



ncJwaVIC

2019-2020 Annual Report

**POWERING WOMEN
AND GIRLS for a
Better World.**



Our organisation

The National Council of Jewish Women of Australia, Victoria [NCJWA (Vic)] was established by Dr Fanny Reading z'l MBE in 1927. At a time when women were virtually unrepresented in any Australian Parliament, Dr Reading gave Jewish women a voice and provided an outstanding model of leadership. She spoke about responsibility, and her 'parliament of volunteers' which set the agenda for activism that continues to this day. 93 years later, NCJWA Vic continues this legacy, empowering women and girls and providing a voice for Jewish women, through our work in the Jewish and broader communities.

Our vision

Jewish values inspire NCJWA Vic to empower women of all ages to achieve their potential and create a better world.

Our mission

- Supporting women at key points across the lifecycle;
- Advancing the status of women;
- Promoting social cohesion and human rights; and
- Contributing to the empowerment of Israeli women and girls

Our patron

Lady Marigold Southey AC

Our entities

NCJWA (Vic) comprises three entities that together enable us to deliver positive outcomes to the community. Each entity is established for a specific purpose.

THE NATIONAL COUNCIL OF JEWISH WOMEN OF AUSTRALIA (VICTORIA) INC works to improve the social conditions and status of women in the Jewish and broader communities. It works to promote a harmonious multicultural society and support Israel.

THE NATIONAL COUNCIL OF JEWISH WOMEN (VICTORIA) COMMUNITY SERVICES INC is a public benevolent institution working to support vulnerable women and girls through specific programs and services to disadvantaged members of the community.

THE NATIONAL COUNCIL OF JEWISH WOMEN (VICTORIA) SOCIAL SUPPORT TRUST promotes the health and well-being of Australian women and girls through the provision of outreach, education and support programs.



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Presidents Report



Financial year 2019/20 saw the NCJWA Vic make big impact as an advocate for gender equality as well as undertaking major projects to transform both digital and physical assets. Additionally, the crises of the summer bushfires and the COVID-19 pandemic demanded our response.

Bushfires Response

Seeing the terrible bushfires that devastated our country during this summer, the Board determined that NCJWA Vic should donate to Foodbank Victoria where our donation could be used quickly and effectively. We were keen to provide some help for disaster relief through an agency with a good reputation for crisis support.

NCJWA Vic Members collect toiletries throughout the year as part of our Mitzvah Day efforts. Thank you to Joanne Gubieski for organising 33 special toiletries kits plus assorted toiletries to be delivered to Operation Angel to support evacuees and those working on the fire frontlines. The Jewish Bushfire Relief Fund through the JCCV appeal was also promoted on our website and social media channels.

COVID-19

The COVID-19 pandemic hit in March, presenting the biggest crisis of our generation. NCJWA Vic swung into crisis management, determined to continue our mission supporting women and girls during this difficult time.

Strong and decisive action was taken to keep our people safe and continue serving our community. We quickly pivoted most of our program offerings online thanks to the flexibility and innovation shown by our wonderful staff and volunteers.

Program participants were incredibly grateful for our continued support. This underscores the need and value of social connection for mental wellbeing throughout our lives, even more so during such a crisis.

Board members involved with our finances moved quickly, recasting our budget and prepared a number of scenarios to assess the pandemic's possible impact on fundraising, operations and expenses. Happily, our applications for Job Seeker and cash flow boosts from the State and Federal Governments were successful.

We reached out to major donors, funders and our general supporter base to let them know that we were still operating and serving.

I am both proud and grateful for how quickly we were able to transition and the wonderful efforts and innovations both staff and volunteers made to turn our programs into online offerings.

Events

Both the bushfires and COVID-19 resulted in the cancellation of most of the planned events scheduled for February and March. However, we were lucky to be able to hold our thank you event for supporters and volunteers before lockdown was imposed. This was a lovely gathering and we appreciate the generosity of Jeanne Pratt AC and Fiona Geminder who hosted us at the beautiful venue, Raheen.

Program Development

The Board commissioned an external review of the suite of programs we currently offer older women. It was considered an important investment towards achieving our aim to meet the needs of women aged over 55 years and increase their participation and engagement with the activities of our organisation.

Dr Susan Feldman and Dr Harriet Radermacher undertook this important work which has provided some fascinating insights. The directions identified in their 2019 report are being considered and new activities will be developed as resources and capacities allow.



Doron Abramovici, Miriam Bass, Ginette Searle and John Searle

Meanwhile, Helen Nathan, Seniors Program co-ordinator continues her wonderful work with this program's participants which is greatly appreciated.

Gender Equality Campaign



After 2 years of research and planning, our gender equality campaign **#MakeSpaceForHer** was launched in 2019. The campaign aims to ensure that Jewish women in Victoria are equally represented in leadership positions within our community and in community events.

The campaign was widely promoted on various media channels including being featured on the front page of the Australian Jewish News in June 2019. Political representatives demonstrated their backing of this initiative by attending the September launch event and providing supportive statements for social media. Community leadership were also supportive with the JCCV, Zionism Victoria and the Zionist Federation being the first organisations to sign on to the Gender Equality Pledge.

I would like to acknowledge and thank Anna Serry, the former chair of the Advocacy Subcommittee, Debi Fleischer, the current Chair, and all members of the Advocacy Committee who were part of the development and launch of the campaign. Thank you to Ronit Joel, Irina Rivka Pestun, Keren Zelwer, Ann Wollner, Romy Grace, Lexi Kowal, Amie Rochman, Karen Stock and Angie Fox who put so much effort into this important initiative.

The campaign launch event was organised by the **NextGen** Committee comprising Lindy Susskind, Bianca Janover, Anna Serry and Moran Dvir and held at the home of Gil & Moran Dvir. Thank you for organising this important and exciting event.

It is hoped that in time, the Gender Equality Campaign will be rolled out by NCJWA in other States. The national gathering of NCJWA leaders from around

the country passed a resolution in support of this in September 2019.

Submission on Exposure Draft Religious Freedom Bill

NCJWA Vic provided input into the ECAJ submission on the second draft of the Religious Freedom Bill. While not all matters raised by NCJWA Vic were taken up in the ECAJ's submission, pleasingly, the rights of women and members of the LGBTIQ community to access health care potentially being compromised by the personal religious beliefs of their health practitioner, was reflected in the ECAJ's submission.

Digital Transformation

As part of the planned overhaul of our physical and digital assets, the Board embarked on a number of major projects to transform our IT infrastructure. A branding and style guide, dedicated Customer Relationship Management (CRM) System and contemporary website projects all commenced implementation during the year.

Our new branding was launched in March 2020. An enormous amount of thought was put into this to ensure that it retained the heritage and soul of the organisation whilst bringing it into the 2020's. Our new look gives us a strong, professional and contemporary presence and ensures longevity for a brand with a rich history. This is a significant step forward for us and positions the organisation for a future where digital assets have become increasingly important. I would like to thank Board Member Judy Hacker for all her work on this; Lauren Basser for her wonderful designs and staff members Lee Ann Basser and Dorit Jaffe for the successful implementation of this project.

Unknowingly, the future came upon us quicker than we had envisaged. All the investment and work undertaken for this project became of immediate value as we swung into an online service and communications organisation due to the pandemic.

Having outgrown our current data base, after extensive research, it was decided to invest in a new CRM software. Salesforce was the system selected because it was considered the best integrated system for data analysis, donor, membership and event management as well as



#MakeSpaceForHer: Ronit Joel, Paul Hamer MP, Nina Taylor MP, Miriam Bass, Anna Serry and David Southwick MP



Hannah Greenberg

payment processing and receipting. The new system will allow us to engage more effectively and efficiently with our stakeholders.

Extensive work has been undertaken in readiness for the system going live in a few months. Thanks to CEO Lee Ann Bassar, Scindia Annathurai, CRM Administrator and Dorit Jaffe, Social Media Officer for their efforts to get this massive project completed.

As our website is married to our current data base, expenditure for the development of a new website was also approved. It is anticipated that the new website will be completed in a few months. Again, much work is involved to do this. I would like to thank Judy Hacker for managing this important project, Vikki Maver from Refresh Marketing for polishing the text and to all staff who contributed to its development.

Building Project

Many hours were spent over this past year by our Building Committee Karen Stock (Chair), Ann Wollner, Bruce Joske and myself as well as our legal advisors at ABL, Joey Borensztajn and Stephanie Campbell, to complete the legal arrangements for our joint venture with the Theodor Herzl Club to refurbish their site at 222 Balaclava Rd in return for proportional ownership.

In light of the COVID-19 pandemic, the venture was re-evaluated with advice from property expert Scott Keck, Chairman Charter Keck Cramer, a strategic property consulting firm. Our own extensive analysis of strategic, financial, partnership and contractual risks was also undertaken with the assistance of Justin Greenstein, Head of Risk and Operations, ANZ Innovation and member of our Governance and Risk Committee.

At the time of writing, the final legal documents are being prepared. When completed, we will then be able to move into the design phase of the project.

We look forward to realising the Project as it will provide:

- a larger built space with better design possibilities;
- more car parking;
- the possibility of additional tenancies producing income;
- the longer term benefit of a more valuable asset and financial uplift for NCJWA Vic; and
- a more financially viable outcome given the funds we have available for the build.

Thank you to the Building Committee and Governance and Risk Committee, chaired by Sally Davis and our pro bono legal advisers for their contributions to bringing the Project to this point.

Membership

As of March 31, 2019, membership of NCJWA Vic stood at 453, which is 31 less than last year.

We intended to implement strategies to address this continuing trend as healthy membership is vital if we are to retain our standing as the voice of Jewish women. To this end, this year we developed our understanding of how the younger age demographic views the concept of membership. Thanks to the Australian Jewish Funders for the opportunity for CEO Lee Ann and myself to attend the 2019 Launchpad event, where I was able to lead a session to obtain views and suggestions for increasing the appeal for a NCJWA Vic membership supporter base.

Our subsequent work on this had to be paused as we concentrated on the implementation of Salesforce to provide the tools we need to build our supporter base.

Having said that, we can measure an increasing level of support for NCJWA Vic in other ways: social media where our supporter base has tripled over 4 years, now with over 1000 followers on Facebook and over 600 on Instagram; number of donors which is more than double the number of members; number of volunteers, including a large number of applicants for both Board and Committee roles.



Special Brunch: Yvonne Goldbloom, Lilly Harris and Helen Lewin



Mina Fink Lecture: Miriam Bass, Rebecca Davis, Lee Ann Bassier, Freda Freiberg, Nathan Fink and Margaret Taft



Hannah Greenberg, Ann Wollner, Miriam Bass and Lee Ann Basser

Our marketing strategy (including digital marketing) and membership strategy are not completed yet. I look forward to seeing the results in the coming year.

Visit to NCJW USA

In 2019, Treasurer Hannah Greenberg and I visited NCJW in Los Angeles, USA to share ideas and discuss a range of topics of mutual concern. Hannah and I then joined Board member Ann Wollner and CEO Lee Ann Basser at the NCJW's Washington Institute for workshops, 2 day conference and advocacy meetings on Capitol Hill, Washington DC.

We are grateful to Nancy K Kaufmann for extending the invitation to visit and learn from NCJW which was most worthwhile and strengthened ties with our sisters in the USA.

Governance

We farewelled Board member Elaine Jacobs at our 2019 AGM and welcomed Lesley Ber to our ranks. Originally from South Africa, Lesley is a Chartered Accountant and MBA graduate and since joining the Board has played a leading role on our Finance Committee.

Board members Helen Lewin and Moran Dvir undertook the Diploma of Business (Governance) offered by the Institute of Community Directors and

made possible by the generous support of Carol Schwarz AO. This opportunity provides Board members with essential knowledge of current good practice in governance and equips them to effectively undertake their role as Board members.

Moran Dvir resigned from the Board in February 2020, leaving a casual vacancy. The Board determined to complete a skills audit of current Board members before filling this vacancy and completed the fiscal year with 10 Board members.

Happily, both Moran and Elaine remain involved in NCJWA Vic activities; Moran with **NextGen** and Elaine on our Finance Committee. I would like to thank Elaine and Moran for their contributions as Board members and look forward to their continuing involvement.

