

“  
**Women belong in  
all places where  
decisions are being  
made. It shouldn't  
be that women are  
the exception.**

Ruth Bader Ginsberg



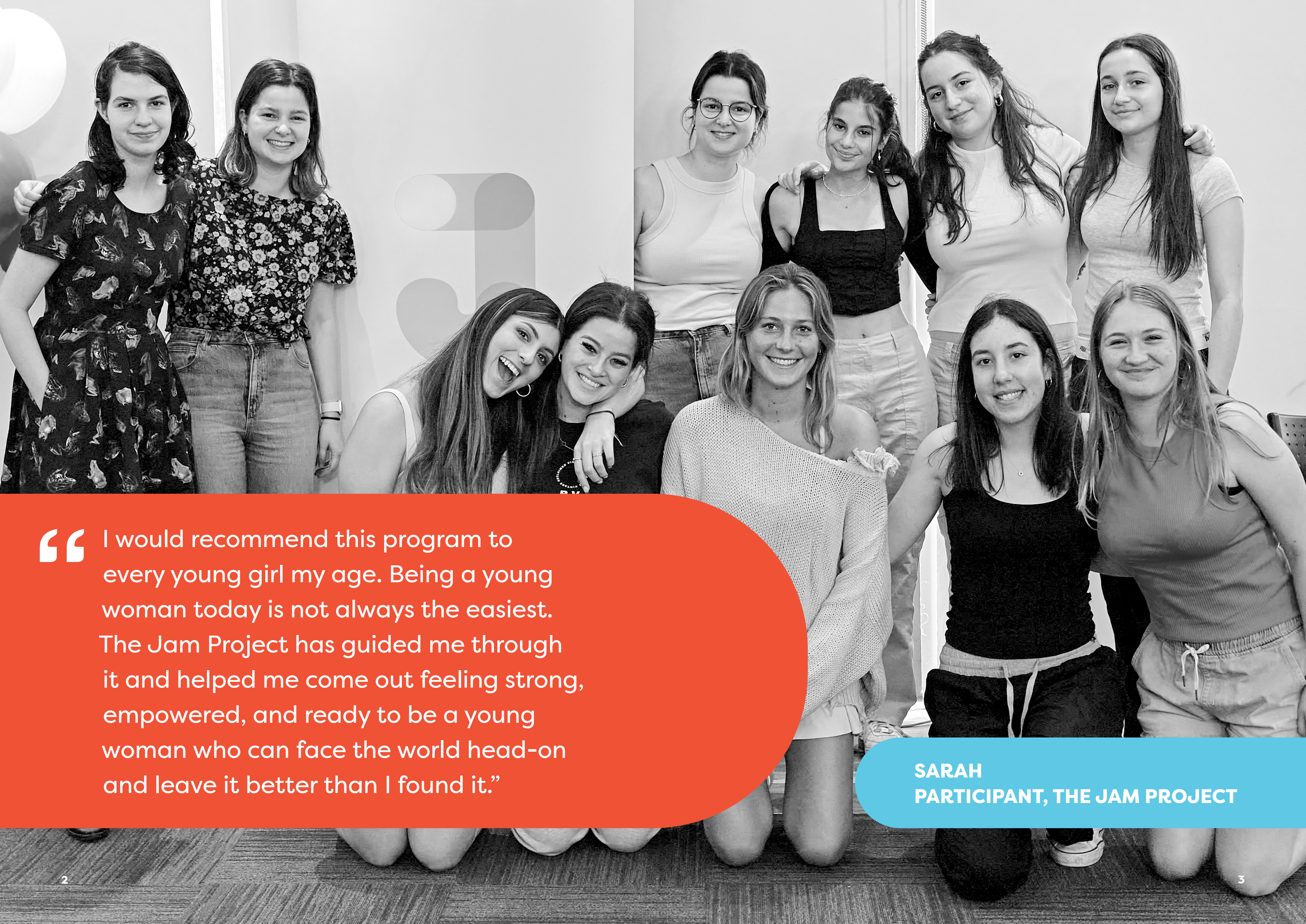
**ncjwaVIC**





2022 - 2023  
**Impact Report**





“

I would recommend this program to every young girl my age. Being a young woman today is not always the easiest. The Jam Project has guided me through it and helped me come out feeling strong, empowered, and ready to be a young woman who can face the world head-on and leave it better than I found it.”

**SARAH**  
**PARTICIPANT, THE JAM PROJECT**





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## IMPACT STORIES

### Meet Sarah

"I was looking for guidance from someone who'd been a teen and had come out the other side and who was not one of my parents. I wasn't sure what to expect from the program and was quite nervous about joining. However, I got so much from my time at The Jam Project.

The relationship I developed with my mentor was invaluable. I have improved my self-esteem and learned that there is life outside school and grades, and life outside of being a teen. My communication with my peers has improved and I have made new friendships. My confidence has grown and I am more informed on relevant issues and how to make the world a better place.

Moving forward, I will take my more positive outlook, my improved maturity, and a better sense of self with me to find my way through the last 5 years of being a teen and into young adulthood. I would recommend this program to every young girl my age and I wish everyone could do it. I am so grateful to have had this opportunity and I am very thankful that I decided to sign up. I have gained so much from being a part of The Jam Project."

“

**Being a young woman today is not always the easiest. The Jam Project guided me through and helped me come out strong and empowered, and ready to be a young woman who can face the world head-on and leave it better than I found it."** Sarah

### Meet Tessa \*

"Thank you for this program and for all that you offer. Jessie, my Caring Mum, has been a beautiful addition to our lives and we have so thoroughly enjoyed spending time with her. She has changed our lives. That is a big statement but it is true. Caring Mums helped me through a very difficult time.

Jessie was someone I could open up to and honestly say exactly how I was feeling. Her support showed me I could work through a difficult situation and move forward. She reminded me I was capable and able to get through these times. Being where I am now and seeing how helpful this program was for me, I hope to one day give back the support I received and help another woman who is going through the challenge of being a new mum. I am so grateful to Jessie and to Caring Mums."

