



**UJEB  
ANNUAL  
REPORT  
2019**

## MISSION

We seek to support our community in building a strong and meaningful Jewish future, by providing quality Jewish educational experiences to students in non-Jewish schools.



## WHAT WE DO

UJEB provides quality Jewish educational experiences to the 40% of our community's students who attend non-Jewish schools. With these numbers rising, it is vital to ensure that our children are engaged in Jewish life, to guarantee the future of the Melbourne Jewish community. Our programs embrace diversity, develop cultural and social connections, and enable children to identify as proud and passionate Jews.

## HOW WE DO IT

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, an annual camp, social and educational activities for secondary school students and our annual year 10 Israel trip. We also provide a range of programs for students with additional needs.

Our students love engaging in Jewish life. Our talented teachers thrive on delivering quality educational programming. We believe in the diversity of our Jewish community and we are proud to be working to ensure a strong and meaningful Jewish future.

## VALUES

Jewish Life – Connect

Identity - Develop

Community - Build

Diversity - Embrace

Meaning - Impart

Passion - Breathe

Continuity - Ensure



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**INTERVIEW**

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The Woolf family has two young children at Tucker Road Bentleigh Primary School. In 2019, they both participated in the Jewish Life and after-school Hebrew Immersion Program (HIP). We had a brief chat with Lauren, mum to Aiden (year 4) and Josh (year 1), to find out more about why our families choose to learn with UJEB.

**UJEB: Why did your family choose UJEB for your children’s Hebrew and Jewish education?**

**Lauren:** It runs at the school and we have been very happy with UJEB.

**UJEB: What have been the highlights for your children in their UJEB programs? Also, what have been your highlights as parents?**

**Lauren:** My children have enjoyed learning about all the chagim (Jewish festivals). They particularly enjoy the after-school Hebrew program. They like the booklets that they receive. They really like the way (HIP teacher) Elen teaches. She is amazing!

I love that my kids are learning about all the chagim and Hebrew in a fun and engaging way. Every person I have dealt with at UJEB has been warm and friendly. Tammy and Rabbi Yitzi from the Jewish Life program are also fantastic. All the teachers are passionate about what they do and the regular email updates from the HIP program are really great.

**UJEB: What are your goals in providing your children with a Jewish education, and how has UJEB helped you to achieve these goals?**

**Lauren:** Going to a public school, it is very important that my children are provided with a Jewish education. I also want my boys to be learning Hebrew. Hebrew

is something I was never taught and I have always regretted that. It will also make learning their Bar Mitzvah portions that much easier.

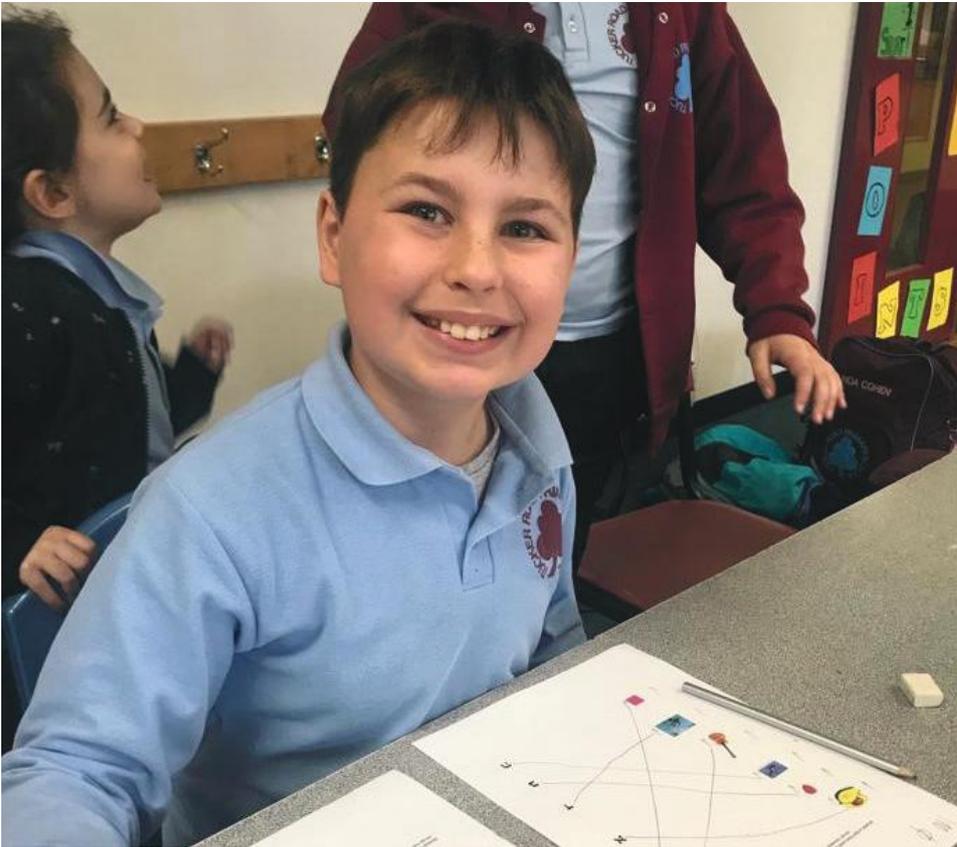
**UJEB: Is there anything else you would like to add?**

**Lauren:** UJEB has been extremely accommodating: When Hebrew lessons were moved off the premises of our school, it was difficult for most parents who work to get their kids to a different place after school. When we approached UJEB for help, they not only created an individualised program with what we needed, but also gave us the most superb teacher. We are very grateful.

**“ONLY THE LESSON WHICH IS ENJOYED CAN BE LEARNED WELL.”**

JUDAH HANASI, TALMUD





## PRESIDENT'S REPORT

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**2019 was another incredibly positive year for UJEB. The organisation experienced significant growth in terms of participants, numbers of programs and teaching staff. Our budget similarly increased by a large margin, elevating us to a new level in terms of size and impact.**

Against the backdrop of that growth, the board resolved to have UJEB understand itself for what it is: a key Jewish educational institution that sits amongst the other Jewish educational institutions of our community. That focus has shaped our decision making this past year and driven us to adopt several new policies, including a fee payment policy and a fee assistance policy. The board also adopted internal guidelines for fee recovery, which has appreciably reduced the amount owed to the organisation.

The UJEB board also adopted a new child safety policy, which sets the benchmark for our commitment to child protection and wellbeing. To quote from our policy:

**UJEB aims to ensure that future generations of Jewish children understand, and connect to, their heritage, their culture and their history. UJEB's commitment to the principles of child safety, empowerment and inclusion are inculcated in our mission, values, policies and procedures. UJEB practises zero tolerance in relation to child abuse.**

The UJEB board focused heavily on governance by adopting a financial authorisation policy, a conflict of interest policy and conflicts register, and a gender equity pledge. I undertook a wide-ranging governance review which will be implemented through the course of 2020 and will elevate the workings of the UJEB board to a new level of stewardship and accountability.

The board worked with management to adopt a new staff recruitment and induction policy as well as a staff manual. The board resolved that the organisation should employ a full-time Business Manager, and

arranged for the recruitment process to commence. The board also directed the organisation to focus heavily on improving its communications and I am thrilled to say that with the employment of Becci Krispin, UJEB's Communications Manager, high expectations are being met.

**There were other major successes in 2019, particularly in the regulatory sphere.** First, UJEB became a charity registered with the Australian Charities and Not-for-Profits Commission. Secondly, UJEB's burgeoning Hebrew Immersion Program became accredited with the State Government as a Community Languages School. Thirdly, UJEB embarked upon a revitalised and productive relationship with the Department of Education and Training, something that is of great moment for the organisation since the state announced the abolition of Special Religious Instruction classes at the end of 2015.

**This considerable and imperative work has been executed by UJEB's outstanding board and management to whom I pay credit.**

Tony Fell has been the Vice President since stepping down as President in April 2019. Not only has Tony been a shining light in those roles, he has served on the UJEB board for the past two decades. Such extended and dedicated service deserves recognition, not just within the UJEB community but within the Jewish community more broadly. Tony has invested countless hours in UJEB, often at the expense of his family and his working life. The debt of gratitude that we owe to Tony is immeasurable. On a personal level, the support and guidance that he has given me has been invaluable. I am truly grateful to him.