The Observership Program continues to provide high calibre young people who contribute their skills and expertise to our areas of need. Our 2019 Board Observer Sejla Kadric completed her placement in November. Sejla made an important contribution to our Finance Committee, developing our asset recognition policy, conducting a review of a number of accounting processes and assisted with the building project financial risk analysis. We were happy to be granted two Board Observers for 2020; Kellye Hartman and Nicole Gandel. Kellye is developing our digital marketing strategy. Nicole is reviewing and providing advice for our

events. Both Kellye and Nicole observe all Board and Development Committee meetings and are paired with a Board member to learn our Board culture and expectations. We are sure to continue to participate in this valuable program for years to come.

Board Leadership Transition is an issue that has been under consideration for some time. With the pending retirements of the President, Vice President Debbie Strauch and Treasurer Hannah Greenberg, much thought has gone into preparing the new Board leadership team. When current Office Bearers retire at the August AGM, each intend to remain involved albeit in different roles. Also, activities are underway to convert the organisational knowledge and experience built by the leadership into structures, policies and procedures that will ensure continuity of operations.

Risk

In light of the COVID-19 pandemic the Board reviewed a range of risks associated with the Building Project. All known risks were identified and dealt with either in the legal agreement or through management strategies.

The COVID-19 pandemic necessitated the development of COVID-19 policies and plan which are being continually reviewed.

Strategic Direction

It was felt that it was time to take a fresh look at our overall direction. With the assistance of Christian Ng, Leadership and Talent, PwC, the Board reflected on NCJWA Vic's significant achievements, milestones and challenges of the past five years at our strategic review in October. We then determined the organisation's high level strategy for the next 5 years and resolved an important clarification of how we see the organisation's role: NCJWA Vic is moving to being a *membership organisation that serves the community rather than a community organisation that serves its members*.

The new Strategic Plan 2020 – 2025 provides the blueprint for action by the incoming Board and new leadership. Key goals are: a continuing focus on developing a range of high quality activities to support women across the lifecycle; efforts to achieve the advancement of women in the Jewish and broader community; promoting social cohesion and human rights; and contributing to the empowerment of Israeli women and girls.

Awards

We were thrilled that Past President and Honorary Life Member Vivien Brass was awarded an OAM for service to the Jewish Community in the 2019 Queen's Birthday Honours list. Viv has been actively involved in Jewish community organisations for over 30 years including NCJWA Ltd, NCJWA Vic, International Council of Jewish Women, Jewish Care Young Achievers Program, Jewish Museum, Haifa University Ethiopian Women's Scholarship Fund and Friends of the Hebrew University.

She has also been an active participant and supporter of a diverse range of projects and organisations within the broader community, in particular those that support women, youth and education. Congratulations to Viv on receiving this well deserved honour.

Funder Visit

In August 2019, we received a visit from Greg Schneider, Executive Vice President of The Claims Conference, based in New York. The Claims Conference funds our long running Golden Age Club program. Program co-ordinator Nellie Khoroshina organised a wonderful demonstration of the program and its benefits for Greg's visit to the South Melbourne community centre.

Greg expressed interest in our 2018 project, documenting the survivors' experiences of their war service on the eastern front.

Philanthropy

Our generous and dedicated philanthropic supporters provide the lifeblood for NCJWA Vic and also contribute to our success through their interest and encouragement. I would like to acknowledge and thank each and every one of our supporters: major donors, Circle of Women, individual donors, Simchat donors, in-kind supporters, sponsors, philanthropic foundations and funders. We truly could not achieve what we do without you.

Acknowledgements

Thank you to our Patron Lady Southey AC for her continued interest and support.

Thank you to Heloise Pratt AM for her patronage of our Circle of Women.

Thank you to all members for your continued support and encouragement.

Thank you to our hardworking staff whose commitment, determination and innovation makes incredible things happen – even during a pandemic.

Thank you to our wonderful volunteers who contribute so much to our programs, advocacy and events or represent us in various capacities. Thank you for sticking with us.

Thank you to all the hardworking Committee members for your expertise, advice and contributions.

Thank you to the dedicated and wise Board. Your friendship, support and counsel was much valued and appreciated. I am proud to have been the leader of such a fine Board of exceptional women.

Thank you to Lee Ann Bassier, our wonderful CEO, who has decided to step down later this year as she heads towards retirement. Lee Ann and I have worked "hand in glove" over the past 4 years. Together (in my opinion) we made a great team. Thank you Lee Ann for your enormous contribution in driving the growth of NCJWA Vic, raising its profile and developing an amazing team of staff.

Thank you also to all the staff and, in particular, to Michelle Kornberg who performs the role of Program Manager as well as co-ordinating our **Caring Mums Program**; Naomi Swart who has developed and expanded **The Jam Project**; Helen Nathan, **Seniors** co-ordinator and Nellie Khoroshina, our **Golden Age Clubs** co-ordinator. All these women determinedly responded to the COVID-19 pandemic with innovations as well as care for volunteers, program participants and staff.

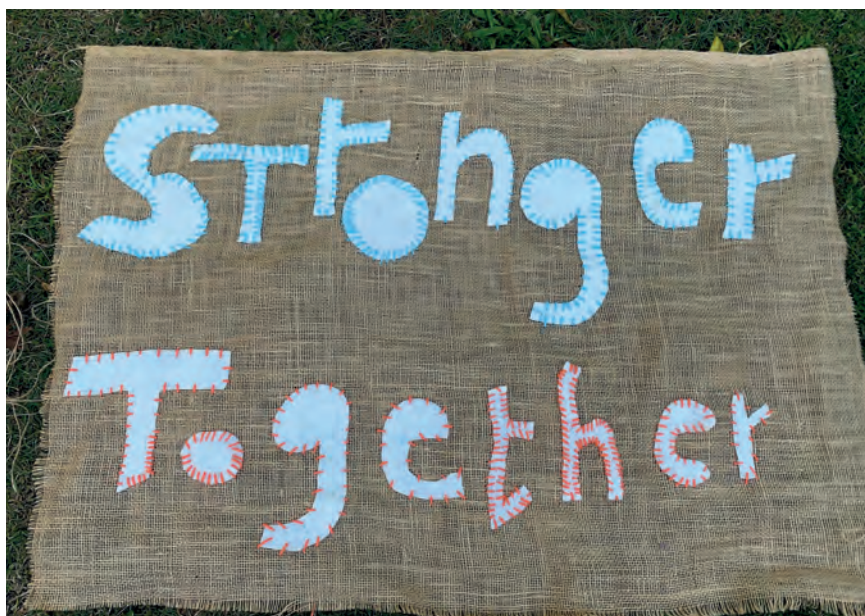
As this is my final report as President, I would like to specially thank Vice President Debbie Strauch, Treasurer Hannah Greenberg and Secretary Helen Lewin for their incredible efforts and commitment to NCJWA Vic and to me in my role. Their respect, care, thoughtfulness and wisdom shown in so many ways is simply remarkable. I could not have had a better support team. Thank you so much for everything.

Reflecting on NCJWA Vic's recent achievements: re-energising our advocacy role for women and human rights, the development and growth of innovative programs; strong governance framework, heightened organisational profile, a new generation of supporters and a strong and skilled Board, I feel honoured to have been part of this journey of transformation.

I wish the new Board and leadership all the very best for their term in office and continuing success for NCJWA Vic in the future.

Miriam Bass

Miriam Bass
President



#StrongerTogether

CEO's Report



This year was one of consolidation and innovation. We introduced a number of new initiatives including a digital transformation. This included new branding, a digital marketing strategy, as well as the implementation of a new customer relationship management system (CRM).

Our programs continued to grow and throughout 2019 we held our regular activities and events. In February we held a Welcome Back and Thank You event for our volunteers, followed by our Special Friends Cocktails hosted by Jeanne Pratt AC and Fiona Geminder at Raheen.

Then COVID-19 struck, and our plans for the coming months changed immediately. Our much anticipated International Women's Day event, with actress Rachel Griffiths AM, was first postponed and then cancelled. Programs were quickly adapted to the new reality as we took steps to ensure that, as much as possible, programs and activities continued and we remained connected to our volunteers, members, donors and supporters.

Operations

At the time of writing our Brand refresh is complete and I am very happy to share our family of brands with you.

The connection between our organisation and our various activities is now very clear.

Branding is much more than logos. Our social media posts are distinctive and have resulted in much more engagement

across platforms. Our new newsletter appears fortnightly and reports on all our activities as well as including notices about forthcoming events and other items of interest. The newsletter has been particularly important in keeping members and supporters connected to NCJWA Vic as the COVID-19 pandemic struck.

Programs and the COVID-19 Pandemic

Highlights from the period April – December 2019 include: the piloting of the **Caring Mums** Drop In Sessions in the City of Port Phillip, part of our partnership with the municipality; a record number of participants in **The Jam Project** (34 girls and buddies); and the evaluation of our suite of seniors offerings (more below).

In late January 2020 it was 'business as usual' for our programs but by March everything changed. Most of our programs, **Caring Mums**, **The Jam Project** and the **Golden Age Clubs**, successfully transitioned into the 'new normal' of lockdown. Sadly, the Mitzvah Bridge Club and the Caulfield Seniors are suspended for now.



ncJwaVIC



caring mums
POWERED BY NCJWA VIC



the jam project
POWERED BY NCJWA VIC



nextgen
SUPPORTING
NCJWA VIC



brain food
NCJWA VIC EVENT



circle of women
SUPPORTING NCJWA VIC



connect
POWERED BY NCJWA VIC



fanny reading
human rights lecture
NCJWA VIC EVENT



mina fink
lecture series
NCJWA VIC EVENT



momentum
SUPPORTING NCJWA VIC

I want to highlight the contribution of our programs and operations staff to our success in meeting the challenges of the COVID-19 pandemic. These amazing women stepped up and made sure that our programs would run through the lockdown and that the people who rely on us, would continue to be supported to the maximum extent possible.

Almost over-night, our programs went online, utilising technologies appropriate to the particular cohort. Each week, staff came up with new initiatives to keep our people socially connected. We launched newsletters for two programs (**Caring Mums** and **The Jam Project**). A virtual mothers group, *Caring Mums Together*, facilitated by Michelle Kornberg (Caring Mums Coordinator), was introduced to provide connection to other mums and a place where our mums could talk to each other about issues they were facing during the pandemic.

We have a weekly Zoom session for the volunteers in our **Connect** programs *NCJWA Vic Sessions* which provide an opportunity for volunteers to catch up with each other, and also to hear from inspiring guest speakers. The Sessions were the brainchild of our Social Media Officer and my EA, Dorit Jaffe who established them with Seniors Coordinator Helen Nathan.

Our **Golden Age Clubs** switched from fortnightly meetings in community centres to small group teleconferences, offering educational and cultural activities over the telephone. These are supplemented by materials prepared by Coordinator Nellie Khoroshina.

All these new ideas were a team effort and I am in awe of the staff for what we were able to achieve in a very short space of time. Many of the initiatives will continue even when the pandemic passes. The newsletters, for example, have been a great success and have a place in our programs going forward. We also now have the tools to reach people who are distant from us and provide them with services.

During 2019 Dr Susan Feldman and Dr Harriet Radermacher conducted an Evaluation of our Seniors Programs. The evaluation report highlighted the fact that women, as they grow older, wish to “maintain their relevance and influence in community, social, volunteering and educational activities.” They “need and want to be major participants in generating new knowledge about their own experiences around growing older, they want to have a voice, be role models for each other and the community, and

stand up and be counted.” These findings are guiding us as we develop new initiatives for women under the **Connect** banner during the coming year.

Staff

2019 brought a number of staff changes. Our bookkeeper Sarah Lovison and administrative officer, Ruth Hayden departed. In September 2019 Michele Slatem joined NCJWA Vic as our Finance Officer and in October Scindia Annathurai joined as CRM Administrator.

Simone Cohen stepped into the administrative officer role for the second half of 2019. In February 2020 Sivan Prezma took up this role. Sivan was only with us for a month when we closed the office and started working remotely. She has managed this difficult transition with good grace and has made herself an integral part of the team.

At the program level, Liat Azoulay joined **The Jam Project** Team as Program Assistant in September 2019.