\* Names have been changed for privacy

“

**Caring Mums helped me through a very difficult time. My Caring Mum was someone I could open up to and honestly say exactly how I was feeling"**

Tessa





# IMPACT BY NUMBERS

## CARING MUMS

134

EXTERNAL REFERRALS  
TO OUR CARING  
MUMS PROGRAM

1,499

HOURS OF  
EMOTIONAL SUPPORT  
TO NEW MUMS

90

MUMS MATCHED  
WITH A CARING MUMS  
VOLUNTEER

3,456

CARING MUMS HAVE  
SPENT A TOTAL OF

HOURS  
VOLUNTEERING

OVER 10 YEARS

210

VOLUNTEERS HAVE BEEN TRAINED  
FOR THE CARING MUMS PROGRAM

CARING MUMS HAVE  
HELPED A TOTAL OF

748

MUMS



GOLDEN  
AGE  
CLUB

OVER 120 CONNECT SESSIONS BOTH FOR  
SENIORS AND GOLDEN AGE CLUB MEMBERS

1792 HOURS SPENT BY OUR VOLUNTEERS  
WITH THE SENIORS PROGRAM

386 HOURS SPENT WITH OUR  
GOLDEN AGE CLUB MEMBERS

## THE JAM PROJECT

MENTORS HAVE SPENT 36 HOURS MENTORING  
AND CONNECTING WITH THEIR PARTICIPANTS



PARTICIPANTS HAVE SPENT OVER 16 HOURS  
LEARNING FROM INSPIRATIONAL SPEAKERS



## CEO'S REPORT



It is hard to believe that I have been in this role for 18 months. It has been a period of growth, learning, and meaningful contributions. I am truly grateful for the opportunity to lead this organisation. As we transitioned back to the office, it felt like coming home. The vibrant atmosphere, collaborative spirit, and bustling energy have reignited our collective passion. Being physically present has facilitated richer connections, spontaneous idea exchanges, and stronger teamwork.

I extend my heartfelt gratitude to Helen Lewin, our President, for her invaluable mentorship. Her guidance, wisdom, and unwavering support have been instrumental in my success. I also express my deepest appreciation to the Board for their trust and guidance in helping me fulfill our organisation's mission.

I am incredibly proud of our exceptional staff and volunteers. Their dedication, expertise, and commitment have been the driving force behind our accomplishments. Their collective efforts have enabled our programs to grow and expand and make a real impact in our community. Their passion and resilience is an inspiration.

Looking ahead, I am filled with anticipation for the exciting new initiatives that we have in store. We are positioned to embark on a number of new projects that will expand our reach and amplify our impact.

I would like to thank our members, volunteers, donors, committee members, supporters, and everyone else who has contributed to our success. Together, we have achieved significant milestones and created a solid foundation for future progress. With your continued support, I am confident that we will successfully navigate any challenges and create a bright future for our organisation.

Lisa Ezekiel  
CEO

## PRESIDENT'S REPORT



I am delighted to reflect on the past year and celebrate the remarkable achievements of NCJWA Vic. Over the course of this year, we have witnessed tremendous growth and success in all that our organisation has delivered. In the following pages you will be able to read not only about our achievements but also about our impact.

I am incredibly proud of the dedication and hard work demonstrated by our staff and volunteers who work so well together to deliver our impactful programs; Caring Mums, The JAM Project, and Connect, our newly combined Seniors' program.

One notable triumph that stands out is the incredible success of our Advocacy team and the work they undertook to deliver the *#MakeSpaceForHer Accountability Report*. This groundbreaking initiative has shed light on the achievements by community organisations to reduce gender inequalities in their respective organisations and work towards a more inclusive and equitable community. We have also launched the *Jewish Women's Directory*, an initiative of the NCJWA Vic *#MakeSpaceForHer* campaign, which is a valuable resource for community organisations interested in promoting gender equality.

These accomplishments are a testament to the passion and commitment of our organisation. None of this would have been possible without the exceptional leadership of our new CEO, who has brought a new perspective and a refreshed strategic vision to our organisation. Together with our dedicated staff and volunteers, she has been instrumental in driving our programs forward and amplifying our impact.

I extend my heartfelt gratitude to our hardworking staff, devoted volunteers, committed Board members, supporters, members, and generous donors. Your unwavering support has been the backbone of our achievements. Together, we have created positive change and touched the lives of countless women and girls in our community.

Looking ahead, we will continue to build upon these successes, working to empower women, support families, and foster a more inclusive society. Our journey is far from over, and I am confident that with our collective efforts, we will continue to make a lasting difference.

Kol Hakavod.

Helen Lewin  
PRESIDENT





## WHO WE ARE

### Our Organisation

The National Council of Jewish Women of Australia, Victoria (NCJWA Vic) was established by Dr Fanny Reading 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.

96 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 Mission

Within the Jewish and wider community, we:

- **Empower** women at key points across the lifecycle
- **Champion** gender equity for women and girls
- **Build & Strengthen** relationships within our community

### Our Vision

Every woman has the opportunity to reach her full potential.

### 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.

NATIONAL COUNCIL OF JEWISH WOMEN OF AUSTRALIA (VIC) 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 in support of Israel.

NCJW (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 NCJW (VICTORIA) SOCIAL SUPPORT TRUST promotes the health and well-being of Australian women and girls through the provision of outreach, education and support programs.





## PROGRAM HIGHLIGHTS

### Caring Mums

Our award-winning Caring Mums program has this year proudly celebrated its 10 year Anniversary. It has been a momentous year! This significant milestone serves as a testament to the unwavering commitment, dedication, and passion of everyone involved, from its inception to the remarkable team we have today. To learn more about our remarkable 10-year anniversary celebration, please refer to page 26.

This year the Caring Mums team bid farewell to Robyn Davis who has been an integral part of the team for four years. At the same time we welcomed Tammy Tisher and Vicki Todd-Urbinder, as Caring Mums Officers. Both Tammy and Vicki had previously served as volunteers with the program, and now bring a wealth of experience to their new roles having seamlessly integrated into the team.

This year we proudly welcomed 16 new Caring Mums volunteers, each of whom underwent comprehensive training before embarking on their crucial roles. The program now operates in 6 local council areas and we are actively striving to meet the increased demand for our service.

With the assistance of Port Philip Council, we are now providing services to new mothers through our Caring Mums Mothers group, where we have created a welcoming space in which Mums may find connection, friendship, and peer support from one another.

Caring Mums is committed to constantly updating, improving, and expanding the program. We are looking forward to expanding our services in the new year to reach more women who need and want our services and truly make a difference.



### The Jam Project

Adolescence is associated with countless challenges within family, school, and social contexts, which can make this period a difficult time. Young girls in particular are increasingly facing issues related to development of identity, independence and confidence. Support and encouragement are fundamental for youth to traverse the pivotal stages of adolescence.

