

Annual Report

2021

UJEB's Values



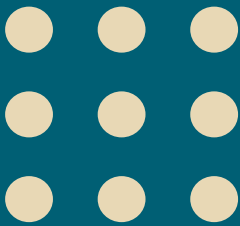
Identity

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.

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President's Report

It is never easy to sit down and write my annual report. That's mostly because I find it difficult to summarise in a short number of paragraphs the highs and achievements of the previous year.

The challenge of brevity aside, this year I feel the weight of a second year of lockdowns, restrictions, and pandemic-related unpredictability. I won't lie; it's been tough. It's been tough overseeing an organisation that tiptoed on eggshells into 2021 with cautious optimism, ever-hopeful of returning to core business: sharing with children the joy of being Jewish in the best ways we know how, which are in-person, face to face. It was tough to see that optimism smashed by the pandemic all over again. Our staff spent most of the year keeping UJEB's head above water, continuing to provide services online and powering on with remote learning, when, in reality, everyone – teachers, students, parents – were completely spent.

I cannot sugar-coat it, much as I'd like to. Our staff went above and beyond in extremely trying circumstances. I take this opportunity to convey not just the customary acknowledgement and thanks to all of UJEB's office and teaching staff, but to say that the commitment that they showed to the organisation, its values, its families and to the Jewish community more broadly was truly extraordinary and exemplary.

Leading the staff and running the organisation in 2021, of course, was Executive Principal, Itzik Sztokman. I shudder to think where UJEB would be without his stewardship this past year. What a not-for-profit, educational institution needs during a crisis – if it can get one – is a beacon of hope and positivity. And we had it in Itzik. That's not to say that there weren't moments that were dark. Even for Itzik, it got rough and that tells you all you need to know about 2021. But the overarching sentiment in UJEB in 2021 was that *we will* prevail; we have seen testing times before and overcome them, and *we will* do

it again; we *will* hang on and do the best that we can until normal life resumes. Itzik, I thank you from the bottom of my heart for being the remarkable Executive Principal that you are. I am thrilled that you have agreed to stay on for another three-year term.

I also want to single out Rochelle Kotek, our Office and Systems Manager, and Bat Mitzvah Program Coordinator. Rosh is the eyes, ears and backbone of UJEB. She is frontline, backline and everything in between. Rosh rolled with the punches that 2021 delivered, and continued to give her all, day in, day out. Rosh, thank you for your dedication to UJEB and your continued outstanding service.

From a governance perspective, UJEB achieved an astounding amount in 2021 given the obstacles we faced. We finalised our four-year strategic plan, confirming UJEB's values (identity, engagement, community and inclusivity), and establishing our strategic objectives and projects. We set targets for the organisation in the realms of financial health, growth and engagement, service delivery, and people and systems. The strategic plan forms a touchstone for the setting of priorities and the making of all decisions within the organisation. The adoption of this strategic plan sees out the final stages of implementing the governance review that the board carried out in 2019–2020.

Thank you to the members of UJEB's 2021 board of management:

- **Brad Smith**, Vice President and Secretary, and from mid-2021, acting Chair of the Education Committee
- **Shane Binstock**, Treasurer and Chair of the Audit, Finance and Risk Committee
- **Ann Wollner**, member of the Education Committee

- **Kollen Sussman**,¹ Chair of the Education Committee
- **Deb Itzkowic**, Chair of the Teen Engagement Committee
- **Jennifer Hankin**, Chair of the Marketing Committee
- **Daniel Klarnet**
- **Justin Greenstein**,² member of the Audit Finance and Risk Committee

Each board member contributed an enormous amount to UJEB in 2021. I thank them for the valuable time that they give, their wise counsel, their thoughtful input and their enthusiasm for our shared vision. Again, that the momentum that they have created continued unabated during 2021 is testament to their calibre, talent and selflessness.

Thank you to the other members of the board's committees who worked so hard in 2021 in pursuit of our goals: Daniella Warren, Jeremy Weinstein, Emily Brott, Ilan Goldberg, Ash Shenker, Kate Schattner, Beau Landes and Osher Gutnick.

One of the most pleasing developments of 2021 was the role that UJEB played in the discussion generated by the Jewish Schools Project. UJEB took the opportunity to remind the wider community that Jewish education is a much wider concept than Jewish day schools. The existential threat to those schools is but one part of the strategic question that this community needs to answer. The broader and, in my opinion, more important question is: how will *all children* in this community identify as Jews in the years and decades to come? By inserting ourselves into the 'Jewish schools'

debate, we ensured that no one was left under any illusion about the critical function that UJEB plays in engaging the thousands of Jewish children who do not attend the day schools, connecting them with Jewish identity, culture and community.

This leads me to thank our donors and supporters, our partners, and our champions. You are many and varied, and it goes without saying that none of what we do at UJEB can be accomplished without you. Thank you for investing in UJEB, in *all of the children* of our Jewish community, and in the future of the community itself. I assure you that the return on investment will be significant.

Finally, to the students and families who stuck by UJEB in 2021, and who exercised so much patience and goodwill during such a hard year, *todah rabah* (thank you). I encourage you to continue learning and engaging, and developing your love of Judaism. We are here for you.

In signing off, I repeat last year's wish 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

1 Until his retirement from the board in mid-2021.

2 Who joined the board in April 2021.

Board of Management 2021



Gabi Crafti
President

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

Board Tenure: **4 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**



Bradley Smith
Vice President

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 3 school-aged children, and is excited to help continue the great work that UJEB is doing in our community.

Board Tenure: **3 years**



Justin Greenstein
Board Member

Justin works in the Financial Services sector, with a focus on Venture capital and Fintech innovation. Justin is very passionate about Jewish life and Jewish tradition, and is currently involved in a number of Jewish organisation Boards. The future of Jewish education is a topic close to Justin's heart and he is excited about the opportunity to contribute to this important pillar of communal life through UJEB. Justin is a parent of two school age children, one in Prep at Caulfield South Primary School and one at Yavneh kinder.

Board Tenure: **3 months**



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: **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: **2 years**



Executive Principal's Report

In 2020 we pivoted. In 2021 we perfected.

As 2021 started there was a short reprieve from lockdowns and for a brief moment UJEB's programs bounced back. Miraculously, we even managed to run an awesome UJEB camp. Unfortunately, leaving 2020 behind was not to be and lockdowns became the norm. Where last year we were ready to pivot in 2021 we were well practised and ready with protocol to navigate a second year of UJEB online.

Rather than emphasising the challenges of Covid, I want to celebrate all the great work UJEB carried out in 2021 to ensure a steady stream of engaging Jewish learning.

UJEB's Teachers

UJEB is as strong as its teachers, and our teachers could take on Goliath. I thank them for their unwavering commitment to Jewish education. Time and time again they transitioned from on-site learning to Zoom lessons and, with school closures, sometimes with less than a day's notice. We rarely missed a lesson and our children continued to learn regardless of what Covid threw our way. To our teachers, *Kol Hakavod (well done)*!

Primary School Programs

UJEB runs two main primary school programs; Jewish Life and HIP (Hebrew Immersion Program). 2021 was challenging for those of our students who found online learning difficult. UJEB's enrolment numbers dipped with each lockdown; the problem worsened as schools reopened but external providers were not allowed to return. Again, UJEB readjusted and ensured students would not miss out. Classes started earlier to give our children time to continue their learning with UJEB and arrive at school on time.

High School Engagement

During COVID restrictions UJEB's teen space flourished with the continuation of online engagement opportunities, from online trivia to virtual homework spaces and Netflix parties. Through these activities our teens maintained their Jewish engagement through months of lockdowns and restrictions on in-person gatherings.



UJEB's BBYO student leadership also continued unfettered with board meetings, future planning and online events. By the end of 2021 we had a national cohort of 10 Australian teens join 3000 teens from over 50 countries at the annual BBYO international conference in Baltimore, USA!

High School – Guided Inquiry Led Online Learning – A successful pilot

In 2021 UJEB piloted an exciting, new online learning curriculum with our high school students. A group of year 10 students joined UJEB's "Ulpan" program, an academic Jewish learning in a virtual campus. Previously, UJEB high school students have not had any access to learning Jewish history, Jewish life, Israel studies or texts. UJEB sought to fill this gap with an engaging and interactive online curriculum. The pilot was a huge success and the vision is now to also create a program for years 7–9. As one participant said, "I definitely learnt a lot and met a bunch of really nice people. All in all it was very enjoyable and it was something I looked forward to each week."