My heartfelt thanks to each and every one of my team: Scindia Annathurai, Liat Azoulay, Shani Ben Hur, Robyn Davis, Dorit Jaffe, Nellie Khoroshina, Michelle Kornberg, Helen Nathan, Frankie Pinch, Sivan Prezma, Michele Slatem and Naomi Swart.

Volunteers

Our ‘Parliament of Volunteers’ continued to ensure that our programs run smoothly and our events and other activities are well supported. We have been very fortunate to have a number of highly qualified professionals enhancing our capacity to take on new projects both at Board and operational level. Our participation in the Board Observership program has been a wonderful resource for this, as are various members of our community. My thanks to all our volunteers, those organisations that provide pro bono services and particular thanks to Sheryl Salcman our volunteer coordinator.

A Last Word

I will be stepping down from the role of CEO later this year. I have been incredibly honoured to lead the operations of NCJWA Vic, and I am very proud of what we have achieved during this time. It has been a partnership between Miriam Bass as President, the Board and myself ably supported by my staff.

In preparing this, my 5th Annual Report, I have been reflecting on what has been achieved since I joined NCJWA Vic. The image and profile of the organisation has been transformed as has an awareness of who we are and what we do. We are undergoing generational change with more and more younger women becoming involved in the organisation, as volunteers, on the Board, on subcommittees, as well as through our programs.

Caring Mums operated in four local government areas in 2016 and supported approximately 50 mums that year. Now 100 new mothers are in the program and growing each year. We have regular trainings and professional development sessions for volunteers and the program is as strong as ever despite the pandemic. **The Jam Project** piloted in 2017 and is now in its fourth year. It is going from strength to strength.

We instituted a rolling program of evaluations in 2016. We completed an evaluation of the Caring Mums program in 2017 and the seniors programs in 2019. The Caring Mums evaluation report has resulted in increased funding for the program and the **Connect** initiatives referred to earlier will flow from the Seniors evaluation. **The Jam Project** is the next program to be evaluated.

Our grant income and campaign income have grown significantly over the last four years. In 2016 I initiated the first annual giving day utilising crowdfunding through the Charidy platform. NCJWA Vic was amongst the first in our community to do this.

I will step down as CEO with a great sense of achievement. I could not have done any of this without the support of the Board and my collaboration on so many projects with President Miriam Bass. I am grateful to the Board for the opportunity to lead as CEO and thank each and every Board member with whom I have served. I would like to give particular thanks to Miriam. We were friends before we became colleagues, and have worked together as a team (sometimes known as the ‘A Team’). I am grateful for her friendship and support over my time as CEO. It has been an amazing journey!

Finally, I would like to thank all our members, donors, volunteers and supporters – none of this would have happened without you.



Lee Ann Basser
CEO

SUPPORTING LEADERS & CHANGE MAKERS IN JEWISH ORGANISATIONS to achieve gender equality



Lee Ann Bassar



LunchPad: Lee Ann Bassar, Tanya Stul and Miriam Bass



Special Brunch - Michelle Kornberg, Liat Azoulay, Simone Cohen, Helen Nathan and Mira Haldun

Key Results

2019 - 2020

Our outcomes for the year against the goals set in our Strategic Plan 2015-2020 are:

1

Support for Vulnerable Women

Provide an expanded range of high quality programs and activities based on community needs across different stages of women's lives.

- Initiated a mother's group *Caring Mums@Alma* and subsequently the virtual mothers' group *Caring Mums Together*.
- Secured funding to continue during the pandemic for the Golden Age Clubs in line with the requirements of the Claims Conference.
- Pivoted *Caring Mums*, The Jam Project and Golden Age Clubs online in response to the COVID-19 pandemic.
- Completed external evaluation of Seniors Programs.
- Adapted programs to the COVID-19 pandemic using digital and analogue technology.

2

Advance the Status of Women

Identify opportunities to advance the status of women in the Jewish and general community through advocacy, program delivery and increased involvement of membership.

- Launched Gender equality campaign. #MakeSpaceForHer.
- Gender Equality Pledge adopted by 30 community organisations.
- Provided submission regarding and issued a statement in support of Victoria's Gender Equality Bill.
- Wrote submissions and lobbied Parliamentarians including The Hon Katie Allen, Josh Burns and Tim Wilson on the gender implications of the exposure draft of the Religious Discrimination Bill.
- Provided input to the ECAJ submission on the exposure draft of the Religious Discrimination Bill.
- Heightened presence in social media and in mainstream communal media in relation to a range of issues concerning women and girls in the Jewish and broader communities and provided a gender lens on important issues.

3

Promote a Harmonious Multicultural Society

Promote a harmonious multi-cultural and multi-faith society through interaction with women of all faiths and ethnic backgrounds.

- Conducted a multicultural women's model Seder with 80 women and girls from diverse backgrounds and 8 different faiths/ethnic groups.
- Included women from more than 47 different cultural, ethnic and religious groups in the *Caring Mums* program.
- Clarified aims and approach to developing grassroots relationships with women of different ethnic, religious and racial backgrounds.

4

Support for Israel

Support Israel in ways that are aligned to our mission, and obtain synergies from our relationships.

- Promoted awareness of women's issues in Israel through social media.
- Continued developing relationship with NCJW (Israel).
- Supported the Haifa Rape Crisis Center.
- Contributed to the development of NCJWA Ltd's new approach to support for Israel.

5

Organisational Image & Profile

Promote our enhanced image and profile to the community.

- Raised the image and profile of NCJWA Vic in the community through social media and participation in community events.
- Launched new brand with coherent family sub-brands for programs and activities.
- Launched rebranded fortnightly newsletter.
- Commenced development of new website.

6

Financial Sustainability

Secure our future based on a sustainable financial model.

- Exceeded fundraising targets.
- Undertook financial risk scenario planning for operations and the building project in response to COVID-19 pandemic.
- Reviewed financial governance relating to income streams.
- Utilised improved budget framework to control expenditure and monitor revenue.

7

Internal Capacity

Ensure we are a vibrant and strong organisation, competently resourced and supported through engaged membership and suitable infrastructure.

- Commenced implementation of new CRM (Customer Relationship Management) system for members, donors and event management.
- Developed policies and protocols for staff and volunteers in response to the COVID-19 pandemic.
- Developed and implemented communications strategy to keep stakeholders informed and engaged during the pandemic.

8

Governance & Leadership

Ensure a competent and skilled Board to deliver the strategic goals of the organisation.

- Conducted Board strategy sessions to develop new Strategic Plan 2020-2025.
- Two Board members undertook the Institute of Community Directors Diploma of Business (Governance).
- Planned for Board leadership succession.
- Provided training in Finance for Board members.



Caring Mums

Powering Women & Girls for a Better World

Caring Mums



Our **Caring Mums** volunteers and staff continue to be there for new mums as they transition into motherhood. In the last year we supported over 100 new mothers and ran two trainings for new volunteers.

In the 8 years the program has been running we have trained over 180 volunteers. These volunteers commit to 20 hours of training, 2 hours of supervision fortnightly, as well as 2 hours weekly with their assigned mum. This year we ran 9 supervision groups fortnightly for our volunteers.

The growth of the program has been made possible because supervision sessions are conducted by professionally qualified volunteers in addition to our staff. The volunteer supervisors also provide on-going support to the Caring Mums volunteers in their group.

In addition to regular supervision sessions, NCJWA Vic provides professional development for **Caring Mums** staff and volunteers. All our **Caring Mums** staff attended a First Aid course as well as

a professional development workshop held by Orange Door – a service assisting families involved in domestic violence or who are experiencing parenting difficulties. Michelle Kornberg, Program Co-ordinator and Programs Manager, presented a professional development session for volunteers highlighting useful strategies for supporting their mums based on the Gottman “Bringing Baby Home” program.

This year, as part of our partnership with the City of Port Phillip, we piloted weekly ‘Drop-in Sessions’ for mums. The primary goal of the pilot was to provide a safe space for mums who feel isolated and need to talk with someone outside their meeting hours. It was staffed by **Caring Mums** volunteers who were unable to commit to weekly catch ups with a particular mum, but who wished to remain part of the program. This pilot ran for the 2019 calendar year.

“I didn’t know what to expect but the program was fantastic. It provided me support, understanding, and kept me going through the darkest hours of my rollercoaster years.”

Caring Mums Participant

Caring Mums @Alma, a mother’s group for those in our program, was a direct result of the pilot. This group met once before the COVID-19 restrictions came into force. Not to be deterred, the **Caring Mums** team quickly pivoted and **Caring Mums Together** was formed; a virtual mothers’ group meeting weekly on Zoom. Participants in this aspect of the program are in regular contact with each other through a WhatsApp group, which is another important way for connection to be maintained during isolation.

We are increasingly being asked to talk about the impact **Caring Mums** has in the community, particularly in the perinatal sector. In July, Robyn Davis and Michelle Kornberg presented 2 case studies from the **Caring Mums** program at the “Vulnerable Infants Reflective Practice Forum”. In addition, Michelle presented on the learnings from the data collected in the program to midwives at Epworth - Freemasons Hospital. She also presented at the Australian Family Therapy Conference on “Being Nurtured in order to Nurture.”

In 2020 **Caring Mums** is stronger than ever despite the COVID-19 pandemic. The Caring Mums team response was swift, replacing face to face meetings with virtual catch ups and small acts of kindness. Our supervision sessions moved to the Zoom platform and volunteers dropped take-away coffees on their mum’s doorsteps and then faceTimed the mum for a coffee chat or a virtual walk.

A **Caring Mums'** newsletter was introduced to keep the whole **Caring Mums'** village connected to each other. It includes helpful articles and tips for dealing with motherhood and social isolation during the pandemic. **Caring Mums** Conversations were initiated to provide professional development for volunteers and peer support for our mums. All these initiatives have been well received, ensuring the success of the program despite the pandemic.

This success was achieved through the hard work of our **Caring Mums** team: Michelle Kornberg (coordinator); Naomi Swart; Robyn Davis; Frankie Pinch; Karen Stock; Lorraine Raskin; Rosemarie Geer; Norma Migdalek; Danielle Lissek; and Judith Bauerberg. This team was supported by the dedicated NCJWA Vic administrative team.

Our thanks also to our local government and philanthropic supporters without whom there would be no program!

The Jam Project



"My first year with Jam brought me greater experience than I anticipated. So much so, that I committed to another year. It's fair to say this year has been very different to last, but although we're currently separated by distance, we've never been more together. It's clear that Jam brings about community; and in times of uncertainty, community is what we all need. I appreciate the connectedness that the group provides and aspire to instil that sense onto our buddies"

Kelsey Proskewitz, Jam Buddy 2019 & 2020

These are the words of one of our very special buddies who decided to return for another year in **The Jam Project**, demonstrating the strong commitment our cohort have to the program.

In 2019 **The Jam Project** featured in the Jewish News on two separate occasions, focusing on our work supporting and advocating for teen girls, and creating a variety of opportunities currently missing in the community. What is special about the **The Jam Project** is that the one program model supports two different age groups. As well as helping 15-16 year old girls navigate adolescence, **The Jam Project** supports and empowers the buddies, young women in their 20's, who are looking to gain a sense of community.

While the participants and buddies get together on a fortnightly basis, they also participate in group sessions throughout the year. We conducted eight successful sessions throughout 2019 and four professional development sessions for the buddies. Speaker/facilitators included: Many Kota from Flourish Girl, discussing Female Empowerment; Jess Sanders, author of Love Your Body, talking about Body Image; and Jordana Borensztajn teaching the girls and buddies public speaking skills and the art of communication. Other group sessions covered a self-defence session at CSG; a social get together session at Glaze It; and the importance of charity with Our Kitchen Table in conjunction with Pinchapoo. The last group session was **JamFest**, our annual showcase for the program. In 2019, advocate for teen girls Rebecca Sparrow, facilitated **JamFest**. This was a very special afternoon with over 100 people in attendance. Many of the 2020 participants were recruited as a result of the event.

As Rebecca Sparrow commented:

"At a time when so many families are flying solo with no other extended family around -- this is like gifting your daughter a big sister or older cousin to help guide them... If I could gift every 14 year old (boy or girl) the chance to be paired with a trained older buddy, I would."