Thank you also to the other members of the UJEB board: Oren Smith, our incredible and diligent Treasurer who has been instrumental in turning the organisation's finances around; Ann Wollner, our dedicated, hardworking and fearless voice of wisdom and deep experience; Osher Gutnick, our light but big-hearted enthusiast; Brad Smith, who has brought a range of important strategic skills to UJEB particularly in communications and education, and who has given so much time to the organisation; and Daniel Klarnet, who has worked tirelessly on our systems and new website to be launched in 2020. In 2019, we also welcomed Kollen Sussman, Deb Itzkowic and Dina Kluska onto the board. Like many others on the board, Kollen, Deb and Dina are UJEB parents, which provides them with an essential perspective that the board values highly. I am excited to work with them in 2020.

**Thank you also to the volunteers whose work has been critical to UJEB's successes in 2019.** To that end, I wish to single out Marilyn Snider who worked tirelessly over a long period on the Community Languages School accreditation, and Jessica Fine who applied her expertise to the recruitment of a new Business Manager (something about which I will say more in next year's report). UJEB is indebted to you for your time and help.

**A yasher koach to UJEB's administrative and teaching staff** who have adhered to the vision for the organisation and who have continued to engage Jewish students in the most meaningful way. Their dedication to UJEB and its students is exemplary.

I pay tribute to UJEB's sponsors and donors who give vital financial and moral assistance to the organisation. In 2019, our supporters have been more generous than ever, recognising the great strides the organisation is making. Of course, we could not do that without their help and partnership, and so we say a huge todah rabah.

## **"WHO IS WISE, WHO LEARNS FROM EVERY MAN."**

**BEN ZOMA, ETHICS OF OUR FATHERS 4:1**

Finally, but perhaps most importantly, I acknowledge UJEB's Executive Principal, Itzik Sztokman. **Itzik is the heart and soul of UJEB.** The organisation would not be where it is today were it not for him. A mere four years after UJEB faced near annihilation, Itzik has turned the organisation into a forward-thinking, dynamic, relevant and highly sought-after provider of Jewish education. His vision for programming, both at primary school level and in the trickier secondary school space, is nothing short of remarkable. He is eternally optimistic, positive and downright delightful. And he works so hard – at all hours of the day – to deliver UJEB's mission: the provision of the highest quality formal and informal Jewish education to Victorian school students outside the Jewish day school system, to ensure Jewish engagement, identity and involvement.

**Kol hakavod to the entire UJEB community on an outstanding 2019.**



**Gabi Crafti**  
President



**Gabi Crafti**

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: **3 years**



**Tony Fell**

Vice 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: **18 years**



**Oren Smith**

Treasurer

Oren is a young and dynamic accountant and not-for-profit (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: **3 years**



**Dina Kluska**

Board Member

Dina is the co-founder and co-director of Pitch Projects, a boutique media and communications agency. She has extensive experience in strategic marketing, publicity and project management. Dina has a deep commitment to contributing to the public conversation and crafting engaging ideas that make an impact. She is a mother of 3, with 2 children currently enrolled in the HIP program at Caulfield Junior College.

Board Tenure: **2 months**



**Deborah Itzkowic**

Board Member

Deborah is a lawyer, trained investigator and mediator, who currently works as a workplace dispute resolution consultant. In addition to 15 years in the legal sector, she has 5 years of experience as a not-for-profit board member. She is passionate about ensuring that Jewish education is accessible, engaging and strengthens Jewish identity. Deborah is a mother of 3, with her eldest currently attending the Gardenvale HIP program.

Board Tenure: **2 months**



**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: **2 years**



**Brad Smith**

Board Member

Brad is a copywriter and marketer with close to 20 years of experience working for and with some of Australia's biggest brands. He is the father of two primary school-aged children and is currently undergoing a career transition to become a secondary school teacher, planning to graduate with a Master of Teaching from Monash University by mid-2020.

Board Tenure: **2 years**



**Kollen Sussman**

Board Member

Kollen has a strong foundation in both mainstream and special education. He has held leadership positions in schools, and in 2014 co-founded a school with Indigenous Australian communities in the Kimberley region. He currently manages a team of Support Coordinators with the National Disability Insurance Scheme (NDIS). He is a father of 3 and his eldest attends the Gardenvale HIP program. Kollen is committed to holistic Jewish education.

Board Tenure: **4 months**



**Osher Gutnick**

Board Member

Osher is the Founder and 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: **4 years**



**Daniel Klarnet**

Board Member

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: **1.5 years**

## EXECUTIVE PRINCIPAL'S REPORT

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### 2019: Growth, growth, and even more growth.

UJEB in 2019 has been a story of unparalleled growth: growth in our programs, growth in organisational capacity and growth in donor support. In Israel there are two simple words that are used to explain the need for growth and success, whether that be in the areas of business, hi-tech or the army: "ein breira", there is no choice! Israel has always operated under the most challenging of circumstances, with simply no choice but to succeed in achieving some lofty national objectives.

UJEB is no different. We emerged from a crisis in 2016, when the state government all but completely dissolved our access to teach at government schools. A few years on, we haven't just emerged from this crisis point, but **have grown to become a much stronger organisation in so many ways**. There are a number of reasons for this phenomenon, but most importantly it is because we understand that ein breira - there is no choice. The 40% of children in our community who attend government and independent schools have a right to access Jewish education. We, in turn, have an obligation to ensure that they have the opportunity to engage in quality Jewish educational experiences. The future of our community depends on UJEB doing the job that we are charged to do!

#### GROWTH IN PROGRAMS

**2019 saw a flourishing in our Hebrew language programs.** We expanded the very successful Hebrew Immersion Program (HIP) at Caulfield Junior College to five schools, with tailored versions of the program designed to suit the needs of each school community, and there are more HIP schools on the way.

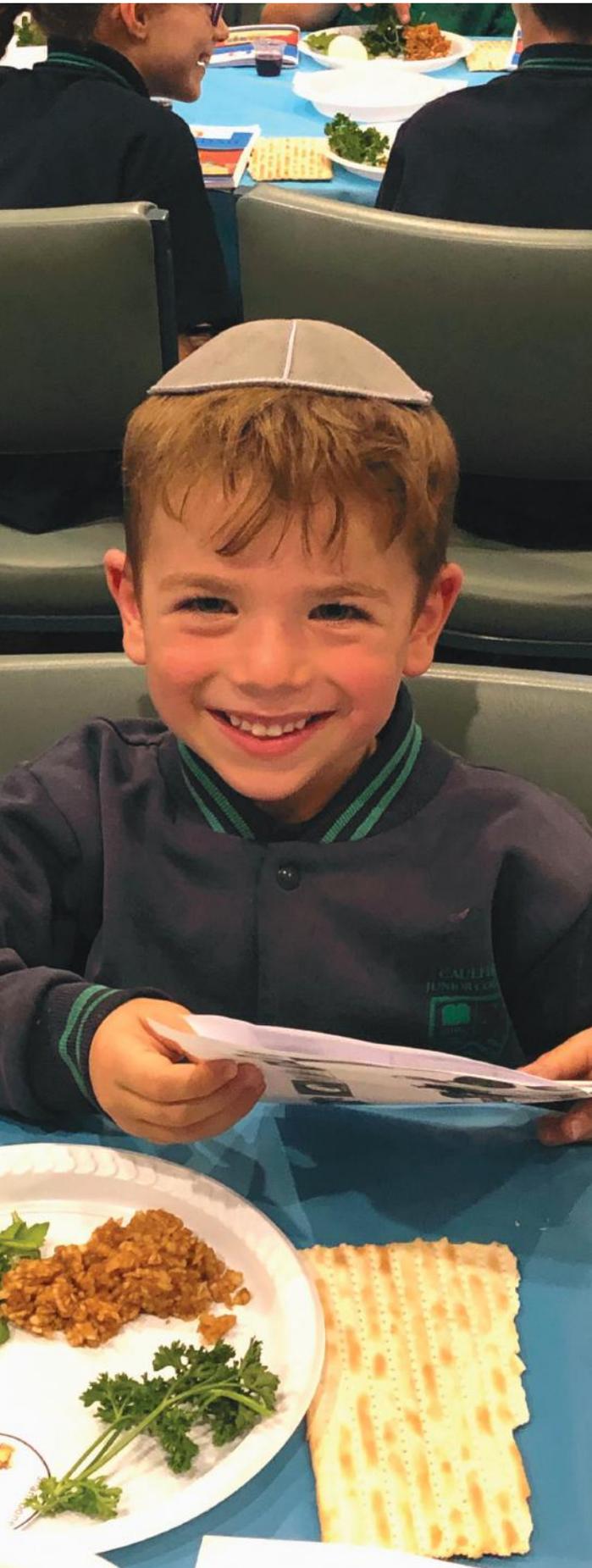
Our teen engagement program hit new heights with the establishment of UJEB's BBYO program completing its first year. **UJEB has teamed up with BBYO International to connect our teens into a network of over 80,000 Jewish teens across more than 50 countries.** This program connects our longstanding J-Lunch secondary school program to a Jewish social and leadership network, not just here in Victoria but across the world. The buzz amongst youth is growing, and with this strategy we are on solid ground to reach one of our 2020 goals of engaging more teens in Jewish Life and community.