Focus on Structure and Personnel

With growth on hold, due to the pandemic, there was the opportunity to reflect on our organisation and develop strategies to focus on delivering the highest quality education. Structural changes were implemented, with respect to the flow of responsibility in our programs. Team leaders were appointed, in our larger programs, to support the program managers, ensuring there would be a clear line of communication with families and a closer view on the individual learning needs of our students. UJEB identified that to achieve excellence in our education offering a greater focus on curriculum development was needed. The search for a Deputy Principal of Teaching and Learning commenced and, by the end of the year, UJEB employed Shlomi Hanuka for the role. An experienced teacher with a PhD in education (curriculum design and student experience), Shlomi will commence in 2022 and we can't wait to see our programs reach new heights in excellence.

Governance and Operations

UJEB's strength lies with its best kept secret: a strong and committed Board and an operational team that is unwavering in its commitment and dedication. I would also like to shine the spotlight on our operational staff who have kept the UJEB engine in fine tune through a very rocky journey. Oren Smith, UJEB's Operations Director (who commenced in 2020, 1 day before lockdown closed the UJEB office) has continually navigated UJEB through the myriad of COVID policy changes and never-ending updates to operational guidelines. With every return to onsite learning school principals were hounded to allow UJEB back on-site and teachers were ready with RATs, masks and hand sanitisers. Oren's energy and attention to detail is endless. Rochelle Kotek, UJEB's Office and Systems Admin Manager, seamlessly transitioned the UJEB office to home multiple times, never losing a beat. Fielding enquiries, explaining rules and updates, processing enrolments, updating lists, and more. Nothing escapes her attention and everything is dealt with professionally, efficiently and with love and care! To Oren and Rosh, *Kol Hakavod (well done)* and *Todah Raba (thank you very much)*!

Financial Stability

UJEB's donors, family foundations, corporate sponsors, parents and community members keep us going and keep us motivated! Knowing and feeling the unwavering support is a constant source of strength and inspires us to always strive for new heights. UJEB is a community organisation and we know that the community not only supports UJEB, but partners with us to ensure that Jewish education is accessible to every Jewish child. Together we teach, we learn, we connect.

Chazak Ve' Ematz (be strong and of good courage),

Itzik Sztokman
Executive Principal



Treasurer's Report

After a challenging 2020, I was optimistic that 2021 would provide some calmer waters and a return to financial stability in my second year as Treasurer. Covid-19 had other ideas, but once again UJEB with its strong management team and board navigated through the uncertainty and challenges that arose.

Despite being resigned to mostly online learning, enrolments in our primary school programs remained steady and our generous donors continued to support UJEB at similar levels to prior years. Through the tireless work undertaken by our dedicated Executive Principal, President and management team, we managed to achieve an operating surplus for the year ended 31 December 2021 of \$22,000.

Although relieved to report an operating surplus for 2021, it should be noted that this was underwritten by JobKeeper. The Federal Government's JobKeeper program subsidised our wage costs by approximately \$116K, with JobKeeper payments received throughout January to April. As such, without JobKeeper subsidising our wage bill (and assuming we kept staffing to the same level), UJEB would have suffered an operating deficit for the year of approximately \$94K as highlighted in the table below.

In addition, there were some savings in 2021 from running less camps or senior school programs during the year (which are typically highly subsidised) – however there is nonetheless the unquantifiable impact of less face-to-face interaction on our children and community. This highlights the key financial challenges ahead for UJEB as there is no longer any government assistance in 2022 and we will also look to re-introduce camps and more activities for our senior cohort. We are also cognisant of current inflationary pressures on a number of our key costs.

Our lease at Beth Weizmann is coming to an end and after carefully considering various other rental options, we are extremely proud that we can re-commit at Beth Weizmann. Although the annual rent will increase slightly, it provides us with a much more functional and strategic space.



	2021 (Normalised – impact of Government Support removed)	2021 (Actual – as presented in the Financials)	2020 (Normalised – impact of Government Support removed)	2020 (Actual – as presented in the Financials)	2019	2018
Total Revenue	\$1,179,293	\$1,331,992	\$1,108,007	\$1,779,307	\$1,308,408	\$927,223
Total Expenses	\$1,273,482	\$1,309,823	\$1,191,614	\$1,476,829	\$1,147,802	\$889,636
Net Profit/ (Loss)	-\$94,190	\$22,170	-\$83,607	\$302,477	\$160,606	\$37,587

As part of ensuring financial stability for the organisation, we are always looking at new possible revenue streams. In recognition of the high quality HIP (Hebrew Immersion Program) run we have secured funding from Community Languages Victoria of approximately \$38K per year. In addition, we were successful in obtaining a further \$18K funding for our J-Voice program which provides invaluable leadership and advocacy skills to secondary school students. Finally, we obtained a government grant of \$38K for Project Kulanu, our inclusion program.

However, as we look ahead to the 2022 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. For instance, a key strategic objective was to employ a deputy principal and we can't wait to see what Shlomi brings to UJEB. There are concerns that as family life changes with for example, working from home becoming more commonplace, there may be decisions about what extracurricular activities kids do (which may then impact on enrolment numbers).

As Treasurer, I also chair the Audit & Finance Risk Committee. Amongst other tasks, a systems review has commenced, with the initial focus on the enrolment process. We are confident that parents and other users will enjoy these improvements which are anticipated. 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 sponsors and pursue relationships with other sponsors in the community. The 2022 annual appeal will be critical to the short-term financial health of UJEB, with all support large and small, truly appreciated. I'd like to acknowledge our donor relations manager Laurian, board member Justin Greenstein, Itzik and Gabi in their tireless role of approaching sponsors and supporters and extolling the virtues of UJEB.

I would also like to say a big thanks to Oren Smith – current Operations Director – for his support and constant availability to work through key financial issues throughout the year.

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



Welcome to the new Deputy Principal – Teaching and Learning, Shlomi Hanuka

Education is at the core of UJEB's objective of providing learners with a strong and meaningful Jewish future. In these past three years, we have implemented significant pedagogical and curriculum improvements. UJEB's goal was to employ a Deputy Principal – Teaching and Learning.

The role would have a clear mandate and sole focus of ensuring consistency of the highest possible quality in our teaching and learning programs. an experienced educational leader who assumes responsibility for the ongoing development and maintenance of curriculum and staff development across all UJEB programs

Shlomi has a PhD in Education focussing on educational policy and values education and has spent many years working in both education and academia.

"I am honored to have the opportunity to join UJEB, which is known for it's more than a century long passion and commitment to the future of the Jewish community in Australia and beyond. I have been dedicated to the field of education, both formal and informal, for a decade and a half, working with students of all ages, creating curriculum, teaching, mentoring staff, and leading educational initiatives. I feel fortunate to bring my skills and experience to UJEB and support its continuing tradition of excellence and service."

UJEB Programs

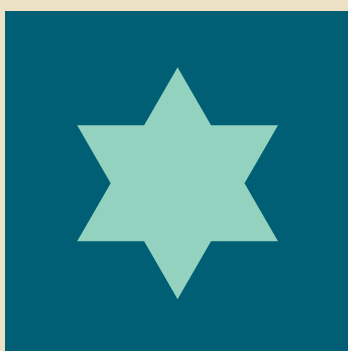
Primary School



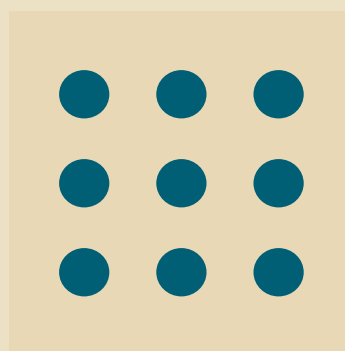
UJEB High



Bar & Bat Mitzvah



UJEB Camp



Project Kulanu Inclusion



Primary School Programs

Jewish Life
Hebrew Immersion Program

Jewish Life

UJEB's Jewish Life program provides weekly before school, lunchtime, afterschool and on-line 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 program is aimed at learning and experiencing Jewish culture by exploring four key learning areas – Jewish festivals, Israel studies, Bible studies and Jewish living.

The longer session (after school) also includes basic Hebrew reading and vocabulary.

2021 was another challenging year for both students and teachers. After strong enrolment in term 1 life threw another curveball and again, we went into another lockdown. UJEB and the Jewish Life team reacted quickly and continued to provide the same quality program on-line.

In 2021 the Jewish Life program provided sessions in 20 primary schools including Margaret River and the Dandenongs as well as 4 specialist schools.