The Jam Project was developed in response to the lack of programs in the Jewish community specifically geared towards this age group, with the goal of guiding girls through this formative period. The Jam Project is a program for Year 9 girls who are each matched with a mentor to guide and support them throughout the year.

Mentors are young women in their 20s, who can relate through personal experience to the challenges of adolescence and inspire girls to manage obstacles and come out the other side feeling empowered and confident. During the course of the year, participants have the opportunity to develop a close bond with their mentor through fortnightly catch-ups. The cohort is also fortunate to hear from a range of engaging and inspirational speakers throughout the year.

The group sessions this year were valuable and uplifting. Each session explored a different topic relevant to being a young woman today. Our participants and mentors learned valuable self-defense skills from Chelsea Fisher. Irit Harris imparted her knowledge on financial literacy, where the girls' learned skills in setting up a bank account, goal setting and saving habits. The role of gender in art was explored at the JAHM museum.

Our cohort enhanced their connection to community through a session run by FoodFilled. They explored their creativity and further strengthened connections at Merryll's Mosaics. Romy Bursztyn guided the girls through navigating the pressures of social media and developing body positivity.

In addition to the focus on Year 9 girls, the program also focused on nurturing the development of their mentors. Through training, supervision, and networking opportunities, the mentors gained leadership skills, a greater sense of belonging and increased confidence in their ability.

It has been another successful year for The Jam Project, which empowered all participants and mentors to develop a voice, a sense of identity, and the confidence to take on the world.



# Connect

The *Connect* program continued to offer a suite of activities for seniors and mature-aged people over the year.

All of the offerings under the *Connect* umbrella for both Seniors and our Golden Age Club members aim to create an avenue to meet new people, connect with the community and participate in various activities.

Our Seniors continued their lively weekly meetings, enjoying board games and each other's company over lunch.

Both our Seniors and Golden Age Club members enjoyed celebrating each of the Chaggim, which inspire the entertainment and food offered. On Purim and Shavuot, our members appreciated the live music to help them get into the spirit of the Chag. This year, everyone loved the pre-Pesach model seder with Rabbi Sadoff from Kehilat Nitzan where they sang songs from the Haggadah and enjoyed traditional Pesach food.

For Australia Day this year we warmly welcomed newly arriving immigrants from

Ukraine at the Armagh Centre. The event featured a smoking ceremony conducted by Uncle Shane Charles, an Aboriginal elder and cultural leader, and was accompanied by Aboriginal cultural music.

One of the highlights of the year was celebrating International Women's Day in collaboration with the Council of Christians and Jews Victoria. *Connect* members enjoyed an afternoon tea whilst listening to live music and hearing from guest speakers - our President Helen Lewin and The Venerable Dr Colleen O'Reilly AM Archdeacon of Stonnington.

We prioritise both the physical and mental well-being of *Connect* members by implementing programs such as "Movements for Life." These initiatives encompass a range of activities like Zumba and Nordic Walking groups held in local parks and gardens, and chair-based exercises specifically designed to cater to the needs of some of our members.



## UJEB Bat Mitzvah Program

NCJWA Vic has an ongoing, strong partnership with United Jewish Education Board (UJEB). Each year the group of UJEB Bat Mitzvah girls explore their Jewish identity with our NCJWA Vic facilitator. During the last semester of the Bat Mitzvah program, the girls learnt about strong females in the Torah and discussed the qualities of these women in modern-day society. Alongside this they met incredibly inspiring women in our community; survivors, creators, and leaders who shared their journeys with the participants.

It was wonderful to have our sessions back in person where the Bat Mitzvah girls participated in workshops with talented and exciting women and explored their own values as young Jewish women.

Nicole Klooger shared her experience of fostering babies into her home, nurturing and caring for them. The girls were inspired by Nicole's generosity and selflessness.

Melinda Slonim taught the cohort many self-defence tips, along with a very open and provocative discussion with the group about women's strength.

Stacey Labofsky from 'Giving Tree' guided the girls through a hands-on session, exploring inclusivity and raising awareness about disability. They heard from other young women with disabilities, shared their commonalities, and discussed their challenges.

Romy Burstyn created a space for the girls to unpack issues surrounding body image, social media and health. In this session, the girls openly discussed the challenges they face around body image and learned all about healthy habits and the benefits of balance.

The fashionable and forward-thinking Dee Goldberg welcomed us into her world and wardrobe. After having a sneak peek into Dee's eclectic style, the girls had the opportunity to design their own dream Bat Mitzvah outfit. The session was a truly colourful experience.

To finish the term, the Bat Mitzvah girls came together to learn Israeli dancing, the first time for many of them, which they performed confidently at their Bat Mitzvah ceremony.

We are sure the young women that participated in the program will emulate the qualities of the inspirational women they studied and met, carrying the values of the many strong women before them.





# ADVOCACY

Over the past 12 months, our Advocacy Committee has been working tirelessly to bring about positive change and advance women in the Victorian Jewish community. In particular, two initiatives stand out: the launch of the Jewish Women's Directory and the Make Space For Her Accountability Report.

The launch of the Women's Directory is a major step forward in advancing Jewish women. This comprehensive directory serves as a hub for Jewish organisations to access skilled women with diverse backgrounds to participate in panels, speak at events and take on leadership positions within the Jewish Community. By showcasing the diverse talents and expertise of women within the community, the directory strengthens collaboration and connection while ensuring women have opportunities to be represented.

The NCJWA Vic's Accountability Report represents a significant step towards ensuring transparency, accountability, and responsible governance within Jewish organisation. By publishing this report, we are demonstrating our commitment to gender equity within communal organisations. The report offers a comprehensive overview of progress made by many of our signatory organisations. The Accountability Report serves as a benchmark for continuous improvement and highlights areas where NCJWA Vic can enhance its effectiveness. By setting clear goals, monitoring progress, and evaluating outcomes, we can adapt and refine our strategies to better serve the Jewish community's evolving needs.

Our Advocacy Committee has made significant strides over the past year. The Women's Directory and the Accountability Report are tangible manifestations of their dedication to uplifting women in the Jewish community. These initiatives not only provide crucial support and resources but also foster collaboration, transparency, and ongoing improvement within the Victorian Jewish community.



WE THANK THE FOLLOWING ORGANISATIONS FOR SIGNING OUR GENDER EQUALITY PLEDGE THIS YEAR





# Volunteers



Our organisation thrives on the dedication and commitment of our volunteers who serve as the cornerstone and foundation of NCJWA Vic. Over 100 volunteers invest their time, energy, and passion each week and they are the driving force behind the positive impact we create in the lives of others.