#### GROWTH IN ORGANISATIONAL CAPACITY

For several years now UJEB has been a very lean machine, following our strategic plan of **"quality leads to growth"**, and I am proud to say that this approach is working! Over the past few years UJEB has improved the educational offering of every program, and is now **the organisation of choice for families all around Melbourne.**

We have a strong, collaborative relationship with parents and develop programs that parents want. We achieve this by meeting regularly with parent groups and designing our educational programs according to their needs. This is one reason that our student participant numbers have grown across the board. As noted earlier, HIP has risen from 75 to 180 students learning Hebrew up to three times per week! We also have **many students who do more than one program, with HIP and Jewish Life a popular combination.** This winning approach of close cooperation with parents has led to growth in all of our programs and the opening of new programs at Tucker Road, Coatesville and Elwood primary schools.

Our growth during 2019 necessitated the addition of 10 new teachers and a number of new coordinators, to ensure that our programs are run professionally and delivered to the highest quality standards. We also identified the essential need to grow our office team, and recruited for a Business Manager as well as additional administrative support. **This improved organisational capacity will ensure that UJEB continues to run efficiently and responsibly, and will allow us to continue to grow, grow, and grow.**



## “GET WISDOM, ACQUIRE UNDERSTANDING!”

PROVERBS (MISHLE) 5:4

### GROWTH IN SUPPORT

UJEB has enjoyed a great tradition of support from generous donors who see the strong value of investing in our community's future. I am proud to once again report that our donors continue to see the great value that UJEB adds to our community. This much needed support is also getting stronger, to cater for our growing needs.

In 2019, we also strengthened a new category of partners investing in UJEB's success. **Now, more than ever, parents are seeing the value of a Jewish education with UJEB and are willing to invest accordingly.** Fees as a percentage of our annual income has grown from 5% to over 25%. Improving the quality of our educational offerings has enabled us to more appropriately cost our programs, which is increasingly bridging the gap between fees and costs. Whilst we still have a great need for philanthropic investment from our community, the growth in parent support via timely payment of fees is a great testament to the improvements that UJEB has made over the last few years.

UJEB continues to be guided by a strong strategic development plan, and we constantly strive to grow and improve. Ein breira is not a default position. Rather, it is a statement about UJEB's essential purpose and mission to ensure that the 40% of our young people outside the Jewish day school system develop deep bonds with their Jewish heritage. **We are working to continue building a connected, committed and passionate Jewish community of the future.**

UJEB is engaging our future!

B'Shalom,

**Itzik Sztokman**  
Executive Principal

TREASURER'S REPORT

The presentation of this Treasurer's report for 2019 is bittersweet, as it will be my last report in the capacity of Treasurer. It has truly been a privilege for me to be involved in UJEB as a Treasurer of the board. The monumental, exceptional efforts by all those connected to UJEB, including the board, staff, volunteers, donors, students and families continue to grow year on year and exceed expectations. I am pleased to say that my involvement in UJEB will continue from March 2020 in the brand new Business Manager role and I am looking forward to this exciting and challenging new role.

In 2019 we have been successful in achieving our strategic priorities: increasing overall revenue, increasing organisational capacity and staff, consolidating communications and its strategy and most importantly delivering quality and engaging educational content and experience.

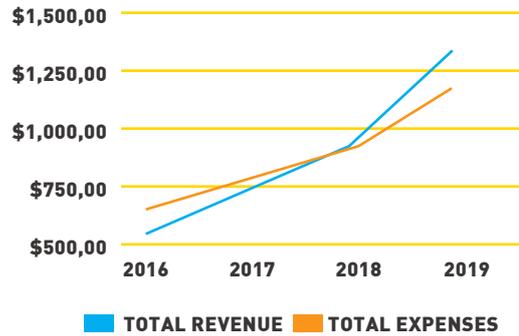
Key highlights within the portfolio were as follows: registration with the Australian Charities and Nonprofits Commission (ACNC); accreditation by Community Languages Victoria for our growing Hebrew Immersion Program (HIP); a significant governance review of the Board of Management; and securing the patronage of the Loti and Victor Smorgon Foundation.

Financially we have had a successful year, which is detailed further below. Our Annual Appeal delivered strong results, along with our efforts to introduce expense efficiencies into the organisation which our Executive Principal actively managed whilst meeting the budgets as signed off by the board.

On behalf of the Executive Principal and Board of Management, I am pleased to present a summary of the financial results of United Jewish Education Board Inc. (UJEB) for the 12-month period 1 January 2019 to 31 December 2019. Our financial statements have been prepared in accordance with Australian Accounting Standards. In 2019, UJEB delivered a net operating profit of \$160,606. Results for the last few years are summarised below.

	2019	2018	2017	2016
	\$	\$	\$	\$
Total Income	1,308,408	927,223	756,768	552,771
Total Expenses	1,147,802	889,636	756,948	650,336
Net Profit/Loss	160,606	37,587	-180	-97,565

UJEB REVENUE & EXPENSES 2016-2019



The above graph represents a steady increase in both revenue and expenses, with revenue increasing faster than expenses. Our gains are being reinvested into our educational programs in accordance with our strategic priorities.

At 31 December 2019, UJEB had reserves of \$237,524. These reserves are primarily represented by shares bequeathed to UJEB and cash. Whilst UJEB's cash position has improved significantly, our continued growth will cause liquidity concerns. A priority for the coming 24 months is to stabilize our liquidity without sacrificing growth.

We continue to see a growing need for UJEB within our community and meeting this demand will require the continued support of our generous donors. Their support will help UJEB flourish and succeed into the future. I would like to thank all of our supporters, large and small, as every dollar counts towards achieving our vital mission.

I wish the best of luck to my incoming successor in the Treasurer role, and offer my support through the transition process.

I sincerely thank all the office staff, Julian, Rochelle and Becci for their passion and dedication in ensuring UJEB runs in the best way possible and I am thrilled to be joining their team in 2020

I would like to thank all the non-executive leadership for their devotion and dedication to UJEB, and for performing their duties with innovation and skill. I want to thank our board President, Gabi Crafti, for her boundless passion and efforts as well as the successful execution of her multitude of projects. I would like to wish her, the rest of the board and its associated sub-committees continued strength and success, and I look forward to working closely with her and the rest of the non-executive leadership in my new role.

Finally to our Executive Principal, Itzik, thank you for your endless support, guidance and enthusiasm as well as an ability to go above and beyond what seems possible. Wishing you Hatzlacha for the coming year. It will be an honour to join UJEB's management in 2020 and support Itzik in following through on this exceptional work.