- **Before School:** Auburn South, Bentleigh West, Brighton Beach, Caulfield South, Coatesville, Lloyd Street, Malvern, McKinnon and Tucker Rd
- **Lunchtime:** East Bentleigh, Gardenvale, Southmoor, Kingswood and Parkhill
- **Afterschool:** CJC, Clifton Hill, NEJC and Ripponlea
- **Sunday:** Margret River, The Dandenongs

We continue to build positive relationships with schools to ensure the program flourishes. We are regularly canvassing new schools to continue to expand the Jewish Life program.

In 2021 the Jewish Life program and the afterschool program amalgamated to provide a better experience and more learning opportunities for our students.

In 2021, I became the Jewish Life Manager after many years of working with UJEB as the After-school manager at a number of schools and centres.

I would like to thank all our wonderful teachers who went above and beyond in these trying times, as well as all the staff in the office for their continuing support.

Louise Breuer
Jewish Life Manager





“Our students continued to strengthen and enrich their Hebrew knowledge of reading, writing and conversing.”



Hebrew Immersion Program

The first term of 2021 saw the HIP program kick off with eight schools, compared to five schools in 2020 (3 new schools!! An amazing achievement!): Caulfield Junior College (CJC), Gardenvale Primary School, Caulfield South Primary School (CSPS), Coatesville Primary School, Tucker Road Bentleigh Primary School, Carnegie Primary School, Valkstone Primary School as well as UJEB Online.

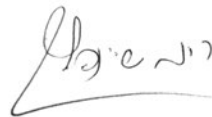
HIP teaches our students to read, write and speak in Hebrew, and equips them to continue studying Hebrew at the secondary school level. During class time we use a variety of written and verbal exercises, worksheets and games, as well as Hebrew textbooks appropriate to each class level. Our students also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

Despite the interruptions to the 2021 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. **Connection** – HIP offered our students the chance to connect with their teachers and each other in what was a very isolating time.
2. **Teaching** – for example doing online experiments and show and tell presentations on the topics of food and home.
3. **Celebration of Jewish and Israeli chagim (holidays)** with mega Zoom parties, including Yom Ha'atzmaut, Chanukah and Rosh Hashanah. We also provided new engaging activities to families, such as The Israeli breakfast competition. The Israeli Breakfast competition video, including photos from the best Israeli breakfasts of our HIP students: (<https://youtu.be/qTY4dtuMjTw>). Our wonderful teachers worked together, trained 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.
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.



Rinat Shenfeld
HIP Manager

A background image showing a group of diverse students in a classroom setting. Some students are standing and smiling, while others are sitting at a table in the foreground. The image is overlaid with a dark teal gradient and geometric shapes.

Bar & Bat Mitzvah Programs

Bar Mitzvah
Bat Mitzvah

Bar Mitzvah

Journey to 13, UJEB's unique Bar Mitzvah program, is aimed at curating a coming-of-age experience which is contemporary and meaningful for participants. Responding to demands from the community, UJEB has developed a creative, alternative option for marking this Jewish life milestone.

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

It is centred around 4 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, 2021 was an interesting year for Journey to 13, UJEB's pioneering Bar Mitzvah program. When the semester-long program started in July, it seemed that the worst of the coronavirus had been left behind in 2020. It didn't take long for this illusion to be broken, and what was initially expected to be a standard in-person program transformed into a mix of online and in-person sessions, respecting 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.

While 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. Amongst other guests, we were lucky enough to be visited by Gid Reisner, CEO of Stand Up, and Simone Zmood, councillor for Glen Eira, who both talked about the responsibility we take on as we grow older. We also welcomed an IDF soldier, Ezra Joel, who has made Aliyah from Melbourne to serve in the Israeli army. 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. Another essential component of the program was a deep discussion on manhood, and what being a man means in the modern world. While the topic is not a simple one to discuss as a 12 year old, the boys did a great job of introspecting with respect to something that they wouldn't have talked about before.

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.

After 3 years in this role, I look forward to passing on the baton to Noah Loven to facilitate another year and another cohort of UJEB Bar Mitzvah boys in 2022!



Samuel Herz
Bar Mitzvah Coordinator




Bat Mitzvah

After the challenges of 2020 we never anticipated that 2021 could be any more challenging. Were we in for a surprise! Despite the seemingly never ending lockdowns we cooked, created, learnt, played and spent quality time together, appreciating being back in person all the more. The girls benefited from a well-rounded Bat Mitzvah experience and a year they will never forget.

UJEB ran the 2021 Bat Mitzvah program with a group of 15 girls. 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 2021 Bat Mitzvah girls came from an incredible 12 different schools, ensuring a strong and varied social group and meaning that almost all the girls came not knowing anyone. The schools included Caulfield Junior College, Firbank Grammar, Kilvington Grammar, Lloyd St PS, McKinnon PS, Montessori, Ripponlea PS, Shelford Grammar, Solway PS, Southmoor PS, Valkstone PS, and Wesley College.



“ It’s cool that I am not forced into hiding my ethnicity. Instead, I can be proud of it.”

– 2021 Bat Mitzvah graduate Rebecca Epelboym

The group included 2 siblings of UJEB Bat Mitzvah graduates. Nicole Harvey said, “I have two daughters who completed the UJEB Bat Mitzvah program, both of whom have loved the experience. They made new friends, gained a deeper understanding of their Jewish culture and heritage and learnt lifelong lessons about the importance of giving. I am so grateful to UJEB for the care and effort they put into the program and for guiding my girls as they learnt about their role and place in our community.”

Kim Elisha, whose 2 daughters graduated from the bat mitzvah program, explained why she chose the program. “UJEB’s Bat Mitzvah program encompassed all that we had hoped for and more. The curriculum content oozed enrichment as it deeply explored culture, social justice, philanthropy, relevant historical events, family roots and inspirational female role models within our community. Through completing this program, not only have our daughters gained a much deeper appreciation and understanding of their cultural background. They have also established a greater yearning for helping those in need.”

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.

One of the more moving ceremony speeches was made by Rebecca Epelboym. The daughter of immigrants from the Former Soviet Union, Rebecca was the first woman in her family to celebrate her bat mitzvah. She said, “As a Jewish girl, through

my bat mitzvah I hoped to learn more about my culture. Through the UJEB Bat Mitzvah program I made many friends and countless memories. Though this year was disrupted by the Coronavirus I have enjoyed being given the responsibility of having a roots project and diving deeper into my family’s history. It’s amazing that a young woman like me can celebrate such a momentous celebration. It’s cool that I am not forced into hiding my ethnicity. Instead, I can be proud of it. I am the first woman in my family to celebrate my batmi because back in the USSR it was looked down upon to be Jewish. Individuals would be killed for their religion. So, both celebrating and participating in such a program is massive. Thank you.”

Baci Gomo reflected on the year as follows, “I am proud to say that I have finished the UJEB Bat Mitzvah programme. I’ve learnt about many things from the UJEB Bat Mitzvah classes. My parsha, Jewish history and overall, being a Jewish person in society. From each term I learnt something different. In term 1 I learnt that Israel is home to many inventions. In term 2, I learnt there are many different ways to give back to people who need it, and that time is sometimes more valuable than money. In term 3, I learnt more about Jewish history and where we come from and in term 4 I learnt that role models can simply be someone in your everyday life.

There were many experiences I enjoyed from the classes and I had fun throughout the journey on becoming a Bat Mitzvah girl.”

If we needed a reminder as to why UJEB runs a Bat Mitzvah program, Sharon Leibowitz, mother of Ruby, shared “I would not hesitate to recommend the UJEB Bat mitzvah program. My daughter joined, having minimal familiarity with her Jewish identity. It was important for me to place her into a Bat mitzvah program that was diverse, all inclusive, and extremely welcoming to all backgrounds. The UJEB experience ticked all the boxes, and despite lockdown, the program remained highly stimulating and well organised with engaging and thought-provoking activities and themes every term. My daughter came to the end of the year feeling deeply enriched, with a stronger sense of belonging to her community. The UJEB Batmitzvah experience has helped my daughter to feel stronger, motivated and more empowered as a young Jewish woman. Thank you UJEB”.

A great deal of work and effort was invested in the 2021 Bat Mitzvah program. The challenge was to keep the program relevant, interesting and engaging over Zoom, while also ensuring the girls had opportunities to get to know each other and bond as a group. 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 2021 Bat Mitzvah teachers Elke Goldberg and Ellie Moskow.

