

Identity  
Donations  
Customs  
Hebrew  
Community  
Life Journey  
Proactive  
Dynamic  
Passionate  
Friendly  
Equality  
Education  
Bar Mitzvah  
Bat Mitzvah  
Primary School  
Camps  
Trips  
High School  
Continuity  
Link  
Traditions  
Pluralism  
Contemporary  
Future



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[www.ujeb.org.au](http://www.ujeb.org.au)

**UJEB  
ANNUAL  
REPORT**



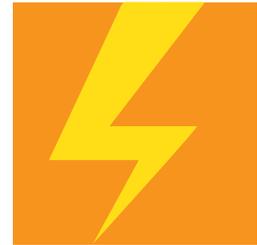
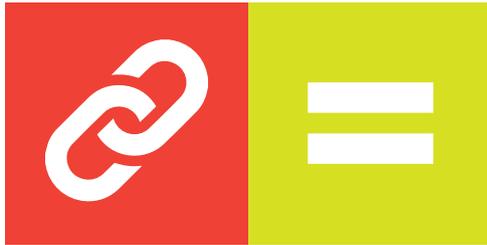
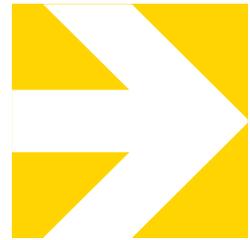
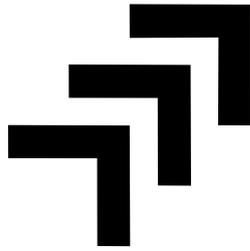
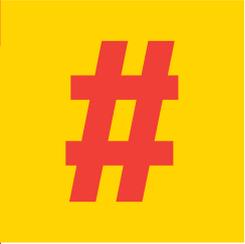
**2018**



UJEB has been active in Melbourne for over 120 years, ensuring that our children have the opportunity to develop into proud and engaged members of the Jewish community. We do this by providing formal and informal Jewish education and culturally rich experiences in both primary and secondary schools. Our students come from government schools, secular private schools and special development schools.

UJEB's 'Jewish Life Journey' covers all of the school years. It includes Jewish Life and Hebrew studies in primary schools, Bar and Bat Mitzvah programs, annual camps, social and educational sessions for high school students and our yearly Israel trip. We also provide a range of programs for students with special needs.

The UJEB persona is a "passionate mensch". Our students know what it means to be Jewish, and love engaging in Jewish life. Our talented teachers thrive on delivering quality educational programming to our students. We believe in the diversity of our Jewish community and seek to support our community in building a strong and meaningful Jewish future.



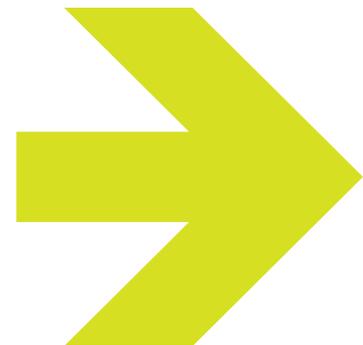
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## PRESIDENT'S REPORT

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**I am so proud to be associated with the important work that UJEB does. I truly believe we are living our motto – ‘ENGAGING OUR FUTURE’. We set ourselves up to be a “passionate mensch”, striving to educate that part of the Melbourne Jewish community that really needs our services.**

With 40% of Jewish students in state schools, and these numbers growing every year, there is an ever-greater demand for UJEB to meet our community's complex and changing educational needs.

2018 was another **fantastic growth year for UJEB**. We grew in the quality of our service offerings, the number of students attending our programs and our budget. In fact the budget has grown by more than 40% over the past 2 years, and we have plans for further expansion!

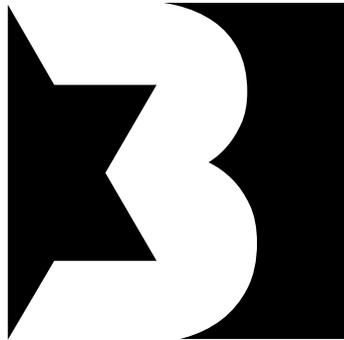
The Hebrew Immersion Program (HIP) has run successfully for many years at Caulfield Junior College. Following on from this, parents at Caulfield South Primary School (CSPS) came together to develop a similar program at their school. This 2018 initiative was driven by parents, led by Nadine Barkay, Michele Belzycki and Gabi Crafti, a CSPS parent and UJEB's Vice President. After much community consultation, HIP at CSPS was approved in late 2018. We look forward to its successful implementation by UJEB in 2019. We also see this as a **model that we will seek to replicate** from 2019 onwards in other relevant primary schools.

UJEB continues to **innovate**. In 2018 we trialled a unique Bar Mitzvah program, designed to prepare young men to take their place in the Jewish community and the world. It is not affiliated with a synagogue and is tailored to students at state schools. This trial was a great success and in 2019 we will be running 2 sessions, commencing in February and July.

Another **new opportunity** that UJEB has been working towards is opening the Australian chapter of the B'nai B'rith Youth Organisation (BBYO). BBYO is the leading pluralistic Jewish teen movement across the globe, aspiring to involve more Jewish teens in meaningful Jewish experiences. It has a network of hundreds of chapters across North America and in 42 countries around the world. BBYO engages over 80,000 teens annually. UJEB is now developing and leading BBYO in Australia, including sending a very lucky leadership group to the International Convention in Denver in early 2019. This initiative reflects UJEB's strategic decision to invest more resources in the complex 'teenage' sector of Jewish education.

Part of innovation is that not all ideas come to fruition. In 2017 UJEB trialled a program designed for Prep students called 'Garinim'. This program did not meet our educational and financial goals, and as a result we decided not to run it in 2018. The process of creating, marketing and running this program did, however, provide useful lessons that will be applied in other areas.

As we have continued to grow and change our mix of program offerings, we have had to make some alterations to our administrative environment. A key element of this was the 2018 **decision to invest in the development of a new website**. This significant and important investment will be delivered in the first half of 2019. The new website will communicate UJEB in a contemporary and appealing manner, as well as meeting the needs of our program users, clearly presenting the range of services offered and simplifying administration.



At the end of 2018 we also implemented a **new organisational structure**. Change is never easy for an organisation, however the decisions made have positioned UJEB well to continue growing and evolving in 2019 and beyond.

**Our staff in the office** are the central reason that UJEB has continued to expand and develop. Rochelle Kotek is the hub of almost all UJEB activity. Julian Isaacs provides significant bookkeeping support. Lisa Baron, our Marketing Manager, did great work at both tactical and strategic levels for a number of years, and in late 2018 we farewelled her to other opportunities.

At UJEB, the **people we employ are passionate and dedicated** to achieving real educational outcomes for our students. This is exemplified by our program coordinators: Riva Cohen, Louise Breuer, Beverley Brand, Elke Goldberg, Benji Prawer, Zac Blum, Beau Landes, Brocho Lebenholz, Rinat Sheinfeld and Tal Spinrad. Riva Cohen, Coordinator of the Jewish Life program in primary schools (previously Religious Education), has reached the significant milestone of 20 years of service at our organisation. Riva's passion, commitment and tireless efforts in communicating with primary schools, working to get UJEB into more schools and providing services to our students are truly remarkable. It is a testament to her belief in the important work that we do.

This year, **under Elke's leadership, UJEB had two full Bat Mitzvah classes**. Attending the final ceremony and seeing the passion that our students have, the learning they have undertaken and the naches on display by their families was truly amazing.

The structure of UJEB's Bat Mitzvah program is unique and involves partnerships with the National Council of Jewish Women Australia (NCJWA), the Jewish Museum of Australia and Stand Up. This program highlights a core element of our philosophy – **collaboration**.

Our program coordinators **lead a fabulous group of more than 40 teachers**. As the people who deliver our services and educate our students, UJEB's teachers are at the forefront of 'engaging our future'. **They are diligent, passionate and care deeply about their students**.

