



2018 — 2019  
**ANNUAL  
REPORT**  
Powering women and girls for a better world

A stylized, high-contrast illustration of a woman's face in profile, facing left. She has short, dark hair and is wearing large, white-rimmed glasses. Her lips are a vibrant pink. The background is a solid light orange color. The woman's face is the central focus, with her features defined by simple lines and flat colors.

# About Us

## 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. Ninety-two years later, NCJWA Vic continues to provide a voice for Jewish women and empowering women and girls is at the core of this organisation.

## OUR VISION

Inspired by Jewish values, our vision is to power women and girls for a better world, locally and globally.

## 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 in support of 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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# PRESIDENT'S REPORT

## Miriam Bass

NCJWA Vic has once again  
had a busy and exciting year.



Over the fiscal period 1 April '18—31 March '19 our building project, program improvement, and developing our advocacy efforts have been significant areas of focus. This is in addition to the normal program delivery and events schedule.

I am pleased to report that we have made steady progress in all these areas which will deliver a positive impact in the coming years.

### BUILDING PROJECT

After extensive analysis, NCJWA Vic has determined to undertake a joint venture arrangement with the **THEODOR HERZL SOCIAL CLUB** that provides for NCJWA Vic to:

- Significantly contribute to the redevelopment and upgrade of facilities at the Herzl Club;
- Acquire part ownership in the Herzl site at 222 Balaclava Road Caulfield;
- Relocate all our activities to the Herzl site.

This arrangement will provide a much larger space than we can realise at our current site and will have more car parking for the same cost as a refurbishment of our site at Hawthorn Road.

Our vision for this project is to create a vibrant new community centre: **THE EVA BESEN AO CENTRE**, which will be occupied by both NCJWA Vic and the Herzl Club, as well as other grass roots community organisations. It will be used by people of all ages and physical abilities and will provide:

- Improved disability access, making it safer for seniors and people with disabilities;
- More appeal to community organisations to co-locate and thereby, create synergies.

This is a complex project which will have significant long-term positive impact not only for both organisations but for the whole community. As such, we are carefully undertaking our due diligence.

This past year, this has included:

1. Developing the legal arrangements for the joint venture.
2. Preparing the design brief for a short list of architects and evaluating fee proposals.
3. Appointing the Joint Venture Project Committee that has chosen the preferred architect.
4. Evaluating risks and scenario planning various contingencies to ensure the financial sustainability for NCJWA Vic in undertaking this project.

Once the legal agreement is finalised, the architect will be formally engaged and can begin work on the concept design. We are still determining our plans for our current building assets: 129—133 Hawthorn Road. There are a few options to consider.

Our thanks to PwC's Real Estate Advisory practice for their options and risk analysis. Thanks also to Joey Borensztajn, Partner at Arnold Bloch Leibler for his legal assistance and Marc Besen AC and Eva Besen AO, Victor Smorgon Charitable Fund, Vivien and Philip Brass and the Jill Cantor bequest, all of whom have chosen to support this project.

To complement the anticipated transformation of our built assets, the Board has also examined our IT infrastructure requirements. As we have outgrown our current systems, it has been decided to invest in a Customer Relationship Management system and overhaul our website. This significant project will deliver efficiencies by consolidating our enterprise architecture, as well as streamline and automate existing manual and time consuming processes. This initiative will be implemented over the coming year.

Operational benefits aside, other impacts of this will also be seen. We expect the significant expenditure required to implement both the physical build and IT architecture to be reflected in our financial results in the next two financial years. The Board believes that both of these are necessary investments and will deliver quantifiable benefits for many years to come.

### PROGRAM DEVELOPMENT

It is pleasing to record that both **CARING MUMS** and **THE JAM PROJECT** expanded their reach as anticipated over the past year.

One of our other program objectives is to review all our current programs to improve their quality and impact. We intend to evaluate all programs and activities over time and implement new initiatives that address community needs. Following the successful outcomes from the **CARING MUMS** program evaluation, the Board has chosen to invest in the evaluation of our Seniors programs including our **GOLDEN AGE CLUBS**. As well as highlighting areas for development and identifying gaps, we are looking forward to identifying future opportunities for new programs for older women to be implemented in 2020/21.

The **JAM PROJECT** will be evaluated in the latter part of 2019/2020. This has been made possible by the generosity of **GANDEL PHILANTHROPY**. There are still some other programs yet to be reviewed. However, as we are resource constrained, this activity has to be taken more slowly than we would like.

Our aim is to have a suite of high quality programs and activities across the different stages of women's lives.

### ADVOCACY

NCJWA Vic has a proud history of advocating to improve the status of women and is a vital voice for women and girls in the Jewish and broader community. We have provided various submissions to government reviews both individually and in collaboration with others. We have also supported campaigns initiated by others on issues of concern including issues on human rights.

This year, it was decided that NCJWA Vic should be more proactive in this arena. We identified our own state-based advocacy priorities and a strategy for our self-directed campaign.

This activity has been driven by our Advocacy Committee and I would like to acknowledge their determination and work to deliver this. The campaign has begun and so far, is being well received by roof bodies and communal organisations. We intend to have a formal launch later in the year.





ATIDA NAPHTALI, SANDRA LEVINSON,  
SANDY ABRAHAMS, SHERYL SALCMAN



AGM 2018 THE BOARD



FANNY READING AWARD 2018 MIRIAM BASS,  
AVROHOM WINNER, DVIR ABRAMOVICH



FREDA KAUFMAN, MALVINA MALINEK OAM,  
RYSIA ROSEN OAM



PRESIDENTS AWARD MIRIAM BASS  
SANDY ABRAHAMS

## VALUING VOLUNTEER CONTRIBUTION

At NCJWA Vic we are blessed to have 200 volunteer roles filled with supporters who donate an enormous amount of their valuable time. Volunteers are the heart of our organisation, as our programs and activities are mostly resourced by volunteers.

Prompted by a change to the accounting standards for Not-For-Profit entities, the Board elected to quantify volunteer contributions of time in our financial accounts from financial year 2019/20. We felt this important to provide a true, fair estimation of our organisation and volunteers' economic value, as well as to shine a light on the value of unpaid work that is undertaken largely by women.

PriceWatershouseCoopers (PwC) provided pro bono services to prepare this analysis. This involved calculating the market cost per hour of volunteer labour/volunteer time should the roles be performed by paid staff. PwC's analysis showed the indicative value of our 200 volunteer roles at over \$5m.

Undertaking this exercise puts into perspective the true worth of our volunteers' efforts and illustrates the cost savings obtained by having the bulk of our workforce on a volunteer basis. It also throws a different light on paid staff wages expenditure.

Placing a value on our volunteers is also useful when it comes to applying for grants. Some grants will only fund organisations and projects with broad community support. The number and value of our volunteer base certainly demonstrates the community support that NCJWA Vic enjoys.

Our thanks to Masha Lewis, Managing Director, Tangible Asset Valuation Practice, PwC and Board Observer, who led this important project and to PwC for their support.

## SYLVIA GELMAN Z'L BEQUEST

We were deeply saddened by the passing of **HONORARY LIFE MEMBER SYLVIA GELMAN Z'L AM MBE**. Sylvia was one of NCJWA Vic's wise women and remained an active and involved member, confidante, mentor and friend to many throughout her long, distinguished life.

I personally came to develop my own close, warm relationship with Sylvia following my appointment as President in 2016. I would visit her and call her on a regular basis. I valued her advice, clarity of thought, grasp of strategic

concerns and her recall of events. Her mind was sharp and her insights fresh. I always came away with new ideas or a different perspective.

The executors of Sylvia's will have advised that NCJWA Vic is one of the named beneficiaries and will receive a substantial bequest in 7 years in gratitude for, and in honour of, the wonderful work done by our volunteers and members. This unexpected and generous gesture is greatly appreciated and a testament to Sylvia's love and support of NCJWA Vic.

## MEMBERSHIP

As of 31 March 2019, NCJWA Vic membership stood at 444, which is 38 less than last year, continuing the trend of falling membership by a similar amount as each of the past few years.

A membership drive encouraging lapsed members, event attendees and donors to join as members only had a small impact. We have begun examining how various age groups view the concept of membership to increase our understanding of how we might engage with those that support us in other ways so that they might become members.

Although membership as a concept may not be appealing to many, NCJWA Vic needs to retain its membership base in order to engage in advocacy, separate from our other activities which have tax deductible status.

Our donor base is much larger than our membership. Our social media following is healthy and growing far beyond our membership base. Our volunteer cohort is evidence of strong community support for our work. We would also like to retain a solid membership base to continue to confidently position ourselves as the voice of Jewish women.

Our intention is to re-think our approach to membership and re-frame the concept to be relevant to today's stakeholders.

## GOVERNANCE AND RISK

In terms of our Governance and Risk activities, the Board has been extremely busy this year.

All Board positions descriptions were reviewed and updated to reflect current roles and responsibilities. A significant amount of time was spent analysing the proposed Building Project's risks and mitigating strategies.

New reimbursement policy and procedures were developed and a skills audit undertaken to identify the Board's development needs.

Board members Debbie Strauch and Anna Serry successfully completed the Diploma in Business (Governance) offered by the Institute of Community Directors and made

possible by the generous support of Carol Schwarz AO. We are delighted that Carol will be continuing her support of this initiative and that two further Board members, Moran Dvir and Helen Lewin are currently undertaking the course. The course has proved most valuable in providing participants with the theory, current practice of good governance and enabled improved understanding of the roles of board members, fiscal processes and other governance priorities.

As flagged last year, the Board resolved to amend the Rules of Association of both NCJWA Vic and NCJW (Victoria) Community Services to remove the Board position reserved for the Immediate Past President as “of right”. It was felt that any new leadership should be free to forge their own path and for consistency, simplification and improvement of governance, the position held specifically for the Immediate Past President should be removed. The number of Vice Presidents also needed to be reduced from two to one for the same reasons.

An **EXTRAORDINARY SPECIAL** meeting was held 30 July 2018, where these changes were adopted. Subsequently, Sally Davis, was elected to the Board to fill the vacant position previously reserved for the Immediate Past President. Formerly in a Board Observer role, Sally now brings legal and governance skills as well as financial acumen to the **GOVERNANCE AND RISK, AND FINANCE COMMITTEES**, as well as the Board, and is proving a great asset.

The trust deed for our **SOCIAL SUPPORT TRUST** entity was also amended to take account of **THE JAM PROJECT**, clarifying that it covers girls as well as women.