Without their invaluable contributions, running our programs would not be possible. From our Caring Mums' volunteers and supervisors, our Jam Project mentors, and our Connect volunteers to our Board and committee members – each volunteer plays a pivotal role in transforming the lives of others. We value each and every one of our volunteers who make such a positive impact on our organisation, on the wider community, and most importantly, on the individuals whose lives they are affecting directly or indirectly.

We take pride in recognising the exceptional efforts of our volunteers through our Volunteer Awards.

- Sheryl Salcman received the esteemed Local Hero Award, presented to her by David and Hayley Southwick at the 2022 AGM.
- Sally Davis, our Secretary, and Lesley Ber, our Treasurer, were honoured with the President's Award in appreciation of their hard work and dedication to NCJWA Vic at the 2022 AGM.

At NCJWA Vic, we regard our volunteers as true change-makers—individuals who selflessly take action to make the world a better place. Each and every volunteer holds immense value to us as we work collaboratively to achieve our shared mission. We acknowledge that our organisation's accomplishments would not be possible without the invaluable contributions of our volunteers.

# WHY WE GIVE

We give to NCJWA Vic because my belief in gender equality and making space for women to be heard has been nurtured by NCJWA Vic.

I am incredibly proud of NCJWA Vic's many achievements, in the Jewish and wider communities, particularly as noted by Marlo Newton in her book 'Making a Difference'. One important and amazing attribute of the organisation is our ability to re-invent ourselves within the framework of our values to remain relevant to the changing times. My involvement with NCJWA Vic has been an incredibly rewarding experience. My horizons have been immeasurably expanded by all the contacts, community relations, and friendships I have made over the many years.

My belief in gender equality and making space for women to be heard has been at the forefront for NCJWA Vic and internationally at the International Council of Jewish Women. This is important work being promoted by our organisation and I wholeheartedly support this initiative. I look forward to seeing the next generation of women embrace the vision and mission of NCJWA Vic and implement new initiatives to take the organisation to new heights.

Vivien Brass OAM





## Mina Fink Lecture

Every year we host a special event to honour the legacy of Mina Fink z"l, one of Australia's most influential Jewish community leaders of the twentieth century. Mina was a strong feminist leader who paved the way for women across the country. Through this lecture, we feature other inspirational women and hear how they are paving the way for women in different areas of life.

This year we were fortunate to have two incredibly inspiring speakers and female leaders in media; Jacqui Felgate and Dina Rosendorff. Jacqui and Dina generously shared their time, insights and vulnerability with us and discussed the challenges of juggling a career and family, issues in the workplace, finding your courage and ultimately, the importance of carving out your own path in life.



The impactful evening, with many new faces, served as a platform for empowerment and inspiration, reminding us of the continued relevance and importance of creating opportunities for women to thrive. Together, we can continue to honour the legacy of Mina Fink z"l and inspire generations of women to make a positive impact in our community.



## Fanny Reading Lecture

An impressive and very accomplished woman, Fanny Reading conceived and created the National Council of Jewish Women of Australia in 1923, 'for the betterment of mankind everywhere'. She led the Council for over 30 years promoting social justice, welfare, and the advancement of women in the Jewish and general communities.

NCJWA Vic continues her legacy, empowering women and girls and providing a voice for Jewish women, through our work in the Jewish and broader communities.

We hold this annual lecture in honour of Dr. Fanny Reading and this year, we had an incredibly impressive panel of inspiring and powerhouse women discussing: **Women's Rights are Human Rights. How far have we actually come?**

Zara Seidler, Vanessa Zimmerman, and Suzi Finkelstein, moderated by Rebecca Davis, captivated the audience by sharing their insights on the topic from their generations perspective.

Zara is the Co-founder of The Daily Aus and recognised as Forbes 30 under 30. Vanessa is

the CEO of Pillar Two and a globally recognised corporate sustainability expert. Finally, Suzi is the Former CEO of Women & Leadership Australia and the Australian School of Applied Management. Since this event, we were fortunate to welcome Suzi onto our Board and look forward to being guided by her expertise.

Each of our panellists, experts in their respective fields, were able to shine a light on this important topic from different viewpoints and left the audience wanting more.

“

So much can be accomplished when our women work together.”

Fanny Reading, MBE





## EVENTS

# International Women's Day

This year, our International Women's Day event was the perfect opportunity to discuss 'Gender Equity, the role we all need to play'.

We had the privilege of hosting Dr Niki Vincent as our keynote speaker. Dr Vincent is Victoria's first Public Sector Gender Equality Commissioner and plays a key leadership role in promoting gender equality in the Victorian community and workplaces.

All signatories to our Gender Equality Pledge were invited to pre-event drinks where Rebecca Forgasz presented the findings of our recent Accountability Report. This report is now available to view on our website.

Over 100 people attended the sold-out event. They came to hear from our esteemed speaker

who shared enlightening and thought-provoking insights on the current state of gender equality in Victoria and the crucial role we must all play in advancing this important cause.

Dr Vincent discussed the current gender disparities that still exist in the workplace and wider community and how we all need to make changes in creating a more inclusive and equitable culture both in the workplace and in society in general.

We were thrilled to use this event to launch our much-anticipated Jewish Women's Directory, an initiative that is a part of our #MakeSpaceForHer campaign. The interest and response was overwhelming.

IWD 2023





## Caring Mums 10-Year Anniversary

Earlier this year, we had the privilege of celebrating a significant milestone – the 10-year anniversary of the Caring Mums program.

In 2012, the visionary founders of the Caring Mums program, Vivien Brass, Annette Sweet, and Michelle Kornberg, successfully launched a pilot that laid the foundation for the program's extraordinary journey. Their invaluable contributions and unwavering dedication were instrumental in bringing this transformative initiative to life.

The 10 year anniversary was marked with a cocktail party which brought together over 100 people, including volunteers, supervisors, staff, supporters, and friends – both past and present.

The event was a truly remarkable gathering, with numerous individuals who have contributed to the program's success all in one space. We had the privilege of hearing heartwarming anecdotes from Caring Mums volunteers, as well as a first-hand and moving account of how the program had positively impacted a young mother's early journey into motherhood. This particular mother, who had no family in the country, heavily relied on the Caring Mums program for support and reassurance.

The celebration also served as the perfect platform to launch our 'Sponsor a Mum' program. This initiative raises money to provide new mothers with support for an entire year during their transition to motherhood. It ensures they receive the emotional support required to make their transition a fulfilling experience.