JamFest: Kelsey Proskewitz and Tasia Gold

JamFest and Rebecca's visit was made possible by support from Gandel Philanthropy for which we are very grateful.

The Jam Project 2020 had just officially started when the COVID-19 lockdown was implemented. Participant/buddy catch ups moved to weekly FaceTime sessions. A Jam Program newsletter was introduced to support participants and buddies and keep them and their families connected to the program. Staff initiated weekly contact with the buddies in addition to regular supervision. Professional development sessions and group sessions went online.

As the program has grown, an additional staff member was needed and in September 2019, we welcomed Liat Azoulay to the team. It is thanks to Naomi Swart (coordinator) and Liat Azoulay that NCJWA Vic was able to pivot so quickly in its response to the pandemic.

Special thanks to all the people involved in **The Jam Project** over the last year: the founders Ali Davis, Morgan Lincoln, and Jainie Mills and the speakers who gave their time and effort. Special thanks for the philanthropic support from Gandel Philanthropy, Spotlight Foundation, and Besen Family Foundation. We could not do it without you!



JamFest: Morgan Lincoln, Rebecca Sparrow, Lee Ann Basser and Vedran Drakulic



Golden Age Clubs



Golden Age Clubs: Gregory Nemirovski, Elleanor Risman, Sofia Berzon, Bella Beycher



Seniors Program: Maia Merkel and Helen Nathan

Connect



Our suite of programs for older women (and some men) has been rebranded under the **Connect** banner following the Feldman

Radermacher review. The aim of these programs is to ensure that older people living independently at home are socially connected. The programs create a sense of community and family, a place where older people come together, have a chat, and relax. In the words of Nina, one of our participants:

"There is no other place for me to go".

The Seniors Clubs

The Seniors Clubs meet every Tuesday and Wednesday throughout the year. Food, companionship, and fun are at the heart of these Clubs. Club members play Red Aces, Rummy Tiles and a large table of Russian speakers play Bingo. We also offer exercise classes tailored to the participants age and ability.

The chagim are celebrated with entertainment and traditional food. For major festivals we receive a visit from a Rabbi who discusses the meaning and traditions of each festival. Hamentashen are served during Purim and our usual lunch is replaced by festive meals at Pesach and Rosh Hashanah. At Shavuot, participants enjoy cheesecake and ponchies at Hannukah.

Most of our participants have been coming to the Eva Besen Centre for many years and NCJWA Vic offers them 'a home away from home'.

We are very fortunate to have a strong team and an enthusiastic group of volunteers who are always available to laugh or joke, support someone going through difficult times, or even help to make an appointment or fill out a form. Most of the volunteers are 'Seniors' themselves. They enjoy their work in the club and provide support for each other. Special thanks to all of them, and to Helen Nathan, our dedicated program coordinator.

Making adjustments to the Seniors Program during COVID-19 has been challenging. The nature of the activities and a lack of familiarity with information technology among participants meant this was not an easy task. Our priority was to maintain connection with the participants, and to keep our volunteers engaged with NCJWA Vic. To this end

our program coordinator Helen was in contact with participants by mail and telephone, maintaining a close connection. For our volunteers, we introduced a weekly zoom meeting – NCJWA Vic Sessions - where all our **Connect** volunteers could meet, chat, and discuss current topics facilitated by a guest speaker.

Golden Age Clubs

"Life before Golden Age Club: No Friends, No Strength, No Motivation to get out of bed. Life with the Golden Age Club: No Isolation, No Joint Pain, No Falls, No Worries, No Loneliness".

(GAC participant)

The Golden Age Clubs are 20 years old this year. They are funded by the Claims Conference in partnership with Jewish Care. The club members are Holocaust survivors from the former Soviet Union living in social housing in Prahran, St Kilda, and South Melbourne. The clubs meet fortnightly and participants are offered exercise classes, discussion groups, visits to places of interest



Caring Mums volunteers

POWERING WOMEN AND GIRLS to create a better world.



Giving Day: Debbie Strauch, Hannah Greenberg and Miriam Bass



JamFest: Lily Shulman, Ruby Berman and Kylie Gunn



Pamela Stern, Peta Birnbaum, Yvonne Sion, Helen Nathan, Sandra Komesaroff and Jacqui Wirth



Volunteer: Peta Birnbaum

and a way to connect with their Jewish heritage through celebration of festivals. In 2019, we provided the service to 230 participants.

The Health through Movement project promotes physical fitness and mental stimulation and has improved the fitness of those who participate in it. Our thanks to allied health professional Cassandra Lester who conducts these sessions, which have been running for a number of years. This year we introduced the "Brainstorm" exercise project, an evidenced based series of exercises to stimulate the mind. Other activities included our "Explore Your Homeland" day as well as "Out for Lunch" and "Out for Dinner", friendship groups dining together.

Throughout the year we continued to celebrate all the Jewish festivals. We are grateful to Rabbis Yoni Reyder, Shlomo Nathanson, Phillip Helbrunn OAM and David Rubenfield for their time, educational sessions, and input into the cultural life of our participants.

The Golden Age Clubs were redesigned in response to the COVID-19 pandemic to operate via telephone conferencing. Our participants now meet in small groups facilitated by GAC coordinator Nellie Khoroshina. The meetings include guest speakers, educational programs, and discussion groups.

A special shout out goes to Shelley Dukes and our GAC volunteers. Shelley works tirelessly throughout the year on grant applications, securing financial support for the Clubs. Thanks also goes to the amazing Nellie Khoroshina who singlehandedly pivoted the program to ensure that the Golden Age Clubs thrived in their 20th year despite the pandemic. Thanks to Jewish Care for their partnership in the program, Victorian Multicultural Commission, South Melbourne Chest Inc, and the City Councils of Port Phillip and Stonnington for their ongoing financial support.

Bridge Club

NCJWA Vic hosts a **Bridge Club** every Thursday at the Eva Besen Centre. The club is supported by some wonderful volunteers: Michael Balint and Richard Rosen OAM, who provide professional supervision to our players; Leah Jacobs makes sure everything is set up and ready to play; Carla Sharp oversees operations in the kitchen, ably supported by a team of volunteers; and Marianne McPeters comes week in, week out to tidy up. Thank you all, we could not do it without you!

Books Out Loud

Books Out Loud is a reading and social outreach program. Older people, living in supported accommodation, are matched in groups with volunteers who read short stories and lead discussion on those stories. The program is open to all who are interested but is particularly designed for those who may be experiencing difficulties reading on their own. Books Out Loud helps improve the social interaction for participants whilst creating a stimulating experience through reading stories together and the lively discussion that follows. Books with a Jewish flavour are enjoyed most.

Volunteers continued reading at Gary Smorgon House, Emmy Monash, and Sheridan Hall until the lockdown. Thank you to Brenda Kahan who coordinates Books Out Loud, Lesley Gaspar and to all the volunteers who read, giving pleasure to those who chose to participate in the sessions.

UJEB Bat Mitzvah Program

In 2019 we again partnered with UJEB, together with Stand Up and the Jewish Museum of Australia, to present a unique year-long bat mitzvah program. NCJWA Vic hosted the final term at the Eva Besen Centre. Term 4 focused on Jewish women as role models in the past and present. Each week an inspiring woman spoke to the girls and engaged with them on a diverse range of contemporary and historical themes. The girls enjoyed interacting with each guest speaker, while identifying with and learning from their own journey. Thank you to Debbie Strauch and Ety Ben David for coordinating the program on behalf of NCJWA Vic.

Interfaith Seder

In 2019, the Women's Interfaith-Model Seder was held shortly before Pesach. We were joined by 80 women and girls from 8 faith groups for an evening of learning, laughter and song. Our facilitators were Ety Ben David and Danielle Jones Resnik who used multimedia to engage participants in a thoughtful and meaningful exploration of the themes and customs of Pesach. Thank you to

Debbie Strauch who, with the assistance of Dorit Jaffe and Shani Ben Hur, coordinated this important event; to Ety Ben David and Danielle Jones Resnik for facilitating; and to our amazing team of events volunteers who ensured that everything went smoothly on the night.

Volunteers

We could not run our programs or activities without our volunteers. They enable us to leverage our small staff and together do great things. We are fortunate to have a pool of volunteers with specialist qualifications who give their time as the need arises and have enabled us to become the professional organisation we are today. Finally, there are our Board and subcommittee members, all of whom are volunteers. These women and men give many, many hours of their time to the good governance of our organisation and support it in many other ways.

At the start of the COVID-19 pandemic our volunteers adapted to the new virtual environment with enthusiasm and agility. We thank them for this and for the way in which they met the challenges of the pandemic. In a few situations we were not able to adapt our activities. We thank those volunteers who support these activities for their understanding and look

forward to the time when we can meet again.

Valuing our volunteers and the work they do is at the heart of NCJWA Vic. Special events are held twice yearly to acknowledge their vital role in our organisation: one in May 2019 during National Volunteer Week, and one in February 2020 as a Welcome Back after the summer break.

Our volunteers are also acknowledged through external awards. In 2019 The Volunteer Recognition Program of the City of Glen Eira honoured Yvonne Sion, Elaine King, Jacqui Wirth, Hazel Diner, Shirley Rozenbes and Miriam Gold. In addition, two awards were presented to volunteers at the AGM. The Caulfield District Award was presented by David Southwick to Peta Birnbaum in recognition of her 20 years of volunteering with NCJWA Vic, and the President's Award was presented to Board member Anna Serry for her outstanding work in establishing the **NextGen** committee; initiating the Young Circle of Women and implementing our Gender Equality campaign **#MakeSpaceForHer**.

A big thank you to Sheryl Salcman, our volunteer coordinator, for her hard work.

NCJWA Vic offers many opportunities for volunteers of all ages. For more information visit our website, or contact Sheryl Salcman at volunteer.coordinator@ncjwavic.org.au.



Volunteers: Shelley Dukes, Shirley Rozenbes, Cr Jamie Hyams, Miriam Gold



Special Brunch: Susie Balint OAM



Interfaith Seder

Connecting To The Community

NextGen



2019-20 was a year of introspection, reflection and rejuvenation for **NextGen**. We targeted our activities more closely to NCJWA Vic's

mission, though fewer events were hosted. We also focused on recruitment of new committee members for **NextGen** 2020-21.

On 4th September 2019 **NextGen** coordinated the launch event for the **#MakeSpaceForHer** Campaign. Carol Schwartz AO launched our ground-breaking campaign at a VIP event attended by over 100 people, including politicians and leaders from across the Jewish community. We heard from Advocacy committee members Anna Serry, Ronit Joel and Keren Zelwer and Zionist Federation of Australia President Jeremy Leibler. Carol Schwartz AO presented her journey as a female leader and role model and her reflections on the progress of the gender equality movement during her career. The launch was an opportunity to acknowledge the 25 organisations which had committed to the Gender Equality Pledge at that time. It was also a wonderful endorsement to the rest of the community to participate in the campaign and begin to **#MakeSpaceForHer**.

International Women's Day 2020 was to be celebrated on 15th March 2020 with superstar guest Rachel Griffiths AM; director and producer of *Ride Like a Girl*,

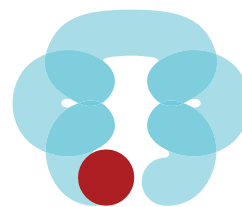
Golden Globe winner, Academy and Emmy award nominee. Ricci Swart and Dina Rosendorff were to join Rachel in conversation about their experiences in the pursuit of gender equality and the roles we can each play in empowering women and girls, in line with the theme of IWD 2020 **#EachForEqual**. Over 200 tickets were sold and the event was highly anticipated and widely advertised. It was with great sadness and disappointment that we postponed this event due to COVID-19. Each of our guests has agreed to participate in this event in the future when we are able and many donated their ticket price to NCJWA Vic, for which we are grateful.

2019 also saw great transformation in the **NextGen** committee. Unfortunately for us, Ellie Smorgon, Lindy Susskind and Bianca Janover stepped down, but they continue to be involved with the organisation as Caring Mum volunteers, Development Committee members and supporters. We thank each of them for their enthusiastic input in getting **NextGen** off the ground and shaping **NextGen** to date. This was also a great opportunity to consider the composition of the committee and recruit strategically so that we could deepen and expand our reach within the community. We welcomed Rachel Arbor, Kate Bolaffi, Raquel Ryan, and Courtney Winter-Peters to **NextGen**, each of whom brings fresh perspectives and dynamic networks to our growing **NextGen** community.

