

empower

champion

**build
strength**

impact report
2024





Thousands attend the #Noexcuse vigil held in Hopetoun Gardens in Elsternwick in solidarity with Israeli women.

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**“Women
working
together**

**can achieve
anything”**

Fanny Reading, NCJWA founder

impact stories

THE JAM PROJECT



“My Jam Project Mentor just gets it and she helps me see a path forward to the next stage of my life. It really came at a time when I needed it most and now confusing moments have become a whole lot easier to navigate!”

Meet Shannon

“I always hear older people talk about how it’s hard being a teenager these days. I have heard female leaders talk about how it’s tough being a woman in modern society. And of course, our whole community is talking about how it’s scary being a Jew post October 7. So I mean, try being a 15-year-old Jewish Girl!

At times I have felt so confused, with different information constantly pulling me in different directions and it’s like impossible to know who to trust.

Being part of The Jam Project has solved this for me. My mentor is a Jewish woman just a few years older than

me. She is in the next stage of her life and she helps me see a path forward to the next stage of mine. She gets it! And she is never condescending or invalidating of what I’m going through. The really tough and confusing moments have become a whole lot easier to navigate with her calm voice in my head.

I’m honestly so happy I found out about this program. It really came at a time when I needed it most and even though I already felt that life was super busy I’m glad that I prioritised being part of The Jam Project. I already think of the best bits that I know I’m going to pass on when it’s my turn to be a mentor in a few years time!”

CARING MUMS



“My Caring Mum was like having a friend, a mentor and a big sister rolled into one special human. Someone who made it clear that she would listen to me and support me without judging me!”

Meet Carly

“Honestly nothing prepared me for how tough it would be to be a mother. Specially in those early days. I absolutely love my baby but found taking care of her really intimidating and isolating. I also felt like I couldn’t say that to my own Mum because I thought she would be disappointed in me.

Then came my Caring Mum! It was like having a friend, a mentor and a big sister rolled into one special human. Someone who made it clear that she would listen to me and support me without judging me! And it was also just so nice to have adult company after talking to a baby for so long.

In one of the first sessions, she handed me a coffee and confessed she had had a tough night with her own children. In that moment I really felt so connected to her and realised she was like a cup of coffee when I needed it most - strong, sweet and with enough energy to get me through the tasks that lay ahead. Thank you for Caring Mums, and thank you for the coffee!”

impact by numbers

CARING MUMS



103 mums from **36** countries were matched.

840 mums have been supported since 2012.

In the past year, volunteers have spent **1,656** hours visiting their mums.

Caring Mums have given **2,914** hours of their time.

230 women have been trained as Caring Mums since 2012.

CONNECT



Our Seniors and Golden Age Club members enjoyed over **220** hours of connection.

Our committed volunteers spent over **200** hours giving their time to the Connect program.

The Golden Age Club has **126** members of whom **94** are Holocaust survivors.

THE JAM PROJECT



Mentors and Participants have spent over **380** hours connecting.

Participants have spent over **220** hours learning from inspirational speakers.

148 girls and women have participated in The Jam Project since 2019.

leadership



Lisa Ezekiel, CEO (left) and Judy Hacker, President (right)

“Our ability to pivot quickly and effectively was a testament to the resilience and dedication of our staff and volunteers who worked tirelessly to support those affected.”

The past year has been one of regeneration for the National Council of Jewish Women of Australia - Victoria, marked by significant challenges and achievements.

We have undergone a revitalisation of leadership with a strategic focus on skills and expertise to bring fresh perspectives and skills crucial to our mission. Our new Board members, of diverse ages, have backgrounds in governance, finance and community engagement which strengthens our ability to respond to the needs of the community and our members. A staff refresh has infused the organisation with innovative ideas and energy which has enabled us to enhance our programs and impact.

To ensure that we are responding to community needs, we have conducted a thorough review of our existing program offerings, identifying areas for improvement and expansion to address unmet needs. Our regeneration efforts have also focused on strengthening our partnerships with other community organisations, enabling us to collaborate effectively to extend our reach.

During the year we developed a comprehensive new five year strategic plan where we identified our vision as ensuring that every woman has the opportunity to reach her full potential. The plan has three strategic pillars for the next five years which are to:

Grow our Impact
by deepening the social impact of our programs and identifying and addressing unmet needs

Secure our future
by enhancing our financial sustainability including establishing a corpus

Empower and connect
by growing our influence in the Jewish and wider community and creating a vibrant and inclusive home for the organisation

The strategic plan outlines clear objectives and priorities, ensuring that our resources are directed towards initiatives that align with our core values and goals. We have set ambitious targets for program growth, community engagement and advocacy, and we are committed to measuring our impact regularly.