**UJEB's Executive Principal** (formerly known as Executive Director) is Itzik Sztokman. Itzik has continued to lead UJEB in fantastic manner. Whether he is generating new ideas, building relationships with other organisations, teaching students, leading professional development, meeting with families, talking to donors or running the office, **Itzik conducts himself in a manner that is 'present', thoughtful, constructive and effective**. And these are just a few of the functions that he performs on a daily basis!

The Board of UJEB is a significant asset and source of ideas, action and engagement. Gabi Crafti has been a whirlwind of ideas, connections and, most importantly, real outcomes. I am delighted that Gabi will be stepping into the President's role in 2019. As a relevant parent, a person of integrity and most of all, as a doer, UJEB's students will be well served by Gabi. I will take the role of Vice President in 2019 to support Gabi's transition.

Oren Smith has been on the Board for approximately 18 months and has made an unparalleled contribution as Treasurer. The quality and detail of the information being presented at Board level is continually improving, and this is providing us with the necessary data to make crucial decisions regarding UJEB's future.

Ann Wollner has been a fantastic support to the Board in her role as Secretary. She is full of wise counsel and probing questions. Osher Gutnick continues to bring enthusiasm and ideas to the Board. Brad Smith has worked extremely hard and very closely with the office to help improve UJEB's communications and marketing. His time, guidance and support in this area have proved invaluable. Daniel Klarnet joined the Board in 2018 after informally supporting UJEB through significant database changes. Daniel's acumen in this area is a wonderful asset and his work on the 'backend' of the new website cannot be overstated.

**2019 is set to be an exciting year at UJEB - one of learning opportunities, growth and a significant organisational focus on how we communicate with our UJEB Family.**

Tony Fell  
President

## BOARD OF MANAGEMENT

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**Tony Fell**

President

Tony is a Director of The Zalt Group, a workplace consultancy that practises in the area of workplace conflict. He has a passion for helping people maximise their potential so they can thrive. Tony has experience in legal and HR matters and believes that all of Melbourne's Jewish students should have access to a Jewish education.

Board Tenure: **17 years**



**Gabi Crafti**

Vice President

Gabi is a barrister who practises primarily in commercial law. She is a parent at Caulfield South Primary School where her son participates in UJEB's Hebrew Immersion Program. Gabi is passionate about creating access to Jewish education for all Jewish children in Victoria.

Board Tenure: **2 years**



**Oren Smith**

Treasurer

Oren is a young and dynamic accountant and NFP professional. He is experienced in NFP treasury and Board membership throughout the community, particularly with informal Jewish education. Oren's portfolio includes finance, fundraising, governance, high school engagement & programming.

Board Tenure: **2 years**



### **Ann Wollner**

Secretary

Ann is a mother, grandmother, practising lawyer and child psychologist with particular interests in education, human rights and family violence. She has a long history of general and Jewish community involvement. Ann believes in the beauty and values of Judaism, and is committed to sharing them with our children.  
Board Tenure: **1 year**



### **Bradley Smith**

Marketing & Communication

Brad is a copywriter, brand and digital marketer with nearly 20 years of experience working for and with some of Australia's biggest brands. His passion for education began as a proud Madrich with Habonim Dror, and he is returning to these roots, currently undergoing a Masters of Teaching at Monash University to become a secondary school teacher.  
Board Tenure: **1 year**



### **Osher Gutnick**

High School Engagement

Osher is the Founder & CEO of 4x4 Direct, a self-employed entrepreneur and former UJEB teacher. He is experienced in business development and strategy, youth work, business mentoring, informal education and youth and employment mentoring & leadership.  
Board Tenure: **3 years**



### **Daniel Klarnet**

Information Systems

Daniel is an IT consultant specialising in Customer Relationship Management software projects. He is the father of 3 school-aged children, and is excited to help continue the great work that UJEB is doing in our community.  
Board Tenure: **6 months**

# EXECUTIVE PRINCIPAL'S REPORT

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**2018 marked another year of growth and success. Philanthropic support in particular is expanding, and is quickly allocated to new programs. This enables UJEB to support the ever-increasing number of children who rely on us for their Jewish educational experiences.**

This year, all the elements of UJEB's 'Jewish Life Journey' strategy were put into place. Traditionally, UJEB has been known for its weekly Jewish education sessions in government primary schools. In recent years, however, a more holistic approach has evolved, broadening to include programs tailored to all the stages of a Jewish school student's life.

**Students can join the 'Jewish Life Journey' at any point.**

They will find engaging educational experiences to suit their age and stage, enabling them to connect with each other, their culture and our community. They will find opportunities to tap into our many communal partners, and set themselves up for a future of positive Jewish engagement.

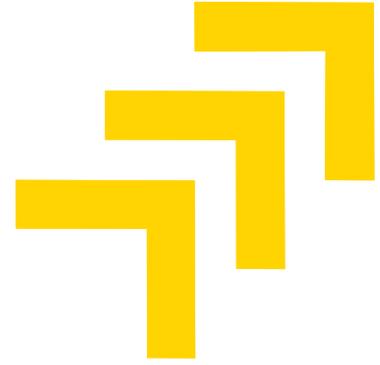
This year our core program, which is offered at government primary schools, was rebranded and revised. Previously known as Religious Education (RE) and then Special Religious Instruction (SRI), it is now called 'Jewish Life'. In our ongoing commitment to quality Dani Miller was employed as our new Curriculum Coordinator. Dani revamped the curriculum, which continues to prepare children to participate in Jewish life and culture, but is also embedded with deeper meaning and understanding. It paves the way for our students to be proud and passionate Jews. Parents clearly value this program, with increasing numbers approaching UJEB to run Jewish Life at their school. **Three new schools were added this year, bringing the total to 17 primary schools currently running Jewish Life.**

With increased quality of programs, UJEB has solidified its position as a quality Jewish educational organisation that is responsive to the needs of our community. In particular, this year we focused on building partnerships with parents searching for Jewish educational opportunities for their children. This stronger union with parents has resulted in staggering achievements.

**Parents have been the key** to our successful franchising of the popular Hebrew Immersion Program (HIP) from 1 primary school to 3. In 2017, Caulfield Junior College (CJC) had 70 children doing HIP. By the end of this year, HIP has grown to cater for more than 80 children at CJC, with classes at Caulfield South Primary School and Gardenvale Primary School commencing in 2019. This is a **direct result of government schools listening to proposals from parents requesting this service.** A number of other schools are currently in the pipeline, driven by further parent requests.

We have been contacted by a considerable number of parents who have moved their students from government primary to Jewish high schools, boasting seamless entry to both mainstream Hebrew and advanced Hebrew classes. Jewish schools have begun to take notice that **UJEB is key in preparing the students for a smoother transition.**

In the high school space, we are engaging more students than ever with Jewish experiences and leadership opportunities. Our core offering for high school lunchtime activities has also undergone a rebirth. Previously JSN, it has now been rebranded to 'J-Lunch' and students are loving it. The flow-on result is a significant rise in our annual spring camp participants, from 40 students in 2016 to over 80 in 2018.



The **peak UJEB experience for high school students** is our Year 10 Israel Trip. This year it went national. UJEB joined with NSW's Board of Jewish Education (BJE), to send over **80 students from 3 states and 30 different schools to Israel for 6 weeks**. Together they experienced our homeland, explored their Jewish Identity and made lifelong Jewish friends.

We have also set our sights on connecting our students to the worldwide Jewish community. Over the past 10 years the B'nai Brith Youth Organisation (BBYO) has established an international network of Jewish teens.

### **“GET WISDOM, ACQUIRE UNDERSTANDING!”**

**PROVERBS (MISHLE) 5:4**

From 8,000 participants across America, it now boasts 80,000 members from 50 countries. UJEB is working to re-establish BBYO in Australia. We have started our first chapter, and are sending 5 students from Glen Eira and Brighton Secondary Colleges to Denver, Colorado for the 2019 BBYO International Convention. They will **join 3,500 BBYO leaders from around the world to discuss challenges facing Jewish teens**, and strategies that they can implement to facilitate stronger Jewish connections for this age group.

**UJEB is indeed Engaging our Future! B'Shalom,**

**Itzik Sztokman**  
Executive Principal

# TREASURER'S REPORT

Since joining the board in mid-2017, it has become apparent to me the tremendous efforts put in by all those connected to UJEB, including the Board, staff, volunteers, children and families. It is truly a privilege for me to be involved in UJEB.