Our inaugural Board Observer, Masha Lewis, completed her one year term with us, under the auspices of the **OBSERVERSHIP PROGRAM** in December 2018.

During this time, Masha attended the Finance Committee as well as Board meetings. She has also been able to offer the pro bono assistance of her employer and Observership Program Partner, PwC, for some significant projects for NCJWA Vic. These include: valuing our volunteer contribution; financial analysis of building project options; a sworn valuation of current property assets; updating of our asset register; and developing a measurement dashboard to track our social impact. We are indebted to both PwC and the Observership Program for this assistance. Happily, I can report that Masha decided

to stay on as a member of our Finance Committee, where she continues to make a valued contribution.

We welcomed our new **BOARD OBSERVER**, Sejla Kadric, in February 2019. Sejla is an accountant and Associate Director at Shinewing Australia, a leading accounting and advisory firm. She has significant experience in property development in the commercial sector.

Sejla is providing valuable support in the financial analysis of our building project together with another new recruit, Justin Greenstein. Justin has joined our Governance and Risk Committee and brings his deep knowledge and experience of risk management from his role as the lead of Risk and Operations of a division within the ANZ Banking Group.

We are delighted that we have been able to obtain the assistance of these talented young professionals who are so interested in our work.

## AWARDS

It is always pleasing to report on awards that have been granted to our members, illustrating the high regard that an association with NCJWA is viewed by the broader community.

Shirley Glance was awarded an **OAM** in the 2018 Queen's Birthday Honours list for her service to the community through her involvement with NCJWA, both in Victoria and nationally, as well as the Bayside polio group. Congratulations to Shirley for receiving this award in recognition of her many years of service to NCJWA.

## PHILANTHROPY

We were delighted to receive a major gift from the **VICTOR SMORGON CHARITABLE FUND** towards funding for our new home. NCJWA Vic's ongoing sustainability and social impact would not be possible without the generosity of our supporters.

We are appreciative of our Circle of Women and Major Donors for their confidence in and encouragement for our endeavours.

We are grateful for every gift received from our many generous individual donors.

Thank you to those who chose to support NCJWA Vic on the occasion of their simchat. We appreciate you sharing your celebrations with us.

We also respect the generosity of our in-kind supporters who provide us with services or professional advice. Thank you for supporting us in this way.

To the philanthropic foundations and funders that provide funding for specific programs and activities, we extend our gratitude and thanks for supporting us to positively impact the lives of women and girls in the Jewish and broader community.

# Thank you to you all for your faith in our work!

## ACKNOWLEDGEMENTS

Thank you to our Patron, Lady Southey AC, and our Circle of Women Patron, Heloise Pratt AM for their continued interest and support.

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

Thank you to our wonderful staff who achieve so much for us and make little miracles happen every day.

Thank you to our magnificent volunteers who make such a positive impact on our program participants and event attendees or represent us in various capacities.

Thank you to the dynamic Board, as well as, all the Committee members for choosing us to give your time and talents.

And finally, thank you to Lee Ann Basser, our wonderful CEO whose passion, drive and leadership has been a significant contributor to our fantastic achievements this year.

Together, all these people help to make incredible things happen at NCJWA Vic. Thank you for your contribution to our success in 2018/19.





# TRIBUTE

## Sylvia Gelman z'l AM MBE



Sylvia Gelman z'l AM MBE (of blessed memory) became involved in NCJWA in 1970, at the behest of the late Mina Fink, following her retirement from Mt Scopus College. Sylvia went on to serve as National President, the first woman to do so not having served as a Section President.

At the state level, Sylvia's contributions as a volunteer were many and varied. She was a member of the **VICTORIAN WOMEN'S CONSULTATIVE COUNCIL (1986–88)** attached to the Premiers Office, advising on issues affecting women and issues relating to the status of women. She also conducted public speaking classes for adults, including refugee and migrant women.

Volunteering was very important to Sylvia. In her own words, taken from her memoirs:

“Volunteerism must surely be the noblest of the Virtues. It is performed for the benefit of the community — it is a means of addressing human and social needs, providing contact with a wide cross-section of the community; it broadens one's horizons, knowledge and understanding of those less fortunate;

it enhances one's personal development and self-esteem. It is the only activity in which the helped and helper both benefit.

It has been said that Volunteerism is the rent we pay for the time and space we occupy on earth.

Volunteers give their energy, their time, their emotions in order to make another person's life less burdensome. They can never be adequately thanked.”

As Melinda Jones, current National Board member wrote in the Council Bulletin when Sylvia was awarded the **JCCV GENERAL SIR JOHN MONASH AWARD** for Outstanding Service: “She is truly one of NCJWA's Wise Women...”

In 2004, NCJWA Vic instituted the **SYLVIA GELMAN AWARD** given annually to an outstanding woman educator in the area of Jewish Studies. This award has been held by many outstanding educators including Professor Ziva Shavitsky, Sue Hampel OAM, Genia Janover, Danielle Charak OAM, Frances Prince and most recently Amanda Castellan Starr, Monica Brivik and Etty Ben David.

It is as a wise-woman that NCJWA Vic remembers Sylvia Gelman z'l. She took a close interest in our section and met regularly with presidents, board members, and on occasion with our CEO and regularly attended NCJWA Vic events. Sylvia was always ready to listen, had an acute understanding of the issues we faced, and was ready with sage advice. Her esteem for NCJWA Vic is recognised in the generous bequest she left in her will.

We miss Sylvia greatly and we are honoured to have known her.

May her memory be for a blessing!

# CEO REPORT

Lee Ann  
Basser



**2018—19 THE START OF A TRANSFORMATION**

As I write this report and review the year's achievements I marvel, at what has happened in the last 12 months. You have already read about the changes in progress at the Board level, with plans for our new home. Matters of strategy and governance and the highlights of the year's programs and activities are set out later in this Annual Report. My focus is on the operational highlights of 2018—2019.

**PROGRAMS****SUITE OF SENIORS PROGRAMS**

Early in 2019, we commissioned an external evaluation of our programs for older people. Dr Susan Feldman and Dr Harriet Radermacher are now in the midst of that project. There are two aspects to the evaluation. One is backward looking, documenting and assessing the current offerings over recent years. The forward looking aspect is a needs analysis to assist with planning future programs for older people.

**CARING MUMS**

This year has been one of consolidation for our award-winning Caring Mums program, expanding our presence in existing local government areas of operation. We were thrilled this year when the City of Port Phillip recognised the value of Caring Mums, including funding for the program in the Council budget for the next three years. As a result we have strengthened our presence in Port Phillip with closer collaboration with the Maternal and

Child Health Nurses and the creation of a weekly 'drop in session' staffed by our trained volunteers alongside a drop in session at a Maternal and Child Health Centre. Our thanks go to the City of Port Phillip for their support, and in particular to Cr Marcus Pearl, for steering us through the process.

At the start of 2019, Robyn Davis joined the team as Program Officer alongside Naomi Swart. Michelle Kornberg continues in the role of Caring Mum's Coordinator with administrative support from Francine Pinch. My thanks go to our dedicated Caring Mums staff, always ready to go above and beyond. Caring Mums would not exist without our volunteers. Following two training sessions this year, our Caring Mums now number around 100 volunteers. This has necessitated an expansion in our team of volunteer supervisors and now, in addition to fortnightly supervision for all Caring Mums, we have bimonthly supervision for the supervisors. Thank you to Ronit Joel, Yael Clark, Lorraine Raskin, Karen Stock and Cassandra Wexler. Your support is invaluable! Thanks also to all our Caring Mums.

**THE JAM PROJECT**

The Jam Project is now a fully-fledged program entering its third year in 2019. As planned, we increased our numbers to 17 girls and 17 buddies from 12 girls and 12 buddies in 2018. Program Coordinator, Naomi Swart has developed a best practice program with thought-provoking and stimulating speakers and activities in the group sessions and a well-planned professional development program for the buddies. She single-handedly supports all 34 girls and buddies, ensuring girls stick together to navigate adolescence in a positive way. Thanks to our buddies and to Naomi for you do!







CELIA LEDERMAN

MINA FINK LECTURE ANITA FRAYMAN,  
MIRIAM BASS, CARLA SHARP, SHARON WOOLF

## PROFILE

The profile of NCJWA Vic continues to grow as a result of our approach to fundraising and philanthropy and our marketing and communications strategy. Our Facebook and Instagram following continue to grow (830 page likes on Facebook, 420 followers on Instagram). People in our community are aware of the rich diversity of programs and activities we offer and our profile in the broader community has grown through Caring Mum and the publicity it attracts in mainstream media. Our international profile is growing through our relationship with women's organisations in Israel and our links to NCJW in the USA.

## INTERNATIONAL LINKS

We have continued developing our international links through the **INTERNATIONAL COUNCIL OF JEWISH WOMEN, THE NATIONAL COUNCIL OF JEWISH WOMEN** in the USA and Israel and through personal contacts to women's organisations in Israel. In 2018 we hosted 3 high profile visitors

from Israel — Professor Daphna Hacker (Tel Aviv University), our Mina Fink Lecturer; Professor Neta Ziv (Tel Aviv University) our Fanny Reading Human Rights Lecturer; and Attorney Sharon Abraham Weiss Executive Director of the Association for Civil Rights in Israel.

## OPERATIONS

The operational review flagged in last year's report resulted in a streamlining of administrative systems and automation, where possible. In the process we reviewed data management and our website. Early in 2019, the Board approved the implementation of a new customer relationship management (CRM) system and, as I write, this process is beginning. A new website will be developed alongside the CRM.

In 2018, Michelle Kornberg agreed to take on the role of Programs Manager in addition to her role as Caring Mum's Program Coordinator. Other additions to our staff have transformed our productivity. They are my wonderful Executive Assistant, Dorit Jaffe, and Project Officer, Shani Ben Hur.

Dorit and Shani joined us in September 2018. Dorit supports me in all the work I do. She provides secretarial support to the Board; acts as social media officer, designs our newsletter and flyers and assists with events and so much more. Shani came in as a casual Project Officer in 2018 and quickly proved her worth, becoming a part time member of the permanent staff in January 2019. She writes grants, undertakes research and works collaboratively with program staff.

Finally on an operational front, for all things HR, I am grateful to Linda Grant who continues to provide NCJWA Vic with HR support on a pro bono basis.