The period following 7 October presented all community organisations with unprecedented challenges. The horrific events and the aftermath created a climate of uncertainty and tension, which impacted our community deeply. Despite these difficulties, NCJWA Vic remained steadfast in our commitment to our mission and the women in the community by adapting our strategies to meet their needs. Our ability to pivot quickly and effectively was a testament to the resilience and dedication of our staff and volunteers who worked tirelessly to support those affected.

In response, we launched initiatives such as women's circles and family sessions focused on navigating emotions, relationships and political discourse. These efforts provided crucial support and dialogue opportunities during extremely challenging times. Our women's circles offered a safe and supportive space for women to share their experiences, express their concerns, and connect with others facing similar challenges. The family sessions were designed to facilitate open and respectful discussions, helping families navigate difficult conversations and maintain healthy relationships.

Through existing and new initiatives and utilising the strength of community partnerships, we have wrapped our arms around those in need, providing emotional support and a sense of belonging.

As we reflect on the past year, we remain dedicated to our mission of amplifying women's voices, providing them with opportunities to connect, and supporting them through the life cycle. We are grateful for the resilience and commitment of our members, supporters, and partners, who have made our achievements possible. Looking ahead, we are committed to building on these strong foundations to further our impact and reach. Our plans for the coming year include commencing renovations at 131-133 Hawthorn Road, expanding our advocacy efforts and enhancing our volunteer program to engage more individuals in fulfilling our mission.

We extend our sincere gratitude to all of you who have supported NCJWA Vic throughout our journey this year- your dedication and collaboration were invaluable as we continue to advance our vision and we look forward to continuing to partner with you in the next twelve months.

Lisa Ezekiel, CEO and Judy Hacker, President

who we are

VISION

EVERY WOMAN HAS THE OPPORTUNITY TO REACH HER FULL POTENTIAL

MISSION

WITHIN THE JEWISH AND WIDER COMMUNITY, WE:

EMPOWER

WOMEN AT KEY POINTS ACROSS THE LIFECYCLE

CHAMPION

GENDER EQUITY FOR WOMEN AND GIRLS

BUILD & STRENGTHEN

RELATIONSHIPS WITHIN OUR COMMUNITY



OUR 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.

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

OUR ENTITIES

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

NATIONAL COUNCIL OF JEWISH WOMEN OF AUSTRALIA (VIC) INC

works to improve the social conditions and status of women in the Jewish and broader communities. It works to promote a harmonious multicultural society and in support of Israel.

NCJW (VICTORIA) COMMUNITY SERVICES INC

is a public benevolent institution working to support vulnerable women and girls through specific programs and services to disadvantaged members of the community.

THE NCJW (VICTORIA) SOCIAL SUPPORT TRUST

promotes the health and well-being of Australian women and girls through the provision of outreach, education and support programs.

empowering

CARING MUMS

This year has been another momentous year for the Caring Mums program. In December we bid a very bittersweet farewell to the program's founder and tireless champion, Michelle Kornberg. In 2011, Michelle launched the Caring Mums program and over the years, she trained 230 volunteers and has matched over 800 new mothers with a Caring Mums volunteer.

In March of this year, we also bid farewell to two other members of the Caring Mums team, Vicki Todd-Urbinder and Pam Buchanek. Vicki started with Caring Mums as a volunteer before bringing her knowledge and expertise as a program officer. We would also like to acknowledge Pam's invaluable work managing all the administrative functions of the Caring Mums program. Thank you both for all your amazing work and dedication to Caring Mums!

In February, we welcomed Tanya Cawthorne as our new Caring Mums program manager. Tanya first encountered Caring Mums in Jerusalem in 2009, where she participated in the Em L'Em program as a new mum.

As a former President of Lamaze International and the co-founder of Lamaze Australia, Tanya brings a wealth of experience to this role, having taught Lamaze childbirth education for over 12 years and provided birth and postpartum support as a doula for hundreds of women.

We are also thrilled to have Tammy Tisher who continues to work alongside Tanya as our Caring Mums program officer.

In the past year, we proudly welcomed 20 new Caring Mums volunteers, each of whom underwent comprehensive training before embarking on their crucial roles. We would also like to acknowledge the amazing work of our supervisors, Michelle Kornberg, Mina Levy, Ellie Smorgon, Mary Buttigieg, Tammy Tisher, Tara Schyer and Karen Stock.

