



OUR PURPOSE

UJEB's principal purpose is to provide the highest quality formal and informal Jewish education to students outside the Jewish day school system to strengthen Jewish continuity, identity and involvement.

UJEB Batmi Program with The Jewish Museum – 18 August 2020



OUR VALUES

IDENTITY

We support our learners in exploring and understanding their Jewish identity, feeling connected to Jewish life and to Israel.

ENGAGEMENT

We provide quality educational experiences to create curious and passionate learners.

COMMUNITY

We develop learners who establish a lifelong connection and commitment to the local and worldwide Jewish community.

INCLUSIVITY

We believe that all Jews have the right to learn about their own Jewish identity.

When we are living our values we are a passionate mensch!

WHAT WE OFFER

UJEB provides learners with a 'Jewish Life Journey' covering all of the school years. It includes Jewish life and Hebrew programs in primary schools, Bar and Bat Mitzvah programs, an annual camp, social and educational experiences for secondary school students and our annual year 10 Israel trip. We also provide a range of programs for students with special needs.

Our learners love engaging in Jewish life. Our talented teachers thrive on delivering quality educational programming. We are proud to be working to ensure a strong and meaningful Jewish future.



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INTERVIEWS WITH UJEB HIGH STUDENTS

NOAH AND DAVID LOVEN (BROTHERS)



Noah (second from right) and David Loven (right) with UJEB's Business Manager Oren Smith (left) and BBYO alumnus and J-Lunch madrich Max Levy (second from left).

UJEB High: Introduce yourself and tell us about the UJEB programs that you've been involved in:

Noah: I'm 18 years old and a recent graduate of Glen Eira College (GEC). I attended UJEB's Hebrew classes at Caulfield Junior College (CJC) in primary school, as well as J-Lunch and BBYO during high school.

David: I'm 16 and am in year 10 at GEC. I've been part of BBYO since 2018. I've also been involved in J-Voice, J-Lunch, UJEB camp and the UJEB Jewish Life and After-School programs in primary school.

UJEB High: What were some of the important things that you have learnt by being involved in UJEB?

Noah: An integral aspect of my UJEB experience was to appreciate the diversity within our community, in regards to how Jewish students that attend government schools see themselves. When you go to a non-Jewish school as I did, it's easy to try to blend in. However, for the most part I saw Jewish students being proud of their history, culture, identity and people. I learnt that having a connection to my community, which I found through UJEB at school, made me more resilient.

At a Jewish school you're insulated from the issues of being different, and as a Jew, the real world can be daunting. Knowing that one of "my people", wearing a kippah, talking about our collective nation and the State of Israel, would be coming to my school, made me proud. That sense of belonging is something that will never leave me.

David: Highlights have been attending the BBYO International Convention (IC), doing the BBYO leadership development program and building the organisation and programs for other Jewish teens. I recently went to UJEB camp and it was so awesome! I had a great time and met more Jewish teens. Going to J-Voice was also interesting; to discover different perspectives on Jewish life in government high schools in Victoria.

Because of UJEB I have been able to develop my Jewish identity in an inclusive and supportive environment, which strives for all participants to gain knowledge and understanding of the world, build character, enhance and learn skills and provide once-in-a-lifetime experiences.

UJEB High: What are you doing now?

Noah: I'm currently studying for a Bachelor of Arts majoring in politics and international relations. I'm also a madrich at UJEB, which gives me the opportunity to give back to the organisation that has had such a profound impact on my Jewish identity.

David: I'm still at school and in UJEB and BBYO!

UJEB High: Is there anything you would say to a student interested in coming to a UJEB program?

Noah and David: In your lifetime this will be one of your greatest decisions. Get involved, get further involved! Mazal tov!

NATHAN LOYER

UJEB High: Introduce yourself and tell us about the UJEB programs that you've been involved in:

Nathan: I'm 14 and I go to Glen Eira College (GEC). I went to the UJEB Hebrew Immersion Program (HIP) at Caulfield Junior College (CJC) from 2013 to 2019, and have been part of J-Lunch at GEC and J-Voice in 2020. I also recently joined BBYO and went on my first UJEB camp.

UJEB High: What have been some of the highlights of being involved in UJEB for you?

Nathan: Three main highlights have been meeting like-minded people, learning about Israel and Jewish culture, and representing the Jewish community through J-Voice to ensure that Jewish students at government schools are properly catered for.

UJEB High: Is there anything you would say to a student interested in coming to a UJEB program?

Nathan: Please join us. It's a fun experience, you'll meet new and like-minded people and will get to relax and enjoy yourself!



Nathan Loyer participating in one of J-Lunch's online events.



Nathan Loyer at the UJEB office.

PRESIDENT'S REPORT

2020 started on a high. We were coming off an outstanding previous year of growth, and raring to go with great enrolment numbers, a stable financial position, and positivity all round. And I'm glad that was our starting position, because when we understood that COVID-19 was not just some vaguely troubling overseas issue, and something that would change our lives forever, we were relatively well-placed to deal with what lay ahead.

It goes without saying that none of us had experience with navigating an educational institution through a pandemic. For the adults in our organisation, this was monumental, extremely challenging, and at times quite frightening. For our students, it meant significant personal disruption and sometimes destabilisation. It was frightening for them too.

UJEB had to pivot and pivot and pivot again. And just when we thought we were on solid ground, we had to make more big changes and fast. Long story short: from March, we were out of schools, with no idea when we would be permitted to return. And as it turned out, we did not return at all in 2020.

Whereas I usually leave thanking our Executive Principal until the end of my annual report, **I wish to acknowledge, upfront, the outstanding leadership, indeed stewardship, that Itzik Sztokman provided to the organisation in 2020.** I say the following with complete sincerity: if you're going to ride out a global crisis that has profound effects on your organisation, you want Itzik leading the charge. His calm, focused and practical approach to the problems we faced meant that UJEB was able to weather the greatest storm of our generation.

Perhaps, in part, that is because Itzik had led UJEB through an earlier existential crisis back in 2015/2016, when the State Government abolished religious education in schools. UJEB well knows how to flex and adapt when times are tough. That muscle memory got a good workout in 2020 and, in many ways, we understood that we would be ok. At least, we understood that most of the time! Itzik ducked and

weaved his way through ever changing government directives and communication from our schools. He put our entire educational offering onto a digital platform in a matter of days, trained up the staff, and rolled out a top shelf series of programs so that UJEB students could continue to access their classes and activities. That was the right move; we stayed online for the remainder of the year. I pay tribute to Itzik, who not only is a fine Executive Principal, but a leader of the highest calibre, a captain par excellence.

We were also incredibly lucky that just one day before the pandemic was declared, UJEB's former Treasurer, Oren Smith, commenced employment as our Business Manager. Had Oren not started his full-time role when he did, it is doubtful that UJEB would have made it through 2020 as well as it did. Oren's first and most pressing order of business was navigating the government assistance on offer, the ever-changing directives about whether we could run our programs at schools or at all, ensuring the organisation's financial position, dealing with the closure of our office and rental negotiations, enabling staff to work effectively from home, and so much more. The COVID-related work was relentless and unpredictable, and consumed an incredible amount of Oren's time. That he was able to achieve so many other strategic objectives for the organisation is quite remarkable. We are so lucky that he is now part of our senior management team, and we wish him a year ahead that is a little less dramatic!

It is fair to say that it was a nail biter, 2020. Despite our quick adaptation to the circumstances, enrolments halved. For many families, the prospect of doing UJEB online on top of home schooling was a bridge too far. We understood entirely. And we did our very best to stay in touch with those who were unable to take advantage of our online offering.

“EDUCATE A CHILD ACCORDING TO THEIR OWN WAY, SO WHEN THEY GROW OLD THEY WILL NOT DESERT IT.”

PROVERBS (MISHLEI) 6:22

Most but not all of our donors were able to continue their generous support of us, which was especially appreciated given how uncertain the economic landscape was. Together with government handouts, we were able to manage our finances adequately.

The board powered on virtually. We continued the implementation of our governance review, which commenced in 2019. We established four board subcommittees: Audit Finance and Risk (AFR), Education, Marketing and Teen Engagement. Each committee is headed by a board member and comprised of board and non-board members. We adopted a board charter and various other important policies and governance measures. Towards the end of the year, we embarked on an important strategic planning process to be concluded in early 2021. These steps have been critical in our continuous improvement and professionalisation.

Tony Fell, our UJEB board stalwart, who was planning on stepping down in April 2020, volunteered to stay on the board for another six months (which turned into twelve months, luckily for us). This generous act on Tony's part gave the organisation added stability at a time when it was very much needed. We remain indebted to Tony for his selflessness and dedication to the organisation. I thank our other board members in 2020 as well: Brad Smith, Ann Wollner, Daniel Klarnet, Deb Itzkowic and Kollen Sussman, each of whom continued to make invaluable contributions to the organisation, even when they personally were experiencing the uncertainty of the pandemic. We said goodbye and thank you to Dina Kluska, and welcomed Adele Gordon on to the board. Unfortunately for us, Adele moved to Sydney at the end of 2020, and we thank her for her short but productive time on the board. We also welcomed two new Board members in 2020. Shane Binstock replaced Oren Smith as Treasurer, and we are confident that his contribution both as Treasurer and Chair of the AFR Committee will be significant. Jennifer Hankin, an experienced marketing leader, also joined us later in the year, and we look forward to benefitting from her wisdom and guidance in our marketing and communications, as well as aspects of the organisation beyond this portfolio.