2018 has been a year of immense growth and success for UJEB. We added several new programs, including the Hebrew Immersion Program (HIP), the Bar Mitzvah program and the Moshe Project for inclusion. We also strengthened our Board of Management, and secured the patronship of the Loti and Victor Smorgon Foundation.

Financially we have had a successful year, which is detailed below. The annual appeal was strong again this past year, as well as our efforts to introduce expense efficiencies into UJEB. Itzik Sztokman, our Executive Principal, continued to be active in managing an efficient level of cost control and meeting the budgets signed off by the Board.

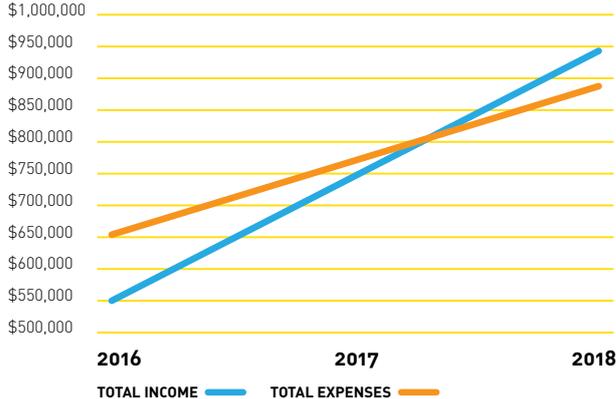
For the year ended 31 December 2018, UJEB delivered a net operating profit of \$37,587. The 2018 results are summarized below.

|                 | 2018    | 2017    | 2016     |
|-----------------|---------|---------|----------|
|                 | \$      | \$      | \$       |
| Total Income    | 927,223 | 756,768 | 552,771  |
| Total Expenses  | 889,636 | 756,948 | 650,336  |
| Net Profit/Loss | 37,587  | (180)   | (97,565) |

The graph above represents the steady increase of both income and expenses. The key takeaways from this graph are that income is increasing at a faster rate than expenses, and that in the last three years we have moved from a significant loss to a substantial gain. This gain is being reinvested into our educational services.

At 31 December 2018, UJEB had reserves of \$102,718, represented mainly by cash held with banking institutions (2017: \$91,238, 2016: \$75,812). Whilst UJEB's cash position has improved slightly, these liquidity issues continue to be a major concern for the long-term success of the organization. A priority for the coming 24 months is to stabilize our liquidity without impeding growth.

## UJEB INCOME & EXPENSES



Income from donors was significantly higher in 2018, following a strategic and well-executed fundraising plan. The continued support of all our donors will help UJEB continue to flourish and succeed into the future. UJEB's importance and the need for our services in the community will continue to grow, and we will also require the community's support to ensure that we have the resources and capacity to fulfill our role.

I would like to thank all of UJEB's supporters, large and small, as every hour and every dollar counts in creating a better future for our community. I would like to thank the previous Treasurer, Jonny Caplan, for his efforts over many years and continued help through the transition process. I wish him all the best for his future endeavors.

I would like to thank all the office staff, particularly Julian, Rochelle and Lisa, for their passion and dedication in ensuring UJEB runs in the best way possible. I would like to thank all the Board members for their commitment and expertise, and especially Tony for his leadership. I wish him the best of luck with his transition to the Vice Presidency. I wish the incoming President Gabi success in her tenure and am looking forward to working closely with her and the rest of the Board.

Finally, to our Executive Principal Itzik, thank you for the endless efforts and management and wishing you 'hatzlacha' for the coming years.

**Oren Smith**  
Treasurer



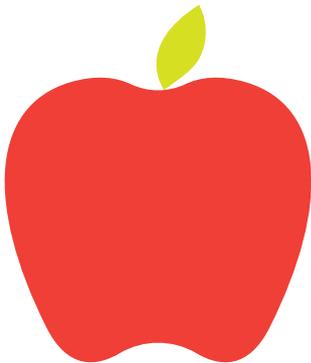


**UJEB  
PROGRAMS**

**2018**

## JEWISH LIFE

**Following the Department of Education's 2016 change to Religious Education (RE) in government schools, UJEB now provides our rebranded weekly 'Jewish Life' sessions in primary schools, either before school or at lunchtime.**



Our new Curriculum Coordinator, Dani Miller, has revamped the curriculum to provide a deeper and more engaging experience for our students. The sessions aim to foster a sense of Jewish identity and belonging. The morning sessions have a Hebrew letter recognition program, leading to basic Hebrew reading and vocabulary. This is especially welcomed by older students nearing Bar/Bat Mitzvah, or planning to transfer to a Jewish day school for secondary education. The Jewish part of the curriculum, provided to morning and lunchtime students, focuses on the festivals, traditions, Bible heroes and Israel, supplemented with crafts, games and music. UJEB also runs special assemblies at many of these schools for the Jewish festivals.

In 2018 we provided Jewish Life sessions in 15 schools, as well as 2 Special Development Schools (SDS) as follows:

- Before-school sessions: Auburn South, Bentleigh West, Brighton Beach, Caulfield South, Coatesville, Lloyd Street, McKinnon, Oakleigh South and Tucker Road;
- Lunchtime sessions: East Bentleigh, Elsternwick Primary, Gardenvale, Glenallen (SDS), Katandra (SDS), Kingswood, Parkhill and Southmoor.

We are aiming to increase this number to at least 20 schools in 2019, and are continually canvassing new schools to this end. Some principals have been more welcoming than others, and we have succeeded in developing a rapport with many of them. When approached by parents from new schools, we direct them to talk to the school, and this parent-led approach has proven effective in many cases. A number of the schools provide the space for UJEB to run this program at no cost.



**“THE WORLD EXISTS ONLY BECAUSE OF THE INNOCENT BREATH OF SCHOOL CHILDREN.”**

TALMUD, SHABBAT

Although the before-school times are not optimal for student attendance, there are many parents and students who are very keen to continue their Jewish learning. UJEB takes the responsibility to provide them with Jewish education seriously, as every Jewish child is entitled to this opportunity. We hope that many of them will become contributing members of the Jewish community in the future.

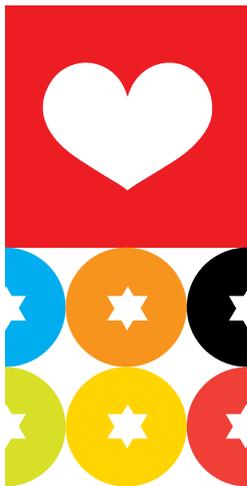
Riva Cohen  
Jewish Life Coordinator



## HEBREW IMMERSION PROGRAM (HIP)

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The HIP has been a significant success story for UJEB and for our community. Beginning as a parent initiative at Caulfield Junior College (CJC) nearly 10 years ago, UJEB identified the strength and potential of this program, and sought to offer support.



After a short time, we began to explore opportunities to franchise. By the end of 2018, UJEB had engaged with strong parent bodies at both Caulfield South Primary School (CSPS) and Gardenvale Primary School (GPS) to petition the schools to set up 2 new HIPs.

**Starting in 2019 we will offer 3 HIP programs, catering for more than 160 students learning Hebrew 2-3 mornings per week. Over 80 students attend HIP at CJC, with a further 50 at CSPS and more than 30 at GPS to commence in 2019.**

The program is a dynamic and rigorous Hebrew language program, which aims to teach students to communicate in Hebrew by developing speaking, listening, reading and writing skills. HIP graduates are armed with knowledge and skills to engage in further Hebrew language study at secondary school. One parent, whose children recently moved to a Jewish school, praised the HIP program, explaining that her year 5 child was placed in the mainstream level of Hebrew and her year 1 child in the extension level.

**“What an achievement! This is absolutely because of the fantastic team you have running and teaching the programme. The HIP programme not only taught our children how to read and write Hebrew but gave them and us as a family, the connection to Judaism and a communal atmosphere within the school”** she wrote.

We are certain that as the success of HIP in these additional schools grows, more parents from other schools will be reaching out to UJEB to start HIP at their schools.

