture and mal-treatment and to empower them to live safely.</li> <li>• Develop support mechanisms within the community to reduce the psychological and social disasters at the apartheid wall and checkpoints.</li> <li>• Protect the right of humane treatment, security, social welfare and influence in policies to reflect the human rights standard.</li> <li>• Raise members society awareness to defense their rights and their dignity to live as human beings in a tolerant society.</li> <li>• Provide civil and specialized legal services.</li> </ul>
<p>Fourth: Empower Palestinian society and rehabilitate them psychologically, socially and legally.</p>	<ul style="list-style-type: none"> <li>• Acquire the psychologists, social workers and new graduates new skills in dealing with individuals.</li> <li>• Develop social skills of the graduates and enable them professionally.</li> <li>• Develop the capacity of psychologists and social workers in planning and implementation of individual counseling sessions.</li> <li>• Develop the participation of graduates at conferences and specialized training courses.</li> <li>• Develop the capacity of graduates in the linkage between human rights principles and profession ethics for social workers.</li> <li>• Provide civil and specialized legal services.</li> </ul>
<p>Fifth: Conducting social and psychological studies and research which contribute in the reduction of psychological , social and legal problems.</p>	<ul style="list-style-type: none"> <li>• Conduct studies and research that help in reducing the psychological and social problems.</li> <li>• Organize conferences and workshops that help to reduce the stress and tension among community members.</li> <li>• Conduct surveys to prepare humanities graduates , support them and empower them in their profession</li> </ul>

**Field : West Bank and Gaza**

**Domain: Work at the community level**

**First General Objective:** Working to help Palestinian members society through social and psychological empowerment and rehabilitation in order to reach the psychological and social well-being.

**Periodical objectives:**1- Work on reaching Palestinian members society in the marginalized regions such as Apartheid Wall who suffer from social, health and mental health problems and provide them with appropriate services.

2- provide professional information and specialized services to reduce adapting, balance and violence problems.

3- Provide an international and community solidarity case to reduce the psychological abuses, social and community health.

<b>Result or Impact</b>	<b>Outcomes</b>	<b>Activities</b>	<b>Indicators</b>	<b>Human Resources</b>	<b>Time</b>	<b>Budget</b>
<p>Respect and justice domain society and free from violence, stress and tension</p> <p>* Deepen the knowledge and positive attitudes among society members.</p> <p>* Real practice to human rights and various conventions related to this.</p>	<p>*High capacity and empowerment to cope with stress</p> <p>* Advanced health &amp; mental health services to the society</p> <p>*international &amp; community solidarity to from reduce human rights violations</p> <p>* Societal tolerance and women and children rights protection</p> <p>* Active community participation in the activities of the Centre</p>	<p>*Prepare theoretical materials about psychological stress management</p> <p>*organize a workshop on stress and trauma</p> <p>* develop individuals capacities of lobbying and advocacy to prevent violations against human dignity</p> <p>• * organize an annual campaign about anti-discrimination in marginalized areas</p> <p>* Prepare the required report</p> <p>*Evaluate the outcomes with the of participants and put the recommendations</p>	<p>*A decrease in the percentage of family and community problems.</p> <p>* A decrease in the level of violence and discrimination against women and children</p> <p>* Positive changes in human relations</p> <p>* Positive relations between community members</p> <p>* Increased turnout to the Nafs activities</p>	<p>*Advisor</p> <ul style="list-style-type: none"> <li>• administrators</li> <li>• halls</li> <li>• Telecommunications Equipment</li> <li>• Coordinators</li> <li>• trainers</li> <li>• Stationery</li> <li>• Publications</li> <li>• Transportation</li> <li>• Hospitality</li> </ul>	<p><b>October 2013</b></p> <p><b>December 2016</b></p>	

**Domain: Protect Civic Rights**

**First General Objective:** Contribute to reduce the psychological problems among marginalized groups (women, children and youth) resulting from poverty, unemployment, poverty, maltreatment and discrimination.