I am particularly proud of the cohesive and collaborative nature of the UJEB board, and the vision we share with management and staff. We are deeply committed to ensuring that all students outside the Jewish day school system are able to access excellent Jewish experiences and education, to connect to their Jewish identities and to engage with the community. That might sound like a trite thing to say, but it has deep meaning for us at UJEB. We have no interest in requiring students to prove their or their parents' Jewishness, and we are proudly unaligned politically, religiously or ideologically. We are an educational institution for the whole community, and for all students, whatever their background, ability or affiliation may be.

With that vision in mind, we were able to finish the 2020 school year with much more optimism for the year ahead than we had throughout the year. In particular, that optimism was borne of our demonstrated resilience and capability during one of the most challenging years we've had.

We are hopeful that the year ahead will be an easier one for all, and that together with your support, we can continue to help UJEB reach its full potential as a key educational institution in the Victorian Jewish community.

B'virkat shalom,



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: **20 years**



Shane Binstock

Treasurer, Chair - Audit Finance and Risk Committee

Shane is a director at a boutique accounting firm and specialises in tax advice to family groups and private businesses. He leads a busy life at home with four children – two school aged daughters and twin boys. Having attended a public high school and being an active member in Habonim Dror in his youth, Shane understands the importance that Jewish education plays in our community. He is keen to support and provide the infrastructure for UJEB to continue delivering its high quality Jewish education.

Board Tenure: **1 year**



Kollen Sussman

Board Member, Chair - Education Committee

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 three and his eldest attends the Gardenvale HIP program. Kollen is committed to holistic Jewish education.

Board Tenure: **1 year**



Deborah Itzkowic

Board Member, Chair - Teen Engagement Committee

Deborah is a lawyer, 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 three, with two of her children currently attending the Gardenvale HIP program.

Board Tenure: **1 year**



Brad Smith

Secretary

Brad is a secondary school teacher specialising in humanities and economics/business studies, and is currently teaching at Leibler Yavneh College. Prior to his teaching career, Brad was a copywriter, brand and digital marketer with nearly 20 years of experience working for and with some of Australia's biggest brands.

Board Tenure: **3 years**



Ann Wollner

Board Member

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: **3 years**



Daniel Klarnet

Board Member

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

Board Tenure: **2 years**



Jennifer Hankin

Board Member, Chair -
Marketing Committee

Jennifer is an experienced marketing leader, with over 15 years of global experience, spanning across various industries and companies. For the last five years she has focused on the startup space, and is currently the Marketing Director of a human resources technology company. Jennifer is originally from the US, and has been involved with Jewish communal organisations since her youth. She is a parent at Caulfield Junior College, where one of her children participates in the HIP program, and is passionate about equal access to Jewish education.

Board Tenure: **3 months**



Adele Gordon

Board Member

Adele is a passionate customer and shopper-led marketing professional with many years of experience in a variety of industries. A Gardenvale Primary School parent, Adele lives and breathes Jewish values and culture, and is involved in her local synagogue and community. Adele left the board at the end of 2020, as she moved interstate with her husband and young family. We wish her the best of luck for the future.

Board Tenure: **7 months**

EXECUTIVE PRINCIPAL'S REPORT



UJEB's Executive Principal Itzik Sztokman (left) with Teen Engagement Coordinator Hannah Schauder (right).

PIVOTING NIMBLY IN THESE UNPRECEDENTED TIMES

Being nimble, being able to pivot, unprecedented times. These are all buzzwords of 2020. No one saw COVID coming.

UJEB didn't even know it at the time, but we were ready. We had spent the last 4 years building our resources: our suite of policy documentation; our human resources with a newly appointed Business Manager and Donor Relations Manager; our relationships with parents; our collaborations with Jewish community organisations and principals, as well as partnerships with Community Languages Victoria and the Department of Education and Training. Then COVID hit and nobody knew what to do, but we were well positioned to work it out - and work it out we did! Four years of hard work and organisational building enabled us to weather the challenges of 2020.

BUILDING AN ONLINE LEARNING PROGRAM

2020 started strongly for all of our programs. Enrolments were up, curriculum was tweaked for the new year, and we started teaching engaging and meaningful classes. We were set to continue our steady growth. As we approached the end of term 1, however, COVID was all over the news and had hit our shores. We had no idea what would happen in schools, but we started planning for a range of contingencies. Thankfully, one of these was online learning.

Then the term 1 school holidays were brought forward, and we were not allowed back into schools for the remainder of 2020. UJEB did not skip a beat. We started term 2 with online learning, and continued this way for the rest of the year. Our students studied Hebrew through Zoom and experienced virtual Jewish life.

In 2020 we were also very fortunate to welcome a new position to the team - Teen Engagement Coordinator, Hannah Schauder. Hannah's appointment could not have been timed better. During the COVID restrictions she led our entire teen community in a myriad of online engagement opportunities, from online trivia to virtual homework spaces and Netflix parties. These activities enabled our teens to maintain their Jewish engagement through months of lockdowns and restrictions on in-person gatherings.

BUILDING AN ONLINE OFFICE

The day we welcomed Oren Smith, UJEB's newly appointed Business Manager, to his first day of work, became our last day in the office before lockdown number 1! Oren's task for his first day was to implement full organisational readiness to work from home. By the end of the day we were ready, and from the very next day until close to the end of the year, the whole UJEB team worked remotely.

Throughout this time our functionality was not compromised and efficiency was maintained. Enrolments were processed, communication with parents was constant, and COVID-safe policies were developed and implemented. Return to school plans were devised and constantly revised, unfortunately to no avail.

I would like to take this opportunity to thank Oren for his methodical and cool-headed approach: I don't know how we would have managed 2020 without him! Also a huge thanks to Rochelle Kotek, our Office and Systems Manager, who after 7 years of managing our office seamlessly and professionally, continued to manage it virtually. Also profound appreciation to Becci Krispin, our Digital Communications Manager, who ensured there was a steady flow of emails and social media posts to keep our families informed.

BUILDING FINANCIAL STABILITY

Over the past 4 years we have achieved a phenomenal result in doubling our budget, to match a doubling of output in terms of program delivery. At the same time we 'valued up' our programs with a new fee policy based on a cost recovery model, which effectively saw our fees as a percentage of income rise from 5% to nearly 30%.

With COVID we did experience a drop in enrolments due to the challenges of online learning for some families. This led to a risk of cutting programs and losing staff. In order to mitigate the budgetary deficit arising from the drop in student numbers, we implemented 2 strategies.

The first was securing donor support. We reached out to all of our major donors to see how they were affected by COVID, and if they were able to maintain their commitment to UJEB this year. We were encouraged by their unwavering support, despite many personal uncertainties. This commitment gave us the security to manage our 2020 budget with confidence, and to concentrate on the continuity of our programs. From the start of term 2 every single UJEB program continued online, and we delivered 84 Zoom classes per week in 20 schools.

Spearheaded by our Treasurer and Business Manager, our second strategy was to seek and secure all available government financial support. By doing this we were able to maintain the staffing for all our classes, regardless of the drop in enrolments. This was vital for our successful return to in-person learning as soon as it became possible.

Finally I must acknowledge the fantastic board that advises, guides and provides expert oversight for our organisation. The board drives our alignment with a clear sense of purpose and set of values - both of which are vital to UJEB's survival in challenging times.

**“MORE THAN WEALTH AND POWER,
EDUCATION IS THE KEY TO HUMAN
DIGNITY.”**

RABBI LORD JONATHAN SACKS Z" L



President of the board, Gabi Crafti, leads this extraordinarily committed team of community builders, and she is my rock. Her guidance and support is a source of great strength, and her unwavering focus on building UJEB as a Jewish school of excellence inspires me, and leads our organization from success to success. Hand-picked for their valuable and varied skill-sets, the UJEB board supports every area of operations. They empower staff to implement strategies with confidence, and encourage a continued focus on the vital role that UJEB plays in teaching Jewish children and engaging the future of our community in Jewish Life.

Chazak Ve' Ematz,

Itzik Sztokman
Executive Principal

TREASURER'S REPORT

What a year to join the UJEB board!

I had the pleasure of being invited to join the board in April to take up the Treasurer role. My expectation of easing into the role, overseeing a stable financial year and being amazed by the brilliant work that UJEB performs in the community didn't quite go to plan! COVID-19 had other ideas.

I did nonetheless achieve a smooth transition into the role, thanks to the unwavering guidance and patience of our previous Treasurer and current Business Manager, Oren Smith.

There were some anxious times throughout the year. We were concerned about falling enrolments with lack of face-to-face learning, as well as whether our generous donors would be able to continue to support UJEB at levels in-line with previous years. However, with the tireless work undertaken by our dedicated Executive Principal, President and management team, by transitioning to online learning and working closely with our donors, the predicted losses did not eventuate.

Having said that, we were fortunate that the unavoidable losses we did experience were mitigated through the Government's stimulus measures:

- **JobKeeper:** For the 2020 year, our wage costs were subsidised by approximately \$261K. This was money received directly from the Australian Taxation Office and passed onto our eligible employees;
- **Cash Flow Boost:** \$100K in Federal Government assistance was received between April and July;
- **Business Support Fund:** \$30K was received from the State Government to compensate for the impact of the lockdowns.

We also enjoyed a slight reduction to our rent and outgoings at Beth Weizmann, resulting in an approximate saving for the year of \$11K. In terms of managing our rent expenditure, a difficult decision was made to not renew the lease at Merkaz Bentleigh in October, which provided additional savings. We wish to emphasise the decision to end this lease was not purely financial, given the reduction in attendance at our Merkaz program and changing family needs in the area. From a bigger picture perspective, our lease at Beth Weizmann is coming to an end. We are currently in the process of reviewing our rental options, which will take into account UJEB's financial, strategic and community objectives.