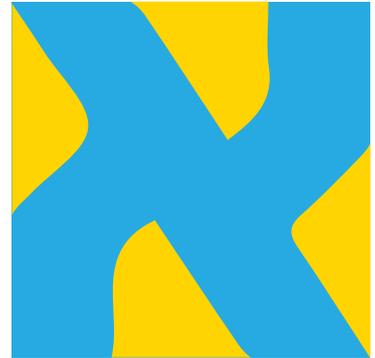
**Itzik Sztokman**  
Executive Principal



## AFTER-SCHOOL CENTRES

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**UJEB runs 2 after-school Jewish learning and Hebrew language centres for primary school students at Caulfield Junior College (CJC) and Merkaz Bentleigh.**



By attending our programs, students develop a lifetime of knowledge and skills in a dynamic educational environment, ensuring their ability to participate in Jewish communal life.

In 2018, we devoted much of our attention to continuing to redevelop our after-school curriculum. By the end of the year, both our after-school centres began to see the results, demonstrated by strong re-enrolments for 2019. Both centres followed the same dynamic curriculum, focusing on Jewish life and Hebrew.



Merkaz Bentleigh after-school centre is an Australian Children's Education and Care Quality Authority (ACECQA) approved centre. UJEB Merkaz adheres to the National Education Guidelines and the Early Years Learning Framework and our curriculum is underpinned by the principles, practices and learning outcomes of this guideline. Merkaz Bentleigh has incorporated these learning outcomes in our newly redeveloped curriculum.



## JEWISH LIFE

The program is aimed at learning and experiencing our culture, by exploring 4 key learning areas: Festivals, Israel, Bible stories and Jewish living.

Our Jewish Life program explored and celebrated the following topics:

- Festivals: Tu B'Shvat, Purim, Pesach, Yom Ha'atzmaut, Lag BaOmer, Shavuot, Rosh Hashana, Yom Kippur, Sukkot and Chanukah;
- Israel: Major cities, Jerusalem and living in Israel;
- Bible Stories: Creation and Bible heroes;
- Jewish Living: Shabbat, kashrut, Jewish values, symbols, identity and Jewish heroes.

Highlights included:

- Children delighted in making beautiful wooden challah boards for Shabbat;
- The Yom Ha'atzmaut Israel fun fair;
- The Purim dress-up party;
- Parents watching their children lead parts of our Pesach model seders.
- A visit from the shofar factory and making amazing Yom Tov challah covers for Rosh Hashana.

## SPECIAL GUESTS

During the year, we welcomed a number of special guests to our after-school centres, each of whom contributed to our program and the children's interactive learning experience. This included visits from the Jewish National Fund (JNF), Magen David Adom (MDA), Challah for Hunger, The Matzah Factory and The Shofar Factory.

## HEBREW

The aim of our Hebrew program is to build strong foundations and enable the children to begin reading Hebrew and develop a wider Hebrew vocabulary. UJEB's Hebrew program prepares the children to be able to commence Bar and Bat Mitzvah lessons with confidence. The Hebrew program caters for multiple levels from beginners through to advanced learners.

This year we introduced a new topic to our Hebrew curriculum, called 'Talking Topics'. Students learnt vocabulary focusing on a specific topic and were encouraged to engage in basic conversation. The children had a ball and even picked up some Israeli slang!

Having invested a great deal of work into making the curriculum more hands-on and interactive, we found that the students enjoyed the changes. Their learning was shared with their families at an end-of-the-year presentation night, where each Hebrew level presented a topic they had focused on during the year.

The 2018 Private Greg Sher award, which recognises commitment to Jewish life, was awarded to students Alexander Joseph and Jethro Stein-Fooks. I would like to thank the CJC After-School Coordinator Brocho Lebenholtz for all of her hard work throughout the year.

*Louise Breuer*

**Louise Breuer**  
After-School Manager

## BAT MITZVAH

**UJEB's Bat Mitzvah program in 2018 attracted 30 girls from a variety of different schools across Melbourne. This meant that we ran two separate Bat Mitzvah classes, one on Tuesdays and one on Thursdays. The classes were held every week, for two hours, to allow the girls to explore their Jewish identity, and understand their responsibilities as young Jewish adults.**

The program offered a variety of experiences and learning opportunities. The feedback the girls gave, at the culmination of the year, was unanimous. They loved the program and felt enriched by their new friendships and deeper understanding of their heritage. Our program was divided into four terms, each held at a different location and focusing on a specific aspect of Jewish life.

### TERM ONE - SOCIAL ACTION

The girls participated in Stand Up's social justice program geared to B'nei Mitzvah age students. This memorable program helped the girls to appreciate the challenges and difficulties that beset many underprivileged people in the world. With this new awareness, the girls were encouraged to see themselves as active participants in Tikkun Olam (repairing the world), able to contribute to the world around them.

The girls had the opportunity to complete their own Action Projects to put their lessons into practice, and later in the year we joined with C Care as a group, to prepare and deliver food packages to impoverished and isolated people in our own community. This project was both enjoyable and meaningful, and left a strong impression on all participants.

### TERM TWO - ISRAEL & TORAH

Classes were held at Beth Weizmann Community Centre to connect the girls with both ancient and contemporary Israel. We began the term with a pre-Pesach experience to prepare the girls for participation in their family seders. We celebrated Yom Ha'atzmaut – Israel Independence Day - with the Thursday group joining communal celebrations at Caulfield Racecourse. We had a mini bonfire on Lag B'omer, and the girls joined with the Leibler Yavneh College Bat Mitzvah group to bake cheesecakes for Shavuot. Towards the end of the term, each girl researched the parshah (Torah portion) that fell on the week of her Bat Mitzvah and wrote a Dvar Torah based on themes from it.

### TERM THREE - HISTORY & CULTURE

Term three Bat Mitzvah classes were held at the Jewish Museum of Australia and focused on Jewish history, life and culture. Through a range of activities, and by exploring the museum's exhibits, the girls gained a better understanding of the Australian Jewish story. We visited St Kilda Synagogue and got to see a Torah up close, and were privileged to meet a Holocaust survivor and hear his story. The term ended with the girls working on a roots project, where they were able to record their own family stories of Jewish migration and settlement.



#### TERM FOUR - JEWISH WOMEN

The final term, held at the National Council of Jewish Women of Australia (NCJWA Vic), introduced the girls to female Jewish role models. The girls were able to draw inspiration from famous Jewish women from our history and were introduced to a range of inspiring Jewish women living right here in Melbourne. The girls interviewed a Krav Maga instructor, fashion designer, science teacher, Habonim Dror Madrichot (leaders), a singer and a philanthropist, and were captivated by their stories. At the end of this term we worked on speeches to present at our ceremony.

**“IF YOU WILL IT, IT IS NO DREAM.”**

**THEODOR HERZL**

Our year-long program culminated with two beautiful ceremonies, where the girls shared what they had learnt with their families and friends. The atmosphere was one of a warm family 'simcha', and the girls received take-home bags filled with gifts and their own unique artwork.

Special thanks to our partner organisations, Stand Up, The Jewish Museum of Australia and the NCJWA (Vic) for their outstanding contributions to the success of our program.

**Elke Goldberg**  
Bat Mitzvah Coordinator

## BAR MITZVAH

**Journey to 13, UJEB's unique Bar Mitzvah program, is aimed at curating a coming-of-age experience which is contemporary and meaningful for participants.**

**Responding to demands from the community, UJEB has developed a creative, alternative option for marking this Jewish life milestone.**

This program can either stand alone, or complement a more traditional synagogue Bar Mitzvah. The UJEB Bar Mitzvah experience enables participants to take their place in our community as passionate and engaged young men.

Highlights of the program include:

- Meeting inspirational role models;
- Exercise as a means to mindfulness;
- A Friday night Shabbat dinner, and;
- Exploring community, responsibility and maturity.

The culmination of this project, the Bar Mitzvah ceremony, is the biggest highlight. In the lead-up to this event our young men learn about coming-of-age ceremonies in different cultures, and design their own. The 2018 cohort were extremely creative and planned a night that began at an escape room, symbolising that their time had come to take responsibility for their own decisions.