The event was a resounding success, allowing us to honour and celebrate the dedicated and passionate staff and volunteers who have transformed the lives of over 600 mothers. Through their incredible commitment, we have provided 600 women with opportunities to flourish and become the best versions of themselves.

We are immensely grateful for the support and contribution of everyone involved, from volunteers and staff to supporters and friends. Together, we have made a lasting impact on the lives of new mothers by fostering a nurturing environment and offering the support they need to thrive in their journey of motherhood.

## JamFest

The conclusion of the 2022 Jam Project was celebrated at our annual Jam Fest event in November. Jam Fest serves as a platform for participants and mentors alike to reflect on their transformative journey and share their invaluable experiences of The Jam Project. We heard from the cohort about their highlights of the year and their increased confidence, self-esteem and leadership skills.

We were fortunate to hear from founder and CEO of Code Like A Girl, Ally Watson OAM. Ally shared her unique and refreshing insights into the life of a female developer in a male-dominated industry and how she is

#ChangingTheCode every day. We also heard from Julie Hirsch, award-winning entrepreneur, innovator and advocate for fairer business. Her presentation inspired the girls to overcome barriers that they may face as females in business.

Jam Fest was a testament to the positive impact The Jam Project had on the lives of the year 9 girls, their mentors, and the community as a whole. The event served as a reminder that investing in the growth and empowerment of young girls can lead to a more inclusive and equitable society.





# HIGHLIGHTS



WOMEN OF THE WALL



IN ONE VOICE



FANNY READING



ANZAC DAY



GOLDEN AGE CLUB EXCURSION



MITZVAH DAY



JAM PROJECT  
MERRYL'S MOSAICS



BOOKCLUB



BRAINFOOD COOKING CLASS



WOMEN DELIVER



Brainfood: Shaun Resnik



GAMES MORNING



BACK AT THE OFFICE



# OUR BOARD



Back Row (L – R): Lila Raskin, Romy Grace, Marlo Newton, Lesley Ber, Anna Serry  
Front Row (L – R) Charmaine Gittelson, Sally Davis, Helen Lewin, Karen Stock, Judy Hacker  
Absent: Kate Mohr, Rebecca Forgasz, Justin Greenstein

**Helen Lewin**  
President

**Judy Hacker**  
Vice President

**Sally Davis**  
Secretary

**Lesley Ber**  
Treasurer

**Marlo Newton**  
Commenced Aug 2022

**Charmaine Gittelson**  
Commenced Aug 2022

**Kate Mohr**

**Karen Stock**  
**Romy Grace**  
On leave Feb 2023

**Lila Raskin**  
Retired Aug 2022

**Rebecca Forgasz**  
Retired Nov 2022

**Anna Serry**  
Retired Aug 2022

## Board Observers

**Justin Greenstein**  
Retired Aug 2022

**Danielle Lee**  
Until Dec 2022

**Gemma O'Brien**  
Jan 2023



Back Row L-R: Sheryl Salcman, Hannah Benton, Michele Slatem  
Front Row L-R: Nellie Khoroshina, Pam Buchanek, Robyn Davis, Sivan Prezma, Naomi Feutrill,  
Michelle Kornberg, Prabha Rajendran  
Absent: Liat Azoulay, Lisa Ezekiel, Helen Nathan

# OUR STAFF

**Lisa Ezekiel**  
CEO

**Sivan Prezma**  
Executive Assistant to the CEO &  
Events Coordinator

**Michele Slatem**  
Finance Officer

**Prabha Rajendran**  
CRM Administrator

**Naomi Feutrill**  
Head of Marketing

**Nellie Khoroshina**  
GAC Program Coordinator

**Hannah Fayman**  
The Jam Program Coordinator  
(from Nov 2022)

**Michelle Kornberg**  
Caring Mums Program Manager

**Vicki Todd-Urbinder**  
Caring Mums Program Officer  
(from Feb 2023)

**Tammy Tisher**  
Caring Mums Program Officer  
(from Jan 2023)

**Robyn Davis**  
Caring Mums Program Officer  
(until Nov 2022)

**Pam Buchanek**  
Caring Mums Administrative  
Officer

**Sheryl Salcman**  
Volunteer Coordinator

**Liat Azoulay**  
The Jam Project Coordinator  
(until Sep 2022)

**Hannah Benton**  
Administration Volunteer



Back Row L-R: Vicki Todd-Urbinder, Nellie Khoroshina, Hannah Fayman, Lisa Ezekiel, Sheryl Salcman, Michele Slatem  
Front Row L-R: Sivan Prezma, Naomi Feutrill, Pam Buchanek, Michelle Kornberg, Tammy Tisher, Prabha Rajendran



# TREASURER REPORT

It is with great pleasure that I present our Treasurer's report for the fiscal year ended on March 31, 2023. Our financial statements have been prepared in accordance with and comply with the requirements of the Australian Accounting Standards.

We began the financial year with a level of economic uncertainty as we adapted to a new normal post the COVID-19 pandemic. This was also the first-year post pandemic without the assistance of Job Keeper or any one-off government grants. This has been a difficult financial year for us, accompanied by a further upheaval of having to move into temporary office accommodation as a result of rain damage to our premises. Despite this, NCJWA Vic has continued to deliver on its mission.

As anticipated, our financial results reflect a decrease in profits when compared to the prior financial year due to:

- The prevailing economic conditions characterised by a heightened demand for financial assistance from numerous organisations and individuals.
- An increasingly costly operational landscape.
- The implementation of new payroll legislation, resulting in elevated employee expenses for our organisation.
- Intensified competition for grants and a decreasing pool of grants specifically applicable to our programs.

We are working to overcome the challenges we face through the collective efforts of our dedicated team, supportive Board, and generous donors. We remain committed to our mission and will continue to seek innovative ways to adapt to the evolving economic landscape.

Given the current economic climate, we anticipate another challenging year ahead. We remain ever vigilant in proactively monitoring our cash flow and exercising prudent control over our expenditures. By doing so, we strive to ensure that our organisation remains financially resilient and capable of fulfilling our commitments to the community.

I would like to thank our CEO, Lisa Ezekiel and congratulate the team for enduring a challenging year. I would also like to thank the Board and Finance Committee members for their support, commitment, and hard work.

I would also like to take this opportunity to acknowledge and express our gratitude to our auditors Collins & Co who have worked on our financial statements and to Peter Hersh of Logicca Chartered Accountants Limited for offering to be our honorary accountant.