As part of ensuring financial stability for the organisation, we are always looking at new possible revenue streams. In recognition of the high quality of our Hebrew Immersion Program (HIP), we have secured funding from Community Languages Victoria of approximately \$35K per year. In addition, we were successful in obtaining a further \$23K funding for our J-Voice program, which provides invaluable leadership and advocacy skills to secondary school students.

Finally, although there were some savings from not running camps or senior secondary school programs during the year

(which are typically highly subsidised), there is nonetheless the unquantifiable impact of less face-to-face interaction on our learners.

UJEB INCOME & EXPENSES 2017-2020

	2020 (Normalised impact of government Support removed)	2020 (Actual - as presented in the financials)	2019	2018	2017
Total Income	1,108,007	1,779,307	1,308,408	927,223	756,768
Total Expenses	1,191,614	1,476,829	1,147,802	889,636	756,948
Net Profit/Loss	(83,607)	302,477	160,606	37,587	(180)

The above table highlights the stabilising impact of the government support received in 2020. Without this support, these figures suggest we would have suffered an \$83,607 loss for the year. However, on a normalised basis, our income reduced by \$200,401 across the year, primarily due to a reduction in enrolments and less funds raised through our annual appeal.

However, as we look ahead to the 2021 year and returning to more face-to-face learning and programs, we are aware that the spending requirements in the year ahead will ramp up. There are concerns that as families come out of lockdown, their decisions about extracurricular activities for their children may impact on enrolment numbers. UJEB will also be running more face-to-face programs and camps which aren't entirely self-funding. At the same time government support will taper off, with JobKeeper coming to an end in March 2021.

As Treasurer, I also chair the Audit & Finance Risk Committee. Amongst other tasks, this committee oversaw two projects throughout the year in relation to implementing a risk mitigation framework and a review of the organisation's policies. This continues the process of making giant strides in relation to our professionalism and governance structures.

UJEB plays a critical role in the community and we will therefore look to shore up support from our existing group of donors, as well as pursue relationships with new donors. I'd like to acknowledge our Donor Relations Manager Laurian Harry, as well as Itzik Sztokman and Gabi Crafti in their tireless role of approaching donors and supporters.

We look forward to a more predictable year ahead. In signing off, we would like to say a big thank you to our sponsors and supporters for ensuring our children continue to receive an outstanding Jewish education.

Warm Regards,



Shane Binstock
Treasurer

UJEB PROGRAMS



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.

2020 was a challenging year for both students and teachers. After strong enrolments in term 1, life threw us a curveball and COVID-19 hit. UJEB and the Jewish Life team reacted quickly and spectacularly, to produce the same quality of programming in an online and fully accessible format. The ongoing commitment to the program from both our teachers and families was one of the true highlights of the year.

In 2020 the Jewish Life program continued to provide sessions in 18 primary schools, including 4 Specialist Schools, across a wide range of suburbs:

- Before-school sessions: Auburn South, Bentleigh West, Brighton Beach, Caulfield South, Coatesville, Lloyd Street, Malvern, McKinnon, and Tucker Road.
- Lunchtime sessions (these were merged with before-school sessions during the COVID-19 period): Ashwood, Bayside, East Bentleigh, Gardenvale, Glenallen, Katandra, Kingswood, Parkhill and Southmoor.

We continued to build positive relationships with schools to ensure that the program flourishes. 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.



**“ONE WHO STUDIES HIS LESSON
A HUNDRED TIMES IS NOT THE
SAME AS ONE WHO STUDIES IT ONE
HUNDRED AND ONE TIMES.”**

BABYLONIAN TALMUD, HAGIGAH 9B

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. Many former Jewish Life students have continued to be engaged in our secondary school programs, and some have become UJEB teachers in their adulthood. Former UJEB students have also emerged as key contributors to the Jewish community.

2020's challenges have allowed UJEB to plan for the future and build on the success of this program. From 2021 the Jewish Life program will be amalgamating with the After-School program, to provide a better experience and more learning opportunities for our students.

Finally we would like to take this opportunity to thank Riva Cohen, our outgoing Jewish Life Coordinator, for her many years of outstanding commitment and service to the UJEB community. She has taught and managed the program over the past 40 years with passion and care for every single student. We wish her continued success in all her endeavours and are truly indebted for her community service.

The Jewish Life team





HEBREW IMMERSION PROGRAM (HIP)

The prime objective of HIP is to provide a dynamic, rigorous and values based Hebrew education to our students. 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.

The first term of 2020 saw the HIP program kick off with 180 students at five schools: Caulfield Junior College (CJC), Gardenvale Primary, Caulfield South Primary (CSPS), Coatesville Primary and Tucker Road Bentleigh Primary.

HIP teaches our students to read, write and speak in Hebrew, and equips them to continue studying Hebrew at secondary school level. During class time we use a variety of written and verbal exercises, worksheets and games, as well as Hebrew textbooks appropriate to each class level. Our students also learn about and experience Israeli culture, including music, food and festival celebrations.

Despite the interruptions to the 2020 academic year, our students continued to strengthen and enrich their Hebrew knowledge of reading, writing and conversing. When schools closed we were able to move quickly to a digital program. Our students were fantastic and quickly adapted to online learning.

The move to digital learning enabled us to engage with our students in ways that were previously unavailable in the school environment. We used many online interactive Hebrew learning games, including Kahoot and Quizlet, as well as music, videos and other online resources. These proved to be successful tools in keeping the children engaged and learning.

The opportunities we discovered through online learning included the following:

1. Opportunity to connect - HIP offered our students the chance to connect with their teachers and each other in what was a very isolating time.

2. Opportunity to teach new topics – for example doing online experiments and show and tell presentations on the topics of food and home.

3. We celebrated the Jewish and Israeli chagim (holidays) with mega Zoom parties, including Yom Ha'atzmaut, Chanukah and Rosh Hashanah via Zoom!

4. Continuity of learning – we understand that continuity is extremely important when learning a language. The ability to move online allowed us to continue with our regular classes and ensure our students did not miss out.

Our wonderful teachers worked together, trained up on Zoom software and learned how to best use digital education to continue teaching Hebrew in a fun, meaningful and interactive way. We designed our online classes to ensure that active parental participation was not needed, as we understood that this was difficult for many parents who were working from home while caring for their children.

When we returned to in-person classes in term four we had over 100 students, and we would like to congratulate all of them for working so hard during such a difficult time.

Rinat Shenfeld
HIP Manager

“WHEN YOU TEACH YOUR CHILD, YOU TEACH YOUR CHILD’S CHILD.”

TALMUD



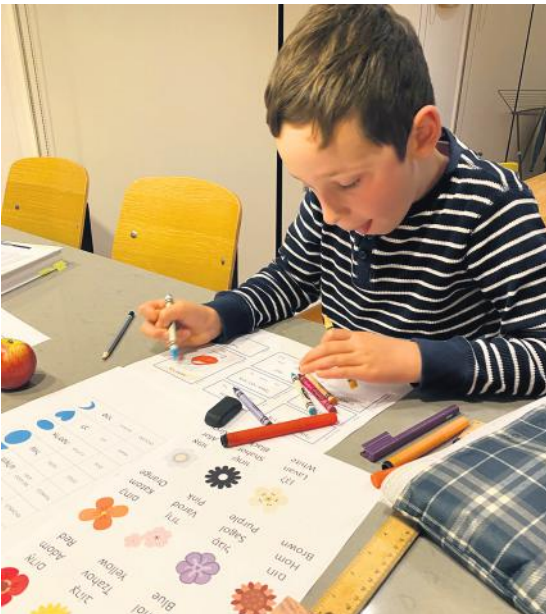
"I've actually been amazed how engaging each lesson has been. Our daughter loves learning Hebrew with you. Thank you for making it fun. She is learning so much!"

Andrew P, parent of a 2020 grade 1 HIP student at Caulfield South Primary



"We are extremely impressed with the professionalism, level of education, passion and dedication of the UJEB educators. Our daughter has engaged in a wonderful journey of increasing her knowledge of the Hebrew language as well as the well woven love of yiddishkeit, traditions and culture of the chagim. Her exponential growth in learning is beautiful to observe and UJEB has effortlessly glided into the Zoom platform to allow our children to continue to learn and integrate with peers and educators alike. Kol hakavod and toda raba – we strongly support this wonderful program of enlightening and nourishing our children's Jewish identity."

Lisa Myers, parent of a 2020 grade 5 HIP student at Gardenvale Primary



AFTER-SCHOOL CENTRES

UJEB runs three after-school Jewish learning and Hebrew language centres for primary students at Caulfield Junior College, Merkaz Bentleigh and Elwood Primary School. These programs enable our students to develop a lifetime of knowledge and skills in a dynamic educational environment, ensuring their ability to participate in Jewish communal life. The centres aim to foster a strong sense of Jewish identity within each student, as well as a love and appreciation for Jewish practice.

All of our after-school centres follow the same year-long curriculum, focusing on Jewish Life and Hebrew.



AFTER-SCHOOL JEWISH LIFE

The Jewish Life program is aimed at learning and experiencing Jewish culture by exploring four key learning areas: Jewish festivals, Israel studies, Bible stories and Jewish living. In 2020 the curriculum covered the following topics:

Festivals unit : Tu BiShvat, Purim, Pesach, Yom Ha'atzmaut, Lag BaOmer, Rosh Hashanah, Yom Kippur, Sukkot and Chanukah.

Israel studies unit: Major cities in Israel, Jerusalem and Israeli life.

Bible stories unit: Key bible stories and Jewish heroes.

Jewish living: Shabbat traditions, kashrut laws, Jewish values, symbols and Jewish identity.

Following a wonderful first term, we continued the program via Zoom through the entire lockdown period. Our students continued to be involved in learning and activities with many special projects, including making magnificent Shabbat boxes and very colourful Chanukiot.