## VOLUNTEERS

Our **PARLIAMENT OF VOLUNTEERS (FANNY READING)** continues to grow. We could not run our programs, events, activities or advocacy without our volunteers. My thanks to Volunteer Coordinator, Sheryl Salcman for keeping the show on the road. Sheryl meets with our new volunteers and assigns them duties. While a volunteer, she is a member of our team! Thank you also to our program volunteers, be that our kitchen volunteers for Seniors Clubs;





FANNY READING HUMAN RIGHTS LECTURE

our Golden Age Clubs volunteers; our directors and kitchen volunteers for our Bridge Club; our Books Out Loud readers; the Caring Mums supervisors and the Caring Mums themselves; our Jam Buddies; and office volunteers. In addition, thank you to the wonderful people who volunteer on our Annual Giving Day in December and those who contribute to our participation in Mitzvah Day; as well as our ever-willing Events volunteers. Thank you all!

Increasingly we are attracting professionals who offer us their services pro bono. We have marketing experts, journalists, fundraisers, psychologists and social workers and many others who volunteer in their professional capacity to assist us. Thank you to all of you – there are too many to name individually – what a wonderful thing to be able to write!!

We also benefit from pro bono services of a number of organisations: including Arnold Bloch Leibler; Perpetual; PwC; and Charter, Keck Cramer all of whom allow us to punch way above our weight. Thank you for all you do for us.

I would like to thank my staff: Michelle, Naomi, Robyn, Nellie, Helen, Frankie, Sarah, Pete, Ruth, Shani, Dorit and Ali. You rock as a team!! Your service to our members, program participants, volunteers and supporters is so very much appreciated.

Our Board and all who work on the various subcommittees: Governance and Risk; Finance; Development; and Advocacy; as well as the Next Gen Committee; and our various working groups are all volunteers. I am in awe of what we are able to achieve together. Thank you!

Finally, I would like to thank President Miriam Bass and all the Board members for your continued faith in me.

I am sincerely honoured to work at NCJWA Vic and deeply appreciate all the support you give me. Thank you all!



MINA FINK LECTURE ANNA SERRY, PROFESSOR DAPHNA HACKER, MORAN DVIR



FANNY READING HUMAN RIGHTS LECTURE RHONDA LEVY, VIVIEN BRASS OAM, LESLEY GASPER

# KEY RESULTS 2018—2019

Our outcomes for the year against  
the goals set in our Strategic Plan  
2016—2021 are:



## 1

SUPPORT FOR  
VULNERABLE WOMEN

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

- Commissioned an evaluation of seniors programs including a needs analysis for 60+ age group.
- Developed and expanded **JAM PROJECT** in 2019.
- Expanded **CARING MUMS** program within existing geographical boundaries.
- Piloting weekly 'drop in session' in partnership with City of Port Phillip.

## 2

ADVANCE THE  
STATUS OF WOMEN

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

- State-based advocacy priorities confirmed and strategy developed.
- Gender equality campaign focused on representation in community leadership in progress.
- Promulgated statement in support of abortion law reform in the lead up to the passing of the **IRISH ABORTION ACT**.
- Heightened social media presence in relation to a range of issues concerning women and girls in the Jewish and broader community.
- On-going support in social media for Dassi Erlich and the **#BRINGLEIFERBACK** campaign.

## 3

PROMOTE A HARMONIOUS  
MULTICULTURAL SOCIETY

To 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.
- Included women from more than 47 different cultural, ethnic and religious groups in the **CARING MUMS** program.
- Participated in various community interfaith and multicultural events.

## 4

## SUPPORT FOR ISRAEL

To support Israel in ways that are aligned to our mission and obtain synergies from our relationships.

- Promoted awareness of the status of women in Israel through the **MINA FINK LECTURE** and the **FANNY READING HUMAN RIGHTS LECTURE**.
- Developed relationships with NCJW (USA) and NCJW (Israel).
- Continued to develop relationships with Israeli feminists locally and abroad.
- Supported the **HAIFA RAPE CRISIS CENTER**.

## 5

FINANCIAL  
SUSTAINABILITY

To secure our future based on a sustainable financial model.

- Improved budget framework utilised to control expenditure and monitor revenue.
- Fundraising targets achieved.
- Funding model for building project completed.
- Financial risk scenario modelling for building project completed.

## 6

## INTERNAL CAPACITY

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

- New Customer Relationship Management system for member, donor and event management chosen.
- Work on new website commenced.
- Volunteer contribution to the organisation identified and valued.
- **CARING MUMS** and the **JAM PROJECT** administrative processes automated.

## 7

GOVERNANCE  
AND LEADERSHIP

To ensure a competent and skilled Board to deliver on the strategic goals of the organisation.

- First year participation in **BOARD OBSERVERSHIP PROGRAM** completed and projects delivered.
- Conducted Board strategy session including reviewing macro environmental trends impacting NFPs.
- Undertook Board training in gender equality as well as the Board's role in fundraising.
- Two Board members completed the Institute of Community Directors Diploma of Business (Governance) and two more Board members started the course.







# POWERING WOMEN & GIRLS for a Better World

## PROGRAMS—

### CARING MUMS

“I think that the volunteer and I were matched very well indeed. She has been encouraging & supportive. I feel as if she ‘gets’ me. I don’t feel judged, in fact, I couldn’t have survived these last months without the program and her.”

CARING MUM

These comments are typical of the feedback we receive for our Caring Mums program and reflect the high level of commitment, training and supervision that all our volunteers have.

Commitment — a word strong in meaning and deed — is what makes the Caring Mums program successful. During the last 7 years we have trained over 160 volunteers. These volunteers first commit to 20 hours of training, then they commit to 2 hours supervision a fortnight and they also commit to supporting a mum weekly for up to 12 months. They commit to confidentiality; to being non-judgemental; and to sharing and witnessing their ‘mum’s journey of transitioning into motherhood.

The Caring Mums program has strong ties to the perinatal professional sector as evidenced by the increasing number of referrals. Since 2012 we have received over 500 referrals.

In 2018 the City of Port Phillip included Caring Mums in its budget for the next 3 years. As a result we have partnered with the City of Port Phillip to pilot our first Drop-In-Sessions, a new arm of the program. Hosted at the **BUPUP NAIRM FAMILY AND CHILDREN’S CENTRE**, we provide a safe space for isolated, lonely mums who may need someone to talk to, or perhaps have a cup of tea made for them, or have someone to hold their baby for a while. The drop in sessions are for those mothers who are not able to make an ongoing commitment to meeting with a volunteer on a regular basis but nevertheless benefit from intermittent support from our trained volunteers.

As our participant and volunteer numbers have grown, it has been necessary to employ an additional staff member and we are pleased to have Robyn Davis as part of our Caring Mums’ team.

The increase in the number of mums and volunteers means we are now running 9 fortnightly supervision sessions, 6 of which are being run by volunteers who are professional psychologists, social workers and counsellors.

Thank you to all those who make the Caring Mums program possible: Robyn Davis Michelle Kornberg, Naomi Swart, our band of volunteer supervisors, Bianca Whiteman, Rosemary Geer, Ronit Joel, Norma Migdalik, Karen Stock, Lorraine Raskin and Yael Clark as well as our wonderful volunteers and supporters who help create the village that is so necessary for new mothers during this often challenging transition to motherhood. We could not do it without you!

### THE JAM PROJECT

“It’s nice to be able to be there for someone else and actually listen to them. I really thought about listening to the whole session, asking lots of questions and being careful to not interrupt. I also turned my phone upside down.”

BUDDY 2019

“The thing I most enjoy about my catch-ups with the buddy is that I can talk about things I don’t talk to others about... The program gives girls an easy place to talk to people and they can meet new people”

PARTICIPANT 2019

The Jam Project, now into its third year, has experienced enormous growth and traction. This would not be possible without the tremendous support from **THE SPOTLIGHT FOUNDATION** and **GANDEL PHILANTHROPY**. As a result, the Jam Project has been able to successfully match 17 buddies and participants in 2019.



CARING MUMS



JAMFEST 2018



2019 INTERFAITH SEDER



VOLUNTEERING SHIRLEY ROZENBES, HAZEL DINER, MIRIAM GOLD, HELEN NATHAN



PESACH THE SENIORS CLUB

The Jam Project offers girls in year 9 the opportunity to be matched with a reliable, non-judgemental, trained female volunteer between the ages of 21–28 for a 12-month period. During this time the buddy and girl meet fortnightly one-on-one to chat, discuss topics of interest that may include navigating friendships, school dilemmas and self-esteem. The mentors receive extensive training and are also committed to attending professional development.

The Jam Project has been fortunate to partner with Glaze it, Salad Sisters Café, Savion Cakes and Bagels and Spout Café. These businesses have given our matches a safe place to meet and catch up. Alongside these catch ups, the 34 participants come together at group sessions to collaborate about various themes such as body image, mental health, friendships, resilience and the impact of societal changes.

Over the last year The Jam Project Co — founders Ali Davis, Morgan Lincoln and Jainie Mills continued to support the program where their work and study commitments permitted and for this we are grateful. We would also like to acknowledge the extraordinary work that Program Coordinator, Naomi Swart, has put into the program to ensure that at the start of its third year, it is a mature and well-developed program. Thank you, Naomi, for all you do. Later this year we will undertake an external evaluation of The Jam Project.

### UJEB BAT MITZVAH PROGRAM

#### WOMEN ROLE MODELS PAST AND PRESENT

In 2018 we continued to partner with UJEB, Stand Up and the Jewish Museum of Australia in presenting a unique year-long bat mitzvah program. The final term is hosted by NCJWA Vic at the Eva Besen Centre and focuses on Jewish women as role models in the present and the past, and their contribution to public and private life. Each week, an inspiring woman spoke to the girls and engaged with them on a diverse range of contemporary and historical themes. Thank you to Debbie Strauch and Etti Ben David who coordinated the 2018 program on behalf of NCJWA Vic.

### SENIORS PROGRAMS AND ACTIVITIES

The aim of our suite of Seniors Programs is to ensure that those older people

living at home are socially connected and included in the community. Food plays an important role in these programs as we ensure that participants in the activities held at the Eva Besen Centre and in Office of Housing premises share a nutritious meal and celebrate the Chagim.

### THE SENIORS CLUBS

Seniors Clubs run on Tuesdays and Wednesdays throughout the year with a very happy and enthusiastic group of participants and volunteers. The seniors play red aces, rummy tiles and there is a large table of bingo players calling the numbers in Russian. We also offer exercise sessions appropriate for our clients' age and abilities.

