



# Business and Employment Development at Kishorit

At Kishorit, employment is viewed as vital to rehabilitation. Work provides a daily routine and teaches critical skills such as goal-setting and teamwork. Most importantly, work provides our members with a deep sense of accomplishment and self-worth.

Some Kishorit members work outside of Kishorit while most work in one of Kishorit's own vocational centers. Kishorit's vocational centers are developed with two goals in mind. First, we aim to create meaningful, fulfilling employment for our members. Second, we aim to generate enough profit from our businesses to become a financially sustainable community.

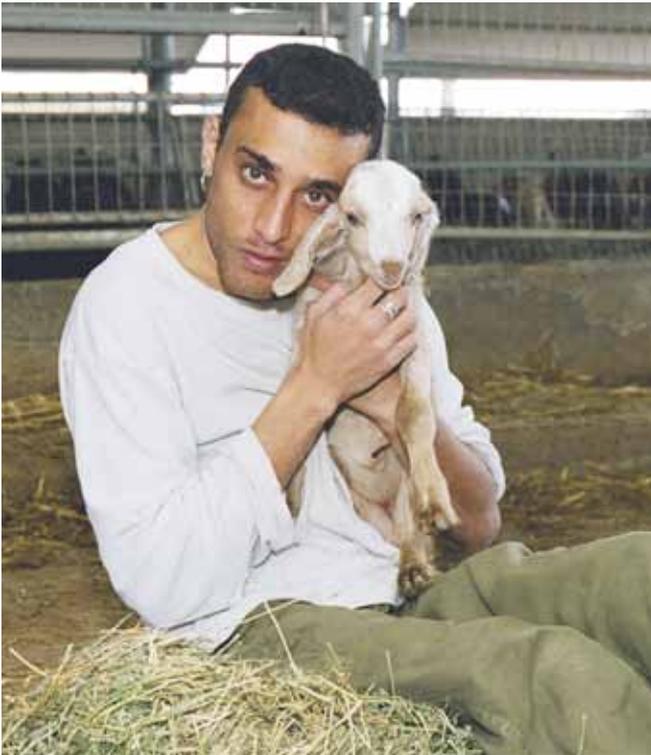
## 3-Year Growth Plan

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Over the next three years, we hope to absorb 15- 20 new members. To accommodate the new members, we must create 14 new work placements in three areas.

- 1. Create an internet department** – 3 members will work with an IT professional to update our website, write personal blogs, and learn marketable computer skills. Employing the members to update our sites will save consulting fees currently paid to an outside company. The cost of purchasing hardware and software for 3 computers is \$5,000. The cost of sponsoring a part-time IT professional for one year is \$30,000.

2. **Expand the organic garden** – Kishorit has a 4.5 dunam organic vegetable garden that includes an open-air garden and two covered greenhouses. Currently, our garden employs 8 members and produces vegetables for the Kishorit kitchen. Our goal is to expand the garden to 10 dunam, add two greenhouses, increase the number of employees to 14, and generate revenue for our community by selling produce to the general market. The cost of purchasing new greenhouses, enlarging the irrigation system, and preparing the ground for planting is \$20,000.
3. **Develop the cheese factory** – Two years ago, Kishorit created an organic goat cheese factory. Having completed the successful pilot, we are now ready to expand the business, build a permanent factory, purchase more equipment, and employ 5 Kishorit members to work with our professionals. Our goal is to produce enough cheese to supply all of Kishorit's needs and sell to the general market. We expect this to be an extremely profitable business. The cost of purchasing equipment and expanding the factory is \$1,000,000.



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For more information about providing meaningful employment for adults with special needs, please contact Shira Reifman at [Shira.Kishorit@gmail.com](mailto:Shira.Kishorit@gmail.com).



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