Oren Smith  
Treasurer

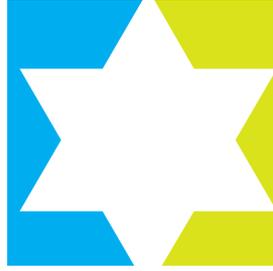


# UJEB PROGRAMS

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**UJEB PRIMARY**



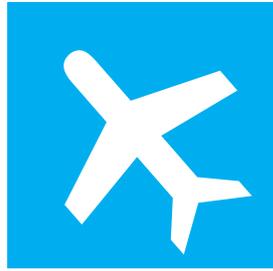
**BAR & BAT  
MITZVAH**



**UJEB CAMP**



**UJEB HIGH**



**ISRAEL PROGRAM**



**PROJECT KULANU  
INCLUSION**



## JEWISH LIFE

UJEB's Jewish Life program provides weekly before-school and lunchtime sessions in government primary schools. The sessions aim to foster a sense of Jewish identity and belonging. They also provide opportunities for students to celebrate Jewish festivals within the school environment, and to build friendships with other Jewish children.

The sessions cover traditions, festivals, Israel, and bible stories and heroes. The longer before-school sessions also include basic Hebrew reading and vocabulary. Activities include crafts, games and music in both English and Hebrew.

In 2019 the Jewish Life program grew to 19 primary schools, including 3 Specialist Schools, across a wide range of suburbs:

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

Highlights of the year included:

- Dress-up parties, making Mishloach Manot (gift baskets) and eating hamantaschen for Purim;
- Creating model Sefer Torahs for Shavuot;
- Decorating cards and getting sticky with apple and honey for Rosh Hashana;
- Prizes for making model Sukkahs for Sukkot;
- Dancing and singing for Simchat Torah; and
- Whole-school festival assemblies with music and singing at several schools, to build community atmosphere and understanding of Jewish culture and traditions.



**“MUCH HAVE I LEARNED FROM MY TEACHERS, MORE FROM MY COLLEAGUES, BUT MOST FROM MY STUDENTS.”**

TALMUD, TA'ANIT 7B

We are regularly canvassing new schools to continue to expand the Jewish Life program, including establishing rapport with Principals and encouraging parental interest. We have found that the best strategy to engage more schools is through parents directly approaching school leadership.

Most of the schools provide library or classroom space for this program at no cost, and we continue to build positive relationships with schools to ensure that this continues.

There are increasing numbers of parents and students who are very keen to continue their Jewish learning while attending government schools. UJEB takes the responsibility seriously to provide each and every Jewish child with a Jewish education. Some former Jewish Life students have become UJEB teachers in their adulthood, and many others have emerged as staunch contributors to the Jewish community.

Riva Cohen

Jewish Life Coordinator



PROGRAMS: UJEB PRIMARY





## HEBREW IMMERSION PROGRAM (HIP)

HIP has continued to be a major success story for our UJEB community. Over the course of the 2019 school year, the program expanded to five government primary schools, providing a dynamic and rigorous Hebrew language education and study of Israeli culture to over 180 students.

One unique aspect of HIP is that it is a parent-driven initiative. This means that parents are not only critical to getting the program up and running at each new school, but that they also remain actively involved in shaping the program on an ongoing basis. HIP parent committees at several schools meet regularly to overview the program and contribute to events such as festival celebrations. HIP runs in different formats at the various schools to meet the needs of each parent body, ranging from 1-3 sessions per week either before or after school.

As the popularity of this program grows, UJEB has continued to receive enquiries from parents at other schools who are interested in further expanding the program. We expect that HIP will continue to grow, providing invaluable Hebrew education to the increasing numbers of students in our community attending government primary schools.

### HIGHLIGHTS FROM HIP AROUND THE SCHOOLS

#### COATESVILLE PRIMARY AND TUCKER ROAD BENTLEIGH PRIMARY

HIP enables our children to build a connection with Jewish traditions in fun and delicious ways. For example, we use Israeli food and culture to learn Hebrew, such as learning to 'lenagev hummus', which means to wipe (or dip) fresh pita bread in hummus, as is the custom in Israel.

Our Hebrew sessions are split into two parts. In the first part we use UJEB workbooks to focus on learning the Alef-Bet, including the letters and vowel sounds. In the second part we expand our Hebrew vocabulary by using interesting language topics, such as colours, seasons and body parts. We always make sure to incorporate a variety of teaching styles, including songs and craft activities, in order to cater for the varied learning styles of our students.

Elen Pinsky Keren

HIP Coordinator (Coatesville Primary & Tucker Road Primary)

#### CAULFIELD JUNIOR COLLEGE (CJC) AND GARDENVALE PRIMARY

HIP teaches the students to read, write, understand and speak Hebrew, so that they can communicate effectively in Hebrew. All of our children complete the program with enough Hebrew language skills to join in communal and religious life, as well as to continue studying Hebrew at secondary school level. We are committed to providing a high-quality Hebrew education.

We believe that education should be a pleasurable and enriching experience, and that all students are deserving of success. We strive to develop confident learners with a passion for the Hebrew language and Israel.

Highlights of HIP in 2019 at CJC included a special Purim assembly, as well as an assembly to conclude each term. The end-of-term assemblies included singing the Hatikva, presentations on topics related to Israel and short performances or songs in Hebrew from the students. At the end of the year our students were also presented with certificates for their great achievements in HIP.

At Gardenvale the highlights included 3 main assemblies - one for Rosh Hashana, one for Yom Ha'atzmaut and one for Chanukah. Youth leaders from Habonim Dror also joined us and ran fun activities for our students. The HIP children enjoyed blue and white cupcakes for Yom Ha'atzmaut, honey cupcakes for Rosh Hashana and of course sufganiyot (jam doughnuts) for Chanukah.

Rinat Shenfeld

HIP Coordinator (Caulfield Junior College & Gardenvale Primary)

**CAULFIELD SOUTH PRIMARY (CSPS)**

2019 was a year of new beginnings at CSPS. It was a year in which a collaborative journey began between the school's Jewish community and the HIP team. It was a year of experiential and fun learning. We celebrated many of the chagim (festivals) together, with all of the HIP levels joining as a community to celebrate Purim, Pesach and Chanukah.

We were also happy to host as special guests members of the Jewish National Fund (JNF), who led our students through a special educational activity about Israel.

We all look forward to another successful year in 2020!

*Shira*

**Shira Golombick**

HIP Coordinator (Caulfield South Primary)



**“THE GOLDEN KEY TO JEWISH EDUCATION IS THE HEBREW LANGUAGE.”**

CHAIM NACHMAN BIALIK



**Feedback from a parent of a CJC grade 1 HIP participant:**

*“I would like to say that I have been incredibly impressed with the HIP program. (My child's) Hebrew is absolutely amazing and full credit goes to his HIP teachers for the last 2 years, Raya and Lea. I would have no hesitation recommending the program to anyone.”*



## AFTER-SCHOOL CENTRES

UJEB runs three after-school Jewish learning and Hebrew language centres for primary school students at Caulfield Junior College (CJC), Merkaz Bentleigh and Elwood Primary School. In 2019, demand for our After-School Centres grew and we added the new centre at Elwood Primary School. We look forward to further growth in 2020.

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. All centres follow the same dynamic curriculum, focusing on Jewish life and Hebrew.



### JEWISH LIFE

The Jewish Life program is aimed at learning and experiencing our culture, by exploring 4 key learning areas: festivals, Israel, bible stories and Jewish living. In 2019 we explored and celebrated the following topics:

- Festivals: Tu Bishvat, 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 and heroes;
- Jewish Living: Shabbat, kashrut, Jewish values, symbols and Jewish identity.

Program highlights included:

- The children loved making matza boxes for Pesach, beautiful honey plates and jars for Rosh Hashana and many other festival creations;
- The Purim dress-up party and fair;
- Parents watching their children lead parts of our Pesach model seders;
- The Yom Ha'atzmaut Israel fun fair;
- Baking and eating many festive treats.