They then met their families at a cafe and discussed 'Jewish life' issues, demonstrating that it was also time for them to formulate their own views and connection to their culture.

Next year we have planned a new social action component and are partnering with the Jewish Teens Giving Initiative to add this to the program. Expressions of interest are already high for 2 groups of UJEB 'Barmi Boys' in 2019!

**"SCHOLARS ENHANCE  
PEACE IN THE WORLD."**

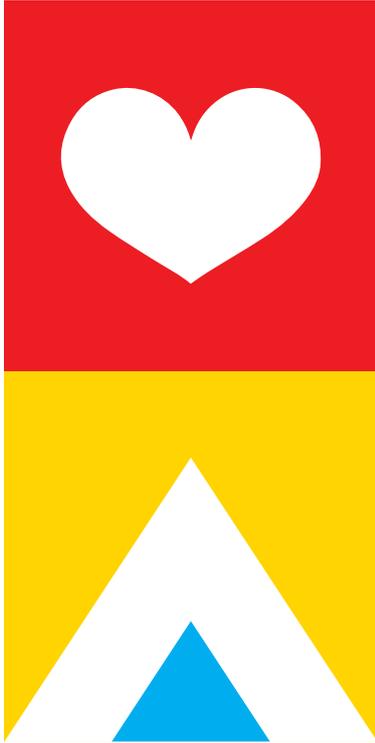
TALMUD, BERAKHOT

The UJEB Bar Mitzvah program is a fantastic opportunity for families, who may not have a connection with a synagogue, to connect through UJEB. This program ensures that the Bar Mitzvah remains an essential milestone event in their son's Jewish life.



**Benji Praver**  
Bar Mitzvah Coordinator





## UJEB CAMP

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UJEB Camp was one of the highlights of 2018. It brought together over 80 students from our wide range of programs, to enjoy an educational and fun-filled 4 days.





The theme for 2018 camp was heroes. This theme encouraged our participants to learn about the qualities of leaders, as well as some of the famous Jewish leaders who have had a profound impact on our people. Participants left camp with a strong sense that they can and should stand up for what is right and good, just like the heroes they learnt about.

Graduates of the Israel Program had a chance to act as Madrichim (leaders) in-training as they facilitated various activities for the younger participants. Seeing the UJEB life cycle in action was not only incredibly rewarding for the Madrichim, but also the mark of a successful camp.

Shabbat is always a highlight of camp and a unique experience for many of our participants. Over the course of camp Shabbat they met a range of 'characters', who taught them about the many possible ways to forge a meaningful connection with the Sabbath.

Camp was run by a diverse group of Madrichim, including youth movement leaders and our very own UJEB teachers. These incredible leaders were able to build connections with the students and act as positive role models, providing tangible examples of proud and active young Jews in the Melbourne community. We hope that our participants will aspire to emulate our Madrichim as they grow up.

I am greatly looking forward to our 2019 camp, which will no-doubt be bigger and better than the last, as it is each year.

Zac Blum  
Camp Coordinator

## ISRAEL PROGRAM

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**In December 2018, 19 UJEB students from 10 different state schools in Melbourne set off for an incredible 6-week touring and learning program in Israel. Joining with our partner organisation, the NSW Board of Jewish Education (BJE), the UJEB group came together with teens from NSW and WA for this once-in-a-lifetime opportunity.**

The Israel program provides an intensive experience for state school students who may not have the opportunity to be immersed in Jewish life on a daily basis. They travel around Israel with their peers, learning from knowledgeable educators and guides, and discovering both the known and hidden gems of Israel. This allows them to explore and develop their Jewish identity, sense of belonging and connection to Israel.

During their travels, the 2018 group learnt about the rich history of the Jewish people. At the Herzl museum, for example, they learnt about the great importance and vision of Herzl. They gained a greater understanding of Israel, including its ancient history and modern establishment. Over the course of countless lessons and excursions, participants were able to visualize themselves as an integral part of the bigger picture of Jewish continuity. This shaped the rest of their time in Israel, and will hopefully help strengthen their future connection to our land.

The departure from Ben Gurion Airport was the hardest part of this wonderful program. For many it came with the realization that 6 weeks was not enough. Watching our tearful students say goodbye to their new-found friends, whilst reminiscing about their favourite experiences, highlighted how special this program really was.



**Beau Landes**  
Israel Trip Coordinator





"As much as I loved the feeling and gratification that climbing Masada gave me, the same love is there for my time spent with friends during the open Shabbat.

The highlight, however, was our first Saturday night in Jerusalem. As we were closing Shabbat, someone in a nearby building set off fireworks, making everything feel like a movie. After that we went down into the city and hung out with friends. It was the first night where our group finally felt like a whole."

Participant

"A highlight of my Israel experience was visiting a medical centre for Israelis who had been injured during their army service. After an educational video at the centre, everyone was offered to play wheelchair basketball. It was an extremely memorable experience and I cherished every moment."

Participant

"The highlights of my Israel Program trip were the campfires. Not only did they warm us up on freezing nights, but it was also incredibly special to connect to others through song."

Participant



"The Israel trip has been one of the most unforgettable experiences of my life. Between making new friends and experiencing new things daily, it would be hard to forget."

Participant

## J-LUNCH

**J-Lunch is our flagship social and educational lunchtime program for high school students. One of the main aims of J-Lunch is to provide opportunities for students to build up their social and Jewish community networks.**

There is also a strong educational aspect, which includes learning about the major Jewish festivals, historical events and other topical subjects. The educational content is delivered through an informal educational model, with all programs being interactive, engaging and, of course, fun.

In 2018, the J-Lunch program built on a prosperous 2017, adding another school – Sandringham Secondary College. The weekly lunchtime activities at 4 high schools acted as a gateway of engagement, facilitating gatherings of like-minded students, bound by their Jewish culture and rich history.

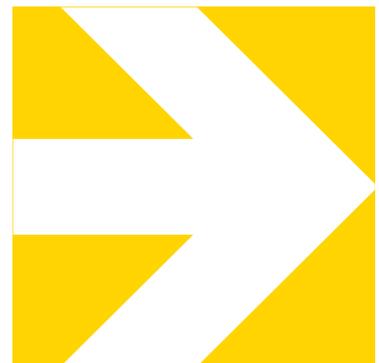
Over the course of the year a wide range of different topics were covered, all aimed at creating a greater connection to Jewish heritage. The sessions generated discussions, through which students were able and encouraged to share their unique opinions and understandings of how Judaism is relevant to them. Highlights of the year included discourse about 'how we connect to our Judaism' and 'why be Jewish?'

J-Lunch also aims to connect Jewish high school students at state schools to other relevant UJEB and community programs. These include the UJEB Camp, Bar and Bat Mitzvah programs, Year 10 Israel trip, youth groups and various leadership and mentoring opportunities within the community. These linkages provide students with a comprehensive and broad range of pathways into living a Jewish life.

Acknowledgment and a heartfelt thank you must be given to the Madrichim (leaders) who facilitated the J-Lunch sessions in 2018. A huge thank you to Beau Landes, Zoe Brash, Zac Blum, Josh Wasbutzki, Danny Feigin, Jemma Katz and Mia Brayer for their continued commitment, effort and 'ru'ach' (spirit).

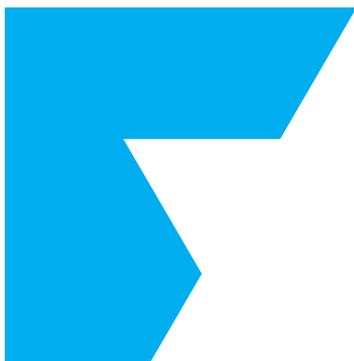


**Dani Miller**  
UJEB High Coordinator



## THE MOSHE PROJECT

**In 2017 UJEB made a bold, dynamic commitment to the segment of our Jewish community on the autism spectrum or with family members with disabilities. My position of Special Developmental School/Inclusion Consultant was created, with a mandate to put UJEB on the map as a resource and source of support for this all-too-often marginalized section of our community.**



In 2018 UJEB greatly increased our commitment to advocacy for reciprocal inclusion and the well-being of those with disabilities. We reached out to autism spectrum and disability support groups within the Jewish community, in order to listen to their members. Stemming from these consultations we began to create the core of The Moshe Project, a group of UJEB initiatives which will extend and develop our support and services for this community.