We had some wonderful opportunities to feature special guests and unique experiences via Zoom. The children met an Israeli dancing teacher who held a class for Yom Ha'atzmaut, and enjoyed a virtual tour of the South Caulfield synagogue by Rabbi Rabin, a visit from the Shaliach of JNF and hearing the shofar blown by UJEB's own Itzik Sztokman.

A very special thank you to our After-School Coordinators Beverley Brand and Elen Pinsky Keren, as well as to all of our teachers, for their hard work and incredible efforts during this very difficult year.



AFTER-SCHOOL HEBREW

The aim of the Hebrew program is to build strong foundations and to enable our students to begin to read Hebrew and develop a wider Hebrew vocabulary. Our program prepares children to confidently engage in secondary school level Hebrew and other aspects of Jewish life, including Bar and Bat Mitzvah lessons. 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 specific topics and were encouraged to engage in basic conversation.

Due to the school closures our Hebrew program was delivered online. We were able to utilise many engaging online programs to keep the children involved and to encourage interactive learning. Language learning is well suited to distance learning, and we are very proud of our students and how they adapted to the new learning environment.

L. Breuer

Louise Breuer
After-School Manager



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. The program is a creative and alternative option for marking this important Jewish life milestone, developed in response to demand from the community. It 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.

The program centres around four key components: responsibility, community and culture, manhood and identity, and rites of passage.

Highlights of the program include:

- Meeting inspirational role models
- Exercise as a means to mindfulness
- A Friday night Shabbat dinner, and
- A roots project

The culmination of this 18-week program, 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.

Like many organisations and programs, 2020 was an interesting year for Journey to 13. What initially appeared to be a standard year transformed into a mix of online and in-person sessions, respecting the Coronavirus restrictions whenever they were in place. Nevertheless, with the semester culminating in a lovely (in-person) graduation, the boys were able to extract many meaningful moments as they learnt about what it means to be Bar Mitzvah.

There was only one cohort in 2020, beginning in July. Whilst our first few weeks were on Zoom, we still managed to get to know each other, identify what a Bar Mitzvah boy's role is in the community, and learn a bit about Judaism and Israel. We were lucky enough to be visited by Gideon Reisner, CEO of Stand Up, who gave the boys the challenge of planning a week's worth of food with just \$2.

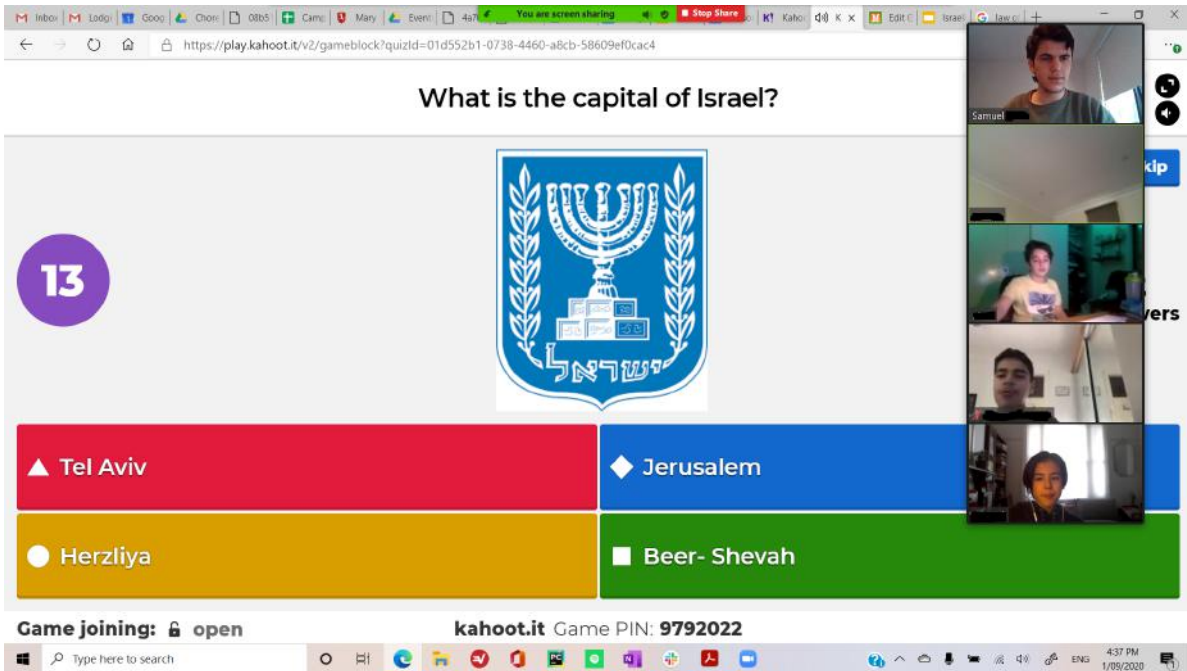
A central focus of the semester was also the roots project, where the participants all had to create a family tree, tell an ancestor's story, and focus on a place that is connected to their family history. These were presented at the graduation ceremony to all their families, which was a truly heartwarming experience.

Our in-person sessions took place at Princes Park to comply with the government restrictions. These proved a good opportunity to expel the built-up energy of the long previous months and greet some visitors including CSG, Flying Fox and BBYO. Our guests told us all about what they do, and ways in which the boys can be involved in the community as they move past Bar Mitzvah age.

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.

I look forward to facilitating another year and another cohort of UJEB Bar Mitzvah boys in 2021!

Samuel Herz
Bar Mitzvah Coordinator





BAT MITZVAH

The 2020 program, despite the challenges of the year, was a resounding success. It offered a variety of experiences and learning opportunities aimed at providing a well-rounded Bat Mitzvah educational experience.

Due to strong demand, UJEB ran the 2020 Bat Mitzvah program with two groups comprising 20 girls in total - almost doubling the number of our 2019 cohort. The weekly two-hour classes, held throughout the school year, gave the girls many opportunities to explore their Jewish identity and understand their responsibilities as young Jewish women.

The 2020 Bat Mitzvah girls came from 11 different schools, ensuring a strong and varied social group, including Caulfield Junior College, Carey Baptist Grammar, Oakleigh South, Firbank, Montessori, Lauriston, Caulfield South, Gardenvale, Aspendale Gardens, Hampton and Mentone. The groups included siblings of UJEB Bat Mitzvah graduates, two of whom were the third daughters in their families to participate in our program.

The feedback from the girls at the end of the year was unanimous: They loved the program and felt enriched by their new friendships and deeper understanding of their heritage.

2020 Bat Mitzvah graduate Ayla Myers shared her thoughts: "I enjoyed every single moment of the Bat Mitzvah program, from when we were helping others to doing martial arts. My time on the program has made me want to continue my involvement in the Jewish community...I can't wait to share all my knowledge of what I have learnt, about being a woman in my Jewish community, with all my friends."

Lisa Myers, Ayla's mother, also shared her feedback: "We have been privileged to witness our daughter's growth through her Batmi journey with UJEB... We witnessed her growth in terms of yiddishkeit, tzedakah and maturing into the kind, considerate and mindful young Jewess she is today. Thank you UJEB for facilitating a program of maturity, connection and growth."

The 2020 Bat Mitzvah program will long be reflected upon, by staff, families and students, in a very different way than previous years, due to the impact of COVID-19. While the girls enjoyed meeting face-to-face

during term 1, terms 2, 3 and part of term 4 were held over Zoom. This posed a variety of challenges including keeping the girls engaged after a day of online school learning, ensuring they had opportunities to deepen their bonds, and delivering the content in a different way. Their return to face-to-face classes in term 4 was most welcomed. The success of our year is credited to the hard work and ingenuity of our 2020 Bat Mitzvah teachers Elke Goldberg, Michelle Max and Rivka Luftig.

As Jodie Fox, mother of one of our 2020 participants wrote, "The UJEB Bat Mitzvah program has managed the COVID situation really well. The classes continued to run online and, whilst they may not have been exactly as planned, the girls have certainly had access to some incredibly moving content...Whilst most kids' activities ceased for the lockdown period, leaving the kids with nothing to break up the repetitive routine of lockdown, UJEB Bat Mitzvah classes kept running, giving the kids the opportunity to socialize and connect with other like-minded souls."

The Bat Mitzvah program was divided into four terms, each focusing on a specific aspect of Jewish life.

TERM ONE - SOCIAL ACTION

UJEB partnered with Kids In Philanthropy (KiP) for the first time in 2020, giving our students the opportunity to participate in a tailor-made, hands on social action program. They explored the culture of giving and change-making in Australia, and learnt the fundamentals of how to become a responsible and compassionate Jewish woman.

TERM TWO - ISRAEL & TORAH

Due to COVID, classes were held over Zoom and provided a variety of experiences to connect the girls with both ancient and contemporary Israel. The girls learnt about women in the Israeli army, and celebrated Yom Ha'atzmaut by watching original footage of the UN vote to establish a Jewish state. In celebration of Shavuot, packages of cheesecake ingredients were



delivered to each girl's house and, together over Zoom, they baked cheesecakes. 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. They were incredibly insightful and included modern-day references to global issues and personalities, including COVID and Bob Dylan.

TERM THREE - HISTORY & CULTURE

These classes were held via Zoom with the Jewish Museum of Australia and focused on Jewish history, life and culture. Through a range of activities the girls gained a better understanding of the Australian Jewish story. They paid a virtual visit to St Kilda Hebrew Congregation and saw a Torah up close, met Holocaust survivor Harry Better OAM and heard his story, and interacted with well-known artist Victor Majzner, learning his fascinating personal story and how it manifests through his art. 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, usually held at the National Council of Jewish Women of Australia (NCJWA Vic), commenced online. Later in the term we were able to hold face-to-face classes at the St Kilda synagogue, thanks to the St Kilda Hebrew Congregation. The girls 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, an artist, a laughter yoga facilitator, a cancer survivor, a singer/actor, a prison chaplain and an Israeli dance teacher.