The various chagim are celebrated and acknowledged with entertainment and traditional food. For the major festivals, we receive a visit from a Rabbi who discusses the meaning and traditions of the festivals. Hamantashen are served at Purim and, at Pesach, our usual lunch gives way to a traditional meal including parve chicken soup with matza balls, matzah, gefilte fish and macaroons. We celebrate Shavuoth with cheese cake and over the high holidays the festive meal includes honey cake. At Chanukah a rabbi comes to light the candles and sing and doughnuts are provided.

*Eva had tears in her eyes as she lit the first candle with the Rabbi.*

Our seniors club is a home away from home. All those involved with the Seniors clubs acknowledge it is a rewarding place to be, with engaging, enthusiastic seniors and volunteers always available to laugh at a joke, or help support someone going through difficult times. Most of the volunteers are Seniors too. They enjoy their work in the club and provide support for each other. Thank you to all our amazing volunteers who come week in week out and are always willing to do a little extra. A special thank you to Helen Nathan, our dedicated Seniors coordinator, who makes the Eva Besen Centre that home away from home for so many.

As one of our seniors was overheard to say:

*"You know Helen, I have two homes — the one where I live and the other here with you."*

### GOLDEN AGE CLUBS

Established in 1998, the Golden Age Clubs (GAC), a partnership with Jewish Care and funded by The Claims Conference, has now been running for 20 years. The program was developed by NCJWA Vic for Jewish immigrants from the former Soviet Union living in public housing. It is offered in three locations — South Melbourne, Prahran St Kilda and Prahran. This year, we have supported 228 Russian speaking community members.

The Clubs meet fortnightly and use the Active Service Model. This includes promotion of physical exercise and mentally stimulating activities.

### A HEALTH THROUGH MOVEMENT

program operates at the Prahran and South Melbourne clubs and has demonstrated significant improvement in the fitness and general well-being of those who participate.

Connecting GAC members to their Jewish roots is an important part of the GACs and the festivals are celebrated throughout the year. We are grateful to Rabbis Yoni Reyder, Sholomo Nahtonsen, David Rubenfeld and Phillip Heilbrunn OAM for their education, time and input. Thank you also to Vicki and Joseph Gordon for donating matzot for each of our families.

Outings are an important part of the GACs. This year our members enjoyed an excursion to the Melbourne Living Museum of the West in Maribyrnong and the Rhododendron Gardens in Olinda. Thank you to the City of Stonington for their on-going support. We also run a dining out program in various restaurants around Melbourne.

During 2018 we completed the project **NO-ONE FORGOTTEN, NOTHING FORGOTTEN**, a collection of war veteran's stories from World War 2, funded by a grant from Department of Premier and Cabinet under the Anzac Centenary/Victoria Remembers Grants Scheme. We showcased the stories as we celebrated the 74th anniversary of the Victory Day on 9th May 2018 at Glen Eira Town Hall. The hall was full to overflowing with Victorian War Veterans from the Golden Age Clubs, their families and friends. We also took part in the ANZAC Day parade. The films and stories of our veterans are available on the NCJWA Vic website.

([ncjwavic.org.au/Veterans](http://ncjwavic.org.au/Veterans))

We receive a lot of support for the Golden Age clubs. Our thanks to Jewish Care for their partnership in the

program, the Victorian Multicultural Commission, South Melbourne Community Chest and the Cities of Port Phillip and Stonnington, all of whom provide financial support to the program.

A special thank you to coordinator Nellie Khoroshina and also to volunteer Shelley Dukes who assists in so many ways, not least of all in grant writing and in editing the stories for the **NO-ONE FORGOTTEN, NOTHING FORGOTTEN** project and to all our volunteers in the clubs.

### BRIDGE CLUB

NCJWA Vic hosts a bridge club every Thursday at the Eva Besen Centre. As former coordinator Doreen Beckwith likes to say, 'Bridge on Thursdays is for those seeking good company and added stimulation'. Participants gather at 12 pm and take a break for sandwiches and coffee around 2.00 pm, finishing at 3.00 pm. A team of volunteers support our Bridge club. Michael Balint and Richard Rosen OAM provide professional quality supervision, Sandy Abrahams and Leah Jacobs make sure everything is set up ready to play. Until September last year, operations in the kitchen were ably overseen by Celia Lederman. Celia retired in September having trained Carla Sharp to take over. We were sorry to say goodbye to Celia and very grateful for all her years of dedication. We thank Carla for carrying on Celia's legacy in the kitchen with a host of other volunteers. Thank you all. The club depends on you!

### BOOKS OUT LOUD

Books Out Loud is a reading and social outreach program, matching seniors in aged care facilities with volunteers to aid an ongoing relationship to books for those who may be experiencing difficulties reading on their own. Books Out Loud helps enhance the social interaction for participants whilst creating a stimulating experience through reading stories together and the lively discussion that follows.

Volunteers continued reading at Gary Smorgon House, Emmy Monash, Sheridan Hall and Graceland Manor. Thank you to Brenda Kahan, who coordinates Books Out Loud, and to all the volunteers who read week in week out and give pleasure to those who chose to participate in the sessions.

### INTERFAITH SEDAR

As always, the Women's Interfaith-Model Sedar was held shortly before Pesach. This year we were joined by 80

women and girls from 8 faiths groups for an evening of learning, laughter and song. This year our facilitators were Etty Ben David and Danielle Jones Resnik who used multimedia to engage the participants in a thoughtful, meaningful exploration of the themes and customs of Pesach. Thank you to Debbie Strauch, who (with the assistance of Dorit Jaffe) coordinated this important event; to Etty 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

*The importance of volunteering and the contribution it makes to the economy.* The economic value of volunteering to NCJWA Vic was more than \$5 million in 2018. It is because of 200 volunteer roles that we are able to undertake the work we do in programs, events, activities and advocacy.

Volunteering also contributes to the health and well-being of our volunteers. It provides social connection and engagement with the community and it brings fun and fulfilment to those concerned. It has been shown to reduce stress, combat depression and provide mental stimulation and a sense of purpose. Our volunteers are led by Sheryl Salcman, Volunteer Coordinator.

Each year we recognise our volunteers at a thank you event, held in May during Volunteering Week and at the AGM, the President's Award is given to a quiet achiever. In 2018 it was awarded to Sandy Abrahams. Volunteers are also recognised through external awards. In 2018 the Caulfield District Award was presented by David Southwick MP to Shelly Dukes. The City of Glen Eira honoured Monique Leventer Bette Schmideg Rhonda Levy and Sandy Abrahams.

NCJWA Vic was one of four organisations shortlisted for a Volunteering Victoria Excellence Award in 2018.

NCJWA Vic offers many opportunities for volunteers of all ages. These include volunteering any special skill you may have to assist us (social media, copy writing, marketing, website) as well as working in our programs, behind the scenes in the office, on our Board and Board Committees and for special projects. For more information visit our website or contact Sheryl Salcman at **VOLUNTEER.COORDINATOR@NCJWAVIC.ORG.AU**



# CONNECTING to the community

## NEXT GEN

NCJWA Vic Next Gen continues to engage women in the next generation with the work of NCJWA Vic. Each year, Next Gen organises a celebration on **INTERNATIONAL WOMEN'S DAY** with the theme "Every Woman: Celebrating the Extraordinary Woman in All of Us". This year Lahra Carey moderated a panel of three women: Alice Zaslavsky, Sheree Rubinstein and Ruth Barson who shared their life experiences and insights. Other event speakers this year included Madona King who spoke about girls at 14 and Professor Frank Oberklaid OAM who discussed technology and the first 1000 days of a child's life. We thank all our speakers for their time. Next Gen also hosted two film nights, Amy Schumer's "I am Pretty" and the Ruth Bader Ginsburg biopic, "On the Basis of Sex".

Our network of 500 Next Gen friends and supporters is growing and the engagement with our events has been wonderful. The next generation of supporters has emerged with women in their 20's, 30's, 40's and 50's now engaged and connected with the work of NCJWA Vic.

Next Gen is also sponsoring the **YOUNG CIRCLE OF WOMEN**. A circle of giving aimed at attracting a younger donor base to increase their impact and support the growth of our organisation.

The Next Gen Committee comprises Anna Serry, Moran Dvir, Bianca Janover, Ellie Smorgon, Lindy Susskind. We thank all our Next Gen Committee for their ongoing support. We would like to particularly acknowledged Ellie Smorgon who recently stepped down from the Committee but remains engaged with NCJWA Vic as a Caring Mum.

## AUTUMN BRUNCH

Dassi Erlich was our guest speaker for the Autumn Brunch. Speaking to a sold out audience in the Malvern Town Hall, Dassi spoke about her experiences 'Behind and Beyond the Campaign' to **#BRINGLEIFERBACK**

## BRAINFOOD

Brainfood is a series of talks and cultural events. In its fifth year we enjoyed a number of cultural activities including a performance by Saltpillar Theatre (In Bed with the Bishops); the New Palm Court Orchestra at East Melbourne Shul; and Justine Kuran's exhibition "Paper Round" at Glen Eira Town Hall. Speakers included Anita Selzer and Professor Frank Oberklaid OAM (a joint event with Next Gen). Thank you to all our collaborators and to the Brainfood coordinators Debbie Strauch and Bette Schmiddeg.

## JIFF SPECIAL SCREENING

Once again NCJWA Vic partnered with the Jewish International Film Festival. This year for a screening of 87 Children, a celebration of the bravery of one woman — a Tatar Muslim — who gave shelter to Jewish children in World War 2 and protected them from the Nazis.

## MITZVAHV DAY

On Mitzvah Day, the Jewish community (together with other communities and individuals) joins together in a series of events and activities aimed at improving the world in some small way. Mitzvah Day is based on the belief that we can all make a difference to the world when we take action together. This year

NCJWA Vic once again participated in a number of ways. In addition to our annual working bee creating small gift bags and distributing them to clients of Community Information Glen Eira, once again we hosted Our Kitchen Table at the Eva Besen Centre for Mitzvah Day activities. Following on from this Our Kitchen Table now meets weekly at the Eva Besen Centre.

## SPECIAL FRIENDS COCKTAILS

Each year in February, NCJWA Vic hosts a special friends thank you event. This year the event took the form of a cocktail party at the home of Susie Ivany OAM and Paul Ivany. This annual fixture in our calendar is an opportunity to say a personal thank you to our donors and key supporters and provide an update on our plans for the coming year. A special thank you to Susie and Paul for hosting this year's event. Your generosity in so doing is much appreciated.