**“IF YOU UNDERSTAND THE WHY AND WHEREFORE OF WHAT YOU LEARN, YOU DO NOT FORGET IT QUICKLY”**

TALMUD YERUSHALMI, BERAKOT 5:1



### HEBREW

The aim of our Hebrew program is to build strong foundations and enable the children to begin reading Hebrew and developing 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 continued with 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 Hebrew curriculum more hands-on and interactive, we found that the students enjoyed the sessions even more. Their learning was shared with their families at our end-of-year presentation night, where each Hebrew level presented a topic they had focused on during the year.

### 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 interactive learning experiences. We had visits from the Jewish National Fund (JNF), including our after-school teacher Lauren Dorfman, who represented UJEB on the 2019 JNF Australia Educators Study Tour to Israel. The children also delighted in wonderful Israeli dancing classes with Bamba Israeli Dancing.

### AWARDS

The 2019 Private Greg Sher Award, which recognises commitment to Jewish life, was awarded to UJEB after-school students Asher Bloch and Vivian Arieli.

I would like to thank the other After-School Coordinators Beverley Brand and Elen Pinsky Keren for all of their hard work throughout the year.

**Louise Breuer**  
After-School Manager

Merkaz Bentleigh After-School Centre is an Australian Children's Education and Care Quality Authority (ACECQA) approved centre. Merkaz Bentleigh 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 these guidelines. Merkaz Bentleigh has incorporated these learning outcomes in our newly redeveloped curriculum.



## BAR MITZVAH

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UJEB’s unique Bar Mitzvah program, Journey to 13, is a coming-of-age experience which is contemporary and meaningful for participants. Responding to demands from the community, UJEB’s six-month program is a creative and alternative option for marking this important Jewish life milestone. It can either stand alone, or complement a more traditional synagogue Bar Mitzvah.

The program centres around four key themes: responsibility, community and culture, manhood and identity, and rites of passage. The sessions include learning about coming-of-age ceremonies in different cultures, and towards the end the young men design their own ceremony, which is the culmination and highlight of the program. The UJEB Bar Mitzvah experience enables participants to take their place in our community as passionate and engaged young men.

2019 was our biggest year to date for Journey to 13. There were two groups participating in the program, with the first commencing in February and the second group in July.

A strong partnership with the Jewish Teen Giving Initiative, a fundraising campaign for Flying Fox and sessions with a facilitator from The Man Cave bolstered the program to new heights. These experiences connected our participants to the community in ways that were both practical and meaningful.

Highlights of the 2019 program included:

- Meeting inspirational role models;
- Exercise as a means to mindfulness;
- Group Friday night Shabbat dinners; and
- Fundraising for an organisation chosen by each group.

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

Samuel Herz

Bar Mitzvah Coordinator

**“GET WISDOM, ACQUIRE UNDERSTANDING.”**

PROVERBS (MISHLE) 5:4



PROGRAMS: BAR MITZVAH





## BAT MITZVAH

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Eleven girls from a variety of schools across Melbourne participated in UJEB's 2019 Bat Mitzvah program. The weekly two-hour classes were held throughout the school year, and gave the girls many opportunities to explore their Jewish identity and understand their responsibilities as young Jewish adults. The program offered a variety of experiences and learning opportunities aimed at providing a well-rounded Bat Mitzvah educational experience.

The feedback which 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.

As Amelia Kalifa, mother of one of our 2019 Bat Mitzvah participants wrote:

*"I would highly recommend the UJEB Bat Mitzvah program. It's warm, educational and inspiring. It shows the children that there is more than one way to be Jewish and allows for everyone to feel proud of their Jewish heritage."*

Our program was divided into four terms, each held at a different location and focused on a specific aspect of Jewish life.

### TERM ONE - SOCIAL ACTION

The girls participated in Stand Up's social justice program for B'nei Mitzvah aged students. This memorable program helped them to appreciate the challenges and difficulties faced by many underprivileged people in the world. 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 social action project. They chose to collect and package goods for distribution to women and children fleeing domestic violence through the organisation Impact. This project was very meaningful and left a strong impression on them.

We concluded the term with a pre-Pesach experience to prepare the girls for participation in their family seders.

### TERM TWO - ISRAEL & TORAH

Classes were held at Beth Weizmann Community Centre and provided a variety of experiences to connect the girls with both ancient and contemporary Israel.

We celebrated Yom Ha'atzmaut - Israel's Independence Day, by watching original footage of the UN vote to establish a Jewish state, and in true Israeli style, by eating falafel in pita. Lag BaOmer involved "roasting" marshmallows over a "mini bonfire". For Shavuot, the girls joined the Leibler Yavneh College Bat Mitzvah group to bake cheesecakes and try their hand at being Torah scribes with quills.

The girls learnt about women in the Israeli army first-hand from Tamar Dayan, an Israeli soldier. Towards the end of the term, each girl researched the parsha (Torah portion) that fell on the week of her Bat Mitzvah, and wrote a Dvar Torah based on its themes.

### TERM THREE - HISTORY & CULTURE

These 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 exhibits, the girls gained a better understanding of the Australian Jewish story.

They visited St Kilda Shule and had a chance to see a Torah up close, and also met Holocaust survivor Harry Better OAM and heard 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. They learnt about famous Jewish women in our history, and also met and interviewed a range of inspiring Jewish women living right here in Melbourne. These included a Krav Maga instructor, a fashion designer, a teacher, a singer and a philanthropist. The girls were captivated by their stories.

At the end of this term the girls worked on speeches to present at their ceremony. They also had the opportunity to learn some Israeli dances, a new experience for most of them.



**BAT MITZVAH CEREMONY**

Our year-long program culminated with a beautiful ceremony, 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. Inside the bag was also their own unique Jewish artwork that may, in time, become their own family's artefact, tying in with their roots project and exploration into history in term 3.

**“IF YOU WILL IT, IT IS NO DREAM.”**

THEODOR HERZL

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.

Rochelle Kotek

Bat Mitzvah Coordinator





## UJEB CAMP

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Our April camp brings together students from across UJEB's various programs and beyond. Camp combines both adventure and educational activities, specially designed and delivered by the UJEB team and camp leaders. All activities are designed to be both active and interactive, creating a unique form of Jewish learning particular to our camp environment.





The theme of 2019 camp was “Inside Out” - investigating all the different components of our identities and how they relate to one another. Participants left camp appreciating how each part of their identity adds excitement and a unique flair to their lives.

The ever-popular adventure pursuits included the giant swing, flying fox and the indoor playground at Rush HQ. Participants also enjoyed celebrating Shabbat together, including a candle lighting ceremony, Havdalah with songs and shared meals.

Over the course of four days at our picturesque campsite, students from a range of schools and age groups formed new friendships and networks. They were also fortunate to be led by some of Melbourne’s most passionate and creative leaders, including graduates of UJEB’s 2018 Israel trip.

As camp includes students from grade 3 to year 12, we have the great privilege of observing the whole UJEB life cycle in action, which adds to the overall success of this annual event.

Camp is the point in the UJEB calendar where all of our participants get a deeper understanding that they are a part of something much larger than their weekly classes with UJEB. Camp creates a community of like-minded individuals, and reminds them of the power of coming together in a space that belongs entirely to them.

Camp in 2020 promises to be the biggest one yet and I greatly look forward to seeing camp go from strength to strength.

**Benjamin Prawer**

Camp Coordinator



## J-LUNCH

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**J-Lunch is our secondary school engagement program. It brings together Jewish students at lunchtime, and provides them with the opportunity to make new friends and experience Jewish culture during school hours.**

J-Lunch includes both social and educational components, which are of equal importance to the program outcomes. As well as growing their network of Jewish friends, our students learn about the festivals, discover Israel and explore their own Jewish identity.

During 2019 we visited 4 schools on a weekly basis: McKinnon Secondary College, Glen Eira College, Brighton Secondary College and Sandringham College.