BAT MITZVAH CEREMONY

We spent term 4 closely following the announcements of the Victorian Premier, uncertain as to whether we would be able to hold our ceremony and how it would look. Fortunately the go-ahead was given just a few weeks before the allocated date. Our 2020 program culminated in a beautiful ceremony, albeit in a COVID-safe format, where the girls shared what they had learnt with their families and friends. The atmosphere was one of a warm family simcha, including Israeli dancing, and the girls received take-home bags filled with gifts. Each family was presented with a beautiful hamper filled with ready to eat Kosher food, which they were able to enjoy together at the ceremony location.

Special thanks to our partner organisations – Kids in Philanthropy (KiP), The Jewish Museum of Australia and the NCJWA (Vic) for their outstanding contributions to the success of our program.

Thank you to Rivka Luftig who took over from Michelle Max, after she went on maternity leave. Rivka ensured a seamless transition and brought joy and constant optimism. The bond the girls shared with her was truly special. A very heartfelt thanks to Elke Goldberg who, as always, invested her heart and soul into the program. Elke had to keep re-inventing the program to ensure it was COVID-safe, while maintaining its integrity and ensuring the girls had a memorable experience to set them up for their Jewish journey ahead.

Rochelle Koteck

Bat Mitzvah Coordinator

“IF YOU WILL IT, IT IS NO DREAM.”

THEODOR HERZL



J-LUNCH

As with UJEB's other programs, J-Lunch, our secondary school lunchtime program, was forced to transition to online engagement in 2020. Our J-Lunch madrichim worked hard and with passion to put on weekly Netflix parties, games rooms and craft corners for our regular J-Lunch participants.

The main benefit of an online presence for J-Lunch during 2020 was the ability to connect students from all of our J-Lunch schools together, for a fun break from online schooling and isolating at home. Another positive was that the program was able to include other Jewish students from secondary schools which don't yet have the J-Lunch program.

Two of our 2020 online events, our Rosh Hashanah-themed bake-off and a trivia night, had great turnouts. We also created opportunities to connect with the students through home-delivered care packages for the Year 11 and 12 students undertaking exams.

At the end of the year we were fortunate to be able to host an in-person Chanukah event at Princess Park. Inviting Year 6's along to get a taste of the high school space, we had doughnuts, latkes and plenty of Chanukah games to go with the beautiful weather. To top it all off, we were interviewed by The Age for a story on celebrating Chanukah post-lockdown.

Hannah Schauder

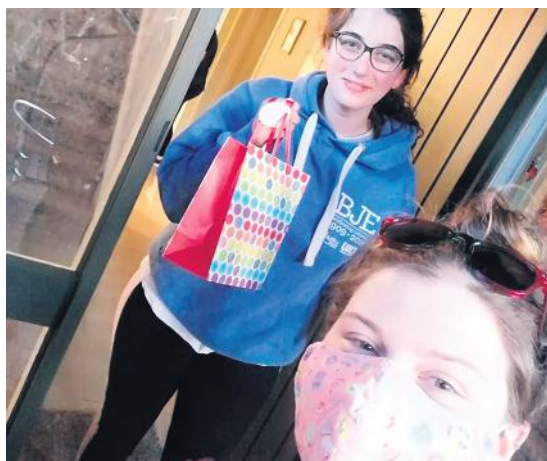
Teen Engagement Coordinator



Our trivia night event during lockdown



Keren Schauder and David Loven at our Chanukah event



J-Lunch madricha Leah Hain dropping off a care package to Year 11 student Gila Bloch.

BBYO

BBYO occupies the extra-curricular teen space at UJEB, providing social and educational Jewish experiences for students in years 8-12, no matter their background, to help them grow into leaders. BBYO is teen-led to maximise leadership experience, and overall it's just a whole lot of fun! Being a part of an international organisation, there are also opportunities to connect to world Jewry and meet other Jewish teenagers from a variety of backgrounds.

In 2020, BBYO found itself challenged by the COVID-19 restrictions and was forced to adapt. However, this challenging year brought with it triumphs - seeing us engaging with over 50 Melbourne Jewish teens from a diverse group of non-Jewish schools throughout the year. 2020 was undoubtedly a successful year for BBYO Melbourne.

The year kicked off in an exciting way, with 6 teenagers heading off to BBYO's annual International Convention (IC) in Dallas, USA. There they had the opportunity to join more than 5000 Jewish teens from over 50 countries, participate in a wide range of leadership workshops and be hosted by a local Jewish family.

Around this time we also learnt the exciting news that 2 of our founding BBYO leaders, Noah Loven and Chloe Guss, had become the 2020 school captains for Glen Eira College. It was an honour to have UJEB alumni such as Noah and Chloe (Noah participated in HIP and Chloe was in our bat mitzvah program) as school captains for a school that UJEB is involved in. Both Noah and Chloe attribute their success in part to UJEB, so it was also inspiring for our next group of BBYO leaders.

Upon returning from the USA, the BBYO Melbourne leadership was feeling empowered to engage with the community and create novel experiences for their peers. While the Coronavirus had a lot to say about these plans, the first period of lockdown was peppered with Zoom chapter meetings, weekly online Havdalah as well as a Shavuot learning session.



Through online school and limited social interactions, the teenage leadership of 6 persisted throughout terms 3 and 4, with cooking events, a virtual escape room, a meeting with BBYO South Africa and BBYO China, and skill development sessions. The year ended with the first in-person event taking place at the end of November at Half-Moon Bay in Black Rock, along with a Chanukah feast to welcome new members.

While at times very challenging, the BBYO Melbourne teens worked hard throughout the entire 2020 year to produce fantastic experiences for their peers.



Samuel Herz

BBYO Coordinator



J-VOICE

Following two incidents of anti-semitic bullying in government schools in 2019, the Victorian Education Minister, James Merlino, announced a 10-point plan to address the systemic and pervasive nature of this problem.

As one of these 10 points, the Department of Education and Training (DET) proposed that UJEB facilitates a Jewish student advisory group, based on other successful DET student-led models, which encourage young people to have a voice and present to the DET issues of importance to them. J-Voice focuses on students' experiences of being Jewish and, where relevant, antisemitism in government schools.

J-Voice comprises a committee of 10 Jewish students from government schools, tasked with sharing their experiences and compiling reports reflecting their experiences of being Jewish students at government schools. The outcome will be a report on a number of topics including:

- How schools express and celebrate cultural diversity, if at all.
- How schools support their Jewish students, if at all.
- A broad overview of antisemitic experiences, if any.
- How schools deal with complaints based on race, religion, ethnicity or culture.
- Initiatives to improve cultural diversity in schools.
- Opportunities for students to express cultural identity and individuality.



Interested students with a history of UJEB involvement quickly joined the committee, and the program commenced in July 2020. During the year, students discussed the terms of reference for the report such as the concepts of diversity and multiculturalism, the individual Jewish student experience, antisemitism in government schools and how their respective schools address instances of racial bullying. During this time, the committee also conducted a secondary Jewish student survey of 70 students from different government schools about their experiences. The program will continue in 2021.

Hannah Schauder

Teen Engagement Coordinator

HEBREW AT GLEN EIRA COLLEGE (GEC)

In 2020, we were successful in supporting GEC in the reestablishment of Hebrew as a LOTE (Languages Other Than English) subject for Year 7. UJEB's role in supporting Hebrew led to the school's employment of teacher Nava Orbach, who now runs the Hebrew department at the school.

Nava has been successful in implementing a new and revised curriculum, which has enabled deeper engagement for the students. 2020 saw a small yet strong group of Year 7 students. At the end of 2020, we had interest from around 30 students for the 2021 year, with the introduction of a Year 8 class alongside Year 7. This program aims to expand to a new year level each year as the first cohort progresses.




Hannah Schauder

Teen Engagement Coordinator





ISRAEL PROGRAM

Due to the COVID-19 travel restrictions, our 2020 Israel program was unable to run. Interest in our unique Israel experience has been growing, however, and we are looking forward to facilitating this wonderful program in the coming years.

The UJEB Israel program is run together with the NSW Board of Jewish Education (BJE). This partnership enables us to send year 10 students from all over Australia on this 5-6 week trip, which provides a once-in-a-lifetime immersive Jewish and Israeli experience.

The program has two main aims. The first is to connect students to our homeland, language, heritage, history and people. The second is to help students build a broad network of Jewish friends, which is particularly important for Jewish teens attending government schools and living in different parts of the country. Being part of a Jewish network is critical in building their connection to the community, and maintaining a Jewish life in the future.

UJEB aims to give as many secondary school students as possible the opportunity to participate in our Israel program, and grants are available through the Israel For Youth Foundation.

FEEDBACK AND PHOTOS FROM OUR 2019 ISRAEL PROGRAM

"This trip to Israel was the best 5 weeks of my life. It was great to have the opportunity to connect with other Jewish teens from all over Australia and I made a lot of new friends. I also loved learning more about Judaism on our tiyulim (journeys). The trip was unforgettable!"

Gila Bloch, 2019 participant



"Israel allowed me to discover why it is important to be Jewish, and understand what Judaism means to me. It gave me the chance to branch out and form lifelong bonds with people from different states."

Joseph Folwell, 2019 participant



"My Israel experience with UJEB/BJE was one of the most eye opening and best experiences I have had in my life...touring Israel brought new experiences every day - ones that I cannot get anywhere in the world, like the Dead Sea and Masada."