## JOINT EVENTS

In 2018 we partnered with Hadassah Australia for a panel event "It's My Body, Respect It!" with keynote Dr Mushira Aboo Dia and commentators Dr Les Reti and Ms Dassi Hershberger. We also partnered with Tzedek and Pathways for an evening of Story Telling: Shesh. Six Women, Six Stories, Six Minutes.

## NAPPY COLLECTIVE

Each year in May and October NCJWA Vic supports the Nappy Collective by operating 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.





SPECIAL FRIENDS COCKTAILS **SUSIE IVANY OAM, PAUL IVANY**



NEXT GEN **ALICE ZASLAVSKY,  
SHEREE RUBINSTEIN, RUTH BARSON**



SPECIAL FRIENDS COCKTAILS  
**ADRIENNE BASSER, BRUCE JOSKE**



AUTUMN BRUNCH  
**MIRIAM BASS, DASSI ERLICH**



# ADVOCACY

## #MAKESPACEFORHER — NCJWA VIC'S GENDER EQUALITY CAMPAIGN

The **ADVOCACY COMMITTEE** undertook research into the representation of women on Jewish community boards in 2018. They also reviewed the representation of women at community events as keynote speakers and panelists.

The findings in relation to representation of women on the Boards of communal organisations are set out in the table below.

### 71 ORGANISATIONS

Exclusive female	6	8%
Balanced	14	20%
Significant		
Majority male	9	13%
Exclusive male	11	15%
Majority male	27	40%

Following on from the research the Advocacy Committee developed a gender equality campaign, **#MAKESPACEFORHER**, in early 2019.

This is a campaign aimed at ensuring Jewish women in Victoria are equally represented in leadership positions within our community and participate equally in community events. The campaign involves asking communal bodies to be aware of their gender balance and to think a little differently when recruiting and planning events. Organisations are invited to sign a **GENDER EQUALITY PLEDGE**, signifying their commitment to embrace gender equality as an important value throughout their organisation — in governance, management, staffing and volunteers and throughout programs, services and

public forums. Recently, the Jewish Community Council of Victoria, Zionism Victoria and the Zionist Federation of Australia all unanimously adopted the pledge at their plenums.

The second part of this initiative involves NCJWA Vic creating and managing a database for Jewish women qualified to serve on community boards and to participate in public forums.

The campaign has been accompanied by a media campaign targeting social media and mainstream community media. **#MAKESPACEFORHER** has appeared on Instagram, Facebook and Twitter and there has been robust and supportive discussion in these forums.

## COMMUNITY ADVOCACY

### GENDER EQUALITY BILL

NCJWA Vic made a joint submission with the JCCV in support of the Exposure Draft of Victoria's **GENDER EQUALITY BILL**. We made a number of suggestions to ensure representation of women from diverse backgrounds including:

- A recommendation that all reports on progress towards achieving targets include data related to diversity of background, age and ability.
- Encouragement of an obligation for Gender Equality Actions Plans to include a reference to promoting activities, programs and services that attract women from diverse backgrounds.

- A suggestion that advertisements for positions in public service organisations be placed in local community newspapers in both hardcopy and online formats, and in languages other than English.

The Bill is still in process.

### GETT REFUSAL

NCJWA Vic in partnership with **UNCHAIN MY HEART** made a submission to the Australian Law Reform Commission (ALRC) Inquiry into the Family Law System on the issue of Gett Refusal and Agunoth. The report was authored by Talya Faigenbaum and Dr Ann Wollner.

### CONVENTION ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN (CEDAW)

In 2018 Australia presented its National Report on the compliance with the CEDAW to the CEDAW Committee. Prior to this NCJWA submitted a shadow report focusing on the issue of Gett refusal and the legal avenues available to redress this. The Shadow Report drew extensively on the earlier report to the ALRC as well as previous research by Melinda Jones (NCJWA Ltd) and Peta Pelach. The CEDAW Committee referred extensively to the report in questioning the Australian delegation. In its concluding remarks the CEDAW expressed concern that "Religious practices, such as the Jewish Gett, prevent women from exercising their right to re-enter freely into marriage following divorce, leaving them in situations of forced continuation of religious marriage (i.e. 'marriage captivity')" [CR 57 (b)]

→



## #BRING LEIFER BACK

We continued to support Dassi Erlich and the **#BRINGLIEFERBACK** campaign through our social media channels. We were delighted that Dassi agreed to be our key note speaker at our Autumn Brunch. NCJWA Vic is very proud of the support we have given to Dassi in her pursuit of justice and we were thrilled that she agreed to be our guest speaker. In the course of her address “Behind and Beyond the Campaign” Dassi told us:

“Sacrifices had to be made, sacrifices were made, and are still being made. But these sacrifices had a purpose, a larger purpose and beyond the campaign.”

In explaining this she said “We live in a society that struggles to see women as predators. I know my story is not unique, I have no doubt there are many female authority figures who abuse their power, but it is rare to hear about it and maybe we need to question if that’s because as a society we don’t want to believe it, we have chosen not to hear it.

Dassi gave us a lot to think about. In her words, “Sexual abuse thrives in secrecy, in cultures that support secrecy and

our job is to eradicate the same and to continue supporting those who refuse to hide behind the shame.”

The campaign continues.

## QLD ABORTION LAW REFORM

Following the 2018 Queensland election, NCJWA issued a statement on the Queensland Parliamentary vote to decriminalise abortion.

## STOP THE TRAFFIK

During the course of 2018–2019 in partnership with Stop the Traffik, NCJWA Vic successfully advocated for the Modern Slavery Act 2018.

We also signed a statement on abortion with other women’s organisations in the lead up to the Irish Abortion Act and supported the pro-abortion campaigns in the lead up to the Queensland state election.

Stop the Traffik is a coalition of 30 organisations and is part of a global network that aims to stop and prevent human trafficking and slavery. NCJWA Vic is a proud affiliate of Stop the Traffik. NCJWA Vic supported a submission by Stop the Traffik to the Senate Inquiry into what was the Modern Slavery Bill, outlining significant omissions from the Bill. The Modern Slavery Act 2018 was subsequently enacted.

## SPEAKERS AND PUBLIC LECTURES

### SHARON ABRAHAM WEISS

In November 2018 we hosted Sharon Abraham Weiss, Executive Director of the Association for Civil Rights in Israel to a brunch. Sharon spoke about the challenges for human rights in Israel in the current political climate.

### PUBLIC LECTURES

Our public lectures provide another platform for advocacy. In 2018 the focus was on the position of women in Israel. The **MINA FINK** Lecture, presented by Professor Daphna Hacker (Professor of Gender and Law, Tel Aviv University), provided a macro level report on the status of women in Israel. The Fanny Reading Human Rights Lecture, presented by Professor Neta Ziv (Professor of Law, Tel Aviv University) focused on the equality rights of Haredi women, particularly on their political participation within Haredi parties (or the lack thereof). Professor Hacker provided an analysis of the litigation in the Supreme Court which held the exclusion of women from Haredi political parties to be illegal.

**RIGHT—**  
**MINA FINK LECTURE**



**MINA FINK LECTURE** ALEX FREIBERG, FRED A FREIBERG, MICHAEL FINK, DEBBIE GOLVAN, PROF. DAPHNA HACKER, LILY TELL, NATHAN FINK









FANNY READING HUMAN RIGHTS LECTURE MIRIAM BASS, PROF. NETA ZIV

# SUPPORT for Israel

This year we continued to build connections with Israeli women's organisations and with women who are active in civil society in Israel.

We hosted two professors from Tel Aviv University, Professor Daphna Hacker and Professor Neta Ziv who delivered the Mina Fink and Fanny Reading Lectures respectively. We also hosted Sharon Abraham Weiss, Executive Director of ACRI — **ASSOCIATION FOR CIVIL RIGHTS IN ISRAEL** during her visit to Melbourne.

We deepened our association with the National Council of Jewish Women in Israel

and with other women's organisations in Israel including the **ISRAEL WOMEN'S NETWORK** and the **GENDER STUDIES PROGRAM** at Tel Aviv University.

We continue to support the NCJWA Ltd Israel Projects, channelling funds received from our donors directly to those projects. This year's donations went to the **HAIFA RAPE CRISIS CENTER**.



# THE BOARD members





**MIRIAM BASS**, President of NCJWA Vic has been an active member of the Board since 2012 serving in a variety of roles. She initiated a comprehensive strategic review of the organisation and facilitated the development of the current strategic plan (2015–2020). Miriam also led the development of new Constitutions in 2014. A graduate of the Australian Institute of Company Directors and management consultant, Miriam has extensive consulting and board experience in the corporate and community sectors. Miriam's commitment to women's issues and social justice was a primary motivator to her joining NCJWA Vic.

**DEBBIE STRAUCH**, Vice President of NCJWA Vic, is a qualified high school teacher. Originally from NSW, Debbie came to Melbourne in 2007. Following her move to Melbourne, Debbie became involved in the Jewish not for profit sector, joining the Board of NCJWA Vic in 2010. 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 monthly events. She also co-ordinates the speakers for the UJEB Batmitzvah program in term 4. 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.

**HANNAH GREENBERG**, Treasurer, is a teacher and a qualified accountant for over 40 years. She has served as Treasurer since she joined the Board in 2012. Hannah was instrumental in obtaining DGR status for the Social Support Trust for the Caring Mums program. She is passionate about NCJWA Vic and empowering women.

**HELEN LEWIN**, Secretary of NCJWA Vic, joined the Board in 2016 and currently chairs the governance 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 is also currently completing the Institute of Community Director's Diploma in Business (Governance).

**SALLY DAVIS**, a lawyer by profession, trained mediator and graduate of the Australian Institute of Company Directors, is a Board Observer and 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 the Governance and Risk and Finance Committees.



#### FROM LEFT TO RIGHT—

Debbie Strauch, Helen Lewin, Judy Hacker, Ann Wollner, Anna Serry, Karen Stock, Miriam Bass, Sally Davis, Moran Dvir (absent Hannah Greenberg, Elaine Jacobs).

**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 enjoying working on the communications side of various NCJWA Vic campaigns as well as being part of the Next Gen team that is engaging the next generation of women with the work of NCJWA Vic. A member of the Development Committee of NCJWA Vic, Moran is also the founder of Twelve Batmi, and co-founder of Thirteen Barmi, giving programs for Bat and Bar Mitzvah families. Moran is also currently completing the Institute of Community Director's Diploma in Business (Governance).