As Doron Berger, father of Lior, wrote, “We were so impressed with UJEB’s Bat Mitzvah program, which drew on so many diverse resources from Jewish spirituality, culture and society, giving our daughter a sound and solid experience of the multiple facets that constitute what being Jewish means. In such a tough year marred by lockdowns we have to say that the program team rose to the challenge exceptionally well to keep the program engaging, and the little surprises delivered to our door to keep morale high showed that these people do what they do from the heart. Well done and thank you!”

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

Term One – Israel & Torah

Classes 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. They baked delicious oznei haman/hamantashen in celebration of Purim and exchanged mishloach manot (Purim baskets). In celebration of Shavuot, they were invited to Elke’s home to bake cheesecakes, which were donated to the charity Pikelach, and learnt how a Torah is made, having the opportunity to inscribe their own parchment. 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. The term culminated in a model Pesach seder with singing, eating and a treasure hunt for the afikoman.

Term Two– Social Action

UJEB partnered with Kids In Philanthropy (KiP), giving our students the opportunity to participate in a tailor-made, hands-on social action program at a variety of organisations including C-Care, Koala Kids and more. The girls 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 Three – History & Culture

These classes were mostly 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, saw a Torah up close and heard the Rabbi blow the shofar. Despite lockdown, the girls also had the opportunity to create a beautiful mosaic hamsa they will have as a keepsake. 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 in an album donated by the UIA.



Term Four – Jewish Women

The final term, usually held at the National Council of Jewish Women of Australia (NCJWA Vic), commenced online. 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, prison chaplain, Holocaust survivor, foster mother, fashion designer and quilling artist. The last few weeks were spent learning Israeli dancing and preparing their speeches for the bat mitzvah ceremony.

Bat Mitzvah Ceremony

Our 2021 program culminated in a beautiful sit-down, catered afternoon tea, where the girls shared what they had learnt with their families and friends in our end of year ceremony. The atmosphere was one of a warm family simcha, including Israeli dancing, and the girls received take-home bags filled with gifts. A special mention to WIZO Victoria and the JNF for their contributions to the gift bags and to Handcrafted Flowers for their incredible generosity at supplying our stunning table decorations.

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. We are so fortunate to have your support.

A heartfelt thank you to Elke Goldberg who taught the girls throughout the year. No matter the challenge thrown her way, Elke found ways to rise above and beyond, ensuring the program ran seamlessly and to the highest standard. Elke invested her heart, time and love of Judaism and the girls into the program. After many years at the helm of the Bat Mitzvah program, 2021 was Elke's last year and she has certainly left a legacy. She will be sorely missed. My deepest appreciation to Ellie Moskow who assisted Elke throughout the year, bringing joy, warmth and endless enthusiasm to the program. We are grateful to Ellie for stepping in and leading the girls through the lead up to and the Bat Mitzvah ceremony. Elke and Ellie are wonderful female Jewish role models who contributed to the memorable experience the girls had and were an integral part of the 2021 bat mitzvah journey.

Rochelle Kotek

Bat Mitzvah Coordinator



A large, stylized yellow graphic resembling the number '7' is positioned in the upper right quadrant of the page. It is composed of several thick, horizontal and vertical bars that form the shape of the digit.

UJEB High Programs

J-Lunch

J-Voice

Interview with UJEB Alumnus

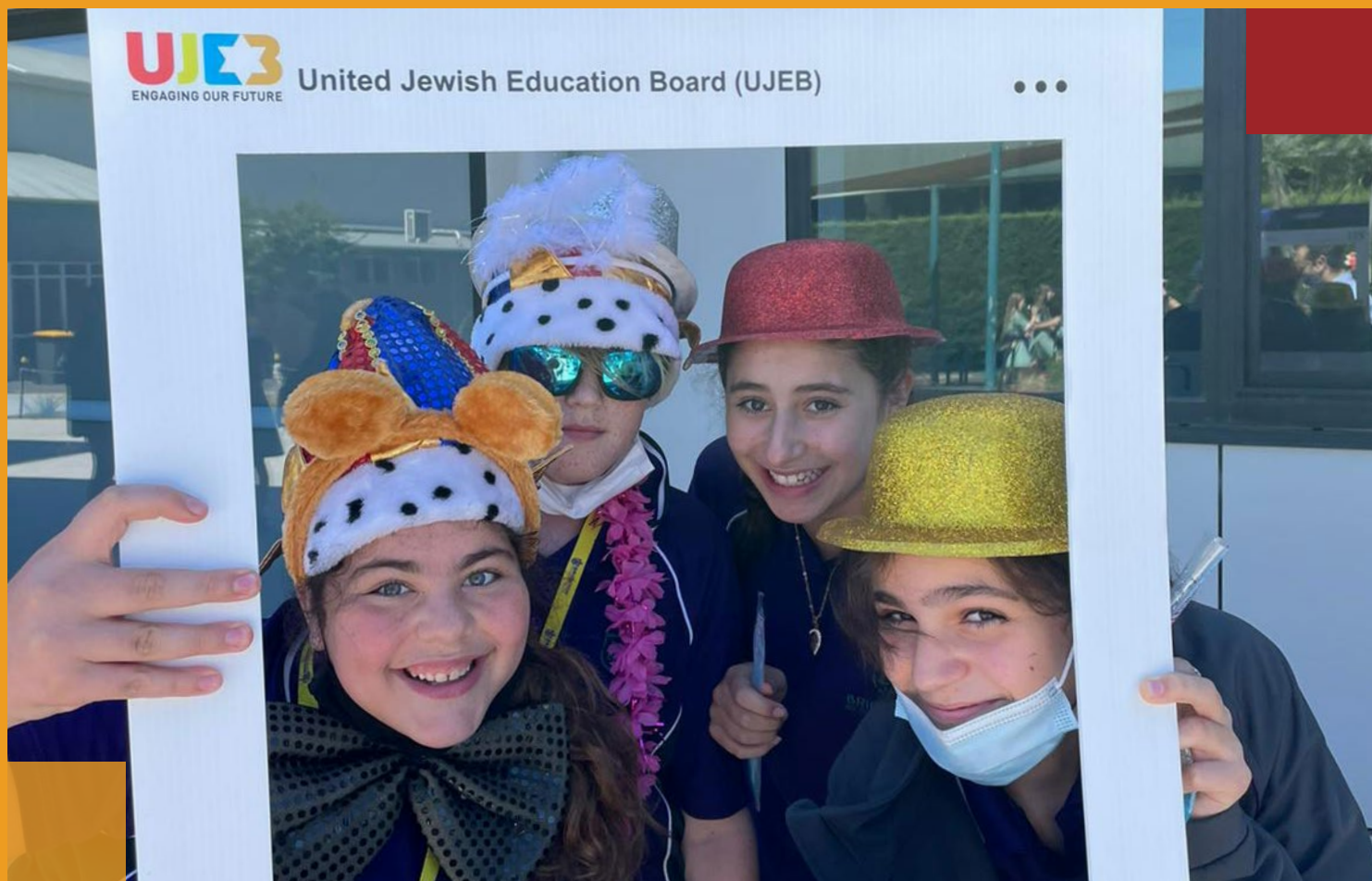
BBYO

J-Lunch

Through the topsy turvy year of hybrid engagement and alternative forms of connection, J-Lunch in 2021 not only saw growth outreach wise, but also within its *madrichim* (leadership) body and culture.

Our first group of BBYO Melbourne alumni came on board as official UJEB High *madrichim* (leaders), continuing the leadership skills they'd developed from establishing BBYO in UJEB in 2018. Establishment of J-Lunch at Shelford Girls' Grammar was the big highlight of the first half of the year, expanding our reach to independent schools as well as government schools. Getting back to campus in time for Purim after the 2020 year was fabulous as well, allowing students to celebrate Purim on campus and connect to UJEB's

other programs such as BBYO and UJEB Camp. When the lockdowns rolled around, engagement moved online, with regular J-Lunch online sessions and Zoom events such as a Food Festival and a Battle Royale with BBYO Melbourne. Further to the end of the year, lockdown care packages were also created and distributed throughout our J-Lunch teen network to lift spirits.





J-Voice – Jewish Student Advisory Group to the Department of Education

In response to growing antisemitism in Victorian government schools in 2020, the Victorian Department of Education approached UJEB to facilitate a Jewish student advisory group to research the Jewish student experience in Victorian government schools and provide recommendations to Education Minister James Merlino.