The Moshe Project includes:

- Ongoing weekly programming within the Special Developmental Schools (SDS - schools that serve children with disabilities), including extending our reach to include more students and schools;
- Bar and Bat Mitzvah programs for students with special needs;
- Networking extensively with the leadership of other Jewish communal organizations, including rabbis, teachers, lay-leaders and mental health professionals. Through these networks we have begun to lay the groundwork for an ongoing constructive dialogue across sectarian divides, in the hope of facilitating a better quality of life for those whom we serve. In 2019 UJEB will be joining the Jewish Disability Network, a collective of Jewish organizations dedicated to providing services for Jews with disabilities;
- Building our capacity as a resource for the Jewish educational community, by offering a wide range of inclusion professional development programs. This has included presentations and workshops at the Zionist Educators Conference, Limud Oz, congregations and within the Jewish day schools.

We have, and will continue to find paths to inform, enhance, engage and build up the strength of this community.

**Tal Spinrad**  
Special Developmental School/Inclusion Consultant



## MARKETING AND COMMUNICATIONS

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**Over the course of 2018, a subtle but important strategic shift was undertaken in our approach to marketing UJEB and the work that we do in engaging the future of our Jewish community. The short story is that we've been shifting our attention from marketing to communications.**

This may appear a technicality to many, but it actually represents a significant change in the way we tell our story. Marketing is the art of selling, at times shouting, your message and often to as wide an audience as possible. We see communications as a much deeper and more meaningful form of engagement. It means improving our ongoing conversations with our parents, donors, and friends. It means keeping these groups informed about what our students are experiencing in their learning journey with UJEB. It also means listening with intent. With this philosophy in mind, we embarked on a number of initiatives in 2018 that will keep us occupied through much of 2019 and beyond.

The first step in any great communications strategy is to start by listening. This year we ran our first Parent Survey to a sample of our Bat Mitzvah, Merkaz Bentleigh and Hebrew Immersion Program (HIP) families. This uncovered some brilliant insights into what we're doing well, what we might do better, and plenty in between. One parent, for example, wrote:

**"The improvement in the last two years is immeasurable. I appreciate that it's thoughtful learning and fun. I previously nearly pulled my kids out when I found it was becoming a certain way, i.e. very specific gender roles being modelled and one version of Judaism being elevated. I think it is way more inclusive and diverse now. I would like to see more of that! In other words, learning about**

**all streams of Judaism and continuing to be open with gender roles, for example not always boys making kiddush. I'm also excited about the HIP program - it's a fantastic program and it's revolutionary! I'd love to see UJEB grow."**

Thanks to those who received the survey and completed it. We plan to seek your feedback in this way on a regular basis, and Itzik's door is always open (along with the doors of our Board members and team) for less structured opportunities to share your thoughts as they arise. So please let us know what you think about UJEB!

Over the past 6 months, we have been deeply engaged in the development of our brand-new website. Once complete (over the first half of 2019), we will have a fantastic mechanism for sharing ongoing updates, photos and stories from our classrooms and programs. With the launch of this new website comes a refreshed look and feel for the UJEB brand, colours and icons to really communicate our modern, professional and fun approach to education.

In late 2018, we were excited to hire Becci Krispin, our Communications Officer. Becci has a strong background in writing, journalism and the non-profit world, and happens to be a UJEB parent. Becci has also been instrumental in working with Gardenvale Primary School parents to launch the HIP, scheduled to kick off in Term 2 2019. She has hit the ground running and already has been responsible for a number of written pieces that you may have seen in print media, your email inboxes and this very Annual Report!



Over the past year we sadly farewelled our Marketing Manager Lisa Baron. Lisa was a proud and committed member of the UJEB team who kept a range of marketing initiatives flowing seamlessly over her 5+ year tenure. We thank her for her efforts and wish her all the best in the future.

Our communications mission in 2019 is simple and twofold.

Firstly, we are committed to providing greater feedback to our parents and donors via regular images and stories from our programs. We need to use Facebook, email and other media to clearly play-back the highlights of our work, so that parents are in no doubt as to the value of the programs in which they have enrolled their children.

Our second communications mission for 2019 is that we want to have UJEB clearly known for the broad Jewish life journey we offer children aged from prep all the way through the high school years.

UJEB is more than any one individual program. We cater for a geographically and socially diverse collective of Melbourne Jewry and our approach is inclusive and open. Our HIP, J-Lunch and Jewish Life students attend state schools but our B'nei Mitzvah and Israel Program students also come from secular private schools.

## **“SCHOLARS ENHANCE PEACE IN THE WORLD.”**

TALMUD, BERAKHOT

The job of our marketing and communications is for the UJEB name to be synonymous with this proud record of engaging the Jewish youth of Melbourne with the widest net we can find.

**Bradley Smith**  
Marketing and Communications

## STAFF 2018

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**Itzik Sztokman**  
Executive Principal



**Rochelle Kotek**  
Office Manager



**Lisa Baron**  
Marketing Manager



**Julian Isaacs**  
Bookkeeper



**Riva Cohen**  
Jewish Life  
Coordinator



**Beau Landes**  
Israel Program  
Coordinator



**Louise Breuer**  
After-School Manager



**Brocho Lehenholc**  
CJC After-School  
Coordinator



**Elke Goldberg**  
Bat Mitzvah  
Coordinator



**Benjamin Prawer**  
Bar Mitzvah  
Coordinator



**Rinat Sheinfeld**  
HIP Coordinator



**Zac Blum**  
Camp Coordinator



**Dani Miller**  
Curriculum  
Coordinator



**Naomi Morris**  
Hebrew Curriculum

# THANK YOU LIST

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## PRIMARY JEWISH LIFE TEACHERS 2018

Charlotte Eizenberg  
Danny Feigen  
Dorit Tane  
Ellie Casper  
Itzik Sztokman  
Joan Queit  
Josh Wasbutzki  
Orly Atzmon  
Rabbi Yitz Engel  
Riva Cohen  
Tal Spinrad  
Yasmin Schwarz

## AFTER-SCHOOL TEACHERS 2018

Beau Landes  
Benji Prawer  
Bev Brand  
Brocho Lebenholz  
Danny Feigen  
Dorit Tane  
Helen Shnider  
Itzik Sztokman  
Lauren Dorfman  
Louise Breuer  
Naomi Morris

## HIP TEACHERS 2018

Clair Neville  
Dana Raviv  
Dana Reef  
Gal Landau  
Larisa (Lea) Katanov  
Liron Rapoport  
Maayan Zlatsin  
Raisa (Raya) Amburg  
Ronit Zohar  
Shiran Remez

## BAT MITZVAH TEACHERS 2018

Elke Goldberg  
Michelle Max

## J-LUNCH FACILITATORS 2018

Beau Landes  
Danny Feigen  
Jemma Katz  
Josh Wasbutzki  
Mia Brayer  
Zac Blum  
Zoe Brash



# UJEB SUPPORTERS

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## UJEB STRATEGIC PARTNERS

The Loti and Victor Smorgon Foundation  
Anonymous  
Anonymous

## UJEB PATRONS

Besen Family Foundation  
David and Tammie Slade Charitable Trust  
Jagen Nominees Pty Ltd  
Joseph West  
Leon and Judith Goldman  
Orloff Family Charitable Trust  
Sunraysia Foundation  
The Alex and Eva Berkovic Charitable Trust  
The Dina & Ron Goldschlager Family Charitable Foundation  
The Eva and Les Erdi Humanitarian Charitable Foundation  
The Spotlight Foundation  
Anonymous

## UJEB PRINCIPAL SUPPORTERS

Gregory Shalit and Miriam Faine  
Marmorì Charitable Foundation  
Melbourne Jewish Friendly Society  
Nir and Lai Pizmony

Rita and Sam Kras Bursary  
Sam and Minnie Smorgon Family  
The Nossbaum Families and Marion and David Slonim in memory of Richard Nossbaum