We are currently exploring appropriate ways to engage and inspire our **NextGen** community amidst the current climate and look forward to getting back to events in 2021.

Our thanks to Anna Serry and Moran Dvir for their leadership of **NextGen**.

BrainFood



In 2019 we continued running **BrainFood**, our series of enrichment talks and cultural events. During the

year we enjoyed a number of social activities including *Women's Joint Journey to Jerusalem*, a panel presentation led by Frances Prince, discussing the unique experience of multi faith women's journey to Jerusalem; talks by Kellie-Ann Jolly, CEO of the Heart Foundation, and Sarah Calleja, Sex Therapist. Thank you to all our collaborators and to the **BrainFood** coordinators Debbie Strauch and Bette Schmideg.

JIFF Special Screening

The Other Story was our special screening this year at the Jewish International Film Festival. This film by Avi Nesher, based on a true story, tells of two rebellious young women - one fleeing the chaos of secular hedonism for the disciplined comforts of faith; the other desperate to transcend her oppressive religious upbringing for sexual and spiritual freedom, who cross paths unexpectedly in Jerusalem.



Washington Institute: Ann Wollner, Miriam Bass, Lee Ann Basser and Hannah Greenberg

Mina Fink Lecture



The **Mina Fink Lecture** is held in honour of one of NCJWA Vic's wise women, the late Mina Fink z'l. The themes of this annual event are women,

education and Israel. This year we were fortunate to have Dr. Margaret Taft from Monash University's Australian Centre for Jewish Civilisation deliver the lecture. Her topic was 'Mina Fink's Legacy: A Voice for the Future'. The lecture was based on original research Margaret is undertaking for a dual biography of the late Leo and Mina Fink. It highlighted a fascinating journey from Eastern Europe to Australia and a woman who devoted her life to creating a better world. Thank you Margaret for a rich discussion, and special thanks to Rebecca Davis from the Jewish News for her introduction. You each brought women back into history!



Mina Fink Lecture: Margaret Taft

Special Friends Cocktails

Our Special Friends Cocktails 2020 was held at stately home Raheen, generously hosted by Jeanne Pratt AC and Fiona Geminder. This yearly event is our way to thank our supporters for their generosity and commitment to our organisation and to update them on our programs, activities, and advocacy as well as our plans for the coming year. We were very excited to launch our new branding at this event and to share it with our special friends, the board, staff, and volunteers. We would like to sincerely thank Jeanne and Fiona for welcoming us to Raheen and for letting us enjoy their beautiful hospitality.

Our new look is on display throughout this report!

Nappy Collective

In 2019 NCJWA Vic continued to support the Nappy Collective. Each year in May and October we operate as a drop off point for left over, unused disposable nappies. The Nappy Collective then distribute them to organisations that support families in crisis or in need.

SHESH

The SHESH event brings the story of 6 people with the courage to share their narrative and journey. We are honoured to be able to host this event together with Tzedek, Pathways, Sandie Klein and Dassi Herzberg.

Walking With The Community

NCJWA Vic was proud to once again join the **Walk Against Violence** in November 2019. This is an annual event in our calendar that takes place during the UN's 16 Days of Activism Against Gender Based Violence. We joined with the JCCV, Jewish Care and many other Jewish and non-Jewish community organisations.

NCJWA Vic was also represented at the annual **Pride March** in February 2020, where about 100 people from the Jewish community joined with many others in a show of support for the LGBTIQI community. It was a great day with fantastic atmosphere, as well as a great opportunity to network with others and show our support for Aleph.



Golf Day: Sharon Stone and Gizella Mel



Mitzvah Day: Peta Birnbaum, Bev Rosenberg, Ada Gurgiel Bette Schmideg, Joanne Gubieski, Rebecca Rochman



Bridge Day

Mitzvah Day

On Mitzvah Day, the Jewish community (together with other communities and individuals) around the world takes part in a range of events and activities aimed at making a positive difference in the world. This year we made up in excess of 220 gift bags which were delivered to two local service providers – Orange Sky Laundry and Community Information and Support Glen Eira. Thanks to all those who helped packing – Bette Schmideg, Rhonda Levy, Bev Rosenberg, Peta Birnbaum, and Rebecca Rochman. A special thanks to Joanne Gubieski who once again coordinated NCJWA Vic's Mitzvah Day contribution.

Bridge Day

At May, NCJWA Vic ran our Duplicate Bridge Day at Glen Eira McKinnon Bowls Club. All proceeds from this special yearly event go directly to the **Caring Mums** program. Thank you to all who participated and to Joanne Gubieski and Debbie Strauch for coordinating the event. We had planned Bridge Day in 2020 but sadly this was cancelled due to the COVID-19 pandemic.

Golf Day

Our biennial Golf Day was held in November, at Cranbourne Golf Club. A much-anticipated event that included a kosher lunch by Roquette Catering. The Golf Day was open to all amateur golfers looking to enjoy a beautiful day playing, while supporting NCJWA Vic. Thank you to Sharon Stone, Gizella Mel and Ruth Lew for coordinating this event, and to all our sponsors, supporters, and major sponsor- The TIC Group.

Links with NCJW USA

NCJWA was modelled on the National Council of Jewish Women in the USA after NCJWA founder Dr Fanny Reading visited the USA, met NCJW founder Hannah G Solomon, and saw the NCJW in operation.

In 2019, nearly 100 years later, President Miriam Bass and Treasurer Hannah Greenberg visited NCJW staff in Los Angeles, USA. Los Angeles section of NCJW is the biggest section in the US with over 2,500 members and supporters.

Issues discussed include:

- Internship programs - how to recruit good candidates, pitfalls and how to overcome them, and some of the projects interns have successfully undertaken;
- Membership strategies;
- Systems utilised;
- How impact of activities is measured;
- How social media is managed and implemented;
- How program needs are identified, developed and evaluated;
- How advocacy is undertaken/by whom, and what training is provided.



Special Friends Cocktails: Fionna Geminder, Jeanne Pratt AC, Adrienne Basser, Lee Ann Basser, Fay Joske, Miriam Bass and Bruce Joske



Mina Fink Lecture: Lily Tell, Freda Freiberg and Nathan Fink

Advocacy

#MakeSpaceForHer

The Advocacy Subcommittee is thrilled to report that 2019-20 saw the launch of our community wide campaign **#MakeSpaceForHer**, which aims to ensure Jewish women in Victoria are equally represented in leadership positions within our community and participate equally in community events.

We plan to achieve more balanced representation in leadership and positions of influence through two key avenues. The first is by asking all Jewish community organisations to sign our **Gender Equality Pledge**. The second is by creating and managing a Women in Leadership Database for Jewish women, to increase visibility and opportunities for women to serve on boards and participate in community leadership via conferences, panels and public events etc.

Provision of resources will support organisations to expand their culture of diversity and inclusion, and support leadership teams to create a culture and day-to-day experience in the workplace where women can thrive. Monitoring and reporting on positive and errant behaviours, and maintaining and publishing a list of organisations committed to the pledge, will all serve to strengthen the campaign.

The Gender Equality pledge was first presented to three peak organisations in June and July 2019: the Zionist Federation of Australia, Zionism Victoria and the Jewish Community Council of Victoria. Anna Serry and Keren Zelwer spoke at each of their plena and unanimous votes in favour of adopting the Gender Equality Pledge were passed at all three plena. We would like to note the enthusiasm and support that came from Jeremy Leibler, Jennifer Huppert, Sharene Hambur and their Boards. Collectively, they sent a strong and unified message to the rest of the community about how we should be focusing on gender issues. Since that time, the Advocacy Subcommittee have been working with over 100 affiliate organisations to encourage them to sign the pledge as well. To date, 33 organisations have signed the pledge.

In September 2019, we hosted a VIP campaign launch event organised by our **NextGen** Committee and attended by over 100 people including members of Parliament and leaders from across the Jewish community. We were thrilled that Carol Schwartz AO launched the campaign. Carol spoke about her journey as a female leader and role model and her reflections on the progress of the gender equality movement during her career. Committee members Anna Serry, Ronit Joel and Keren Zelwer also spoke, as did Jeremy Leibler, President of Zionist

Federation of Australia, who showed his strong support for gender equality.

The launch was a fantastic acknowledgement of the organisations committed to the Gender Equality Pledge at that time, and a wonderful endorsement of the rest of the community to participate in the campaign and begin to **#MakeSpaceForHer**.

Successful visits were made to State Member for Caulfield, David Southwick MP, State Member for Box Hill, Paul Hamer MP, Federal Member for Goldstein, Tim Wilson MP and Federal Member for Macnamara, Josh Burns MP, in order to obtain their support for the campaign. We thank them for their statements, which were promoted on our social media channels. President Miriam Bass also took the opportunity to promote the campaign as Henry Greener's guest on the Jewish television program "The Schtick".



#MakeSpaceForHer: Jeremy Leibler, Keren Zelwer, Anna Serry, Miriam Bass, Carol Schwartz AO, Ronit Joel, Lee Ann Bassner



#MakeSpaceForHer: Carol Schwartz AO



#MakeSpaceForHer: Lindy Susskind, Bianca Janover, Anna Serry and Moran Dvir



#MakeSpaceForHer

Subcommittee Chair Anna Serry appeared on panels for the Australian Jewish Funders and the NCJWA conference to talk about the **#MakeSpaceForHer** campaign.

Our thanks to all these special people for their support and enthusiasm for the campaign.

Other Advocacy Initiatives

In addition to the Gender Equality campaign, NCJWA Vic responded to women's issues as they arose during the year. Highlights are listed below.

Victorian Gender Equality Bill

NCJWA Vic, together with the Jewish Community Council of Victoria, made a joint submission to the Office for Women with respect to the exposure draft of the Victorian Gender Equality Bill. This was followed by a statement in support of the Victorian Gender Equality Bill when it was introduced into State Parliament in November 2019, celebrating the Victorian government's initiative to make its public sector accountable on gender equality. The Bill subsequently passed and became law on 25th February 2020.

Religious Discrimination Bill (Exposure Draft)

We made submissions on the Exposure draft of the Commonwealth Religious Discrimination Bill, highlighting the negative impact some of the provisions would have on women's access to health. We met with a number of politicians from the Liberal and Labour parties, including Katie Allen, Tim Wilson and Josh Burns, and asked for clarification on the impact of the bill on women's issues. We contributed to the submission of the Executive Council of Australian Jewry on the applicability of the Bill to women and LGBTQ community.

NCJW Washington Institute

The Washington Institute 2019: Building a Movement not a Moment, was a chance to learn from experts, strengthen advocacy skills, connect with social justice advocates from across the USA and meet with US lawmakers and their staff to discuss critical issues such as gun control, independent judicial appointments, abortion rights, and voter suppression. NCJWA Vic was proud to be invited to participate in the Washington Institute for the first time.

Our delegation comprised Miriam Bass (President), Hannah Greenberg (Treasurer), Ann Wollner (Board Member) and Lee Ann Basser (CEO). We were joined by a delegation of Israeli leaders from the women's not-for-profit sector who were participating in the year-long program *Connecting for Impact: Strengthening the Feminist Ecosystem in Israel*.

The Washington Institute provided us with the opportunity to present our work on gender equality and there was much interest in our **#MakeSpaceForHer** campaign.

#Bring Leifer Back

We have supported the #BringLeiferBack campaign from its early days. We continued this support through our social media channels this year and are committed to supporting Dassi Erlich, Ellie Sapper, Nicole Meyer and other survivors who experienced abuse from Malka Leifer. Although technically beyond the timeline of this report, we were very pleased when in May an Israeli court finally found Leifer fit to stand trial for extradition to Australia.



Fanny Reading Human Rights Lecture: Nancy K Kaufman

#Be Slavery Free

#BeSlaveryFree (formerly Stop the Traffik) is a coalition of 24 organisations taking part in a global network that aims to stop and prevent human trafficking and slavery. We have had a long association with Be Slavery Free, supporting anti-trafficking through our social media channels. In particular, we have supported the campaign for Modern Slavery Acts in Australia.