**Periodical objectives:** Work at the Apartheid wall, rural areas and camps and providing specialized psychological and social assistance.

Train women to resist stress that violate human dignity , enhance their self-resistance and empower her at the family level.

Activating the role of visual and written media to protect women , children and youth from marginalization.

Urge the government, civil society institutions to fulfill its services towards its people, particularly women, children and young people.

<b>Result or Impact</b>	<b>Outcomes</b>	<b>Activities</b>	<b>Indicators</b>	<b>Human Resources</b>	<b>Time</b>	<b>Budget</b>
<p>*High capacity of psychological empowerment and high resistance of stress</p> <p>* Access the counseling, legal and humanitarian into the isolated and marginalized regions.</p>	<p>* Concordant community</p> <p>*Advanced psychological services</p> <p>*Reduce family &amp; community violence percentage .</p> <p>* Active community participation in the activities of the Centre</p>	<p>*Organize workshops about psychological stress</p> <p>* Develop the capacities of individuals of lobbying and advocacy to prevent violations against human dignity</p> <p>* Supportive counseling groups</p> <p>* Prepare and organize theoretical materials assisting to reduce stress.</p> <p>* Organize annual media campaign specialized in the marginalized areas against discrimination and maltreatment</p> <p>* Televised seminars and lectures</p> <p>* Evaluate the outcomes and recommendations</p>	<p>*High capacity to resist stress</p> <p>* A decrease in the level violence and discrimination against women and children</p> <p>* Positive changes in human &amp; family relationships</p> <p>* Positive relations between community members</p> <p>* Great community satisfaction from Nafs activities</p> <p>*Decrease the number of violations against human rights</p>	<p>*Advisor</p> <ul style="list-style-type: none"> <li>• administrators</li> <li>• halls</li> <li>• Telecommunications Equipment</li> <li>• Coordinators</li> <li>• trainers</li> <li>• Stationery</li> <li>• Publications</li> <li>• Transportation</li> <li>• Hospitality</li> </ul>	<p><b>October 2013</b></p> <p><b>December 2016</b></p>	<p>*</p>

**Domain: Work at the community level**

**First General Objective:** Intervention in order to achieve social and psychological balance for war ,disasters and torture victims in the Palestinian society.

**Periodical Objectives:** 1- Reduce women, children and young people stress as a result of torture and mal-treatment and to empower them to live safely.

Develop support mechanisms within the community to reduce the psychological and social disasters at the apartheid wall and checkpoints.

Protect the right of humane treatment, security, social welfare and influence in policies to reflect the human rights standard.

Raise members society awareness to defense their rights and their dignity to live as human beings in a tolerant society.

<b>Result or Impact</b>	<b>Outcomes</b>	<b>Activities</b>	<b>Indicators</b>	<b>Human Resources</b>	<b>Time</b>	<b>Budget</b>
<p>*Protect and assist individuals who subjected to torture and mal-treatment</p> <p>* A case of international and community solidarity against psychological, social and civic rights.</p>	<p>* International and community Solidarity to reduce human rights violations.</p> <p>* Societal tolerance and protect women and children rights</p> <p>* Active community participation in the centre *</p> <p>Debriefing to reduce stress, violence.</p>	<p>*Organize workshops for more than 150 women annual about empowerment and stress management to reduce the effects of psychological torture</p> <p>* Prepare a training manual about stress</p> <p>* organize campaigns against human rights violations in the marginalized areas against mal-treatment and persecution</p> <p>* Activating Nafs' role in the reports issued by the International institutions</p> <p>*Prepare the required reports</p> <p>* evaluation and recommendations</p>	<p>*A decrease in the rate of violence</p> <p>* A decrease in the level of violence and discrimination against women and children</p> <p>* Positive changes in human relations</p> <p>* Positive relations between community members</p> <p>* Increased turnout into Nafs activities</p> <p>Increase individuals confidence with Nafs society and themselves</p>	<p>*Advisor</p> <ul style="list-style-type: none"> <li>• administrators</li> <li>• halls</li> <li>•</li> </ul> <p>Telecommunications Equipment</p> <ul style="list-style-type: none"> <li>• Coordinators</li> <li>• trainers</li> <li>• Stationery</li> <li>• Publications</li> <li>• Transportation</li> <li>• Hospitality</li> <li>• media</li> <li>• volunteers</li> <li>• PCs</li> <li>• LCD</li> </ul>	<p><b>October 2013</b></p> <p><b>December 2016</b></p>	