As Treasurer, I am proud to be a member of such a strong and progressive organisation as NCJWA Vic.

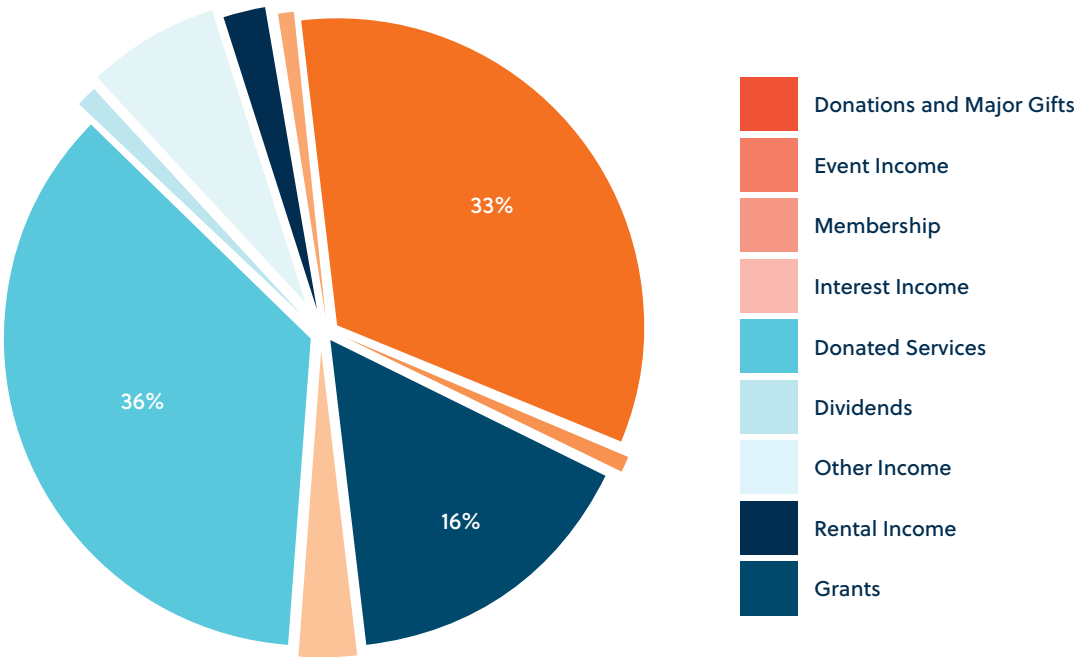
  
**Lesley Ber**  
Treasurer



# FINANCIAL SNAPSHOT

Fiscal Year 1 April 2022 to 31 March 2023

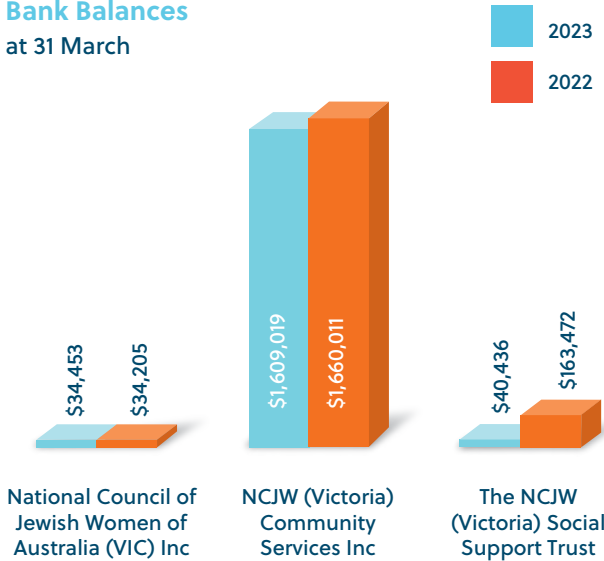
Income  
For the year ended 31 March 2023



Revenue  
For the year ended 31 March 2023  
& 31 March 2022



Bank Balances  
at 31 March





# FINANCIALS

## National Council of Jewish Women of Australia (VIC) Inc

For the year ended 31 March 2023

	2023	2022
	\$	\$
<b>INCOME</b>		
Membership	7,595	5,974
Events income	11,475	1,515
Insurance Claims Income	90,229	-
Occupancy income: Rent	17,500	70,000
Other income: Recovered Overheads	25,728	19,138
Other income	1,028	95
<b>TOTAL INCOME</b>	<b>153,555</b>	<b>96,722</b>
<b>EXPENDITURE</b>		
Administrative expenses	676	779
Depreciation	5,780	5,974
Employee benefit expenses	44,447	31,773
Event expenses	28,044	12,217
Other expenses	92,377	31,803
<b>TOTAL EXPENDITURE</b>	<b>171,324</b>	<b>82,546</b>
<b>Net Surplus/(Deficit) for the year</b>	<b>(17,769)</b>	<b>14,176</b>

	2023	2022
	\$	\$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	34,453	34,205
Trade and other receivables	1,955	373
Intercompany loans	45,588	30,802
Prepayments	-	1,251
<b>TOTAL CURRENT ASSETS</b>	<b>81,996</b>	<b>66,631</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	2,788,389	2,789,629
Intangible assets	13,620	18,160
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,802,009</b>	<b>2,807,789</b>
<b>TOTAL ASSETS</b>	<b>2,884,005</b>	<b>2,874,420</b>
<b>CURRENT LIABILITIES</b>		
Trade and other creditors	1,340	2,780
Borrowings	218,052	189,258
<b>TOTAL CURRENT LIABILITIES</b>	<b>219,392</b>	<b>192,038</b>
<b>TOTAL LIABILITIES</b>	<b>219,392</b>	<b>192,083</b>
<b>NET ASSETS</b>	<b>2,664,613</b>	<b>2,682,382</b>
<b>EQUITY</b>		
Accumulated funds	609,613	627,382
Asset revaluation reserve	2,055,000	2,055,000
<b>TOTAL EQUITY</b>	<b>2,664,613</b>	<b>2,682,382</b>