**JUDY HACKER** joined the Board in March 2017 as a co-opted member and was elected to the Board in August 2017. Judy is a senior marketing executive with over thirty years' experience in management, marketing and strategic planning. She is an experienced board member, currently serving on the board of Women's Health Victoria and as the consumer invitee to the Cabrini Health Board. Since joining the Board Judy has made a very real impact putting her professional skills in marketing to good use for the organisation.

**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 equity and positive change and support for women and families. She sees her position as NCJWA board member as an opportunity to provide financial skills and to gain knowledge from others on this diverse and highly skilled board.

**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 and Risk Committee and the Development Committee. Anna was integral to the establishment of both the Next Gen Committee and the Advocacy Committee (which she chairs), 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.

**ANN WOLLNER** is a practising lawyer and clinical child psychologist and a Research Fellow at Victoria University. She has a doctorate in Psychology and special interests in family violence, international child protection and education. Ann has a strong commitment to the Jewish and broader communities having served as the President of Mount Scopus Memorial College and being involved in Unchain My Heart, Maccabi Victoria, the Asylum Seekers Resource Centre and the JCCV Youth Alcohol Project, among many others. Ann has been a member of the NCJWA Vic Board since 2014 and is on the Finance, Advocacy and Building sub-committees.

## THE BOARD Observer



**SEJLA KADRIC** is currently participating in the Board Observership Program. She is an Associate Director in the business advisory division of ShineWing Australia Pty Ltd with specific expertise in property development. She has over 12 years experience in providing accounting, tax and business advisory services to private small, medium and large businesses across a range of industries. Sejla is passionate about charities that work on ending social isolation of vulnerable communities. She is a volunteer Board member of a charity that provides education programs and legal aid to disadvantaged people. Sejla's enjoys spending time with friends and family, discovering new restaurants and the occasional Classical Pilates class.





# STAFF

## FROM LEFT TO RIGHT—

Dorit Jaffe, Ruth Hayden, Sheryl Salcman, Francine Pinch, Helen Nathan, Lee Ann Bassier, Nellie Khoroshina, Michelle Kornberg, Sarah Lovison, Robyn Davis, Shani Ben Hur, Ali Davis, Naomi Swart

### 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 through NCJWA Vic's programs, activities and advocacy. A feminist and academic for 30 years, Lee Ann is a qualified lawyer with a passion for social justice and human rights. Throughout her career Lee Ann has been active in civil society. Three years after joining NCJWA Vic Lee Ann is more passionate than ever about being part of the NCJWA Vic family and working to power women and girls for a better world.

### 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; Programs  
Officer (Caring Mums)

### ADMINISTRATIVE STAFF

#### **ALI DAVIS**

Administrative Assistant  
(Casual)

#### **DORIT JAFFE**

Executive Assistant to CEO

#### **RUTH HAYDEN**

Office Administrator

#### **SHANI BEN HUR**

Project Officer

#### **SARAH LOVISON**

Finance

#### **FRANCINE PINCH**

Program Administrator  
(Caring Mums)



“It is because of 200 volunteer roles that we are able to undertake the work we do in programs, events, activities and advocacy.”

— LEE ANN BASSER



“My volunteer was amazing and was very caring and great at listening when I just needed to get things off my chest. It was great knowing that I had that support every week and was always looking forward to her coming over. I feel like I'm a lot stronger now and in a much better place”

— MUM, CARING MUMS





# TREASURER'S REPORT

Hannah Greenberg

# It is with great pleasure that I present my 4th Treasurer's report for NCJWA Vic. The financial year 2018—2019 has once again been very successful and exciting.

It is very important to look at the financial statements in the Report for the year ending 31st March 2019 with the understanding of accounting concepts and the need to report according to Australian accounting standards.

Last year's financial statements required revised revaluations and depreciation schedules based on audit recommendations and accounting standards to reflect the true and fair value of land and buildings held by both NCJWA Vic and NCJW (Victoria) Community Services. This year there were no further revaluations required so the balance sheets of these entities are not impacted but depreciation has to be taken into account in assessing expenditures. The Board has determined that we will continue to account for our land and buildings at fair value to more accurately reflect a true and fair account of assets on our balance sheet. This will require more frequent valuations of our property holdings than previously undertaken.

NCJW (Victoria) Community Service's financial results in 2018/19 show a surplus of \$724,602. This includes the \$625,000 major gift designated for our Eva Besen Fun. Taking this into account, the operating surplus is closer to \$99,000. This is largely due to increased revenue from our successful **CHARIDY CAMPAIGN** and an increase in our Circle of Women contributions for the year ending 2019. Our expenses in Community Services are \$35,000 less than the same period last year. This shows our continual success in fund raising in Community Services and our determination to closely watch our expenditures. This is never easy as a large component of our expenditure is wages.

We have budgeted for an increase in wages for the coming year based on our plans for further program expansion. Again, I will emphasize that only by paying professional staff are we able to grow as an organisation. Finding the right staff is the key. Our CEO, Lee Ann Basser, has done a wonderful job in procuring the right staff and it is paying off. Our cash reserves are very healthy, with

approximately \$1,740,000 in Community Services, which is largely reserved for our building project.

NCJWA Victoria's financial results in 2018/19 show a loss of around \$50,000. This is largely due a decrease in membership funds by \$10,000 and the fact that we did not hold a Golf Day fundraiser in this financial year. Membership is an ongoing problem affecting not only NCJWA Vic, but all membership type organisations. It seems that our society is moving away from a Membership Model towards a Participatory Model. Having said that, we are still striving to increase membership and have run a specific campaign for this purpose. We are also planning a Golf Day in November 2019 and I am sure it will be just as successful as our previous events. Victoria has cash reserves of around \$32,000 compared with \$42,000 the previous year.

The financial result for the NCJW (Victoria) Social Support Trust (SST) in 2018/19 shows a loss of around \$53,000. This was largely due to the expansion of both the **CARING MUMS** Program and The **JAM PROJECT** requiring a greater level of professional resourcing resulting in an increase in wages expenditure by about \$60,000.

Having said that, the Grants income is up by \$60,000. This is extremely pleasing. This is evidence of the huge success and expansion of our Caring Mums and JAM programs. Cash reserves are extremely healthy with \$118,506, compared to \$59,000 in the previous financial year.

Last year I alluded to future reporting of the valuation of our volunteers' work in our accounting statements. This will be officially reported in 2019/20 financial statements. As you have already read, we are very excited by PwC's independent valuation of our Volunteer's work contribution of \$5,000,000. This certainly validates our paid wages bill for the 3 entities, which is well below 10% of this valuation at around \$350,000 and illustrates the effectiveness of our programs operating model.

NCJWA Vic continues to improve its accounting techniques. Our budgeting and examination of our performance is a dynamic practise. Our budgeting continues to improve allowing us to contain overall expenditure when we need to make adjustments for unplanned expenditure during the year. We have also overhauled our chart of accounts which has streamlined our management reports. The process of refining our investment policy is being undertaken so that we will have clearer investment objectives and an agreement on acceptable risk. We are never complacent and are always cognisant that we are a **NOT FOR PROFIT** organisation. We strive for a break even profit and loss, not necessarily a surplus.

I once again would like to congratulate our CEO, Lee Ann Basser and her magnificent staff. I firmly believe our success lies with these people. They all work tirelessly for our organisation. To match this wonderful staff, I would also like to thank the whole Board who encourage me and make all the work worthwhile.

It is often said that people who volunteer get a lot more from giving than taking. In my case, I feel very strongly that the comradeship of the Board has definitely given me a heightened sense of self-worth. To be able to refer to these people as workmates and friends is a great honour.

I would like to take the opportunity to acknowledge our auditors — Lowe Lippman and our Accountants and Greenberg and Co. Both these firms have worked on our financial statements at a discounted rate and we are very grateful.

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

I look forward to another year of working with a wonderful professional Board, staff & volunteers.



# FINANCIAL REPORTS

For the year ending  
31 March 2019





# NCJW (VICTORIA) Community Services Inc.

ABN : 76 474 321 252

## Summary Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31 March 2019

	(\$) 2019	(\$) 2018
<b>REVENUE</b>		
Donations	870,522	271,442
Events income	15,010	155,450
Other revenue	159,894	139,110
<b>TOTAL REVENUE</b>	<b>1,045,426</b>	<b>566,002</b>
<b>EXPENSES</b>		
Administrative expenses	(111,070)	(93,626)
Depreciation	(5,887)	(8,600)
Employee benefit expenses	(137,518)	(147,833)
Other expenses	(66,349)	(108,374)
<b>TOTAL EXPENSES</b>	<b>(320,824)</b>	<b>(358,433)</b>
<b>PROFIT / (LOSS) BEFORE INCOME TAX EXPENSE</b>	<b>724,602</b>	<b>207,569</b>
Income tax expense	—	—
<b>PROFIT / (LOSS) FOR THE YEAR</b>	<b>724,602</b>	<b>207,569</b>
<b>OTHER COMPREHENSIVE INCOME, NET OF INCOME TAX</b>		
Revaluation of land and buildings	—	43,404
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>724,602</b>	<b>250,973</b>

## Summary Statement of Financial Position

As at 31 March 2019

<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,745,075	1,110,038
Accounts receivable and other current assets	208,460	99,462
<b>TOTAL CURRENT ASSETS</b>	<b>1,953,535</b>	<b>1,209,500</b>
<b>NON-CURRENT ASSETS</b>		
Financial and other non-current assets	163,408	169,073
Property, plant and equipment	1,019,701	1,018,145
<b>TOTAL NON-CURRENT ASSETS</b>	<b>1,183,109</b>	<b>1,187,218</b>
<b>TOTAL ASSETS</b>	<b>3,136,644</b>	<b>2,396,718</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES ASSETS</b>		
Accounts payable	39,696	24,715
Employee benefits	43,855	53,565
Other current liabilities	—	3,698
<b>TOTAL CURRENT LIABILITIES</b>	<b>83,551</b>	<b>81,978</b>
<b>NON-CURRENT LIABILITIES</b>		
Employee benefits	13,751	—
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>13,751</b>	<b>—</b>
<b>TOTAL LIABILITIES</b>	<b>97,302</b>	<b>81,978</b>
<b>NET ASSETS</b>	<b>3,039,342</b>	<b>2,314,740</b>
<b>EQUITY</b>		
Reserves	43,404	43,404
Retained income	2,995,938	2,271,336
<b>TOTAL EQUITY</b>	<b>3,039,342</b>	<b>2,314,740</b>



NCJW (Victoria) Community Services Inc.