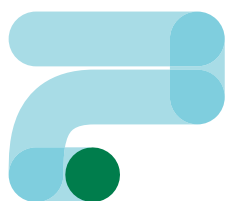


Fanny Reading Human Rights Lecture: Board Members and Nancy K Kaufman.



Fanny Reading Human Rights Lecture

Fanny Reading Human Rights Lecture



Since 2016 NCJWA Vic has hosted the **Fanny Reading Human Rights Lecture** in honour of our founder Dr Fanny Reading. The lecture is held in December

around International Human Rights Day. Since its inception, several eminent women have given this address, Professor Kim Rubinstein (2016); Gillian Triggs, former President of the Australian Human Rights Commission (2017); Professor Neta Ziv, Faculty of Law, Tel Aviv University (2018). This year we were

honoured to have Nancy K Kaufman, former CEO of the National Council of Jewish Women (USA), as our Fanny Reading orator. Nancy discussed the issue of *Jewish Social Justice in the Era of Trump* and presented the challenges of a Jewish feminist activist in the USA context. In her short time in Australia, Nancy met with our supporters at a special brunch, consulted with our Board and Advocacy Subcommittee as well as the National Board, and visited our sister organisation NCJWA NSW. We are very grateful to Nancy for making the journey from New York to deliver the lecture and for sharing her deep knowledge and experience.

Advocacy Committee

Early in 2020 Anna Serry stepped down as Chair of the Subcommittee and we are so excited that Debi Fleischer assumed the position, bringing incisive and strategic leadership to the team. We would like to acknowledge Anna's drive and leadership as Chair of the Advocacy Subcommittee and to thank our enthusiastic and committed subcommittee volunteers without whom we would not be able to be the voice for Jewish women in Victoria.



Gender Equality Campaign – pledge takers

AJAX Jnr Football Club
Ark Centre
AUJS Vic
AUJS
Australian Jewish Funders
Australian Forum of Russian Speaking Jewry
Australian Jewish Democratic Society
Australian Jewish Historical Society
Beit Aharon
Bialik College
Eemunah
Hamerkaz Shelyanu Centre
JCCV
Jewish Care Victoria
Jewish Holocaust Centre
Jewish Women of Words
Kadimah
King David School
Liebler Yavneh College
Maccabi Australia
Maccabi Victoria
Mizrachi Organisation
MOTL
Mount Scopus Memorial College
New Israel Fund Australia
Oz Shalom (the Shtick)
Progressive Judaism Victoria
St. Kilda Hebrew Congregation
Twelve Thirteen
United Jewish Education Board
Council of Australian, New Zealand and Asian Progressive Rabbis (UPJ)
Zionism Victoria
Zionist Federation of Australia



Support for Israel

Over the last four years the focus has shifted from fundraising for a small number of Israeli not-for-profits to awareness raising and advocacy through social media channels and our flagship lectures.

During this time, we have been fortunate to host a number of leading Israeli activists and feminists including Prof. Hanna Herzog, Sharon Abraham-Weiss, Prof. Daphna Hacker and Neta Ziv. We had planned a visit by Iris Stern Levi, cofounder of *Her Academy* - an innovative program which partners with industry to upskill street workers and empower them to leave prostitution. The visit was cancelled as a result of the COVID-19 pandemic. We look forward to welcoming Iris to Melbourne when it is once again safe to travel.

In 2019 we had the opportunity to build on our connections with women leaders of Israeli not-for-profits during the NCJW Washington Institute in Washington DC. Some we had met before, but many were new acquaintances. They were part of the *Connecting for Impact* delegation. We were able to build on these connections when Lee Ann Bassier (CEO) visited Israel in September 2019 on a private visit.

NCJWA Ltd's New Approach

Support for Israel is one of the key components of NCJWA Vic's mission. At the NCJWA National Convention in September, we contributed to the adoption of a new National Strategy for Support for Israel.

The sections unanimously supported the resolution moved by Miriam Bass (President NCJWA Vic) and seconded by Anita Shroot (NCJWA Canberra) that:

- a) NCJWA Ltd's support for Israel is directed at achieving the empowerment of women and girls and improving the status of women in Israeli society.
- b) NCJWA Ltd's support for Israel should:
 - Directly and positively impact women and/or girls in Israel.
 - May involve direct financial support and/or other forms of support.

The ILAN Foundation and the Haifa University Scholarship for Women of Ethiopian Heritage will no longer be supported.

However, all sections will continue to support the Haifa Rape Crisis Center for 2019/2020.

Yom Hazikaron

NCJWA Vic continued its partnership with Zionism Vic for Yom Hazikaron, the annual commemoration for those who gave their lives for the state of Israel. This year, Shani Ben Hur represented NCJWA Vic by reading a testimony in Hebrew.

The Haifa Rape Crisis Centre

Following the resolution of the National Conference, we channeled funds received from our donors to the Haifa Rape Crisis Center (HRCC).

The HRCC supports survivors of sexual violence and their families, raises the awareness of the community and professionals to the implications of sexual violence, and works to protect and promote survivors' rights.

It facilitates extensive community outreach and educational programs addressing children, young people, parents, teachers and youth at risk, and trains a wide range of professionals, from therapists to police officers, to respond more effectively and sensitively to the needs of survivors and the issues of sexual violence. Funds raised in Australia are applied to the educational programs for young people.



**WOMEN OF NCJWA VIC
GIVING DAY - 3 DEC 2019**

“

**Because by helping
women and girls we
are looking after
the whole family**

**Debbie Strauch
Vice-President**

”

#WomenOfNCJWAVIC



JamFest: Rebecca Sparrow



The Board

Miriam Bass, President of NCJWA Vic, has been an active member of the Board since 2012, serving in a variety of roles, including chairing the Governance and Risk, Development and Finance Committees. She initiated a comprehensive strategic review of the organisation and facilitated the development of the current strategic plan (2015-2020). Miriam also established NCJWA Vic's participation in the Observership Program in 2018. This year Miriam lead the development of the strategic plan (2020 – 2025). Miriam also lead the development of new Constitutions in 2014 and initiated the Major Gifts program at NCJWA Vic. A management consultant by profession, and graduate of the Australian Institute of Company Directors, Miriam has extensive consulting and board experience across a wide range of areas including education, health, arts and culture, as well as corporate and community sectors.

Lesley Ber joined the Board in 2019, a qualified Chartered Accountant as well as an MBA graduate with a Diploma in International Tax. Lesley has 15 years banking experience ranging from general banking, internal auditing to specialist treasury bank auditing. She is an experienced structured financier and has implemented domestic and cross border lending structures. She has worked in South Africa, the United Kingdom and Australia in various other roles as well as having been a tax examiner for the South African Institute of Bankers as well as a university Accounting lecturer. Lesley has always been passionate about women's issues and the advancement of girls and women in our society, particularly in the areas of education and welfare.

Sally Davis, a lawyer by profession, trained mediator and graduate of the Australian Institute of Company Directors, joined the Board in 2018. Sally chairs the Governance and Risk Committee and is a member of the Finance Committee. Having also worked extensively in the financial services industry for over 20 years, focusing on dispute resolution and the identification of systemic issues, Sally is currently the General Manager and Chief Executive Officer of committees that monitor codes of practice in the financial services sector. Her role includes oversight of work plans and budgets for five independent Committees and extensive experience with regulators, industry, consumer groups and other stakeholders. Sally is passionate about providing community assurance and ensuring continuous improvement, and brings those passions to the Board and to the Governance & Risk and Finance Committees.

Moran Dvir brings experience in marketing, events and social media in the not-for-profit space. She combines her passion for gender equality and female empowerment with a strong determination to effecting change. Moran is co-chair of the **NextGen** team that is engaging the next generation of women with the work of NCJWA Vic. Moran was a member of the Development Committee until February 2020. She also undertook the Institute of Community Director's Diploma in Business (Governance). Moran resigned from the Board in February 2020.

Hannah Greenberg joined the Board of NCJWA Vic in 2012. Since that time she has served as Treasurer of the organisation. Passionate about NCJWA Vic and empowering women, Hannah was instrumental in obtaining DGR status for the Social Support Trust for the **Caring Mums** program. Hannah is a teacher and a qualified accountant for over 40 years.

Judy Hacker joined the Board in 2017 and is a senior marketing executive with over thirty years' experience in management, marketing and strategic planning across a range of industries. She is an experienced Board member, having served on many not-for-profit boards before joining NCJWA Vic and is also currently on the board of Women's Health Victoria. Judy led the rebranding of the organisation in 2020 in line with the strategy to revitalise our look and feel and broaden our appeal to all age groups. The new branding is strong, professional and contemporary. She is also a member of our Development Committee.

Elaine Jacobs brings skills in strategic planning, finance and risk management, developed over 40 years in business, including more than 22 years in financial services to the board of NCJWA Vic. In retirement she is involved with various philanthropic endeavours, and her focus is gender equality, positive change and support for women and families. She sees her position as NCJWA Vic board member as an opportunity to provide financial skills and to gain knowledge from others on this diverse and highly skilled board. Elaine resigned from the Board in August 2019.



From Left To Right: Karen Stock, Helen Lewin, Debbie Strauch, Anna Serry, Lesley Ber, Miriam Bass, Ann Wollner, Judy Hacker, Sally Davis, Hannah Greenberg

Helen Lewin, Secretary of NCJWA Vic, joined the Board in 2016 and is currently chairing the Development committee. Formerly chair of the Governance Committee until the end of 2019, she is still a member of the Governance Committee and Finance Committee. With qualifications in law and more than 25 years' experience in law, privacy practice and corporate compliance, Helen brings a breadth of perspectives to dealing with privacy protection and information governance issues. Formerly, Deputy Privacy Commissioner (Victoria), and Chief Privacy Officer and Head of Corporate Compliance at Telstra Corporation, Helen now works as a lawyer and privacy consultant. Like other board members, Helen is passionate about the advancement of women and girls in the Jewish and broader communities. Helen has recently completed the Institute of Community Director's Diploma in Business (Governance).

Anna Serry brings a background in commercial law as well as in public interest law to her role on the Board of NCJWA Vic. Anna joined the Board in 2016 and had an immediate impact as a member of the Governance & Risk Committee and the Development Committee. Anna was integral to the establishment of both the **NextGen** Committee (which she chairs) and the Advocacy Committee, as well as initiating the **Young Circle of Women**. Anna completed the Institute of Community Director's Diploma in Business (Governance) in 2018.

Karen Stock is a social worker by profession and brings a diverse range of experience in property development and in community fundraising to her position on the Board of NCJWA Vic. Karen has a long history of community work, as a Court Networker in the County Court, former Vice President of Mount Scopus Memorial College, mentor with the Jewish Care Adolescent Program for High Achievers and a **Caring Mum** (to name a few of her roles). Karen Chairs the Building Committee, is a member of the Advocacy Committee and a volunteer supervisor in our **Caring Mums** program. Karen is also an ambassador and a volunteer for our affiliate Unchain My Heart.

Debbie Strauch, Vice President of NCJWA Vic, joined the Board of NCJWA Vic in 2010. A qualified high school teacher, Debbie has served as a general board member and as Secretary. Debbie is passionate about her work at NCJWA Vic. She initiated the **BrainFood** series and continues to co-ordinate these events. She also co-ordinates the speakers for the UJEB Bat Mitzvah program in term 4 and coordinated the Women's Interfaith Model Seder in 2019. Debbie works closely with Miriam Bass and is actively involved in fundraising. Debbie completed the Institute of Community Director's Diploma in Business (Governance) in 2018.

Dr Ann Wollner is a mother, grandmother, practising lawyer and child clinical psychologist. She has special interests in human rights, family violence, international parental child abduction and education. Ann has a strong commitment to the Jewish and broader community, having served as President of Mount Scopus Memorial College and being on the boards of Unchain My Heart, UJEB and NCJWA Vic. She has also been involved with Maccabi Victoria, the Asylum Seekers Resource Centre and the JCCV Youth Alcohol Project, among many others. Ann has been a NCJWA Vic Board member since 2014 and is on the Advocacy, Finance and Building committees.