Under the guidance of UJEB's Teen Engagement Manager, Hannah, the committee of 10 students, representing 7 government schools, created a 50-page report outlining their findings and recommendations for improving diversity, Jewish cultural education and antisemitism response in government schools. After a year and a half of Zoom and in person work, including student surveying, interviewing schools and reviewing policy, the students had the opportunity to present their findings directly to James Merlino and the

Department of Education in July 2021 at Treasury Place. It was an incredible experience for the students to present their recommendations directly to government, and their efforts were celebrated and endorsed by James Merlino himself. The end of 2021 saw an additional surprise, with multiple representatives from the DET coming to the UJEB office to present to the students the changes and projects that had already been implemented based on their recommendations.



Interview with UJEB Alumnus

Luisa R David has been a student with UJEB throughout her schooling and is now continuing her connection as a UJEB *Madricha* (leader). Nothing makes us prouder than when UJEB students continue to share their passion with the next generation of UJEB kids. Below is a short interview with Luisa whilst she was leading on UJEB camp.

What originally drew me to UJEB were my friends who were already in UJEB. I had been going on and off to the J-Lunches offered at my school (Glen Eira College) and then started getting involved in BBYO (Bnei Brith Youth Organisation).

My original impression was being very warmly greeted by everyone. It was fascinating to see so many people from so many different backgrounds, so many different schools, who practised Judaism differently at home, coming together and joining as one and having fun. So my current involvement with UJEB is coming back

to camp as a *Madricha* (leader). And it's been a wonderful experience because I get to see the friends that I made from previous UJEB camps, as well as, from my time in BBYO.

BBYO

BBYO occupies the extra-curricular teen space at UJEB, providing social and educational Jewish experiences to Year 8s – Year 12s irrespective of their background and helping them grow into leaders.

Everything is teen led so students get the maximum experience and overall it's just a whole lot of fun! Being a part of the international organisation, there are also opportunities to connect to world Jewry and meet other Jewish teenagers from a great variety of backgrounds.

In 2021, BBYO, like many other organisations, found itself challenged and forced to adapt. However, engaging with around 50 Melbourne Jewish teens from non-Jewish schools throughout the year, 2021 was undoubtedly a successful year for BBYO Melbourne.

The year kicked off in a slightly underwhelming way, with lockdown keeping everyone at home to attend the annual BBYO International Convention virtually, where 6 teens had been fortunate enough to fly in 2020. The chapter did nonetheless manage to sneak in a Shabbat dinner on the eve of restrictions with a live performance of Kabbalat Shabbat broadcast across the world.

A few weeks later, BBYO Melbourne officially kicked off their year at Kingpin Crown to enjoy a couple of games of bowling and the arcade. Momentum rolled from March into April, where BBYO took a leading role on UJEB camp to run programs for fellow senior students. Camp brought many new faces to the movement, and it was great to see everyone for a reunion the very next week at UJEB's stall in Zlonism Victoria's annual Yom Ha'Atzmaut carnival. The Shavuot Ted Talks were a great opportunity to connect to Shavuot's theme of *Limmud Torah* (Torah learning), and have some of the teens and UJEB staff present thoughtful ideas. It was at that exciting part of the year, with so many more meetings and events planned, that the coronavirus brought us all back to our screens. The months of July, August, September

and October were peppered with Zoom meetings and events, in particular the biannual inductions to welcome new members and a themed event where different Disney-themed activities were run by the teens. Much time was spent by the teen leaders working out how to best engage their peers in the virtual setting. The long-awaited in-person return of BBYO finally arrived in November at the St Kilda Botanical Gardens, where over 20 teens gathered to catch up and eat some pizza. This was quickly followed by elections for the 2022 Board and Chanukkah inductions/life ceremonies, where the newest members were welcomed and everybody said goodbye to the graduating Year 12s. An exciting finale for the departing Year 12s arrived in mid-December in the form of an overnight Shabbaton at East Melbourne Shule. The teens had an opportunity to learn about the history of Jews in Melbourne while enjoying a Shabbat experience together.

While at times very challenging, the BBYO Melbourne teenagers worked hard throughout the entire year to produce fantastic experiences for their peers. Having developed into better and stronger leaders, the chapter can't wait to showcase its plans for 2022!



**"2021 was undoubtedly
a successful year for
BBYO Melbourne."**



UJEB Camp



UJEB Camp

After missing out on our annual UJEB Camp in 2020, everyone came back to the camp *ruach* (spirit) and atmosphere with a bang. UJEB Camp 2021 – A Jewish Adventure, saw 70 participants across primary and secondary schools all over Melbourne come together at Allambee Camp in Yarragon for four days of Shabbat, fun and connection following the 2020 school year.

With our first group of BBYO Melbourne alumni on the *madrichim* (leadership) team, this camp additionally saw the first bouts of teen leadership in UJEB programs, with the BBYO Melbourne leaders running Kabbalat Shabbat, havdalah and the talent show. Other highlights included campsite activities such as the giant swing, flying fox and abseiling,

a very muddy Shabbat *tiyul* (walk/hike) and a silent disco party to round off the camp. It was so wonderful having our UJEB community together again for a stellar camp, and has since seen amazing growth in the diverse range of participants that have returned for other UJEB programs.





Project Kulanu Inclusion Program



Project Kulanu

2021 was an incredible year with over 100 distance video sessions with students and families and over 20 hours of community mental health sessions. Unfortunately, due to lockdowns we were restricted to hold only a handful of “in-person” inclusion professional development sessions with community groups and day school.

Quality, up close and personal, engaging, dynamic programming that serves the Autism Spectrum and disabilities Jewish Victorian community and beyond....in the flesh. We have jumped off the small screen and back to where we belong in the classrooms and face to face with the community.

We learned a lot with the time we did distance learning. The one major positive of beaming into families’ homes was that for the first time the families got a glimpse of the type of programs their children have been enjoying for years. In addition to being very instrumental in planning new and improved sessions, the feedback we received from parents was a source of great renewal and satisfaction for us at the Kulanu Project. And, for that, we would like to thank the parents who communicated their insights to us.

Our programs are created to seamlessly meld with the unique dynamics of each school and class. Using movement, story and primarily Hebrew songs we create an organic sense of engagement that is nurturing, safe and 100% fun.

In addition to Kulanu’s work with the specialist school community, we have continued our service to the neuro-divergent and disabilities Jewish communities by being a communal resource and a safe harbour of support for all families touched by the Spectrum, neuro-diversity or disabilities. We have been continuing our advocacy work by providing professional development sessions for the day school Sector while providing engaging and informative awareness sessions for community groups throughout Victoria.





Donor Relations

In 2021 the Olympic committee amended its 'Faster, Higher, Stronger' motto to include the word 'Together'. We think this encapsulates UJEB's approach to 2021 perfectly. While 2020 saw the world, and especially the education sector, scrambling to adapt to the pandemic, 2021 saw us working together to achieve not only a sense of normality but to deliver an incredibly positive experience for our students.

Prior to Covid, at the end of 2019, we were on a strong upward trajectory in terms of numbers. These last two years have been something of a hiatus, however, there is always a silver lining and for us it has been to have had the time to consolidate our online learning opportunities, upskill our teachers, streamline our procedures and re-define our relationships and partnerships with our community.

Our recently formulated strategic plan had us firmly focused on growth in 2021, however, as with many organisations the pandemic forced a 'pivot'. After much discussion with our board, teachers and UJEB families, we decided that our focus would instead be on our existing students. To ensure they were receiving the best, most consistent Jewish education possible despite the ongoing challenges posed by Covid.



“This ability to deliver on our mission was only possible due to our wonderful donors and community.”

This ability to deliver on our mission was only possible due to our wonderful donors and community. With your support we have ended 2021 in a position of strength: both financially and organisationally. While this year mirrored some of the challenges of 2020, our amazing UJEB staff stepped up to the plate and with the closure of schools we were able to quickly establish a strong online presence and transition to digital learning.

Making a Difference – continuation of service

With our pivot from a focus on growth, we designated 2021 as our ‘Year of Action’, and we are very proud to have had seven new projects in the works. However, much of our daily focus was around continuing to deliver our services to the students in our community, offering them a stable and familiar learning experience in an ever-changing educational environment.

Many of our donors reached out to us to deliver much needed funds that we have utilised to ensure continuity of service and to maintain learning until such time as we were able to return to face to face learning. The on-going lockdowns made delivery of service very difficult and the impact on operations was substantial. We had to rapidly redirect content and modes of delivery as well as diverting a significant amount of operational resources following lockdowns to convincing school principals that we should be permitted to return to face to face teaching at their campuses. With your support, we were able to keep doing what we do best: providing Jewish education and engagement to kids outside the Jewish day school system.