We celebrated the Jewish festivals throughout the year, including traditional foods and activities relevant to each holiday. Rosh Hashana was a highlight, as we brought our festivities to the wider school communities with an activity stall at each school. All students were welcome to come and try some apple dipped in honey and raisin challah, dress up in our Rosh Hashanah-themed photo booth and learn more about the festival. The students helped to run the stalls, and proudly taught their friends about Jewish culture.

Other highlights included challah baking, discussing the Israeli elections and learning more about Zionism.

J-Lunch is a great platform to connect our students with other relevant UJEB and community programs, including UJEB Camp, the year 10 Israel Program, youth groups and other leadership and mentoring opportunities.

Our fantastic Madrichim (leaders) are the reason for this program's success. In 2019, our students were privileged to have Jemma Katz, Danny Feigen, Devin Goralsky, Michelle Lesser and Leah Hain join them for lunch each week, bringing with them fun, education and of course, challah!

**Lauren Klimt**

J-Lunch Coordinator





## B'NAI B'RITH YOUTH ORGANISATION (BBYO)

Over the past 12 months, UJEB has been developing and leading BBYO in Australia. BBYO is the leading pluralistic Jewish teen movement across the globe, aspiring to involve more Jewish teens in meaningful Jewish experiences. BBYO has a presence in over 50 countries and reaches more than 70,000 teens annually. The Melbourne group is part of a globally connected community of young Jews, inspired by teen leadership, inclusivity, Israel and Jewish learning.

In 2019 we started the Melbourne BBYO Chapter. In February we sent 5 students from Glen Eira College and Brighton Secondary College to Denver, Colorado for the 2019 BBYO International Convention (IC). There they joined 3,500 BBYO members 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. It was an unbelievable experience; they met lots of people, made new friendships and came back very excited to run their own group.



Upon their return it was time for business. The teen-led programming began, and during our weekly meetings, we engaged in lots of planning, discussions, fun and excitement. There was so much energy! We ran numerous activities in 2019 and engaged over 70 Melbourne Jewish teens in the BBYO experience.



Some highlights included:

- Trampolining, ice skating and laser tag events;
- A bake-off for Shavuot;
- A Krav Maga (Israeli self-defence) workshop facilitated by the Community Security Group (CSG);
- A Sukkot event;
- Welcoming Ian Kandel, Vice President of Global Movement Strategy at BBYO headquarters in the US, to Australia on his visit, and sharing a Shabbat dinner together;
- A Sunday BBQ in Princes Park, and;
- The BBYO end-of-year lunch.

Kol Hakavod to our BBYO teens, who took charge of marketing, budgeting, promotions, following up with new teens and running the events.

In addition, 6 of our BBYO teens had the unbelievable opportunity to attend the 3-week BBYO International Leadership Training Camp (ILTC) in Pennsylvania in July. There they gained valuable skills which helped take BBYO Melbourne to the next level. They learnt how to create fantastic and engaging programs for teens, and the importance of making their voices heard. ILTC gave them crucial life skills including effective team collaboration, communication strategies and relationship building.

In 2020 another group of teens will travel to BBYO IC, giving the Melbourne BBYO group continuity and the strength to continue to grow and flourish. We are so proud and humbled to be co-shaping the Jewish leaders of the future. We plan to keep connecting the community's youth to a vibrant network of thousands of Jewish teens, and to more meaningful Jewish experiences, in the coming year.

BBYO Coordinator



## ISRAEL PROGRAM

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The 2019 Israel Program was an incredible, once-in-a-lifetime experience for 25 eager year 10 students from 13 different schools.

Over the course of the program our students immersed themselves in Jewish and Israeli culture. They ate falafel in the street, visited the Kotel during Shabbat and roamed the hills of the Golan Heights. Travelling as a group, they continuously learnt from each other. At each site visited, the educators invited them to share their experiences, allowing the group to form new perspectives and develop a collective understanding.

Being in Israel meant so much to all of our participants. As they walked down the steps of the Old City in Jerusalem, which was a new experience for many of them, they had the opportunity to connect with the history and people of their homeland. While travelling around the country, following in the footsteps of King David, they all began to develop and strengthen their own Jewish narrative. By learning about Herzl and the countless pilgrimages of Jews to Israel throughout history, they began to internalize the importance of Israel in their own lives, and to the Diaspora communities.

The Israel Program changed the lives of 25 participants beyond their expectations. It created meaningful Jewish friendships that will last a lifetime, and memories of a unique experience that they will always treasure.

**Beau Landes**

Israel Program Coordinator





*"My trip in Israel was so much more than I expected it to be. I made such amazing lifelong friendships and got to experience the collectivist culture that is carried throughout the cities of the Holy Land. This truly was the trip of a lifetime."*

**Jade Dorfman, 2019 Participant**

*"Israel allowed me to discover why it is important to be Jewish, and understand what Judaism means to me."*

**Joseph Folwell, 2019 Participant**

*"My favourite place that we visited would have to be the Golan ... (we) got to go to the snow and see incredible lookouts into neighbouring countries. We also got to stay on a kibbutz and learn about the important role [kibbutzim] played in the creation of Israel. Thank you again for providing me and my peers with the experience of a lifetime."*

**Aimee Harris, 2019 Participant**



## PROJECT KULANU - INCLUSION

In 2019 we renamed our inclusion program Project Kulanu, growing out of The Moshe Project from previous years. The word Kulanu in Hebrew means “all of us”. With this new concept we aim to expand and enhance the positive impact that our programming has on Jewish community members impacted by the Autism Spectrum or disabilities, through the concept of “reciprocal inclusion”.



This simply means that the benefits of inclusion go both ways, as the wider community has as much to gain and learn from inclusion as do those accessing our programs. The goal is to allow those on the Spectrum or with disabilities to use and contribute their unique insights and abilities to enhance and enrich the wider community.

In 2019 we expanded our inclusion activities in the Specialist School sector. We added a third school, Ashwood, to our Kulanu community, and continued to grow the number of participants in our existing Specialist School programs.

Through our unique “Create Your B’nei Mitzvah” program, several families became partners in tailoring memorable ways to mark this important Jewish life milestone. The programs were designed specifically to meet the needs and desires of each family.



UJEB has continued to advocate for inclusion within the broader Jewish community. We are an active and proud member of the Jewish Disability Network, which aims to enhance cooperation between professional organisations serving this community. This initiative has reaped many rewards that have had positive ripple effects, including improved access to services, information sharing and better networking.

Tal Spinrad, UJEB’s Project Kulanu Manager, has presented extensively at a wide range of Jewish community engagements and professional development events, to advocate and educate about reciprocal inclusion. In 2019 this included congregations, Jewish day schools, carer groups and other community organisations and events. Significant work has also been done to build session plans and partnerships for inclusion workshops and exhibits at the upcoming 2020 Zionist Federation of Australia (ZFA) Jewish Educators’ Conference and Limmud Oz.



In order to enhance the prospect of inclusion in a full and meaningful way, it is vital to look beyond the Jewish community and work with the broader Australian community. As such, UJEB has reached out to the Jewish Christian Muslim Association, and continues to be involved in the exchange of advocacy and awareness programs within both the Christian and Muslim communities.

The Kulanu Project has fuelled our commitment to continue providing vital support and resources to members of the Jewish community on the Autism Spectrum or with disabilities. We are encouraged by our results, humbled by the task ahead and inspired by the communities with whom we work. In the words of the Nevi'im (Prophets) “Remove the stumbling blocks from my people’s path...”

Tal Spinrad

Project Kulanu Manager

## COMMUNICATIONS AND MARKETING

In late 2018, our board took some strategic decisions to focus our marketing efforts on regular, high quality communications with our UJEB families and the broader community.

Rather than devoting our efforts to the sort of traditional advertising that sells the virtues of UJEB's work as loudly and as widely as possible to attract new audiences, this communications focus would be all about deeper engagement with our existing stakeholders.

Firstly, this involved getting the message out about what we do and how we do it, using all communications media available to us. This included generating regular content for email newsletters, articles in community newspapers, radio interviews and social media.