Board Observers



Nicole Gandel is currently participating in the Board Observership Program. A qualified lawyer, Nicole is an events and business manager who has worked in Melbourne, Sydney and Los Angeles. Nicole returned to Australia in 2018, where she currently works in events and business development for her family's business, Pt Leo Estate Winery and Sculpture Park. Nicole has been involved in a number of charitable causes within the Jewish and broader communities including: Jewish Care, the United Israel Appeal, the RSPCA and the Starlight Foundation. She is a proud Jewish woman who is passionate about combatting racism and discrimination.



Kellye Hartman is currently participating in the Board Observership Program. Kelly is a values-driven marketing and communications professional with expertise in brand management, social marketing, digital communications and project management. During her time at VicHealth, Kellye has delivered high-profile, state-wide behaviour change campaigns including Walk to School and the award-winning This Girl Can - Victoria campaign. Kellye has a passion for driving positive outcomes in the community, with particular interests in social justice and health equity.



Back Row: Naomi Swart, Sivan Prezma, Frankie Pinch, Michele Slatem, Michelle Kornberg, Nellie Khoroshina, Scindia Annathurai, Liat Azoulay
Front Row: Helen Nathan, Dorit Jaffe, Lee Ann Bassier, Robyn Davis, Shani Ben Hur

Staff

CEO

Lee Ann Bassier joined NCJWA Vic in 2016. She sees the organisation offering something for everyone – the chance to work locally and globally in the Jewish and broader communities, advocating on issues affecting women and girls and empowering women, girls and their families.

A feminist and academic for 30 years, as well as a human rights lawyer, Lee Ann is a passionate advocate for the rights of disadvantaged people. NCJWA Vic offered Lee Ann a unique opportunity to lead a women's organisation working at the grassroots while continuing to advocate for systemic change. NCJWA Vic's vision is to empower women to achieve their potential and create a better world. We do this through programs supporting women at key points across the life cycle, advocacy and activities advancing the status of women, promoting social cohesion and human rights.

Program Staff

Robyn Davis
Programs Officer (Caring Mums)

Michelle Kornberg
Programs Manager,
Caring Mums Coordinator

Nellie Khoroshina
Golden Age Clubs Coordinator

Helen Nathan
Caulfield Seniors Clubs
Coordinator

Naomi Swart
Programs Coordinator,
The Jam Project; Program Officer,
Caring Mums

Liat Azoulay
Jam Project Assistant

Administrative Staff

Dorit Jaffe
Social Media Officer,
Executive Assistant to CEO

Sivan Prezma
Office Administrator

Shani Ben Hur
Project Officer

Michele Slatem
Finance Officer

Francine Pinch
Program Administrator
(Caring Mums)

Scindia Annathurai
CRM Administrator

Treasurers Report



It is with great pleasure that I present our 2019-2020 financial results to our stakeholders, donors and the broader community.

At the time of writing this report, our world is facing a global health and economic crisis and no doubt the 2021 financial year will have its challenges. However, for NCJWA Victoria the financial year 2019-2020 was a highly successful and exciting one.

NCJW (Victoria) Social Support Trust successfully expanded its programs, **Caring Mums** and **The Jam Project**. The financial result for the NCJW (Victoria) Social Support Trust in 2019/20 shows a profit of \$22,936 compared to a loss of approximately \$53,000 in the previous year. This was largely due to several generous high value donations and an increase in government grants. Cash reserves are strong with approximately \$110,000 (2019: \$118,000).

NCJW (Victoria) Community Services' financial results in 2019/20 show a surplus of \$138,019. This is an increase of circa \$63,000 from 2019. This is largely due to increased revenue from: our successful annual giving day and end of financial year campaign; an increase in our **Circle of Women** contributions; and a number of generous high value gifts received during the year.

Expenses in Community Services have increased - the major increase being our salaries and wages expense, which was budgeted in the previous year.

NCJWA Vic's financial results in 2019/20 show a loss of around \$64,800 compared to a loss of \$49,780 in 2018/19. This is largely due to a decrease in membership funds, the cancellation of the Melbourne Theatre Company season and our International Women's Day event due to COVID-19. Victoria has cash reserves of around \$30,000 compared with \$32,000 the previous year.

We are mindful of the impact of the COVID-19 pandemic for future financial years and are closely monitoring and curtailing expenditure where possible. As it is not mandatory for our organisation to have an audit, we decided to reduce our expenses by conducting a review rather than an audit of our financial statements for the 2019/2020 financial year. A review reports on the plausibility of the financial statements and is undertaken so that the accountants can report to members on whether they are aware of anything, based on the review procedures they



#genderequality

NCJWA VIC

performed, that would suggest that the financial reports do not, in all material respects, meet legal requirements and financial reporting standards.

It is important to look at the financial statements with the understanding of accounting concepts and the need to report according to Australian accounting standards. We implemented the Income Recognition Accounting Standards and consequently will defer recognising grant and donation revenue where specific conditions attached to a grant or donation have not yet been satisfied. NCJW (Victoria) Social Support Trust has deferred revenue of \$20,000 for the 2020 financial year.

In line with the adoption of new revenue recognition accounting standards we have chosen to recognise our volunteers' economic value in this year's financial statements. The effect of this is an increase in revenue of \$141,088 in NCJW (Victoria) Community Services and \$277,880 in NCJW (Victoria) Social Support Trust (Prior year comparatives have not been adjusted). We rely heavily on our volunteers' donated services to resource our programs, events, and advocacy and the quantification of this reflects the true cost of achieving the outputs of our operations and value to our economy.

As part of a planned IT transformation, we began the process of developing a style guide, contemporary website and a dedicated Customer Relationship Management system for the organisation. Combined expenditure on this is circa \$145,000 and has been recognised as an intangible asset. We have budgeted for additional expenditure to complete this transformation in the 2020/2021 financial year.

NCJWA Vic continues to improve its accounting techniques. The management team is constantly re-evaluating its

deployment and allocation of resources to ensure that care is delivered as sustainably as possible at a level of which the community can be proud. This year we have also undertaken a thorough examination of our risk areas and financial and operational controls. We have also streamlined our chart of accounts to provide more meaningful management reports. Our budgeting and examination of our performance is a dynamic practice and the Board and management continue to closely monitor our budget, liquidity and reserves in light of COVID-19.

I once again would like to congratulate our CEO - Lee Ann Bassier and her magnificent staff who all work tirelessly for our organisation. I would especially like to commend our new Finance Officer, Michele Slatem. She is extremely efficient and thorough. She has helped me enormously and is a great addition to NCJWA Vic staff. Thank you Michele.

I would also like to thank the whole Board for their dedication and hard work.

It has been a tremendous pleasure to be part of such a wonderful team. One of the benefits of volunteering is that you get a lot back. I have made some wonderful friends on the NCJWA Vic Board, who I feel will be friends for life. I would especially like to express my thanks to our esteemed President Miriam Bass. Miriam has done an amazing job as President as "our go to person" on the Board. Thank you, Miriam, for being our President and especially thank you for being my friend.

It is with some sadness that I will be retiring from my position as Treasurer of NCJWA Vic at the AGM. I have thoroughly enjoyed the past 8 years as a Board member and my involvement in our major financial accomplishments: obtaining DGR for the Social Support Trust, paying off loans, buying and selling

property, upgrading our financial system, achieving our budget targets, improving our budgeting and financial controls, ceasing non-viable activities such as the bus service and the Op Shoppe. I have also grown professionally and now feel very confident of how to get DGR for not-profit charities. I can remember my first day at NCJWA Vic, meeting Vivien Brass OAM and Shirley Glance OAM. They were so happy and welcoming to me as their new Treasurer. I am known as the new Treasurer who wrote emails at 2 am. I am happy to say that the new Treasurer will not have to work through the night.

As I have been invited to remain a member of the Finance Committee, I will still remain involved in NCJWA Vic. I am proud to be a member of such a strong and progressive organisation and have the opportunity to continue to contribute.

Finally, on behalf of the Board, I would like to take the opportunity to thank and express our gratitude to our accountants Greenberg and Co and especially Jay Greenberg, who has worked on our financial statements at a discounted rate. Jay I promise not to ask you for so much time in the future.

I look forward to another year of working with NCJWA Vic.

Hannah Greenberg
Honorary Treasurer

NCJWA (Victoria) Inc

Summary Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31 March 2020

	2020	2019
INCOME		
Membership	12,472	17,513
Events income	65,977	123,538
Other revenue	70,972	64,595
TOTAL INCOME	149,422	205,646
EXPENDITURE		
Administrative expenses	3,133	666
Depreciation	1,921	4,003
Employee benefit expenses	90,899	78,147
Event expenses	64,686	99,044
Other expenses	53,611	73,566
TOTAL EXPENDITURE	214,250	255,426
PROFIT/(LOSS)		
Before Income Tax Expense	(64,829)	(49,780)
Income Tax Expense	-	-
PROFIT/(LOSS)		
For The Year	(64,829)	(49,780)

Summary Statement of Financial Position

As at 31 March 2020

	31 March 2020	31 March 2019
ASSETS		
Current Assets		
Cash and Cash Equivalents	30,003	32,304
Trade and Other Receivables	39,682	0
GST Receivable	0	748
TOTAL CURRENT ASSETS	69,685	33,053
NON-CURRENT ASSETS		
Plant and Equipment	12,723	14,644
Land and Buildings	2,000,000	2,000,000
Intangibles	22,700	0
Other Non-Current Assets	0	170
TOTAL NON-CURRENT ASSETS	2,035,423	2,014,814
TOTAL ASSETS	2,105,108	2,047,867
LIABILITIES		
Current Liabilities		
Trade and Other Payables	4,294	60
GST Payable	4,330	0
Provisions	15,660	0
Loans	175,779	77,933
TOTAL CURRENT LIABILITIES	200,063	77,993
TOTAL LIABILITIES	200,063	77,993
Net Assets	1,905,045	1,969,874
MEMEBER'S FUNDS		
Capital Reserve	630,045	694,874
Reserves	1,275,000	1,275,000
TOTAL MEMBER'S FUNDS	1,905,045	1,969,874

NCJW (Victoria) Community Services Inc

Summary Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31
March 2020

	2020	2019
INCOME		
Donations	323,431	885,082
Donated services	141,088	0
Grant revenue	94,826	69,993
Other revenue	202,072	89,757
TOTAL INCOME	761,417	1,044,832
EXPENDITURE		
Administrative expenses	4,694	1,235
Depreciation	7,827	5,887
Donated services	141,088	0
Employee benefit expenses	320,987	137,518
Other expenses	148,802	177,276
TOTAL EXPENDITURE	623,398	321,915

PROFIT/(LOSS)		
Before Income Tax Expense	138,019	722,917
Income Tax Expense	-	-
PROFIT/(LOSS)		
For The Year	138,019	722,917

Summary Statement of Financial Position

As at 31 March 2020

	31 March 2020	31 March 2019
ASSETS		
Current Assets		
Cash and Cash Equivalents		
Cash on Hand	0	500
Cash at Bank	156,343	315,239
Cash on Deposit	1,542,526	1,428,600
TOTAL CASH & CASH EQUIVALENTS	1,698,868	1,744,339
Trade and Other Receivables	62,118	480
GST Receivable	2,261	0
Other Current Assets	736	736
Loans	264,624	207,144
TOTAL CURRENT ASSETS	2,028,607	1,952,698
NON-CURRENT ASSETS		
Investment in Shares	163,285	163,408
Plant and Equipment and Vehicles	17,320	20,537
Land and Buildings	1,000,000	1,000,000
Intangibles	86,995	0
TOTAL NON-CURRENT ASSETS	1,267,599	1,183,945
TOTAL ASSETS	3,296,206	3,136,643

LIABILITIES		
Current Liabilities		
Trade and Other Payables	75,093	18,615
GST Payable	0	486
Employee Entitlements	43,875	83,588
TOTAL CURRENT LIABILITIES	118,968	102,688
Non-Current Liabilities	0	(5,387)
TOTAL LIABILITIES	118,968	97,301

Net Assets	3,177,238	3,039,342
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MEMEBER'S FUNDS		
Capital Reserve	3,174,223	3,036,204
Reserves	3,015	3,138
TOTAL MEMBER'S FUNDS	3,177,238	3,039,342

The Trustee for The NCJW (Victoria) Social Support Trust

Summary Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31
March 2020

	2020	2019
INCOME		
Donations	95,506	93,268
Donated services	277,880	0
Grant revenue	165,000	98,500
Other revenue	8,400	2,017
TOTAL INCOME	546,786	193,785
EXPENDITURE		
Depreciation	3,497	2,186
Donated services	277,880	0
Employee benefit expenses	140,406	176,482
Other expenses	102,067	68,126
TOTAL EXPENDITURE	523,850	246,794
PROFIT/(LOSS)		
Before Income Tax Expense	22,936	(53,009)
Income Tax Expense	-	-
PROFIT/(LOSS)		
For The Year	22,936	(53,009)

Summary Statement of Financial Position

As at 31 March 2020

	31 March 2020	31 March 2019
ASSETS		
Current Assets		
Cash and Cash Equivalents	109,956	118,506
Trade and Other Receivables	11,000	11,000
GST Receivable	584	1,637
TOTAL CURRENT ASSETS	121,540	131,143
NON-CURRENT ASSETS		
Plant and Equipment	5,318	8,742
Intangibles	30,267	0
TOTAL NON-CURRENT ASSETS	35,585	8,742
TOTAL ASSETS	157,125	139,886
LIABILITIES		
Current Liabilities		
Trade and Other Payables	3,553	3,345
Deferred Income	20,000	0
Employee Entitlements	14,460	0
Loans	88,845	129,211
TOTAL CURRENT LIABILITIES	126,859	132,556
Other Current Liabilities	0	0
TOTAL LIABILITIES	126,859	132,556
Net Assets	30,266	7,330
EQUITY		
Capital Reserve	30,256	7,320
Settlement capital	10	10
TOTAL EQUITY	30,266	7,330

GREENBERG & CO.