Lior Hadari, 2019 participant



"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 Dorfan, 2019 participant





UJEB CAMP

Our annual camp was unable to run in 2020 due to the COVID-19 restrictions and lockdowns. This was disappointing, as camp is a highlight of the year for so many of our UJEB students. However, we are looking forward to running an even bigger and better Jewish adventure camp in 2021!

Please enjoy this flashback of photos from one of UJEB's first camps for Jewish teens in the 1990s.



PROJECT KULANU - INCLUSION

Project Kulanu supports and engages with members of the Victorian Jewish community that are impacted by the Autism Spectrum or disabilities. In 2020 Kulanu ran in 4 schools and delivered training and professional development for teachers as well as community advocacy.

Fuelled by a vibrant and successful 2019, the Kulanu Project commenced the 2020 calendar year with a healthy supply of positive momentum. As the school year began we were facilitating dynamic, engaging sessions at four Specialist Schools, teaching Jewish students with disabilities within the confines of their educational communities.

In addition, we were embarking on a full slate of professional development sessions within the Jewish day school community and various professional carer organisations. We were also progressing a far reaching initiative to allow the Kulanu Project, along with our Jewish Disabilities Network partners, to be present at the Limmud Oz Conference, a community gathering of Jewish learning, to showcase the work we do within the community.

PIVOT

Then... everything shifted. With Purim came the first school closures and within the blink of an eye... lockdown. Without missing a beat, or in Kulanu's vernacular, a session, we moved all our Specialist School programming online - beaming our special flavour of dynamic, innovative musical-based Jewish engagement into homes throughout Victoria.

From the friendly confines of our Kulanu studio, manager Tal Spinrad broke through the lockdown isolation and continued to serve up fast-paced sessions to our community in 30 minute portions. A very positive outcome of pivoting online was that, for the first time, siblings and parents were able to witness and join in the fun. It was quality Jewish family engagement at its best when it was needed the most.

In addition to the Specialist School sessions the Kulanu Project created and facilitated mental health and professional development Zoom sessions for specific organisations and the community in general.



BACK TO SCHOOL

With term four underway we were able to return to in-class programming with a greater appreciation of the power of face-to-face engagement. We finished the year positively, having gained new expertise from the 2020 experience, and a renewed sense of purpose to propel us into 2021.

Kulanu snapshot:

- Over 50 Specialist School online sessions
- Virtual Limmud Oz conference
- 10+ Zoom mental health sessions
- Regular teleconsultations with Jewish day schools and communal organisations

Tal Spinrad
Project Kulanu Manager

DONOR RELATIONS

“REAL GENEROSITY TOWARDS THE FUTURE LIES IN GIVING ALL TO THE PRESENT.”

ALBERT CAMUS

2020 was by all accounts a challenging year, however, every cloud comes with a silver lining and within Donor Relations we took this time to focus on streamlining our procedures and re-examining our relationships and partnerships with the community.

This year demonstrated how incredible these partnerships are. In a time when so many people's resources, emotional and financial, were being called upon heavily, we saw our donors, partners and friends dig even deeper to support our mission and Jewish education for all.

The story of UJEB is one that goes back over 120 years, and we hope, will stretch many years into the future. We are at heart a community organisation, dedicated to serving the needs of Melbourne's Jewish community and ensuring that it has a strong and dynamic future. UJEB acts as a key to the door of the community, a door which for many, may have otherwise remained closed.

Over the years we have adapted to accommodate the demands of this ever-changing community. 2020 has felt like a junction, a time to re-examine what our community needs from us and how we can best provide it. Our donors are a vital part of this process.

The recently created position of Donor Relations Manager gives us the opportunity to have a dedicated resource to ensure that we can engage with our donors and partners fully. Within the context of 2020, this allowed us to secure the funding for our programs and

transition them online to continue to fulfil our mission during COVID. We were also able to keep our donors updated on our progress and more importantly the progress of our students, as they faced the challenges delivered by the pandemic.

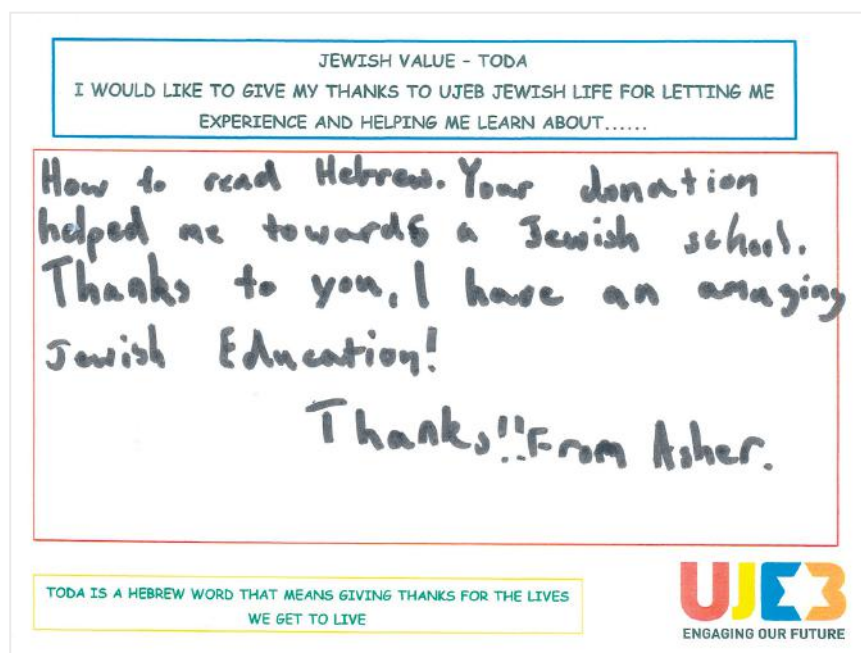
2020 saw us focus on consolidating and formalising UJEB's donor approach process from initial contact to renewals, evaluations and reporting. A bank of communication assets and templates was created to deliver benchmark servicing to current and prospective donors. With dedicated donor resources, we were able to explore new funding opportunities, as well as extend the scope of the existing donor database.

We achieved good progress in 2020 despite all odds and the greatest of thanks must go to our incredible donors. They are more than just donors, but partners, friends and supporters of UJEB, committed heart and soul to our mission, from the smallest donation to the largest.

We very much hope you will continue to join us on this journey – there is so much we can achieve together.



Laurian Harry
Donor Relations Manager



BUSINESS MANAGER'S REPORT

In March 2020, I began my employment with UJEB as its inaugural Business Manager. There was no soft landing into UJEB, with my first day being the last day of work in the office before the pandemic hit its full swing. Tasked with moving all our operations online was just the start of a rollercoaster year for UJEB.

The success of that first day set the tone for a successful year for UJEB. The team handled all the setbacks with passion, pivoting to ensure we were always prepared for what happened next.

Despite the challenges of 2020 we were able to achieve the following:

- Prepared and facilitated UJEB office and staff to work from home, ensuring access to all information and facilities required for the effective functioning of UJEB.
- The new UJEB website and enrolment process went live.
- Processes and procedures for recording attendance and payment of fees were created and used successfully.
- Facilitation of the required documentation and processes to receive government stimuli (Jobkeeper, Cash Flow Benefit and business grants) relating to COVID-19.
- Employee HR processes and documentation for recruitment, onboarding, retention and separation were improved.
- Process for research and hiring of contractors for both the UJEB strategic review and ongoing website requirements was created.
- Our After-School Centers and Jewish Life programs were consolidated to improve educational, financial and operational outcomes.

In 2021 we are looking forward to working on the following projects:

- Reviewing all UJEB systems and processes to ensure efficiency and productivity, and future-proofing UJEB for further growth.
- Implementing strategies to reduce key-person risk within the organisation, through operational process documentation and information sharing.
- Implementing new marketing strategy and ensuring consistency across UJEB.
- Aligning UJEB operations with the newly created 5-year strategic plan.
- Assessment of UJEB location and office requirements and implementing potential outcomes of assessment.

- Creating regulatory requirements calendar to ensure a more efficient compliance process.
- Completing HR audit and review of position descriptions and contracts.
- Improving UJEB's use of the Salesforce CRM (Customer Relationship Management) system to create business efficiencies.

A few short thank you's to round out a challenging but rewarding year: I would like to thank my successor in the Treasurer role, Shane Binstock, for his hard work and expertise throughout a testing year, and his support through my transition process into the Business Manager role. His guidance has been invaluable. I am looking forward to continuing to work together this coming year.

To Ilan and Emily on the AFR Committee, whose expertise and successful completion of the Risk Management Framework and Policy Review shows dedication and results beyond our wildest expectations.

I would like to sincerely thank Julian, our Bookkeeper and more, for his tireless work in keeping UJEB up to date with all the COVID changes, and ensuring we were able to successfully support both our staff and organisation during this difficult time.

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.

2020 has been a year of significant professional growth in our office and I am thrilled to be a part of the team. I wish UJEB Hatzlacha (success) for the coming year.



Oren Smith

Business Manager

2020 was a year in which online communications became more important than ever before. With our families and children in lockdown at home for much of the school year, maintaining our connection with them through social media and emails became critical in keeping the UJEB community together.

2020 also helped pave the way for the expansion of our digital communications. Many of our stakeholders, including UJEB families and supporters, simply became accustomed to interacting online. Zoom became the norm, and with less face-to-face contact, people had more time and inclination to read emails and engage with us on social media.

Nevertheless, it was a difficult year for UJEB's communications. Working from home and without visits to our usually-busy office from teachers, program coordinators and other staff, there was less material to work with. Photos also became less personal, with Zoom screenshots dominating our collection. Keeping it interesting was a challenge.