## NCJW (Victoria) Community Services Inc

For the year ended 31 March 2023

	2023	2022
	\$	\$
<b>INCOME</b>		
Donations	357,163	230,781
Donated services	144,026	128,679
Interest received	36,467	4,565
Dividends received	10,321	9,909
Grant revenue	166,971	139,827
Other revenue	49,639	37,394
Rental income	31,054	18,832
COVID-19 related government assistance	-	20,000
<b>TOTAL INCOME</b>	<b>795,641</b>	<b>589,987</b>
<b>EXPENDITURE</b>		
Administrative expenses	6,012	5,611
Depreciation	22,266	22,187
Donated services	144,026	128,679
Employee benefit expenses	447,240	318,542
Occupancy expenses: Rent	11,000	44,000
Occupancy expenses: Outgoings	17,152	12,766
Other expenses	256,285	143,204
<b>TOTAL EXPENDITURE</b>	<b>903,981</b>	<b>674,989</b>
<b>Net Surplus/(Deficit) for the year</b>	<b>(108,340)</b>	<b>(85,002)</b>

	2023	2022
	\$	\$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,609,019	1,660,011
Trade and other receivables	43,307	73,266
Loans	304,315	310,771
Prepayments	3,639	8,483
<b>TOTAL CURRENT ASSETS</b>	<b>1,960,280</b>	<b>2,052,531</b>
<b>NON-CURRENT ASSETS</b>		
Investment in listed shares	210,970	239,870
Property, plant and equipment	1,267,435	1,266,714
Intangible assets	57,882	76,996
<b>TOTAL NON-CURRENT ASSETS</b>	<b>1,536,287</b>	<b>1,583,580</b>
<b>TOTAL ASSETS</b>	<b>3,496,567</b>	<b>3,636,111</b>
<b>CURRENT LIABILITIES</b>		
Trade and other creditors	50,228	22,321
Provisions	34,351	27,562
Revenue received in advance	4,500	41,500
<b>TOTAL CURRENT LIABILITIES</b>	<b>89,079</b>	<b>91,383</b>
<b>TOTAL LIABILITIES</b>	<b>89,079</b>	<b>91,383</b>
<b>NET ASSETS</b>	<b>3,407,488</b>	<b>3,544,728</b>
<b>EQUITY</b>		
Accumulated funds	3,066,522	3,174,862
Asset revaluation reserve	340,966	369,866
<b>TOTAL EQUITY</b>	<b>3,407,488</b>	<b>3,544,728</b>



# FINANCIALS

## The NCJW (Victoria) Social Support Trust

For the year ended 31 March 2023

	2023 \$	2022 \$
<b>INCOME</b>		
Donations	93,395	112,251
Donated services	339,756	324,291
Interest received	560	313
Grant revenue	50,000	61,370
Other revenue	6,380	4,532
COVID-19 related government assistance	-	20,000
<b>TOTAL INCOME</b>	<b>490,091</b>	<b>522,757</b>
<b>EXPENDITURE</b>		
Depreciation	9,228	8,638
Donated services	339,756	324,291
Employee benefit expenses	183,097	200,754
Occupancy expenses	6,500	26,000
Other expenses	81,494	55,559
<b>TOTAL EXPENDITURE</b>	<b>620,075</b>	<b>615,242</b>
<b>Net Surplus/(Deficit) for the year</b>	<b>(129,984)</b>	<b>(92,485)</b>

	2023 \$	2022 \$
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	40,436	163,472
Trade and other receivables	1,016	22,644
Loans	-	(30,802)
Prepayments	-	3,752
<b>TOTAL CURRENT ASSETS</b>	<b>41,452</b>	<b>159,066</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	10,152	11,259
Intangible assets	18,160	24,214
<b>TOTAL NON-CURRENT ASSETS</b>	<b>28,312</b>	<b>35,473</b>
<b>TOTAL ASSETS</b>	<b>69,764</b>	<b>194,539</b>
<b>CURRENT LIABILITIES</b>		
Trade and other creditors	13,420	17,767
Provisions	7,774	8,556
Borrowings	131,851	121,513
Income received in advance	-	147,836
<b>TOTAL CURRENT LIABILITIES</b>	<b>153,045</b>	<b>178,638</b>
<b>TOTAL LIABILITIES</b>	<b>153,045</b>	<b>147,836</b>
<b>NET ASSETS</b>	<b>(83,281)</b>	<b>46,703</b>
<b>EQUITY</b>		
Accumulated funds	(83,291)	46,693
Asset revaluation reserve	10	10
<b>TOTAL EQUITY</b>	<b>(83,281)</b>	<b>46,703</b>

TOWARDS A VISION SHARED



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**Audit Pty Ltd**

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Australia

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**NATIONAL COUNCIL OF JEWISH WOMEN OF AUSTRALIA (VIC) INCORPORATED**  
**ABN 64 175 250 762**

**NCJW (VICTORIA) COMMUNITY SERVICES INC**  
**ABN 76 474 321 252**

**THE NCJW (VICTORIA) SOCIAL SUPPORT TRUST**  
**ABN 41 771 835 817**

### INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF THE NCJW (VICTORIA) GROUP

#### Qualified Opinion

I have audited the accompanying financial reports of The NCJW (Victoria) Group (the Associations & Trust), which comprises the balance sheets as at 31 March 2023, and the income statements, statements of changes in equity and cash flow statements for the year ended on that date, summaries of significant accounting policies and other explanatory notes and the statements by the members of the Committee.

In my opinion, except for the effects of the matter described in the Basis for Qualified Opinion section of my report, the financial reports of the Associations & Trust are in accordance with the Australian Charities and Not for Profits Commission Act 2012 and the Associations Incorporation Reform Act 2012, including:

- giving a true and fair view of the Associations and Trust financial positions as at 31 March 2023 and of its performance for the year ended; and
- complying with Australian Accounting Standards as per Note 1, the Australian Charities and Not for Profits Commission Act 2012 and the Associations Incorporation Reform Act 2012.

#### Basis for Qualified Opinion

As is common in charitable and not-for-profit organisations, it is not practicable for the Associations & Trust to maintain an effective system of internal control over donations and other voluntary income, until their initial entry into the accounting records. Accordingly, my audit on the Associations & Trust income was limited in this regard and therefore I am unable to express an opinion on whether such income including donations and other voluntary income is complete.

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of my report. I am independent of the Associations & Trust in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to my audit of the financial reports in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

#### Emphasis of Matter - Basis of Accounting and Restriction on Distribution

I draw attention to Note 1 to the financial reports, which describes the basis of accounting. The financial reports have been prepared to assist The NCJW (Victoria) Group to meet the requirements of the Australian Charities and Not for Profits Commission Act 2012 and the Associations Incorporation Reform Act 2012. As a result, the financial reports may not be suitable for another purpose. My opinion is not modified in respect of this matter.