With your support we were able to focus on:

- Re-engaging with our students and their families who found supplementary learning difficult in the face of juggling working and home-schooling
- Up skill our teachers for digital learning including child safe standards and protocols
- Maintaining our classes on fewer registrations – this means that we are able to keep out teachers onboard so that when we return to face to face learning, we can hit the ground running

Success in 2021

The focus for 2021 was around stabilizing and normalizing during COVID – and our donors have been instrumental in this. Just some of our successes include:

- **Deputy Principal Teaching and Learning** – A grant from the Lottie and Victor Smorgan Foundation allowed us to hire Shlomi Hanuka in this role.
- **Professional development** – this program has been funded by the Oran Foundation and includes the opportunity for our amazing teachers to up-skill and be at the top of their game to deliver dynamic, engaging programs to our students, currently focusing on online learning.
- **Digital upgrade** – The new educational landscape has forced us to re-evaluate our offerings and brought to the fore the importance of being ‘future ready’. With the support of Bendigo Bank Caulfield Park branch, we have been able to begin the task of an ongoing digital upgrade.

- **Enrolment initiatives** – with a view to 2022 being our Year of Growth, we are pleased to announce that the Robert and Jack Smorgan Foundation have funded a recruitment and marketing program for our Hebrew Immersion Program (HIP).
- **Service maintenance** – while this area does not seem as exciting as some of our other programs it is of critical importance. So we would like to give a massive shout out to all our donors for your incredible, ongoing support, and Gandel Foundation in particular, for their significant donation towards enabling us to maintain our services during the second half of this year.

We are so excited to dive into 2022 – a heartfelt thank you to all our donors, partners and supporters who have been a tower of strength not only financially but giving guidance, ideas and support when we have needed it most. We are so grateful for your partnership and very much hope that you will continue to join us on this journey – ‘Faster, Higher, Stronger, Together’.



Laurian Harry,
Donor Relations Manager





Communications & Marketing

2021 was a year in which online communications became more important than ever before. With our families and children in lockdown at home for a significant part of the year, maintaining our connection with them through online lessons and digital communication became critical to the UJEB community.

Many of our stakeholders, including UJEB families and supporters, simply became accustomed to interacting online, similar to 2020. Zoom was the norm, and with less face-to-face contact, people had more time and inclination to read emails and engage with us through our social platforms. 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 on 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.

Our 2021 communications achievements included:

- Taking part in the Jewish Schools Project discussion through opinion pieces and editorial content on the back of the Gen17 Education Report.
- Running a successful annual appeal campaign: Over 82% of our regular donors contributed to our 2021 appeal, despite the difficulties faced by many during COVID.
- 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 another year of on/off COVID classes, 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.

Becci Krispin
Digital Communications Manager

Business Manager's Report

2021 marked the end of my second year of my employment with UJEB as its inaugural Business Manager. Previously the Treasurer of the UJEB Board of Management, I was privileged to move into a professional role within the organisation, bringing my experience in finances and budgeting, Jewish communal organisations, information and communication technologies (ICT) and an intimate knowledge of UJEB.

The role is a part of the organisation's executive leadership, assisting the Executive Principal, Itzik Sztokman, in leading the organisation in its strategy to fulfill our mission of Jewish education and engagement for the UJEB community. The role oversees the operational, communications and development staff, as well as any major projects within the organisation.

Regulatory and operational compliance as well as implementing risk mitigation and continuous improvement and innovation are encompassed within this portfolio. The Business Manager also oversees all the finances and technology systems that help UJEB run in the most productive and efficient way now and in the future.

Our service delivery of educational experiences continued to be plagued by the pandemic and provided constant change and uncertainty in UJEB's operations. UJEB handled all the setbacks with passion and perseverance, pivoting to ensure we were always prepared for what happened next.

Despite the challenges of 2020 I was able to attain the following achievements:

- Finalised exit of Merkaz Bentleigh program and relationship
- Undertaken full systems review including the following areas; Strategy, Fundraising, Marketing, Enrolment, Education (Service Delivery), Student Engagement, Finance and Admin & HR.
- Relocation feasibility study and agreement in principle with Beth Weizmann

- Recruitment of Deputy Principal - Teaching and Learning & Online Learning Designer
- Registration of new CLV school at Carnegie Primary School plus regular CLV annual compliance
- Applied for and received a \$50,000 Department of Social Services - Social and Community Participation grant (Project Kulanu extension)
- Financial modelling for the long term
- Appointment of Ronen Kanski - Operations Coordinator, assist with operation portfolio, policy work and outreach program

In 2022 we are looking forward to working on the following projects:

- Organisational restructure including creation of UJEB Executive to include DP-TL and Marketing resource.
- Implement strategies to reduce key person risk within the organisation through operational process documentation and information sharing
- Continued alignment of UJEB operations with 5 year strategic plan
- Implement new enrolment and fundraising technologies and systems
- Relocation of UJEB offices
- Create regulatory requirements calendar to create a more efficient compliance process
- Improve UJEBs use of its Salesforce CRM to create business efficiencies

We continue to see a growing need for UJEB within our community and meeting this demand will require the continued support of our generous



donors. The continued support of our donors will help UJEB flourish and succeed into the future and I would like to thank all of our supporters, large and small, as every dollar counts towards achieving our vital mission.

UJEB's successes are only due to the very talented and dedicated staff and volunteers who help us fulfil our mission with passion.

I would like to thank my successor in the Treasurer role, Shane Binstock, for his hard work and expertise throughout a demanding year and his support throughout. His guidance has been invaluable and rigorous analysis has kept me performing at my best. I am looking forward to continuing to work together this coming year.

I would like to thank all the non-executive leadership for their devotion and dedication to performing above and beyond over the course of the year. I particularly want to thank our board President, Gabi Crafti, for her boundless passion and championing, allowing myself and UJEB to flourish.

To Ilan, Justin and Emily, the remainder of the AFR Committee, your expertise and successful implementations of the Risk Management Framework and Policy Review shows dedication and skill and results above and beyond our wildest expectations.

I would like to wish the rest of the board and its associated sub-committees continued strength and success, and I look forward to working closely with the non-executive leadership and volunteers in my role.

I would like to thank all the office staff who continued to make it easy to be a part of the office team, accepting and rising to each new challenge, their passion and dedication ensures UJEB runs in the best way possible.

Julian, our bookkeeper and more works tirelessly using his knowledge to ensure the best outcome for UJEB in all cases. I would also like to sincerely thank Julian for his efforts in keeping UJEB up to date with all the latest COVID changes and ensuring we were able to successfully support both our staff and organisation during this difficult time.

Rochelle, our Office and Systems Admin Manager, continues to be a fountain of knowledge and wisdom, a cool head under pressure and serving our families with professionalism. Without her our organisation would not be the same place, a place where we can always do better and serve our community in the best way possible.

Becci, our Communications Manager, brings her journalistic flair to all communications ensuring we provide accurate, timely and evocative information to all our families building our reputation amongst the wider community. It will be sad to see you leave to pursue your journalistic career.

Laurian, our Donor Relations Manager, has brought us light years forward in manoeuvring this difficult terrain, during a tough year one in which for many moving forward seemed like a pipe dream which she succeeded in bringing to reality.

Ronen, our Operations Coordinator, has stepped up and provided his wealth of knowledge and experience in creating a better functioning UJEB so we can deliver the best educational experiences.

Finally to our Executive Principal, Itzik, thank you for your endless support, guidance, leadership and enthusiasm as well as an ability to go above and beyond what seems possible. Repeating this constantly would not fulfil the debt I owe you. Working together with you has been a blessing and I wish UJEB Hatzlacha (luck) for the coming year.

2021 has been a year of significant professional growth throughout the office and I am thrilled to be a part of our team. In 2022, I am looking forward to welcoming Shlomi, our new Deputy Principal and Rebecca, our new Marketing Manager to form the new UJEB Executive. In 2022 with the organisational restructure I will be taking on the role of Operations Director.