## Report of the Independent Auditor on the Summary Financial Statements



To The Members of the Committee

### Opinion

In our opinion, the summary financial statements are consistent, in all material respects, with (or a fair summary of) the audited financial report, in accordance with the basis of preparation described in Note 1 to the audited financial report.

The summary financial statements, comprising the summary statement of financial position as at 31 March 2019 and the summary statement of profit or loss and other comprehensive income for the year then ended are derived from the audited financial report of NCJW (Victoria) Community Services Inc., for the year ended 31 March 2019. We expressed a qualified opinion on the financial report in our audit report thereon. Our audit report included:

### Basis for Qualified Opinion on the Audited Financial Report

As is common of charitable and not for profit organisations, it is not practicable for the association to maintain an effective system of internal control over donations and other voluntary income, until their initial entry into the accounting records. Accordingly, our audit on the association's income was limited in this regard and therefore we are unable to express an opinion whether income including donations and other voluntary income is complete.

### Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards, the *Australian Charities and Not-for-profits Commission Act 2012*, and the *Associations Incorporation Reform Act 2012* (Victoria). Reading the summary financial statements and this audit report on the summary financial statements, therefore, is not a substitute for reading the audited financial report of NCJW (Victoria) Community Services Inc., and our audit report attaching thereto.

### Responsibilities of Management and Those Charged with Governance

Management are responsible for the preparation of the summary financial statements and have determined that the basis of preparation described in Note 1 to the audited financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012* (Victoria) and for such internal control as management determines is necessary to enable the preparation of the summary financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

### Auditor's Responsibilities for the Audit of the Summary Financial Statements

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with (or a fair summary of) the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

LOWE LIPPMANN  
CHARTERED ACCOUNTANTS

LOREN DATT  
Audit Principal

Signed at Melbourne on 18 July 2019

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

ABN: 64 175 250 762

## Summary Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31 March 2019

	(\$) 2019	(\$) 2018
<b>REVENUE</b>		
Donations	4,019	2,927
Events income	114,224	49,714
Memberships	28,698	25,562
Other revenue	58,705	97,148
<b>TOTAL REVENUE</b>	<b>205,646</b>	<b>175,351</b>
<b>EXPENSES</b>		
Administrative expenses	(54,963)	(30,106)
Depreciation	(4,003)	(3,430)
Employee benefit expenses	(78,330)	(90,812)
Other expenses	(118,130)	(45,000)
<b>TOTAL EXPENSES</b>	<b>(255,426)</b>	<b>(169,348)</b>
<b>PROFIT / (LOSS) BEFORE INCOME TAX EXPENSE</b>	<b>(49,780)</b>	<b>6,003</b>
Income tax expense	—	—
<b>PROFIT / (LOSS) FOR THE YEAR</b>	<b>(49,780)</b>	<b>6,003</b>
<b>OTHER COMPREHENSIVE INCOME, NET OF INCOME TAX</b>		—
Revaluation of land and buildings	—	1,275,000
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>(49,780)</b>	<b>1,281,003</b>

## Summary Statement of Financial Position

As at 31 March 2019

<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	32,304	42,491
Accounts receivable and other current assets	918	3,948
<b>TOTAL CURRENT ASSETS</b>	<b>33,222</b>	<b>46,439</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	2,014,644	2,017,139
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,014,644</b>	<b>2,017,139</b>
<b>TOTAL ASSETS</b>	<b>2,047,866</b>	<b>2,063,578</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	77,992	43,924
<b>TOTAL CURRENT LIABILITIES</b>	<b>77,992</b>	<b>43,924</b>
<b>TOTAL LIABILITIES</b>	<b>77,992</b>	<b>43,924</b>
<b>NET ASSETS</b>	<b>1,969,874</b>	<b>2,019,654</b>
<b>EQUITY</b>		
Reserves	1,275,000	1,275,000
Retained income	694,874	744,654
<b>TOTAL EQUITY</b>	<b>1,969,874</b>	<b>2,019,654</b>

**National Council of Jewish Women of Australia  
(Victoria) Inc.**

## **Report of the Independent Auditor on the Summary Financial Statements**



To The Members of the Committee

### **Opinion**

In our opinion, the summary financial statements are consistent, in all material respects, with (or a fair summary of) the audited financial report, in accordance with the basis of preparation described in Note 1 to the audited financial report.

The summary financial statements, comprising the summary statement of financial position as at 31 March 2019 and the summary statement of profit or loss and other comprehensive income for the year then ended are derived from the audited financial report of National Council of Jewish Women of Australia (Victoria) Inc., for the year ended 31 March 2019. We expressed a qualified opinion on the financial report in our audit report thereon. Our audit report included:

### **Basis for Qualified Opinion on the Audited Financial Report**

As is common of charitable and not for profit organisations, it is not practicable for the association to maintain an effective system of internal control over donations and other voluntary income, until their initial entry into the accounting records. Accordingly, our audit on the association's income was limited in this regard and therefore we are unable to express an opinion whether income including donations and other voluntary income is complete.

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

Without further qualification to the opinion expressed above, we draw attention to Note 2(k) Economic dependence and going concern in the financial report regarding the application of the going concern basis in the preparation of the financial report. 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 effects on the operations and future levels of activity of the association.

### **Summary Financial Statements**

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards, the *Australian Charities and Not-for-profits Commission Act 2012*, and the *Associations Incorporation Reform Act 2012* (Victoria). Reading the summary financial statements and this audit report on the summary financial statements, therefore, is not a substitute for reading the audited financial report of National Council of Jewish Women of Australia (Victoria) Inc., and our audit report attaching thereto.

### **Responsibilities of Management and Those Charged with Governance**

Management are responsible for the preparation of the summary financial statements and have determined that the basis of preparation described in Note 1 to the audited financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012* (Victoria) and for such internal control as management determines is necessary to enable the preparation of the summary financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

### **Auditor's Responsibilities for the Audit of the Summary Financial Statements**

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with (or a fair summary of) the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

LOWE LIPPMANN  
CHARTERED ACCOUNTANTS

LOREN DATT  
Audit Principal

Signed at Melbourne on 18 July 2019

Liability limited by a scheme approved under Professional Standards Legislation



# The NCJW (Victoria) Social Support Trust

ABN: 41 771 835 817

## Summary Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31 March 2019

	(\$) 2019	(\$) 2018
<b>REVENUE</b>		
Donations	93,268	58,665
Events income	1,955	149,737
Other revenue	98,562	37,034
<b>TOTAL REVENUE</b>	<b>193,785</b>	<b>245,436</b>
<b>EXPENSES</b>		
Administrative expenses	(35,830)	(15,031)
Employee benefit expenses	(176,482)	(102,066)
Other expenses	(34,482)	(29,807)
<b>TOTAL EXPENSES</b>	<b>(246,794)</b>	<b>(146,904)</b>
<b>PROFIT / (LOSS) BEFORE INCOME TAX EXPENSE</b>	<b>(53,009)</b>	<b>98,532</b>
Income tax expense	—	—
<b>PROFIT / (LOSS) FOR THE YEAR</b>	<b>(53,009)</b>	<b>98,532</b>
<b>OTHER COMPREHENSIVE INCOME, NET OF INCOME TAX</b>	<b>—</b>	<b>—</b>
<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</b>	<b>(53,009)</b>	<b>98,532</b>

## Summary Statement of Financial Position

As at 31 March 2019

<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	118,506	59,282
Accounts receivable and other current assets	45,473	46,089
<b>TOTAL CURRENT ASSETS</b>	<b>163,979</b>	<b>105,371</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	8,742	1,067
<b>TOTAL NON-CURRENT ASSETS</b>	<b>8,742</b>	<b>1,067</b>
<b>TOTAL ASSETS</b>	<b>172,721</b>	<b>106,438</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Accounts payable	165,391	46,099
<b>TOTAL CURRENT LIABILITIES</b>	<b>165,391</b>	<b>46,099</b>
<b>TOTAL LIABILITIES</b>	<b>165,391</b>	<b>46,099</b>
<b>NET ASSETS</b>	<b>7,330</b>	<b>60,339</b>
<b>EQUITY</b>		
Settlement capital	10	10
Retained income	7,320	60,329
<b>TOTAL EQUITY</b>	<b>7,330</b>	<b>60,330</b>

## The NCJW (Victoria) Social Support Trust

### Report of the Independent Auditor on the Summary Financial Statements



To The Members of the Committee

#### Opinion

In our opinion, the summary financial statements are consistent, in all material respects, with (or a fair summary of) the audited financial report, in accordance with the basis of preparation described in Note 1 to the audited financial report.

The summary financial statements, comprising the summary statement of financial position as at 31 March 2019 and the summary statement of profit or loss and other comprehensive income for the year then ended are derived from the audited financial report of The NCJW (Victoria) Social Support Trust, for the year ended 31 March 2019. We expressed a qualified opinion on the financial report in our audit report thereon. Our audit report included:

#### Basis for Qualified Opinion on the Audited Financial Report

As is common of charitable and not for profit organisations, it is not practicable for the trust to maintain an effective system of internal control over donations and other voluntary income, until their initial entry into the accounting records. Accordingly, our audit on the trust's income was limited in this regard and therefore we are unable to express an opinion whether income including donations and other voluntary income is complete.

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

Without further qualification to the opinion expressed above, we draw attention to Note 2(h) Economic dependence and going concern in the financial report regarding the application of the going concern basis in the preparation of the financial report. 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 effects on the operations and future levels of activity of the trust.

#### Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Australian Accounting Standards, the *Australian Charities and Not-for-profits Commission Act 2012*, and the *Associations Incorporation Reform Act 2012* (Victoria). Reading the summary financial statements and this audit report on the summary financial statements, therefore, is not a substitute for reading the audited financial report of The NCJW (Victoria) Social Support Trust, and our audit report attaching thereto.