#### Emphasis of Matter - Economic Dependence and Going Concern

Without further qualification to the opinion expressed above, we draw attention to Economic Dependence and Going Concern Notes in the financial statements regarding the application of the going concern basis in the preparation of these financial statements. The ability of the entity to pay its debts as and when they fall due is dependent on the factors outlined in the note which include prospective activities and events such as voluntary and other variable sources of income. Given the prospective and variable nature of these activities and events, there exists significant and inherent uncertainty as to actual future outcomes, and the effect on the operations and future levels of activity of the Associations & Trust.

#### Responsibilities of Management and Those Charged with Governance for the Financial Reports

Management is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the applicable legislation and for such internal control as management determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

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ABN 33 614 161 796





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

Those charged with governance are responsible for overseeing the Associations & Trust financial reporting process.

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

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

- As part of an audit in accordance with Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.
- Conclude on the appropriateness of the responsible entities use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal controls that I identify during my audit.

Name of Auditor: Frederik R. L. Eksteen

Address: Collins & Co Audit Pty Ltd  
127 Paisley Street  
Footscray VIC 3011

Date: 26 June 2023

# THANK YOU

One can never underestimate the effect NCJWA Vic has on the women and girls we seek to empower and the positive flow-on effect this can have on society. The generosity of the community is central to realising our vision and for this we would like to thank you.

### Donors

We extend our deepest gratitude to all our donors and benefactors for their contributions and continued support. Your generosity is making a difference in the lives of so many.

### Staff & Volunteers

We offer our heartfelt appreciation to all our staff and volunteers for the time, energy and commitment that you dedicate to the organisation and program recipients.

### Community Partners

We are so grateful to all of the community organisations and individuals who partner with us to help support and grow what we do in the community.



ERING WOMEN  
GIRLS to create  
better world

THANK  
YOU

## PATRON

Lady Marigold Southey AC

## HONORARY LIFE MEMBERS

Susie Balint OAM  
Vivien Brass OAM  
Dr. Susan Feldman  
Vera Freidin  
Shirley Glance OAM  
Susie Ivany OAM  
Malvina Malinek OAM  
Rysia Rozen OAM  
Debbie Strauch  
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Barry Fink Holdings Pty Ltd  
Besen Family Foundation  
Jagen Pty Ltd/Bori Liberman  
Karen Stock  
Lady Marigold Southey AC  
Leo and Mina Fink  
Minnie Smorgon  
Brass Family Foundation  
Reid Malley Foundation  
Ros Rogers OAM  
Spotlight Foundation  
Suzi Carp AO  
Swan Family Foundation  
The John and Pauline Gandel Foundation  
The MARD Foundation  
TIC Group  
Tom & Lorelle Krulis Charitable Foundation  
The Pratt Foundation

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Atida Naphtali  
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Kate Mohr  
Keren Zelwer  
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Melinda Jones  
Melma Hamersfeld  
Michelle Baker  
Miriam Bass OAM  
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Susie Ivany OAM  
Suzi Carp AO  
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AUS Post  
Bendigo Bank  
City of Glen Eira  
City of Kingston  
City of Port Phillip  
City of Stonnington  
Claims Conference - Jewish Care  
Flora and Frank Leith Charitable Trust  
Mutual Trust Foundation  
National Australia Day Council  
Sister of Charity  
South Melbourne Community Chest  
Victorian Department of Family Fairness and Housing

## DONATIONS IN HONOUR OF

Remi Raskin Gottlieb (1st Birthday)  
Maryann Katz (70th Birthday)  
Ben Kamer (70th Birthday)  
Daniella Golan (Bat Mitzvah)  
Dave and Claudie Oshry (50th Anniversary)  
Georgia Landau  
Judy Bulafkin (Birthday)  
Lynda Gunnsberg (70th Birthday)  
Romy and Jason Israelsohn (Honouring their journey and their wonderful new baby)  
Sheryl and Sam Salcman (40th Wedding Anniversary)  
Sheryl Saltzman

## DONATIONS IN MEMORY OF

Cynthia Salter (In memory of her loving mother Rose Boltin)  
Michelle Kornberg (In honour of her mother Pearl Kaufman (Caring Mums))  
Renata Schnall (My mother)  
Karen Winter (Our mum on mother's day)

## HONORARY SOLICITORS

Arnold Bloch Leibler

## HONORARY ACCOUNTANT

Peter Hersh, Logicca Chartered Accountants

## PRO-BONO DONORS AND IN-KIND DONORS

Chelsea Fisher  
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Belle and Aviva from FoodFilled  
Irit Harris  
Jordana Borensztajn  
Mama Falafel  
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Delicate Days  
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KOGO  
Vicky Gordon  
David Kraus  
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Ethnic Community Council of Victoria  
JCCV: Miriam Bass, Allyson Bader  
National Council of Jewish Women of Australia LTD: Helen Lewin  
National Council of Women (Victoria): Malvina Malinek OAM, Freda Kaufman  
Unchain My Heart: Ann Wollner  
UNAA: Status of Women Committee: Anna Serry  
Volunteering Victoria: Sheryl Salcman  
Zionism Victoria: Karen Stock

## PARTNERSHIPS

Theodor Herzl Social Club  
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**VOLUNTEER**  
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# GET INVOLVED

Together, we can do so much more.  
You can help us to empower women  
and girls to achieve their potential  
and improve the quality of their lives.

## JOIN

Become a member and strengthen  
the voice of Jewish women

## DONATE

Make a donation to support our  
programs and advocacy

## VOLUNTEER

Join our valued team of volunteers  
and contribute to the community

## CONNECT

Follow us on social media to stay up  
to date with our latest news

## CELEBRATE

Ask family and friends for donations  
in lieu of gifts for your simcha



## HONOUR

Ask family and friends for donations  
in honour of a loved one

## REMEMBER

Support NCJWA Vic by leaving a  
bequest in your will

### Ways to get involved:

EMAIL [office@ncjwavic.org.au](mailto:office@ncjwavic.org.au)  
CALL 0468 769 531  
WEBSITE [ncjwavic.org.au](http://ncjwavic.org.au)  
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### Acknowledgement of Traditional Owners

NCJWA Vic would like to acknowledge the Boon Wurrung and the Wurundjeri people of the Kulin Nations and all traditional owners of the land that is Australia. We recognise the traditional owners' continuing connection to the land, waterways and community. We pay respect to Elders past and present, and we acknowledge their stories, traditions and living cultures. As Jewish women, we specifically honour and acknowledge First Nations' women who, like our matriarchs, are strong, brave, determined and resilient.





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