## UJEB MAJOR DONORS

Amarant Rose  
Ann Wollner  
Bindy & David Koadlow  
Bradley Wein  
Braham and Fiona Goldberg  
Bridge @ Blake  
Cher Family Foundation  
David Ringelbaum  
David Smorgon OAM  
Dennis and Fairlie Nassau  
Edith Greiman  
Fonda Charities Pty Ltd  
Gandel Philanthropy  
Graham and Mary Slade Foundation  
Gregory and Julie Blashki  
Joe and Reeva Lederman  
Justin Foundation Trust  
Kaye and Barry Fink  
Keren and Reuben Zelwer  
Leon Solowiejczyk  
Mark and Den Montag

## “WHO IS WISE, WHO LEARNS FROM EVERY MAN.”

BEN ZOMA,  
ETHICS OF OUR FATHERS 4:1

Matthew and Lieba Cohen  
Pinchas Paneth  
Rachel Hornung  
Robert and Michelle Hain  
Roslyn (OAM) and Richard Rogers  
Sam and Raymonde Webb  
Shifra Bendet  
Susie Ivany OAM  
The Grant Foundation  
The Joseph and Millie Goldenberg Memorial Trust  
The Leo & Mina Fink Fund  
The Silberscher Family Foundation  
Tony and Zandy Fell  
Trevor and Heather Cohen

## A SPECIAL THANK YOU TO THE FOLLOWING ORGANISATIONS FOR THEIR KIND SUPPORT:

Besser & Co.  
Continental Kosher Butchers  
Gary Peer Real Estate  
Hodges Real Estate

# FINANCIALS

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## Statement of Members of the Committee

The committee has determined that the associated is not a reporting entity.

The committee has determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note I to the financial statements.

The committee declares the following:

1. The attached financial report presents fairly the financial position of The United Jewish Education Board Inc. as at 31 December 2018 and its results for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that The United Jewish Education Board Inc. will be able to pay its debts as and when they fall due.

The statement is made in accordance with a resolution of the committee and is signed for an on behalf of the Committee by:



Tony Fell  
President



Oren Smith  
Treasurer

Dated ..... 14<sup>th</sup> ..... day of ..... March ..... 2019

## PROFIT & LOSS STATEMENT FOR THE YEAR ENDING 31 DECEMBER 2018

| <b>INCOME</b>  | 2018             | 2017           |
|--|------------------|----------------|
|  | \$               | \$             |
| Hebrew Centres Income                                    | 126,390          | 71,753         |
| Sale of RE Books   | 31,404           | 22,161         |
| Batmitzvah/Barmitzvah Programs                           | 48,380           | 22,948         |
| Donations  | 679,355          | 593,340        |
| Interest Received  | 2,254            | 735            |
| Camp & Jewish Student Network                            | 27,230           | 19,365         |
| Miscellaneous Receipts                                   | (817)            | 3,281          |
| Trust Distribution                                       | 3,060            | 6,167          |
| Department of Social Security                            | 9,967            | 17,019         |
|  | <b>\$927,223</b> | <b>756,768</b> |
| <b>LESS EXPENDITURE</b>                                  |                  |                |
| Advertising  | 12,332           | 17,002         |
| Affiliation Fees   | (967)            | 2,071          |
| Appeal Expenses  | 7,578            | 19,201         |
| Annual Leave   | 6,625            | 4,175          |
| Audit Fees   | 3,300            | 3,300          |
| Bank Charges   | 5,781            | 6,027          |
| Bookkeeping  | 37,035           | 35,171         |
| Camp & Function Expenses                                 | 63,665           | 29,879         |
| Computer Services  | 5,847            | 5,196          |
| Consultancy Fees   | 464              | 6,202          |
| Depreciation   | 1,179            | 1,261          |
| Doubtful Debts   | (11,500)         | 0              |
| Hebrew Centre Expenses                                   | 45,041           | 39,020         |
| Insurance  | 5,456            | 5,301          |
| JSN Expenses   | 5,535            | 15,465         |
| Interest paid  | 2                | 4              |
| Meeting Expenses   | 1,844            | 2,465          |
| Outgoings  | 28,947           | 34,759         |
| Postage  | 982              | 1,115          |
| Printing & Stationary                                    | 25,212           | 24,315         |
| Religious Education Expenses                             | 3,101            | 3,779          |
| Rent & Rates   | 6,784            | 7,800          |
| Repairs & Maintenance                                    | 286              | 307            |
| Seminars   | 2,953            | 2,961          |
| Staff Amenities  | 1,837            | 1,857          |
| Sundry Expenses  | 396              | 2,248          |
| Superannuation Contributions                             | 45,250           | 38,191         |
| Telephone and Internet                                   | 14,881           | 9,905          |
| Wages  | 563,597          | 432,605        |
| Workers Compensation                                     | 6,196            | 5,366          |
|  | <b>889,636</b>   | <b>756,948</b> |
| <b>NET OPERATING PROFIT (LOSS)</b>                       | <b>37,587</b>    | <b>(180)</b>   |
| Retained profits at the beginning of the financial year  | 39,311           | 39,511         |
| <b>TOTAL AVAILABLE FOR APPROPRIATION</b>                 | <b>76,918</b>    | <b>39,331</b>  |
| <b>RETAINED PROFITS AT THE END OF THE FINANCIAL YEAR</b> | <b>76,918</b>    | <b>39,331</b>  |

## BALANCE SHEET AS AT 31 DECEMBER 2018

| ASSETS                        | 2018           | NOTE | 2017           |
|-------------------------------|----------------|------|----------------|
|                               | \$             |      | \$             |
| <b>CURRENT ASSETS</b>         |                |      |                |
| Cash and cash equivalents     | 102,718        | 2    | 91,238         |
| Trade and other receivables   | 25,751         | 3    | 15,829         |
| <b>TOTAL CURRENT ASSETS</b>   | <b>128,469</b> |      | <b>107,067</b> |
| <b>NON CURRENT ASSETS</b>     |                |      |                |
| Property, plant and equipment | 4,779          | 4    | 5,958          |
| Leasehold improvements        | 0              | 4    | 0              |
| Goodwill                      | 0              | 4    | 0              |
| <b>TOTAL CURRENT ASSETS</b>   | <b>4,779</b>   |      | <b>5,958</b>   |
| <b>TOTAL ASSETS</b>           | <b>133,248</b> |      | <b>113,025</b> |

| LIABILITIES                      |               | NOTE |               |
|----------------------------------|---------------|------|---------------|
| <b>CURRENT LIABILITIES</b>       |               |      |               |
| Trade and other payables         | 32,957        | 5    | 58,567        |
| Financial liabilities            | 201           | 6    | (1,421)       |
| Short-term provisions            | 23,172        | 7    | 16,548        |
| <b>TOTAL CURRENT LIABILITIES</b> | <b>56,330</b> |      | <b>73,693</b> |
| <b>TOTAL LIABILITIES</b>         | <b>56,330</b> |      | <b>73,693</b> |
| <b>NET ASSETS</b>                | <b>76,918</b> |      | <b>39,331</b> |

| EQUITY              |               | NOTE |               |
|---------------------|---------------|------|---------------|
| Retained profits    | 76,918        | 8    | 39,331        |
| <b>TOTAL EQUITY</b> | <b>76,918</b> |      | <b>39,331</b> |

# NOTES TO THE FINANCIAL STATEMENTS

## FOR THE YEAR ENDING 31 DECEMBER 2018

### Note 1: Statement of Significant Accounting Policies

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Reform Act 2012 of Victoria. The committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the Associations Incorporation Act of Victoria and applicable Accounting Standards.

The report is prepared on the accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following specific accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this report:

**(a) Income Tax** No provision for income tax has been raised as the association is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

**(b) Fixed Assets** Fixed assets are carried at cost or valuation less, where applicable, any accumulated depreciation. The depreciation amount of all fixed assets are depreciated over the useful lives of the assets to the association commencing from the time the asset was held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The carrying amount of fixed assets is reviewed annually by committee members to ensure it is not in excess of the recoverable amount of those assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the asset's employment and subsequent disposal. The expected net cash flows have not been discounted to their present values in determining recoverable amounts.