#### Responsibilities of Management and Those Charged with Governance

Management are responsible for the preparation of the summary financial statements and have determined that the basis of preparation described in Note 1 to the audited financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Associations Incorporation Reform Act 2012* (Victoria) and for such internal control as management determines is necessary to enable the preparation of the summary financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

#### Auditor's Responsibilities for the Audit of the Summary Financial Statements

Our responsibility is to express an opinion on whether the summary financial statements are consistent, in all material respects, with (or a fair summary of) the audited financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

LOWE LIPPMANN  
CHARTERED ACCOUNTANTS

LOREN DATT  
Audit Principal

Signed at Melbourne on 18 July 2019

Liability limited by a scheme approved under Professional Standards Legislation

# ACKNOWLEDGE

## PATRON

Lady Marigold Southey AC

## BOARD

Miriam Bass **PRESIDENT**

Debbie Strauch **VICE PRESIDENT**

Hannah Greenberg **TREASURER**

Helen Lewin **SECRETARY**

Moran Dvir

Judy Hacker

Elaine Jacobs

Anna Serry

Karen Stock

Ann Wollner

**VICE PRESIDENT UNTIL AUGUST 2018**

Sally Davis

Masha Lewis

**BOARD OBSERVER UNTIL DECEMBER 2018**

Sejla Kadric

**BOARD OBSERVER FROM FEBRUARY 2019**

## HON LIFE MEMBERS

Susie Balint OAM

Eva Besen AO

Vivien Brass OAM

Susan Feldman

Vera Freidin

Sylvia Gelman z'l AM MBE

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**

Hannah Greenberg

Lee Ann Bassier **IN ATTENDANCE**

Sally Davis

Elaine Jacobs

Masha Lewis

**IN ATTENDANCE UNTIL DECEMBER 2018,  
COMMITTEE MEMBER FROM FEB 2019**

Helen Lewin

Ann Wollner

Debbie Strauch

Hagar Lipa **FROM OCTOBER 2018**

Sejla Kadric

**IN ATTENDANCE FROM FEB 2019**

## GOVERNANCE AND RISK COMMITTEE

Helen Lewin **CHAIR**

Allyson Bader

Miriam Bass

Lee Ann Bassier **IN ATTENDANCE**

Sally Davis **FROM SEP 2018**

Anna Serry **UNTIL SEP 2018**

Lexi Kowal **FROM SEP 2018**

Justin Greenstein **FROM NOVEMBER 2018**

## DEVELOPMENT COMMITTEE

Miriam Bass **CHAIR**

Lee Ann Bassier **IN ATTENDANCE**

Moran Dvir

Judy Hacker

Lexi Kowal **UNTIL SEPTEMBER 2018**

Carol Saffer **UNTIL SEPTEMBER 2018**

Anna Serry

Debbie Strauch

Ruth Lew **FROM OCT 2018**

## ADVOCACY COMMITTEE

Anna Serry **CHAIR FROM AUGUST 2018**

Moran Dvir

**SUPPORT FROM SEPTEMBER 2018**

Ronit Joel

Karen Stock

Ann Wollner

Lexi Kowal

Irina Pestun

Amie Rochman **FROM MAY 2018**

Keren Zelwer

Yael Cass

Rivka Pestun **FROM SEPTEMBER 2018**

Gabi Crafti **CHAIR UNTIL AUGUST 2018**

Fiona Grinwald **UNTIL DECEMBER 2018**

Carol Saffer **UNTIL FEBRUARY 2019**

Caroline Tait **UNTIL AUGUST 2018**



# DELEGATES

## EVENTS COMMITTEE

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

## NEXT GEN

Anna Serry **CHAIR**  
 Moran Dvir  
 Bianca Janover  
 Ellie Smorgon  
 Lindy Susskind

## VOLUNTEER COORDINATORS

Sandy Abrahams **BRIDGE**  
 Michael Balint **BRIDGE**  
 Debbie Faifer **MTC SUBSCRIPTIONS**  
 Joanne Gubieski  
**MITZVAHV 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 SEDAR**  
 Celia Lederman **BRIDGE CATERING UNTIL  
 AUGUST 2018**

## VOLUNTEER SUPERVISORS (CARING MUMS)

Yael Clark  
 Rosemary Geer **FROM FEBRUARY 2019**  
 Ronit Joel **UNTIL DECEMBER 2018**  
 Norma Migalik **FROM FEBRUARY 2019**  
 Lorraine Raskin  
 Karen Stock **FROM FEBRUARY 2019**  
 Cassandra Wexler  
 Bianca Whiteman **UNTIL DECEMBER 2018**

## HON SOLICITORS

Arnold Bloch Leibler

## AUDITORS

Lowe Lippman

## ACCOUNTANTS

Greenberg and Co

## PRO BONO/ IN KIND

Gary Peer Real Estate  
 McRyan Painters  
 Perpetual Trustees  
 PwC

Charter Keck Cramer  
 Our Community Group  
 The Observership Program

## PARTNERSHIPS

Jewish Care

## AFFILIATES AND DELEGATES

Ethnic Community Council of Victoria  
 Jewish Community Council of Victoria  
 National Council of Jewish Women of  
 Australia  
 National Council of Women  
 United Nations Association of Australia,  
 Status of Women Committee  
 Stop the Traffik  
 Unchain My Heart  
 Volunteering Victoria  
 Zionism Victoria



# MORE acknowledgements

Thank you to all our members and supporter for your generosity which enables us to continue, develop and expand our programs and activities. We particularly acknowledge those donors and supporters who have provided financial support for \$1000 and more.

## DONORS

### GIFTS OF \$500,000 PLUS

Victor Smorgon Charitable Fund

### GIFTS OF \$20,000 — \$100,000

Mark Besen AC and Eva Besen AO  
Philip and Vivien Brass Charitable Foundation  
Helen and Bori Liberman Family  
Reid Malley Foundation  
Gandel Philanthropy  
Spotlight Foundation

### GIFTS OF \$15,000 — \$19,999

Sam and Minnie Smorgon  
Debbie Swan

### GIFTS OF \$10,000 — \$14,999

R & S Tatarka Family Charitable Foundation  
Debbie and Leon Strauch

### GIFTS OF \$5,000 — \$9,999

Barry Fink Holdings  
Aurora Early Education  
Leo and Mina Fink Fund  
TIC Group Pty Ltd  
Doreen Kenmar

Roslyn Rogers

Karen Stock

Trawalla Foundation

### GIFTS OF \$2,000 — \$4,999

Sandy Abrahams  
Annette Chaitman  
6a Foundation  
Shelley Dukes  
Susie Ivany

### GIFTS OF \$1,000 — \$1999

Marilyn Braun  
Nellie Castan  
Joe Kaufman  
Shirley Lesh  
Rosie Lew  
Eve Mahlab  
Moniton Pty Ltd  
Lindy Susskind  
Ricci Swart

## BEQUESTS

Jill Cantor z'l  
Sylvia Gelman z'l AM MBE  
Marion Lawrence z'l

## GIFTS IN HONOUR OF SPECIAL OCCASIONS

Susie and Michael Balint (Anniversary)  
Helen Grodski (Birthday)  
Julia Goldman (Bar Mitzvah)  
Sue Wald (Birthday)  
Natalie Kotzman (Birthday)  
Pauline Walvisch (Birthday)

## GOVERNMENT

Australian Department of Health and Human Services  
Department of Premier and Cabinet Office of Multicultural Affairs and Citizenship  
Bayside City Council  
City of Glen Eira  
City of Kingston  
City of Port Phillip  
City of Stonnington  
City of Yarra

## COMMUNITY

Claims Conference

## ADMINISTERED BY JEWISH CARE

Flora and Frank Leith Charitable Trust  
Sisters of Charity  
South Melbourne Community Chest  
Collier Charitable Fund



# CIRCLE of women

## HELOISE PRATT

### AM PATRON

Michal Alfasi  
Sue Auster  
Michelle Baker  
Belinda Bardas  
Miriam Bass  
Adrienne Basser  
Rosetta Bloom  
Vivien Brass  
Nicky Carp  
Suzi Carp  
Annette Chaitman  
Sally Davis  
Moran Dvir  
Susan Feldman  
Vera Finkel  
Vivienne Fried  
Fiona Geminder

Yvonne Goldbloom  
Karen Green  
Hannah Greenberg  
Dianne Gringlas  
Judy Hacker  
Melma Hamersfeld  
Lilly Harris  
Susie Ivany  
Elaine Jacobs  
Melinda Jones  
Doreen Kenmar  
Julie Kessel  
Lorelle Krulis  
Barbara Landau  
Georgie Landau  
Sandra Levinson  
Helen Lewin  
Helen Liberman  
Dani Mahemoff  
Atida Naphtali  
Marylou Orloff

Rita Perelberg  
Heloise Pratt  
Rae Rothfield z"l  
Dorothy Sofer  
Sharon Stone  
Debbie Strauch  
Ricci Swart  
Simone Szalmuk-  
Singer  
Lisa Thurin  
Vicki Vidor  
Karen Wayne  
Ann Wollner  
Pauline Wrobel  
Anonymous

### YOUNG CIRCLE OF WOMEN

Anna Serry  
Ellie Smorgon  
Lindy Susskind





“Volunteerism must  
surely be the noblest  
of the Virtues.”

— SYLVIA GELMAN Z’L AM MBE

# HOW TO GET involved

## Partner with us

By making a living  
legacy or leave a  
bequest in your will

## Join one of our Giving Circles

To support our  
daily operations  
and sustainability

## Make tax deductible donations

To projects in  
Israel in keeping  
with our mission

## Volunteer with us

To contribute to  
our community

## Make tax deductible donations

To support our  
programs  
and activities

## Request donations

In lieu of gifts for  
special events

## Become a member of NCJWA Vic

To strengthen  
the voice of  
Jewish women

## Honour a friend or family member

With the gift  
of a donation



### FOR FURTHER INFORMATION

Email [OFFICE@NCJWAVIC.ORG.AU](mailto:OFFICE@NCJWAVIC.ORG.AU) • Call 9523 0535  
Facebook [@NCJWA.VIC](https://www.facebook.com/NCJWA.VIC) • Instagram [@NCJWAVICTORIA](https://www.instagram.com/NCJWAVICTORIA) • Twitter [@NCJWA\\_VIC](https://twitter.com/NCJWA_VIC)

# CONTACT DETAILS

## NCJWA Vic Inc

### DETAILS

Address **131—133 HAWTHORN RD**  
**CAULFIELD NORTH, VICTORIA, 3161**  
Tel **9523 0535**  
Email **OFFICE@NCJWAVIC.ORG.AU**  
Web **NCJWAVIC.ORG.AU**

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