My experience of my first year of "content generation" in the UJEB office in 2019 was telling. The office was a hive of activity of non-stop people and stories. There were teachers and coordinators rushing excitedly into my office to share their plans, activities, photos and events. There were parents calling or dropping in to ask questions and share their experiences. There were youth group meetings and Bar and Bat Mitzvah sessions, with everything from energetic teen-led event planning discussions, to group singing and self-defence training. Then there were regular visits from our ever-enthusiastic Executive Principal and board members, with constant updates about new programs, initiatives and developments.

**This made my job easy, as I realised that "content" at UJEB was simply about prioritising what were the most exciting things happening each week that we wanted our community to know about!**

During 2019 we also continued to listen to our stakeholders. We ran parent surveys for various programs, and continued to make the most of informal feedback, both through social media and directly from our program participants and parents. Our Hebrew Immersion Program (HIP) was one great example of putting feedback into action. Several of our HIP programs, which have now expanded to 5 schools (and counting), started from an expression of interest by one parent. They developed from there into active programs benefiting many Jewish students.

**We also started working with a Donor Relations Manager, Laurian Harry, to ensure that we are listening to and communicating well with our valued donors.**



After an extensive review of our strategy, Laurian has been busy making sure that our donor communications are targeted, interesting and regular, as well as expanding our donor database and exploring new areas such as corporate sponsorship.

In terms of marketing, we continued with our regular appeals, but added a lighter and more communicative flavor – for example by using cartoons, images of our kids and more personal stories in our publicity and marketing material.

Some of UJEB's major communications achievements for 2019 included:

- More than 20 articles, editorials and photos in a variety of media, including the Australian Jewish News, Melbourne Jewish Report, J-Wire and the Herald Sun (Inner South);
- Radio interviews on several J-AIR programs;
- Increase in regularity of Facebook and Instagram posts (averaging 3+ posts per week throughout 2019) reaching thousands of people each month;
- A slow but steady increase in Facebook followers (25% increase between January – December 2019) as well as growth in our Instagram presence and followers; and
- Improved parent communications for our programs.

**I would like to extend my sincere thanks to the UJEB staff, board, participants, families, donors and supporters for such an exciting and interesting "comms" year!**

Becci Krispin

Digital Communications Manager





**“TEACHERS AND SCHOOL-CHILDREN ARE SOCIETY’S MOST BEAUTIFUL ORNAMENTS.”**

SONG OF SONGS (SHIR HASHIRIM)



STAFF 2019



**Itzik Sztokman**  
Executive Principal



**Rochelle Kotek**  
Office & Systems  
Manager and Bat  
Mitzvah Coordinator



**Becci Krispin**  
Digital  
Communications  
Manager



**Julian Isaacs**  
Accounts



**Riva Cohen**  
Jewish Life  
Coordinator



**Rinat Sheinfeld**  
HIP Coordinator  
(Caulfield Junior  
College & Gardenvale)



**Shira Golombick**  
HIP Coordinator  
(Caulfield South)



**Elen Pinsky**  
HIP Coordinator  
(Coatesville & Tucker  
Rd) and After-School  
Coordinator (Elwood)



**Louise Breuer**  
After-School Manager



**Beverley Brand**  
After-School  
Coordinator (Caulfield  
Junior College)



**Samuel Herz**  
Bar Mitzvah  
Coordinator



**Benjamin Prawer**  
Camp Coordinator



**Lauren Klimt**  
J-Lunch Coordinator



**Beau Landes**  
Israel Program  
Coordinator



**Tal Spinrad**  
Project Kulanu  
Manager



**Dani Miller**  
Curriculum  
Coordinator



**Naomi Morris**  
After-School &  
Hebrew Curriculum

# THANK YOU LIST 2019

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## PRIMARY JEWISH LIFE TEACHERS

Charlotte Eizenberg  
 Danny Feigen  
 Dorit Tane  
 Ellie Casper  
 Itzik Sztokman  
 Joan Queit  
 Rabbi Yitz Engel  
 Riva Cohen  
 Tal Spinrad  
 Yasmin Schwarz  
 Tammy Reznik  
 Hannah Moshinsky  
 Sasha Fink  
 Ruby Peer  
 Amelia Hirshfield

## BAT MITZVAH TEACHERS

Elke Goldberg

## AFTER-SCHOOL TEACHERS

Beau Landes  
 Bev Brand  
 Dorit Tane  
 Helen Shnider  
 Itzik Sztokman  
 Lauren Dorfman  
 Louise Breuer

Naomi Morris  
 Ronnit Zohar  
 Tammy Resnick  
 Tali Fine  
 Amelia Hirshfield  
 Liraz Tzion

## J-LUNCH FACILITATORS

Danny Feigen  
 Jemma Katz  
 Leah Hain  
 Michelle Lesser  
 Devin Goralsky  
 Lauren Klimt

## HIP TEACHERS

Rinat Shenfeld  
 Sahar Charit  
 Efrat Berry  
 Elen Pinsky Keren  
 Julieta Szapiro  
 Shira Golombick  
 Clair Neville  
 Dana Raviv  
 Dana Reef  
 Gal Landau  
 Liron Rapoport  
 Maayan Zlatsin  
 Raisa (Raya) Amburg

Ronnit Zohar  
 Limor Horowitz  
 Yifat Biran  
 Bar Donde  
 Guy Sherman  
 Amir Keren  
 Osnat Raziell  
 Inbal Kenigsberg

## CAMP MADRICHIM

Danny Feigen  
 Bella Yusupov  
 Ruby Peer  
 Leah Hain  
 Jeremy Zivin  
 Brendan Saffer  
 Sasha Fink  
 Jemma Katz  
 Michelle Lesser  
 Beau Landes  
 Hannah Moshinsky  
 Aria Klein

## SPECIAL MENTIONS

Jackie Queit - JQ Designs  
 Laurian Harry - Fundraising Consultant  
 Hilton Miller & Nicky Postan - LDB Group  
 Marilyn Snider  
 Jessica Fine

## UJEB SUPPORTERS

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### UJEB STRATEGIC PARTNERS

Alter Family Foundation

The Loti and Victor Smorgon Foundation

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

Anonymous

### UJEB PRINCIPAL SUPPORTERS

Gregory Shalit and Miriam Faine

Jack and Robert Smorgon

Mark Levin

Marmor Charitable Foundation

Melbourne Jewish Friendly Society

Minnie Smorgon Family

Rita and Sam Kras Bursary

The Nossbaum Families and Marion and David Slonim in memory of Richard Nossbaum

The ORAH Fund

### UJEB MAJOR DONORS

Aaron Rabi

Abe Dorevitch Z"l

Ann Wollner

Benjamin Shafir & Rochelle Skurnik

Bindy & David Koadlow

Bradley Wein

Braham and Fiona Goldberg

Cher Family Foundation

Daniel Almagor (OAM) & Berry Liberman

Dennis and Fairlie Nassau

Dov Farkas

Dr Andrew Firestone

Edith Greiman

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Gabi Crafti

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Joe and Reeva Lederman

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Marlene Zelwer

Matthew and Lieba Cohen

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Peter Brown

Pinchas Paneth

Rachel Hornung

Robert and Michelle Hain

Rose Amarant

Roslyn (OAM) and Richard Rogers

Sam and Raymonde Webb

Susan Auster

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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### UNITED JEWISH EDUCATION BOARD INC.

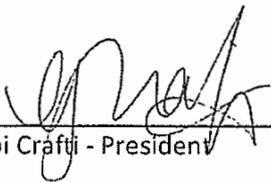
#### STATEMENT BY MEMBERS OF THE COMMITTEE

The committee has determined that the Association is not a reporting entity and that this special purpose financials report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

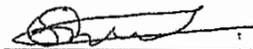
The committee declares the following:

- 1 The attached financial report presents fairly the financial position of the United Jewish Education Board Inc. as at 31 December 2019 and its results for the year then 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:



Gabi Crafti - President



Oren Smith - Treasurer

Dated: 20 March 2020.