Domain: Professional Development

**First General Objective:** Empower Palestinian society and rehabilitate them psychologically and socially.

- Periodical Objectives:** Acquire the psychologists, social workers and new graduates new skills in dealing with individuals.  
 Develop social skills of the graduates and enable them professionally.  
 Develop the capacity of psychologists and social workers in planning and implementation of individual counseling sessions.  
 Develop the participation of graduates at conferences and specialized training courses.  
 Develop the capacity of graduates in the linkage between human rights principles and profession ethics for social workers.

Result or Impact	Outcomes	Activities	Indicators	Human Resources	Time	Budget
*Develop professional abilities of specialists and professional follow-up for individuals in need * Professional capacity and high empowerment of annual, weekly and monthly for the psychological activities and psychosocial community services *Enhance the specialists competencies in activities management	*Qualified specialists in the required activities management * Positive relationships with parents * Shows a greater understanding of good annual plan specifications. * Solve problems professionally. * Reduce work stress and the difficult issues *High mental health .	*Prepare theoretical materials about planning and counseling services plan. * organize professional, specialized workshops about planning and individual and collective counseling for about 200 graduates per year * Exercises to strengthen self-confidence * Arts and counselling activities * Workshops and lectures about the process of empowerment and stress debriefing * Outcomes evaluation and recommendations	*High capacity to resist stress * Increase Specialists' respect for themselves and for others * Rise the professional performance of the specialists * Active specialists * Positive changes in the students behavior who have been targeted. * Family human relationships *Pparents support the Nafs policy against violence *Decrease the number of violations against human rights	*Advisor • administrators • halls • Telecommunicatio ns Equipment • Coordinators • trainers • Stationery • Publications • Transportation • Hospitality • media • volunteers • PCs • LCD	<b>October 2013</b>  <b>December 2016</b>	

**Field : West Bank and Gaza**

**Domain: Professional Development**

**First General Objective:** Conducting social and psychological studies and research which contribute in the reduction of psychological and social problems.

**Periodical Objectives:1-** Conduct studies and research that help in reducing the psychological and social problems.

Organize conferences and workshops that help to reduce the stress and tension among community members.

Conduct surveys to prepare humanities graduates , support them and empower them in their profession.

<b>Result or Impact</b>	<b>Outcomes</b>	<b>Activities</b>	<b>Indicators</b>	<b>Human Resources</b>	<b>Time</b>	<b>Budget</b>
* Study the impact of violence on the behavior of community members , women and children * Find out the number of graduates and their needs and train them. * High exchange of experiences between the graduates and trainers	*Reduce violence community problems * Solve problems in a professionally * High mental health for graduates * Qualified specialists for the required activities * Positive relationships with members of society	* Prepare a study tool (questionnaire) * Interviews with school principals and teachers * Identify target regions * Interviews with students, collect data and analysis them * Interviews with women and children about the process of empowerment and debriefing stress pressures * Outcomes evaluation and recommendations	*A rise in the level of human relations within the community * The interaction between students and teachers and counselors. * A decrease in the level of violence between students, between teachers and students * Parents support Nafs policy against violence *Decrease violation numbers against human rights	*Advisor • administrators • halls • Telecommunicatio ns Equipment • Coordinators • trainers • Stationery • Publications • Transportation • Hospitality • media • volunteers • PCs • LCD	<b>October 2013</b>  <b>December 2016</b>	