**(c) Cash and Cash Equivalents** Cash and cash equivalents include cash on hand, deposits held at call with banks, other short term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

**(d) Revenue** Revenue from providing educational services is recognised on the delivery and invoice of the service. Revenue from donations, grants and bequests are recognised upon receipt. Interest revenue is recognised on a proportional basis taking into account the interest rates applicable. Other revenue is recognised when the right to receive the revenue is established. All revenue is stated net of the amount of goods and services tax (GST).

**(e) Goods and Services Tax (GST)** Revenue expenses and assets are recognised net of GST, except where the amount of GST incurred is not recoverable from the ATO. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or part of an item of expense. Receivables and payables in the Balance Sheet are shown inclusive of GST.

|  | 2018           | 2017          |
|--|----------------|---------------|
|  | \$             | \$            |
| <b>2 CASH &amp; CASH EQUIVALENTS</b>   |                |               |
| Cash on Hand   | 101,724        | 58,576        |
| Cash at Bank   | 994            | 32,661        |
|  | <b>102,718</b> | <b>91,238</b> |
| <b>3 TRADE &amp; OTHER RECEIVABLES CURRENT</b>   |                |               |
| Debtors  | 10,516         | 15,097        |
| Provisions for Doubtful Debts  | 0              | (11,500)      |
| Deposits Paid  | 5,200          | 4,700         |
| Goods and Services Tax   | 10,035         | 7,532         |
|  | <b>25,751</b>  | <b>15,829</b> |
| <b>4 PROPERTY PLANT &amp; EQUIPMENT</b>  |                |               |
| Office furniture & equipment   | 87,478         | 87,478        |
| Less accumulated depreciation  | (82,699)       | (81,520)      |
|  | <b>4,779</b>   | <b>5,958</b>  |
| <b>LEASEHOLD IMPROVEMENTS</b>  |                |               |
| Leasehold Improvements   | \$9,973        | \$9,973       |
| Less accumulated depreciation  | (\$9,973)      | (\$9,973)     |
|  | <b>0</b>       | <b>0</b>      |
| <b>GOODWILL</b>  |                |               |
| Goodwill at Cost   | 15,000         | 15,000        |
| Less accumulated depreciation  | (15,000)       | (15,000)      |
|  | <b>0</b>       | <b>0</b>      |
| <b>5 TRADE &amp; OTHER PAYABLES CURRENT</b>  |                |               |
| Sundry Creditors   | 32,007         | 58,567        |
| Prepayments  | 950            | 0             |
|  | <b>32,957</b>  | <b>58,567</b> |
| <b>6 FINANCIAL LIABILITIES CURRENT</b>   |                |               |
| Credit Card  | 201            | (1,421)       |
| <b>7 PROVISIONS CURRENT</b>  |                |               |
| Provisions for Long Service Leave  |                |               |
| Provision for Annual Leave   | 23,172         | 16,548        |
|  | <b>23,172</b>  | <b>16,584</b> |
| <b>8 RETAINED PROFITS</b>  |                |               |
| Retained profits at the beginning of the financial year  | 39,331         | 39,511        |
| Net profit (loss) attributable to the member of the company  | 37,587         | (180)         |
| Retained profits at the end of the financial year  | <b>76,918</b>  | <b>39,331</b> |
| <b>9 COMPARATIVE FIGURES</b>   |                |               |
| Where considered appropriate the comparative figures have been restated in order to make the comparisons more meaningful |                |               |

## CASH FLOW STATEMENT AS AT 31 DECEMBER 2018

| CASHFLOW FROM OPERATING ACTIVITIES   | NOTE | 2018           | 2017           |
|--|------|----------------|----------------|
|  |      | \$             | \$             |
| <b>RECEIPTS</b>  |      |                |                |
| Donations  |      | 682,415        | 599,507        |
| Services   |      | 226,618        | 133,371        |
| Other  |      | 12,221         | 21,035         |
|  |      | <b>921,254</b> | <b>753,913</b> |
| <b>PAYMENTS</b>  |      |                |                |
| Wages & Salaries   |      | 602,223        | 470,796        |
| Suppliers  |      | 307,155        | 265,443        |
| Other  |      | 396            | 2,248          |
|  |      | <b>909,774</b> | <b>738,487</b> |
| <b>NET CASH FROM (USED IN) OPERATING ACTIVITIES</b>  | 1    | <b>11,480</b>  | <b>15,425</b>  |
| <b>CASH FLOWS FROM INVESTING ACTIVITIES</b>  |      |                |                |
| Property, plant and equipment acquired   |      | 0              | 0              |
| <b>NET CASH FLOWS USED IN INVESTING ACTIVITIES</b>   |      | <b>0</b>       | <b>0</b>       |
| Net increase (decrease) in cash held for the year  |      | 11,480         | 15,426         |
| Cash at beginning of financial year  |      | 91,238         | 75,812         |
|  | 2    | <b>102,718</b> | <b>91,238</b>  |
| <b>NOTES TO THE STATEMENT OF CASHFLOWS</b>   |      |                |                |
| <b>1. RECONCILIATION OF NET CASH USED IN OPERATING ACTIVITIES TO OPERATING SURPLUS</b>   |      |                |                |
| Operating Profit (Loss)  |      | 37,587         | (180)          |
| Non Cash Flows in Operating Profit (Loss)  |      |                |                |
| Depreciation net change  |      | 1,179          | 1,261          |
| Movement in provisions   |      | 6,624          | 4,175          |
| Operating Profit (Loss)  |      | 37,587         | (180)          |
| Non Cash Flows in Operating Profit (Loss)  |      | 307,155        | 265,443        |
| <b>CHANGES IN ASSETS AND LIABILITIES</b>   |      |                |                |
| Decrease (increase) in trade debtors   |      | (6,919)        | (2,856)        |
| Decrease (increase) in other debtors   |      | (3,003)        | (2,241)        |
| Decrease (increase) in trade creditors   |      | (26,560)       | 15,267         |
| Decrease (increase) in other payables  |      | 2,572          | 0              |
|  |      | <b>11,480</b>  | <b>15,426</b>  |
| <b>2. RECONCILIATION OF CASH</b>   |      |                |                |
| For the purpose of the statement of cashflows, cash includes cash on hand, cash at banks and investments in money markets instruments. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the balance sheet as follows: |      |                |                |
| Cash on Hand   |      | 101,724        | 58,576         |
| Cash at Bank   |      | 994            | 32,661         |
|  |      | <b>102,718</b> | <b>91,238</b>  |

**LDB Audit Services Pty Ltd**

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Working as One

**United Jewish Education Board**

**Independent Audit Report to the members of United Jewish Education Board**

**Report on the Audit of the Financial Report**

**Opinion**

We have audited the accompanying financial report, being a special purpose financial report of United Jewish Education Board (the Association), which comprises the statement of financial position as at 31 December 2018, the , the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the committee.

In our opinion, the accompanying financial report of the Association for the year ended 31 December 2018 is prepared, in all material respects, in accordance with the Associations Incorporation Reform Act 2012.

**Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the auditor independence requirements of the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Emphasis of Matter - Basis of Accounting**

We draw attention to Note of the financial report, which describes the basis of accounting. The financial report is prepared to assist the Association in [Enter Compliance Requirements]. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Association and should not be distributed to or used by parties other than the Association. Our opinion is not modified in respect of this matter.

**Responsibilities of Management and Those Charged with Governance**

Management is responsible for the preparation and fair presentation of the financial report in accordance with the Associations Incorporation Reform Act 2012, and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

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**United Jewish Education Board**

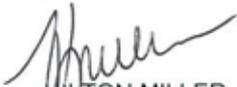
**Independent Audit Report to the members of United Jewish Education Board**

**Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

*LDB Audit Services Pty Ltd*

LDB Audit Services Pty Ltd  
1-3 Albert Street  
BLACKBURN VIC 3130

  
HILTON MILLER  
DIRECTOR

Dated this ..... 15<sup>TH</sup> ..... day of MARCH ..... 2019