CHARTERED ACCOUNTANTS

15 July 2020

To: The members of the Committee overseeing:

- NCJW (Victoria) Community Services Inc.
- National Council of Jewish Women of Australia (Victoria) Inc.
- The Trustee for the NCJW (Victoria) Social Support Trust

It has been an honour and a privilege to assist the National Council of Jewish Women of Australia with the compilation of the financial statements for the aforementioned entities. We very much appreciate the opportunity to conduct this engagement and learn more about the vital work the council performs through the local and wider community. In light of our engagement we advise the following:-

Assurance Disclaimer

Since a compilation engagement is not an assurance engagement, we are not required to verify the reliability, accuracy or completeness of the information provided to us by management to compile these financial statements. Accordingly, we do not express an audit opinion on these financial statements. The special purpose financial statements were compiled exclusively for the benefit of the committee who are responsible for the reliability, accuracy and completeness of the information used to compile them. We do not accept responsibility for the contents of the special purpose financial statements.

Observations

Whilst not an assurance engagement, we would like to take this opportunity to highlight to the committee some of the following items observed throughout the engagement:

- The current accounting systems employed by the NCJW is adequate for their purpose.
- The current financial team overseeing the accounting functions at the NCJW appear capable and competent.
- The board oversight of financial functions and reporting of the NCJW entities appears to be well experienced, disciplined in practice and rigorous in their analysis.

We look forward to a continued association with the council, in the capacity of external advisers and consultants, assisting the internal teams and independent third parties producing audit / assurance reviews.

Yours faithfully
GREENBERG & CO

JAY GREENBERG
JG:VH
Ref: 102146_1



ABN 31 511 433 511

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www.greenberg.com.au

Acknowledgements

PATRON

Lady Marigold Southey AC

BOARD

Miriam Bass **President**
Debbie Strauch **Vice President**
Hannah Greenberg **Treasurer**
Helen Lewin **Secretary**
Lesley Ber
Since August 2019
Sally Davis
Moran Dvir
Until February 2020
Judy Hacker
Elaine Jacobs
Until August 2019
Anna Serry
Karen Stock
Ann Wollner

BOARD OBSERVERS

Sejla Kadric
Until November 2019
Nicole Gandel
Since February 2020
Kellye Hartmann
Since February 2020

HONORARY LIFE MEMBERS

Susie Balint OAM
Eva Besen AO
Vivien Brass OAM
Susan Feldman
Vera Freidin
Shirley Glance OAM
Susie Ivany OAM
Malvina Malinek OAM
Rysia Rozen OAM
Rimma Sverdlin OAM
Beverley Walter

BUILDING COMMITTEE

Karen Stock **Chair**
Miriam Bass
Bruce Joske
Ann Wollner

FINANCE COMMITTEE

Miriam Bass **Chair**
Lee Ann Bassier **In Attendance**
Lesley Ber
Since August 2019
Michelle Buchanek
Since September 2019
Sally Davis
Hannah Greenberg **Treasurer**
Elaine Jacobs
Helen Lewin
Masha Lewis
Until August 2019
Hagar Lipa
Until July 2019
Lila Raskin
Since September 2019
Debbie Strauch
Ann Wollner
Sejla Kadric
In Attendance until December 2019

GOVERNANCE AND RISK COMMITTEE

Sally Davis **Chair since September 2019**
Helen Lewin **Chair until August 2019**
Allyson Bader
Miriam Bass
Lee Ann Bassier **In Attendance**
Emma Gerber **Since September 2019**
Justin Greenstein
Lexi Kowal **Until August 2019**
Sharon Projekt **Since September 2019**

DEVELOPMENT COMMITTEE

Helen Lewin **Co-Chair September 2019 - February 2020, Chair since February 2020**
Miriam Bass **Chair until September 2019**
Moran Dvir **CoChair September 2019 - February 2020**
Lee Ann Bassier **In Attendance**
Judy Hacker
Ruth Lew
Anna Serry
Karen Stock **Committee Member since September 2019**
Sharon Stone **Since September 2019**
Debbie Strauch
Lindy Susskind **Since September 2019**
Nicole Gandel **In Attendance since February 2020**
Kellye Hartman **In attendance since February 2020**

ADVOCACY COMMITTEE

Debi Fleischer **Chair since March 2020**
Anna Serry **Chair until March 2020**
Moran Dvir **until February 2020**
Angie Fox **since June 2019**
Romy Grace **since October 2019**
Ronit Joel
Lexi Kowal
Joy Lobo **October 2019 - April 2020**
Irina Pestun
Amie Rochman **until April 2020**
Karen Stock **until July 2019**
Ann Wollner
Keren Zelwer

NEXT GEN

Anna Serry **Chair**
Moran Dvir
Bianca Janover **until December 2019**
Lindy Susskind **until December 2019**
Ellie Smorgon **until May 2019**
Racheli Arber **since December 2019**
Kate Bolaffi **since December 2019**
Courtney Winter-Peters
Since December 2019
Raquel Ryan **Since December 2019**

EVENTS VOLUNTEERS

Viv Wollan **Events Chair**
Debbie Strauch
Peta Birnbaum
Joanne Gubieski
Ada Gurgiel
Lorraine Heilbrunn
Elaine Jacobs
Sandra Levinson
Rhonda Levy
Bev Rosenberg
Bette Schmideg
Sheryl Salcman

VOLUNTEER COORDINATORS

Sandy Abrahams **Bridge**
Michael Balint **Bridge**
Debbie Faifer **MTC Subscriptions**
Joanne Gubieski **Mitzvah Day, Duplicate Bridge Day**
Leah Jacobs **Bridge**
Brenda Kahan **Books Out Loud**
Susie Kennett **MTC Subscriptions**
Gizella Mel **Golf Day**
Richard Rozen **OAM Bridge**
Sheryl Salcman **Volunteer Coordinator**
Bette Schmideg **Brain Food**
Carla Sharp **Bridge Catering**
Sharon Stone **Golf Day**
Debbie Strauch **Brainfood, Duplicate Bridge Day, Interfaith Seder**

VOLUNTEER SUPERVISORS (CARING MUMS)

Yael Clark **until June 2019**
Rosemary Geer **until December 2019**
Norma Migalik **until January 2020**
Lorraine Raskin
Karen Stock
Rena Urbach **since March 2020**

HON SOLICITORS

Arnold Bloch Leibler

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Greenberg and Co

PRO BONO

Charter Keck Cramer
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Refresh Marketing

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Fiona Geminder
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The Observership Program

AFFILIATES AND DELEGATES

Be Slavery Free
Ethnic Community Council of Victoria
Jewish Community Council of Victoria
National Council of Jewish Women of Australia
National Council of Women
Unchain My Heart
United Nations Association of Australia,
Status of Women Committee
Volunteering Victoria
Zionism Victoria

More Acknowledgements

DONORS

GIFTS OF \$20,000 – \$100,000

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Gandel Philanthropy
Reid Malley Foundation
Spotlight Foundation

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Sam z'l and Minnie Smorgon
Helen & Bori Liberman Family
Swan Family Foundation

GIFTS OF \$5,000- \$9,999

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Lee Ann Basser
Eva & Les Erdi Humanitarian Charitable Foundation
Sadie Fink Fund
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Masha Lewis
Cassy Liberman & Ben Krasnostein
Moniton Pty Ltd
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Naomi & Elliot Swart
Anonymous

BEQUESTS

Jill Cantor z'l,
Sylvia Gelman z'l AM MBE
Marion Lawrence z'l
Maurice Walter z'l

GIFTS IN HONOUR OF SPECIAL OCCASIONS

Vivien Brass OAM (Birthday and Queen's Birthday Award)
Eve Belleli' (Bat-Mitzvah)
Yaa'ra and Marc Berenholtz (Birth of Daughter)
Candie Bruch (Birthday)
Sue Dascal (Birthday)
Jeremy Fetter (Birthday)
Judy Fetter (Birthday)
Louie Raskin-Gottlieb (Birth)
Lex Korngold (Birthday)
In memory of Irene Israel z'l

Esther Kister (Birthday)
Rosa Pastor (Bat-Mitzvah)
In Honour of Fanny Reading z'l
Ruth Rostkier (Birthday)
Lauren and David Shafer (Birth of Son)
Pauline Shilkin & Sol Leski (Wedding)
Joan and Ralph Snyder (Golden Wedding)
Naomi Swart (Birthday)

GRANTS

GOVERNMENT

Cth Department of Social Services
State of Victoria,
• Department of Premier and Cabinet
• Victorian Multicultural Commission
City of Glen Eira
City of Kingston
City of Port Philip
City of Stonnington
City of Yarra

COMMUNITY

Claims Conference - Adminstrated by Jewish Care
South Melbourne Community Chest

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Besen Family Foundation
Sisters of Charity
Alfred Felton Bequest
Merlyn Myer Fund
Rayah Fund Pittsburgh



Circle of Women

By contributing to operational costs, The Circle of Women financially supports NCJWA Vic to achieve its impact. Through the power of giving together, the Circle of Women ensures the ongoing sustainability of NCJWA Vic. Circle of Women members pledge a 3 years financial commitment to show their support. There are two levels of giving: Circle of Women and Young Circle of Women.

Patron

Heloise Pratt AM

Members

Michal Alfasi **until November 2019**

Michelle Baker

Belinda Bardas

Miriam Bass

Adrienne Basser

Lesley Ber

Rosetta Bloom

Vivien Brass

Nicky Carp

Suzi Carp

Annette Chaitman

Sue Dascal

Sally Davis

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Marylou Orloff **until October 2019**

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Simone Szalmuk-Singer

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Vicki Vidor

Karen Wayne

Pauline Wrobel **until August 2019**

Ann Wollner

Anonymous

Young Circle of Women

Anna Serry

Ellie Smorgon

Lindy Susskind

How To Get Involved

-  **Become a member of NCJWA (Vic)**
to strengthen the voice of Jewish women
-  **Join one of our Circles of Giving**
to support our daily operations and sustainability
-  **Make a regular tax deductible donation**
to support our programs and activities
-  **Make a tax deductible donation**
to support our programs and activities
-  **Volunteer with us**
to contribute to our community
-  **Simcha donations**
in lieu of gifts for special events
-  **Honour a friend**
or family member with the gift of a donation
-  **Partner with us**
by making a living legacy or leave a bequest in your will
-  **Make a donation to our project in Israel**
in keeping with our mission

Contact details

131—133 Hawthorn Rd
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T: 03 9523 0535

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