To their credit, our teachers and coordinators just kept marching forward throughout the year. They trained up in online learning and invented non-stop activities to keep our students engaged - from home cooking lessons in Hebrew to Kahoot quizzes, online tours, guest speakers, and Zoom parties for festivals. They kept up the pace with online communications, sharing emails about program activities, photos and parent feedback.

Maintaining this high level of morale and program continuity was much appreciated by our students and parents. This is reflected in the feedback we received this year, which can be read in the various program sections of this report.

The response to our Chanukah video competition at the end of the year was a particularly special moment for our communications team. We received entries from so many UJEB students, who took the time to sit in their rooms and produce thoughtful and funny videos about sufganiyot (doughnuts). As well as our three prize winners, a huge thanks goes out to every child that entered the competition.



Our 2020 communications achievements included:

- Maintaining a regular social media presence working with available material, as shown by our Facebook followers passing the 1000 mark (doubling from early 2019 numbers), and increased engagement and followers on Instagram.
- Running a successful annual appeal campaign: Over 92% of our regular donors contributed to our 2020 appeal, despite the difficulties faced by many during COVID.
- Launching of our new website.
- Major ramping up of our UJEB High activities and social media presence - a credit to our new Teen Engagement Coordinator Hannah Schauder.
- The opportunity to work closely with the board to develop our communications strategies and objectives going forward.

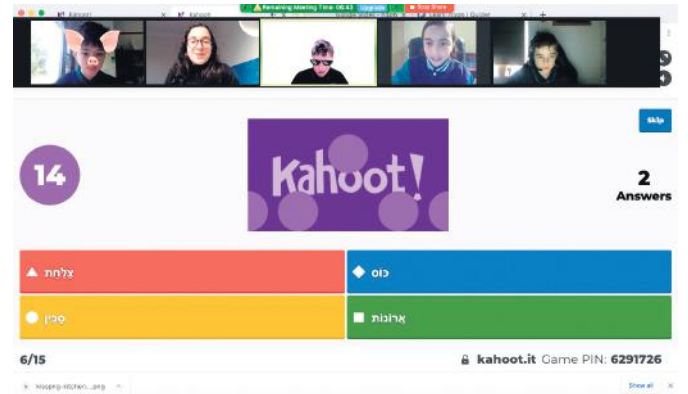
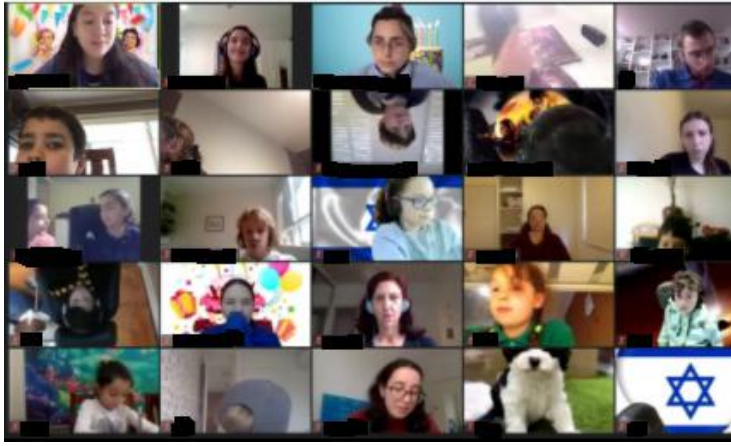
These achievements are the result of the incredible hard work and dedication of the whole UJEB team. It is a credit to this team that we not only survived COVID, but are thriving and growing after such a difficult 2020.

I would like to sincerely thank the UJEB staff and board, as well as our participants, families and donors for continuing to support UJEB through and beyond this challenging year.

A handwritten signature in black ink that reads "Becci Krispin".

Becci Krispin

Digital Communications Manager



**“WHOEVER DOES
NOT TRY, DOES
NOT LEARN.”**

JEWISH PROVERB



STAFF 2020

MANAGEMENT



Itzik Sztokman
Executive Principal



Oren Smith
Business Manager



Laurian Harry
Donor Relations
Manager



Becci Krispin
Digital
Communications
Manager



Rochelle Kotek
Office & Systems
Manager and Bat
Mitzvah Coordinator



Julian Isaacs
Accounts

PROGRAM COORDINATORS & TEAM LEADERS - PRIMARY



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)



Tal Spinrad
Project Kulanu
Manager



Dani Miller
Curriculum
Coordinator



Naomi Morris
After-School
& Hebrew
Curriculum

COORDINATORS - TEEN ENGAGEMENT



Hannah Schauder
Teen Engagement
Coordinator



Jemma Katz
J-Lunch
Coordinator



Samuel Herz
Bar Mitzvah
Coordinator



Danny Feigen
Camp Coordinator



Beau Landes
Israel Program
Coordinator

THANK YOU LIST 2020

PRIMARY JEWISH LIFE TEACHERS

Danny Feigen
Elie Moskow
Itzik Sztokman
Joan Queit
Rabbi Yitz Engel
Riva Cohen
Tal Spinrad
Yasmin Schwarz
Tammy Reznik
Sasha Fink
Ruby Peer
Amelia Hirshfield

BAT MITZVAH TEACHERS

Elke Goldberg
Rivkah Luftig
Michelle Max

AFTER-SCHOOL TEACHERS

Bev Brand
Helen Shnider
Itzik Sztokman
Lauren Dorfman
Louise Breuer
Naomi Morris
Ronit Zohar
Tammy Reznick
Tali Fine
Osnat Raziel

J-LUNCH FACILITATORS

Danny Feigen
Jemma Katz
Leah Hain
Michelle Lesser
Bella Yusupov
Gabi Saffer
Tali Prawer

HIP TEACHERS

Rinat Shenfeld
Sahar Charit
Elen Pinsky Keren
Shira Golombick
Clair Neville
Dana Raviv
Dana Reef
Liron Rapoport
Ronit Zohar
Limor Horowitz
Yifat Biran
Bar Donde
Osnat Raziel
Inbal Kenigsberg
Hili Shiponi
Adva Livne-Stoliarevsky
Elise Loterman
Bar Donde
Yael Heller
Sigalit Somech
Revital Masin
Eden Stone-Eilam

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
Nicky Postan & Hilton Miller -
LDB Group
Marilyn Snider - CLV Consultant
Jessica Fine - HR Consultant

UJEB SUPPORTERS

UJEB STRATEGIC PARTNERS

Alter Family Foundation
The Loti and Victor Smorgon Foundation
Anonymous

UJEB PATRONS

Besen Family Foundation
BBYO International
David and Tammie Slade Charitable Trust
Jagen Nominees Pty Ltd
Goldman and Lazarus Families
Orloff Family Charitable Trust
Sunraysia Foundation
The Alex and Eva Berkovic Charitable Trust
The Eva and Les Erdi Humanitarian Charitable Foundation
Yvonne Feil - In Memory of Alan Feil
Anonymous

UJEB PRINCIPAL SUPPORTERS

Bindy & David Koadlow
B'nai B'rith Foundation
Community Bank Caulfield Park
Gregory Shalit and Miriam Faine
The Jack & Robert Smorgon Families Foundation
Marmori Charitable Foundation
Maxine and Ronn Bechler
Melbourne Jewish Friendly Society
Rita and Sam Kras Bursary
The Nossbaum Families and Marion and David Slonim in memory of Richard Nossbaum

The Dina & Ron Goldschlager Family Charitable Foundation
The Orah Fund

UJEB MAJOR DONORS

Ann Wollner
Ben Kohn
Benjamin Shafir & Rochelle Skurnik
Bradley Wein
Braham and Fiona Goldberg
Cher Family Foundation
Dalit Kaplan and Rafi Descalau
David and Anna Bankier
Dennis and Fairlie Nassau
Fonda Charities Pty Ltd
Freda Freiberg
Gabi Crafti & Danny Benjamin
Gary and Ruth Hershan
Graham and Mary Slade Foundation
Gregory and Julie Blashki
Jeff and Clara Greenberg
Joe and Reeva Lederman
Josef Goldbaum
Justin Foundation Trust
Kaye and Barry Fink
Keren and Reuben Zelwer
Lazarovits Foundation
Mark and Den Montag
Mark Levin
Marlene and Abe Zelwer
Matthew and Lieba Cohen
Norma Beaconsfield
Norman and Sue Sonenberg
Peter Brown
Pinchas Paneth

Rachel Hornung
Robert and Michelle Hain
Rosa Zwier
Rose Amarant
Roslyn (OAM) and Richard Rogers
Sam and Raymonde Webb
Shifra Bendet
The Grant Foundation
The Joseph and Millie Goldenberg Memorial Trust
The Leo & Mina Fink Fund
The Silberscher Family Foundation
The Skyled 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

UNITED JEWISH EDUCATION BOARD INC.