Oren Smith
Business Manager

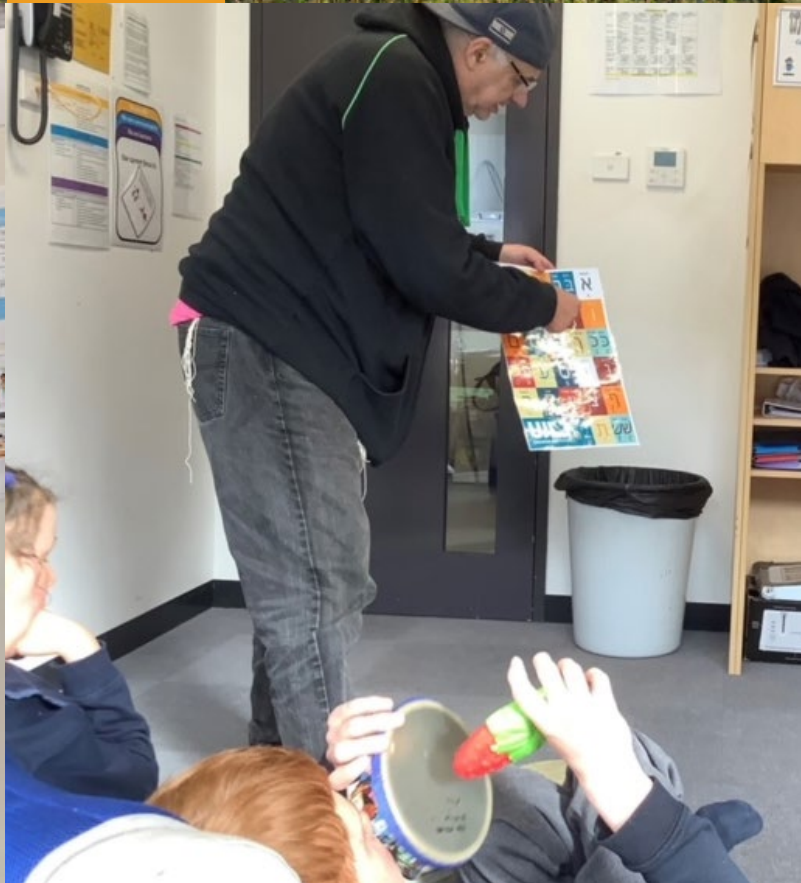












Staff 2021

Administration



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



Ronen Kanski
Operations
Coordinator

Program Coordinators & Team Leaders – Primary



Louise Breuer
Jewish Life
Coordinator



Rinat Shenfeld
HIP Coordinator
(Caulfield
Junior College &
Gardenvale)



Shira Golombick
HIP Coordinator
(Caulfield South)



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



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 + Camp
Coordinator



Jemma Katz
J-Lunch Coordinator



Samuel Herz
Bar Mitzvah and
BBYO Coordinator



Thank You

Primary Jewish Life Teachers

Anika Sweet
Bev Brand
Faye Selezner
Ellie Moskow
Helen Shnider
Itzik Sztokman
Joan Queit
Louise Breuer
Michaela Raitman
Nancy Kochen
Naomi Morris
Rabbi Yitz Engel
Riva Cohen
Tal Spinrad
Tammy Reznik
Ruby Peer
Tari Sztokman

Bat Mitzvah Teachers

Elke Goldbeg
Ellie Moskow

J-Lunch Facilitators

Chloe Guss
Noah Loven
Jake Begleiter
Judah Slonim
Jemma Katz
Leah Hain

HIP Techers

Adva Livne-Stoliarevsky
Amit Amram-Levy
Elen Pinsky Keren
Claire Neville
Dana Reef
Daphna Cohen
Kann Asulin
Liron Sultan
Liron Rapoport
Limor Horowitz
Mai Gutman
Matan Rapoport
Maya Tobias
Naomi Bagle
Nitzan Sharit
Rinat Shenfeld
Sahar Charit
Sarit Kitay Rom
Shani Mashiach
Shira Golombick
Yifat Biran

Camp Madrichim

Anika Sweet
Ashira Chait (Medic)
Chloe Guss
Danny Feigen
Emily Borenstein
Jessica Levitz
Leah Hain
Max Levy
Noah Loven
Samuel Herz

Special Mentions

Jackie Queit – JQ Designs
Nicky Postan & Hilton Miller
– LDB Group
Marilyn Snider – CLV Consultant
Jessica Fine – HR Consultant

Online Learning

Yisca Goodman



UJEB Supporters

UJEB Strategic Partners

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Erdi Foundation
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Gandel Foundation

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The Alex and Eva Berkovic Charitable Trust
Anonymous

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Gregory Shalit and Miriam Faine
Marmori Charitable Foundation
Melbourne Jewish Friendly Society
Rita and Sam Kras Bursary
The Nossbaum Families and Marion and David Slonim in memory of Richard Nossbaum

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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.

ABN 94 057 080 137

Financial Statements

YEAR ENDED 31 DECEMBER 2021

Profit & Loss Statement (for the year ending 31 December 2021)

	2021	2020
	\$	\$
INCOME		
After Schools	4,341	14,379
HIP	275,884	187,127
UJEB High	21,628	63,211
Camp	21,620	350
Batmitzvah/Barmitzvah Programs	28,222	22,525
J-Life	89,850	27,838
Donations	726,855	771,482
Miscellaneous Receipts	7,795	12,759
Trust Distribution	2,450	2,410
Department of Social Security	0	3,247
COVID-19 Government Funds	152,700	671,300
Interest Received	648	2,679
	1,331,992	1,779,307
	2021	2020
	\$	\$
LESS EXPENDITURE		
General Expenses	3,609	5,232
Professional Services	55,925	56,210
Bank Fees	13,781	9,401
Marketing	27,292	15,217
Technology	18,351	27,323
Fundraising	13,014	17,649
Insurances	7,411	6,067
Other Expenses	2,388	3,262
Office Expenses	39,381	43,069
Depreciation	0	3,708
Appeals	12,481	4,061
Functions	38,818	12,922
Wages & Salaries - Office	382,086	420,715
Wages & Salaries - After School	19,434	47,742
Wages & Salaries - J-Life	72,411	38,518
Wages & Salaries - UJEB High	52,286	31,218



	2021 \$	2020 \$
LESS EXPENDITURE		
Wages & Salaries – HIP	277,495	229,768
Wages & Salaries – Batmitzvah	5,606	6,755
Wages & Salaries – Barmitzvah	4,690	3,595
Wages & Salaries – BBYO	4,238	5,340
Wages & Salaries – Camp	6,348	1,050
Wages & Salaries – Online Teaching	12,502	0
Wages & Salaries – Related Expenses	136,185	370,271
Annual Leave	6,848	52,371
Long Service Leave	18,163	2,425
Hebrew Centres	25,684	44,569
UJEB High	8,493	12,214
BBYO	3,777	5,097
J-Life	3,438	1,060
UJEB Online	33,169	0
Amortisation – ROUA	4,218	0
Financial Cost – ROUA	303	0
	1,309,823	1,476,829
NET OPERATING PROFIT (LOSS)	22,170	302,477
Retained profits at the beginning of the financial year	540,002	237,524
TOTAL AVAILABLE FOR APPROPRIATION	562,171	540,002
RETAINED PROFITS AT THE END OF THE FINANCIAL YEAR	562,171	540,002

Balance Sheet (for the year ending 31 December 2021)

	2021 \$	Note	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	913,108	3	689,345
Trade and other receivables	8,820	4	9,462
Other assets	15,422	5	0
TOTAL CURRENT ASSETS	937,350		698,807
NON-CURRENT ASSETS			
Property, plant and equipment	31,938	6	0
TOTAL NON-CURRENT ASSETS	31,938		0
TOTAL ASSETS	969,288		698,807
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	230,923	7	39,062
Financial liabilities	199	8	1,047
Short-term provisions	112,305	9	105,458
Lease liabilities	7,125	10	0
TOTAL CURRENT LIABILITIES	350,552		145,567
NON-CURRENT LIABILITIES			
Provisions	31,401	9	13,238
Lease liabilities	25,164	10	0
TOTAL NON-CURRENT LIABILITIES	56,565		13,238
TOTAL LIABILITIES	407,117		158,805
NET ASSETS	562,171		540,002
EQUITY			
Retained profits	562,171	11	540,002
TOTAL EQUITY	562,171		540,002



Cash Flow Statement (for the year ending 31 December 2021)

	Note	2021 \$	2020 \$
CASH FLOW FROM OPERATING ACTIVITIES			
RECEIPTS			
Donations		726,855	771,482
Services		627,470	261,768
Other		(6,980)	8,736
Government Fund COVID-19		152,700	671,300
		1,500,046	1,713,286
PAYMENTS			
Wages & Salaries		947,251	1,140,639
Suppliers		320,823	310,532
Other		4,038	3,895
		1,272,113	1,455,066
NET CASH FROM (USED IN) OPERATION ACTIVITIES	1	227,933	258,220
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds on disposal of Investment		0	168,696
Right of use assets (net effect)		(4,170)	0
CASH FLOWS USED IN INVESTING ACTIVITIES		(4,170)	168,696
Net increase (decrease) in cash held		223,763	426,916
Cash at beginning of financial year		689,345	262,429
	2	913,108	689,345

	Note	2021 \$	2020 \$
Notes to the statement of cashflows			
1. Reconciliation of Net Cash used in Operating			
Operating Surplus (Deficit)		22,169	302,477
NON CASH FLOWS IN OPERATING PROFIT (LOSS)			
Depreciation net change		0	3,708
Profit on disposal of investment		0	(6,702)
Amortisation - ROUA		4,218	0
Financial cost - ROUA		303	0
CHANGES IN ASSETS AND LIABILITIES			
Decrease (increase) in trade debtors		642	63,498
Decrease (increase) in other debtors		(15,422)	6,119
Increase (decrease) in trade creditors		8,179	(36,741)
Movement in provisions		25,011	54,796
Increase (decrease) in income/pledge in advance		182,834	(128,936)
		227,933	258,220
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 at Bank		912,233	688,932
Cash at Bank Council Acc		875	412
		913,108	689,345

The accompanying notes form part of these financial statements.