**PROFIT & LOSS STATEMENT FOR THE YEAR ENDING 31 DECEMBER 2019**

<b>INCOME</b>	2019	2018
	\$	\$
Hebrew Centres Income	280,084	126,390
Sale of RE Books	44,670	31,404
Batmitzvah/Barmitzvah Programs	26,524	48,380
Donations	922,531	679,355
Interest Received	1,513	2,254
Camp & Jewish Student Network	18,671	27,230
Other Income	2,387	(817)
Trust Distribution	3,458	3,060
Department of Social Security	8,571	9,967
	<b>\$1,308,408</b>	<b>927,223</b>
<b>LESS EXPENDITURE</b>		
Advertising	9,860	12,332
Affiliation Fees	2,449	(967)
Appeal Expenses	6,678	7,578
Annual Leave	18,307	6,625
Audit Fees	3,400	3,300
Bank Charges	8,166	5,781
Bookkeeping	47,985	37,035
Camp & Function Expenses	36,686	63,665
Computer Services	3,787	5,847
Consultancy Fees	7,870	464
Depreciation	1,071	1,179
Doubtful Debts	0	(11,500)
Hebrew Centre Expenses	63,208	45,041
Insurance	5,393	5,456
JSN Expenses	22,983	5,535
Interest paid	7	2
Legal Fees	2,900	0
Long Service Leave	22,420	0
Meeting Expenses	3,750	1,844
Outgoings	39,651	28,947
Postage	757	982
Printing & Stationary	20,496	25,212
Religious Education Expenses	8,024	3,101
Rent & Rates	17,388	6,784
Repairs & Maintenance	0	286
Seminars	1,483	2,953
Staff Amenities	521	1,837
Sundry Expenses	4,210	396
Superannuation Contributions	71,782	45,250
Telephone and Internet	18,177	14,881
Wages	690,939	563,597
Workers Compensation	7,457	6,196
	<b>1,147,802</b>	<b>889,636</b>
<b>NET OPERATING SURPLUS (DEFICIT)</b>	160,606	37,587
Accumulated profits at the beginning of the financial year	76,918	39,331
<b>TOTAL AVAILABLE FOR APPROPRIATION</b>	<b>237,524</b>	<b>76,918</b>
<b>ACCUMULATED PROFITS AT THE END OF THE FINANCIAL YEAR</b>	<b>237,524</b>	<b>76,918</b>

**BALANCE SHEET AS AT 31 DECEMBER 2019**

<b>ASSETS</b>	<b>2019</b>	<b>NOTE</b>	<b>2018</b>
	<b>\$</b>		<b>\$</b>
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	262,429	2	102,718
Trade and other receivables	79,079	3	24,801
Available for Sale Investments	161,994	34	0
<b>TOTAL CURRENT ASSETS</b>	<b>503,502</b>		<b>127,519</b>
<b>NON CURRENT ASSETS</b>			
Property, plant and equipment	3,708	5	4,779
Leasehold improvements	0	5	0
Goodwill	0	5	0
<b>TOTAL CURRENT ASSETS</b>	<b>3,708</b>		<b>54,779</b>
<b>TOTAL ASSETS</b>	<b>507,210</b>		<b>132,298</b>
<b>LIABILITIES</b>			
		<b>NOTE</b>	
<b>CURRENT LIABILITIES</b>			
Trade and other payables	176,560	6	532,007
Israel Program	27,613	7	50
Financial liabilities	1,613	8	201
Provisions	241,479	9	23,172
<b>TOTAL CURRENT LIABILITIES</b>	<b>247,265</b>		<b>55,380</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	22,420	9	0
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>22,420</b>		<b>0</b>
<b>TOTAL LIABILITIES</b>	<b>269,686</b>		<b>55,380</b>
<b>NET ASSETS</b>	<b>237,524</b>		<b>76,918</b>
<b>EQUITY</b>			
		<b>NOTE</b>	
Retained profits	237,524	10	76,918
<b>TOTAL EQUITY</b>	<b>237,524</b>		<b>76,918</b>

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDING 31 DECEMBER 2019

### 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.

	2019	2018
	\$	\$
<b>2 CASH &amp; CASH EQUIVALENTS</b>		
Cash at Bank	261,236	101,723
Cash at Bank Council Account	1,194	994
	<b>262,429</b>	<b>102,718</b>
<b>3 TRADE &amp; OTHER RECEIVABLES CURRENT</b>		
Debtors	64,233	10,516
Provisions for Doubtful Debts	0	0
Prepayments	0	(950)
Deposits Paid	4,650	5,200
Goods and Services Tax	10,195	10,035
	<b>79,079</b>	<b>24,801</b>
<b>4 AVAILABLE FOR SALE INVESTMENTS</b>		
Listed Shares at market value	161,994	0
	161,994	0
<b>5 PROPERTY PLANT &amp; EQUIPMENT</b>		
Office furniture & equipment	87,478	87,478
Less accumulated depreciation	(83,770)	(82,699)
	<b>3,708</b>	<b>4,779</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>6 TRADE &amp; OTHER PAYABLES CURRENT</b>		
Sundry Creditors	43,984	32,007
Income paid in advance	132,576	0
	<b>176,560</b>	<b>32,007</b>
<b>7 ISRAEL PROGRAM</b>		
Perpetuity Fund 'Our Israel Program'	50,000	430
Receipts due from 'Our Israel Program'	(22,387)	
	<b>27,613</b>	<b>0</b>
<b>8 FINANCIAL LIABILITIES CURRENT</b>		
Credit Card	1,613	201
<b>9 PROVISIONS CURRENT</b>		
Provision for Annual Leave	41,479	23,172
	<b>41,479</b>	<b>23,172</b>
<b>PROVISIONS NON CURRENT</b>		
Provisions for Long Service Leave	<b>22,420</b>	
<b>10 RETAINED PROFITS</b>		
Retained profits at the beginning of the financial year	76,918	39,331
Net surplus (deficit) for the year	160,606	37,587
Retained profits at the end of the financial year	<b>237,524</b>	<b>76,918</b>
<b>11 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 2019

CASHFLOW FROM OPERATING ACTIVITIES	NOTE	2019	2018
		\$	\$
<b>RECEIPTS</b>			
Donations		925,989	682,415
Services		326,705	226,618
Other		2,387	12,221
		<b>1,255,081</b>	<b>921,254</b>
<b>PAYMENTS</b>			
Wages & Salaries		770,178	602,223
Suppliers		320,982	307,155
Other		4,210	396
		<b>1,095,370</b>	<b>909,774</b>
<b>NET CASH FROM (USED IN) OPERATING ACTIVITIES</b>	1	<b>159,711</b>	<b>11,480</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Investments acquired		0	0
<b>CASH FLOWS USED IN INVESTING ACTIVITIES</b>		<b>0</b>	<b>0</b>
Net increase (decrease) in cash held		159,711	11,480
Cash at beginning of financial year		102,718	791,238
	2	<b>262,429</b>	<b>102,718</b>
<b>NOTES TO THE STATEMENT OF CASHFLOWS</b>			
<b>1. RECONCILIATION OF NET CASH USED IN OPERATING ACTIVITIES TO OPERATING SURPLUS</b>			
Operating Surplus (Deficit)		160,606	37,587
Non Cash Flows in Operating Profit (Loss)			
Depreciation net change		1,071	1,179
Investments bequested		(160,099)	
Unrealised gain in fair value of investments		]1,895]	
<b>CHANGES IN ASSETS AND LIABILITIES</b>			
Decrease (increase) in trade debtors		(53,717)	(6,919)
Decrease (increase) in other debtors		390	(3,003)
Increase (decrease) in trade creditors		13,388	(26,560)
Movement in provisions		40,728	6,624
Increase (decrease) in pledge in advance		159,711	2,572
		<b>159,711</b>	<b>11,480</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		261,236	101,724
Cash at Bank		1,194	994
		<b>262,429</b>	<b>102,718</b>

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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 2019, the statement of profit or loss 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 2019 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.

1

Liability limited by a scheme approved under Professional Standards Legislation.

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Working as One

**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*

HILTON MILLER  
 DIRECTOR

Dated this 24<sup>TH</sup> day of March 2020

Identity  
Donations  
Customs  
Hebrew  
Community  
Jewish 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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