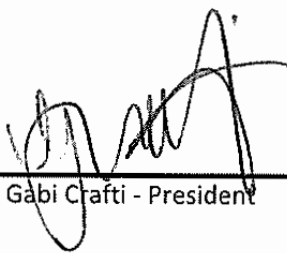
STATEMENT BY MEMBERS OF THE COMMITTEE

The committee has determined that the Association is not a reporting entity and that this special purpose financial 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 2020 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 and on behalf of the Committee by:


Gabi Crafti - President
Shane Binstock- Treasurer

PROFIT & LOSS STATEMENT FOR THE YEAR ENDING 31 DECEMBER 2020

INCOME	2020	2019
	\$	\$
Hebrew Centres Income	201,506	280,084
Sale of RE Books	27,838	44,670
Batmitzvah/Barmitzvah Programs	22,525	26,524
Donations	771,482	922,531
Interest Received	2,679	1,513
Camp & Jewish Student Network	63,561	18,671
Miscellaneous Receipts	12,759	2,387
Trust Distribution	2,410	3,458
Department of Social Security	3,247	8,571
COVID-19 Government Incentives	671,300	0
	1,779,307	1,308,408
LESS EXPENDITURE		
Advertising	8,816	9,860
Affiliation Fees	1,985	2,449
Appeal Expenses	4,061	6,678
Annual Leave	52,371	18,307
Audit Fees	3,500	3,400
Bank Charges	9,401	8,166
Bookkeeping	50,625	47,985
Camp & Function Expenses	13,499	36,686
Computer Services	4,905	3,787
Consultancy Fees	18,204	7,870
Depreciation	3,708	1,071
Hebrew Centre Expenses	44,569	63,208
Insurance	6,067	5,393
JSN Expenses	17,312	22,983
Interest paid	5	7
Legal Fees	0	2,900
Long Service Leave	2,425	22,420
Meeting Expenses	554	3,750
Outgoings	28,608	39,651
Postage	869	757
Printing & Stationary	22,158	20,496
Religious Education Expenses	1,060	8,024
Rent & Rates	14,414	17,388
Seminars	3,986	1,483
Staff Amenities	48	521
Sundry Expenses	1,852	4,210
Superannuation Contributions	69,857	71,782
Telephone and Internet	10,842	18,177
Wages	1,072,478	690,939
Workers Compensation	8,649	7,457
	1,476,829	1,147,802
NET OPERATING PROFIT (LOSS)	302,477	160,606
Retained profits at the beginning of the financial year	237,524	76,918
TOTAL AVAILABLE FOR APPROPRIATION	540,002	237,524
RETAINED PROFITS AT THE END OF THE FINANCIAL YEAR	540,002	237,524

BALANCE SHEET AS AT 31 DECEMBER 2020

ASSETS	2020	NOTE	2019
	\$		\$
CURRENT ASSETS			
Cash and cash equivalents	689,345	2	262,429
Trade and other receivables	9,462	3	79,079
Investments	0	4	161,994
TOTAL CURRENT ASSETS	698,807		503,502
NON CURRENT ASSETS			
Property, plant and equipment	0	5	3,708
Leasehold improvements	0	5	0
Goodwill	0	5	0
TOTAL CURRENT ASSETS	0		3,708
TOTAL ASSETS	698,807		507,210

LIABILITIES	2020	NOTE	2019
CURRENT LIABILITIES			
Trade and other payables	39,062	6	176,560
Israel Program	0	7	27,613
Financial liabilities	1,047	8	1,614
Short-term provisions	105,458	9	41,479
TOTAL CURRENT LIABILITIES	145,567		247,266
NON-CURRENT LIABILITIES			
Provisions	13,238	10	22,420
TOTAL NON-CURRENT LIABILITIES	13,238		22,420
TOTAL LIABILITIES	158,805		269,686
NET ASSETS	540,002		237,524

EQUITY		NOTE	
Retained profits	540,002	11	237,524
TOTAL EQUITY	540,002		237,524

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDING 31 DECEMBER 2020

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 financial statements have been prepared in accordance with the recognition and measurement requirements of the Australian Accounting Standards and Accounting Interpretations, and the disclosure requirements of AASB 101 Presentation of Financial Statements, AASB 107 Statement of Cash Flows, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors and AASB 1054 Australian Additional Disclosures.

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

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Association expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price

4. Allocate the transaction price to the performance obligations

5. Recognise revenue as and when control of the performance obligations is transferred

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Association have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

Educational Service Income and Grant Income

Revenue from rendering of educational services or receipt of a grant is recognised at the point in time when the performance obligations are satisfied, that is, upon completion of events organized for its students or milestones met in terms of the agreement. Funds received upon booking are recognised as income in advance until such time when the event is held, in which the income will then be recognised.

Donation and bequest Income

Revenue from donations and bequests are recognised upon receipt.

Interest Income

Interest income is recognised on a proportional basis taking into account the interest rates applicable.

Other Income

Other income is recognised when the Association is entitled to or has met its performance obligations.

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.

(f) Leases

Adoption of short term leases or low value asset exception

The Association has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Association recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

	2020	2019
	\$	\$
2 CASH & CASH EQUIVALENTS		
Cash on Hand	688,932	261,236
Cash at Bank	412	1,194
	689,345	262,429
3 TRADE & OTHER RECEIVABLES CURRENT		
Debtors	735	64,233
Provisions for Doubtful Debts	0	0
Prepayments	0	0
Deposits Paid	4,650	4,650
Goods and Services Tax	4,076	10,195
	9,462	79,079
4 INVESTMENTS		
Investments available for resale	0	161,994
	0	161,994
5 PROPERTY PLANT & EQUIPMENT		
Office furniture & equipment	87,478	87,478
Less accumulated depreciation	(87,478)	(83,770)
	0	3,708
LEASEHOLD IMPROVEMENTS		
Leasehold Improvements	9,973	9,973
Less accumulated depreciation	(9,973)	(9,973)
	0	0
GOODWILL		
Goodwill at Cost	15,000	15,000
Less accumulated depreciation	(15,000)	(15,000)
	0	0
6 TRADE & OTHER PAYABLES CURRENT		
Sundry Creditors	35,422	43,984
Income paid in advance	3,640	132,576
	39,062	176,560
7 ISRAEL PROGRAM		
Perpetuity Fund 'Our Israel Program'	0	27,613
	0	27,613
8 FINANCIAL LIABILITIES CURRENT		
Credit Card	1,047	1,614
9 PROVISIONS CURRENT		
Provision for Long Service Leave	11,607	0
Provision for Annual Leave	93,851	41,479
	105,458	41,479
10 PROVISIONS NON CURRENT		
Provisions for Long Service Leave	13,238	22,420
	13,238	22,420
11 RETAINED PROFITS		
Retained profits at the beginning of the financial year	237,524	76,918
Net profit (loss) attributable to the member of the company	302,477	160,606
Retained profits at the end of the financial year	540,002	237,524
12 COMPARATIVE FIGURES		
Where considered appropriate the comparative figures have been restated in order to make the comparisons more meaningful		

CASH FLOW STATEMENT AS AT 31 DECEMBER 2020

CASHFLOW FROM OPERATING ACTIVITIES	NOTE	2020	2019
		\$	\$
RECEIPTS			
Donations		771,482	925,989
Services		261,768	326,705
Other		8,736	2,387
Government Fund COVID -19		671,300	0
		1,713,286	1,255,081
PAYMENTS			
Wages & Salaries		1,140,639	770,178
Suppliers		310,532	320,982
Other		3,895	4,210
		1,455,066	1,095,370
NET CASH FROM (USED IN) OPERATING ACTIVITIES	1	258,220	159,711
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds on disposal of Investments		168,696	0
CASH FLOWS USED IN INVESTING ACTIVITIES		168,696	0
Net increase (decrease) in cash held		426,916	159,711
Cash at beginning of financial year		262,429	102,718
	2	689,345	262,429
NOTES TO THE STATEMENT OF CASHFLOWS			
1. RECONCILIATION OF NET CASH USED IN OPERATING ACTIVITIES TO OPERATING SURPLUS			
Operating Surplus (Deficit)		302,477	160,606
Non Cash Flows in Operating Profit (Loss)			
Depreciation net change		3,708	1,071
Profit on disposal of investment		(6,702)	(160,099)
Unrealised gain in fair value of investments		0	(1,895)
CHANGES IN ASSETS AND LIABILITIES			
Decrease (increase) in trade debtors		63,498	(53,717)
Decrease (increase) in other debtors		6,119	390
Increase (decrease) in trade creditors		(36,741)	13,388
Movement in provisions		54,796	40,728
Increase (decrease) in pledge in advance		(128,936)	159,239
		258,220	159,711
2. RECONCILIATION OF CASH			
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		688,932	261,236
Cash at Bank Council Account		412	1,194
		689,345	262,429

LDB Audit Services Pty Ltd

ACN 123 774 569 ABN 59 123 774 569

1-3 Albert Street, Blackburn Vic 3130

PO Box 550, Blackburn Vic 3130

Telephone: 03 9875 2900

Facsimile: 03 9875 2999

www.LDB.com.au**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 2020, 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 2020 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 1 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.

Liability limited by a scheme approved under Professional Standards Legislation.

LDB Audit Services Pty Ltd

ACN 123 774 569 ABN 59 123 774 569

1-3 Albert Street, Blackburn Vic 3130

PO Box 550, Blackburn Vic 3130

Telephone: 03 9875 2900

Facsimile: 03 9875 2999

www.LDB.com.au

Working as One

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
1-3 Albert Street
BLACKBURN VIC 3130

HILTON MILLER
DIRECTOR

Dated this 31st day of March 2021

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OUR VALUES

IDENTITY

We support our learners in exploring and understanding their Jewish identity, feeling connected to Jewish life and to Israel.

ENGAGEMENT

We provide quality educational experiences to create curious and passionate learners.

COMMUNITY

We develop learners who establish a lifelong connection and commitment to the local and worldwide Jewish community.

INCLUSIVITY

We believe that all Jews have the right to learn about their own Jewish identity.

When we are living our values we are a passionate mensch!

306 Hawthorn Road, Caulfield VIC 3162
Email: ujeb@ujeb.org.au Phone: 03 9523 6844
Website: www.ujeb.org.au
Follow us on [f](#) @ujebvic [i](#) @ujebvic

UJEB is registered as a charity with the Australian Charities and Not-for-Profits Commission (ACNC). UJEB is an accredited community language school with Community Languages Victoria (CLV). UJEB is proud to be a co-signatory to the NCJWA Gender Equality Pledge.