Notes to the Financial Statements (for the year ending 31 December 2021)

Note 1: Statement of Significant Accounting Policies

In the opinion of those charged with Governance the Association is not a reporting entity since there are unlikely to exist users of the financial statements who are not able to command the preparation of reports tailored so as to satisfy specifically all of their information needs. These special purpose financial statements have been prepared to meet the reporting requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

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

At inception of a contract, the Association assesses whether a lease exists – i.e. does the contract convey the right to control the use of an identified asset for a period of time in exchange for consideration.

This involves an assessment of whether:

- The contract involves the use of an identified asset – this may be explicitly or implicitly identified within the agreement. If the supplier has a substantive substitution right then there is no identified asset.
- The Association has the right to obtain substantially all of the economic benefits from the use of the asset throughout the period of use.
- The Association has the right to direct the use of the asset i.e. decision making rights in relation to changing how and for what purpose the asset is used.

The non-lease components included in the lease agreement have been separated and are recognised as an expense as incurred.

At the lease commencement, the Association recognises a right-of-use asset and associated lease liability for the lease term. The lease term includes extension periods where the Association believes it is reasonably certain that the option will be exercised.

The right-of-use asset is measured using the cost model where cost on initial recognition comprises of the lease liability, initial direct costs, prepaid lease payments, estimated cost of removal and restoration less any lease incentives received.

The right-of-use asset is depreciated over the lease term on a straight line basis and assessed for impairment in accordance with the impairment of assets accounting policy.

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Association's incremental borrowing rate is used.



Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Association's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Exceptions to lease accounting

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.

Note 2: Change in Accounting Policies

Leases – Adoption of AASB 16

The Association has adopted AASB 16 Leases using the modified retrospective (cumulative catch-up) method from 1 January 2021 and therefore the comparative information for the year ended 31 December 2020 has not been restated and has been prepared in accordance with AASB 117 Leases and associated Accounting Interpretations.

Impact of adoption of AASB 16

The impact of adopting AASB 16 is described below:

Association as a lessee

Under AASB 117, the Association assessed whether leases were operating or finance leases based on its assessment of whether the significant risks and rewards of ownership had been transferred to the Association or remained with the lessor. Under AASB 16, there is no differentiation between finance and operating leases for the lessee and therefore all leases which meet the definition of a lease are recognised on the statement of financial position (except for short-term leases and leases of low value assets).

Financial statement impact of adoption of AASB 16

The Association has recognised right-of-use assets of \$ 36,155.83 and lease liabilities of \$36,155.83 at 1 January 2021, for leases previously classified as operating leases.

Notes to the financial statements (for the year ending 31 December 2021)

	2021	2020
3 CASH AND CASH EQUIVALENTS		
Cash at Bank	912,233	688,932
Cash at Bank Council Acc	875	412
	913,108	689,345
4 TRADE AND OTHER RECEIVABLES		
CURRENT		
Debtors	1,286	735
Deposits Paid	2,434	4,650
Goods and Services Tax	5,101	4,076
	8,820	9,462
5 OTHER ASSETS		
Prepayments	15,422	0
	15,422	0
6 PROPERTY PLANT AND EQUIPMENT		
Office furniture and equipment	87,478	87,478
Less accumulated depreciation	(87,478)	(87,478)
Total property, plant and equipment	0	0
LEASEHOLD IMPROVEMENTS		
Leasehold Improvements	9,973	9,973
Less accumulated depreciation	(9,973)	(9,973)
Total leasehold improvements	0	0
GOODWILL		
Goodwill at Cost	15,000	15,000
Less accumulated amortisation	(15,000)	(15,000)
	0	0



	2021	2020
RIGHT OF USE ASSET		
Photocopier – leased	36,156	0
Less accumulated amortisation – ROUA	(4,218)	0
	31,938	0
Total property, plant and equipment	31,938	0
7 TRADE AND OTHER PAYABLES		
CURRENT		
Sundry Creditors	44,449	35,422
Income paid in Advance	186,474	3,640
	230,923	39,062
8 FINANCIAL LIABILITIES		
CURRENT		
Credit card	199	1,047
9 PROVISIONS		
CURRENT		
Provision for Long Service Leave	11,607	11,607
Provision for Annual Leave	100,698	93,851
	112,305	105,458
NON-CURRENT		
Provision for Long Service Leave	31,401	13,238
	31,401	13,238

	2021	2020
10 LEASE		
(a) Right-of-use assets (included in property, plant and equipment)		
Year ended 31 December 2021	Photocopier \$	Total \$
Additions to right-of-use assets	36,156	36,156
Amortisation charge	(4,218)	(4,218)
Balance at end of year	31,938	31,938
(b) Lease liabilities		
The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below		
<1 year	7,125	
1-5 years	25,164	
Total lease liabilities included in the statement of financial position	32,289	
11 RETAINED PROFITS		
Retained profits at the beginning of the financial year	540,002	237,524
Net profit (loss) attributable to the member of the company	22,169	302,477
Retained profits at the end of the financial year	562,171	540,002
12 COMPARITIVE FIGURES		
Where considered appropriate the comparative figures have been restated in order to make the comparisons more meaningful.		



	2021	2020
13 EVENTS OCCURRING AFTER THE REPORTING DATE		
<p>The COVID-19 pandemic has created unprecedented uncertainty of the economic environment. Actual economic events and conditions in the future may be materially different to those estimated by the Association at the reporting date. In the event the COVID-19 pandemic impacts are more severe or prolonged than anticipated, this may have further adverse impacts to the Association. At the date of the financial statements, an estimate of the future effects of the COVID-19 pandemic on the Association cannot be made, as the impact will depend on the magnitude and duration of the economic downturn, with the full range of possible effects unknown.</p>		
<p>Other than the above, no matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations, or the state of affairs of the Association in future financial years.</p>		

United Jewish Education Board

Responsible Persons' Declaration

The responsible persons declare that in the responsible persons' opinion:

- there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable; and
- the financial statements and notes satisfy the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulation 2013*.

Responsible person ..  Gabi Crafti - President

Responsible person .  Shane Binstock - Treasurer

Dated 25/05/2022

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Working as One

United Jewish Education Board

Auditor's Independence Declaration under Section 60-40 of the Charities and Not-for-profits Commission Act 2012 to the Responsible Persons of United Jewish Education Board

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2021, there have been:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

LDB Audit Services Pty Ltd

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

HILTON MILLER
DIRECTOR

Dated 26 May 2022

Liability limited by a scheme approved under Professional Standards Legislation.

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Working as One

United Jewish Education Board

Independent Audit Report to the members of United Jewish Education Board

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of United Jewish Education Board, which comprises the statement of financial position as at 31 December 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the responsible persons' declaration.

In our opinion the financial report of United Jewish Education Board has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Registered Entity's financial position as at 31 December 2021 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

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 Registered Entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and 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 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Registered Entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Responsible Entities for the Financial Report

The responsible persons of the Registered Entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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Working as One

United Jewish Education Board

Independent Audit Report to the members of United Jewish Education Board

In preparing the financial report, the responsible persons are responsible for assessing the Registered Entity'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 the responsible entities either intend to liquidate the Registered Entity or to cease operations, or have no realistic alternative but to do so.

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 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 the financial report.

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

HILTON MILLER
DIRECTOR

Dated 26 May 2022

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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.