The program is currently active in six local council areas, and as demand continues to grow each year, we are continuously working to enhance our program to meet this growing demand.



THE JAM PROJECT

Navigating adolescence can feel like a whirlwind—filled with challenges at home, school, and socially. For young girls, this phase can be especially daunting as they grapple with identity, independence, and confidence. At NCJWA Vic's 'The Jam Project', we recognise these hurdles and the crucial need for support. As our mission states, we endeavor to 'empower women at key stages of their life'. These formative high school years are vital.

The Jam Project is a year-long journey tailored for Year 9 girls, aimed at fostering confidence, self-esteem, and leadership skills. Each participant is paired with a mentor—a young woman in her twenties who serves as a source of support and guidance throughout the year. Meeting fortnightly, mentors lend an empathetic ear and share insights, providing a valuable connection outside the girls' immediate circles.

Monthly group sessions are a cornerstone of the program, featuring inspiring female speakers who

delve into diverse topics. From study skills to sustainable shopping practices, these sessions equip mentees with practical knowledge and empower them with self-defence skills through hands-on workshops with CSG. The program also emphasises community involvement, with activities like packing food boxes at C-Care, instilling a spirit of Tzedakah, and giving back.

Throughout the year, discussions on body image and financial literacy deepen understanding and promote self-kindness and practical skills like job applications, saving, and budgeting.

Every success story within The Jam Project reinforces our commitment to nurturing confident, resilient young women. Together with their mentors, these girls are not only navigating but thriving through their formative years.



community

CONNECT



The NCJWA Vic Connect program for seniors and mature-age individuals was established with a profound understanding of the crucial and often vulnerable life stage this demographic faces. Aligned with our mission to empower women at key points across the lifecycle, our focus on seniors is paramount.

The name 'Connect' epitomises our approach, as we continuously refine our program and activities to ensure our senior community members feel deeply connected and integrated into the broader community fabric.

Central to our Connect program is the Golden Age Club, initiated in partnership with Jewish Care in 1999 to serve Russian-speaking migrants from the former USSR. Operating across South Melbourne, St. Kilda, and Prahran, our social support programs have benefited over 100 members this past year, most of whom are Holocaust survivors from culturally and linguistically diverse backgrounds.

In response to post-COVID-19 challenges, including the lingering impacts of "long COVID" and heightened health concerns within an already isolated community, we've adapted our programs. Health professionals now tailor support to seniors' specific needs, enhancing

physical and mental well-being through activities such as Zumba classes, walking groups in local parks and gardens, and workshops on health-related topics.

Collaborating with local councils like the City of Port Phillip, City of Stonnington, Sth Melbourne Community Chest, and VicHealth has been instrumental in developing impactful programs that promote healthy lifestyles and support independent living among our senior members. We express our gratitude for their ongoing financial support.

Our efforts to foster community and connection among Connect members extends to a variety of enriching activities, including the celebration of all the Chaggim with Rabbi Yonatan Sadoff of Kehilat Nitzan, day trips to local attractions like Arthur's Seat and Werribee Rose Garden, and weekly gatherings featuring lunch, games, and entertainment.

We extend heartfelt appreciation to all organisations and authorities who have joined us in meeting these significant challenges head-on. Together, we are stronger, and we look forward to continued collaboration for a successful future of this program.

UJEB BAT MITZVAH



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



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

Through the term, the Bat Mitzvah girls participated in workshops with talented and exciting women and explored their own values as young Jewish women.

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

Jess Holsman from 'Study with Jess' spoke to the girls about a healthy study environment and how to set yourself up for success in high school and beyond. Jess also spoke to the girls about maximising their wellbeing through mindfulness as well as how to harness the power of social media and dreaming big.

Nicola from 'Journey of Something' is an entrepreneur and took the girls through her journey of developing a female led and Australian owned business and following your passion. She also spoke to the girls about product development and how to come up with ideas in the early stages.

Lisa Ezekiel was the final presenter who spoke to the girls about Advocacy. The importance of speaking out and advocating for women and for themselves.

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

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

advocacy



“NCJWA Vic remains dedicated to advancing gender equality and creating meaningful opportunities for women and girls across all facets of our community.”

At NCJWA Vic, our advocacy work is both dynamic and impactful. Since October 7, our focus has sharpened as we have responded to the tragic events impacting our Jewish community. We’ve taken a stand against the inadequate media responses to the weaponization of sexual violence and have engaged with organisations like UN Women Australia and Australians Investing in Women to foster a more nuanced dialogue. Our participation in vigils, rallies, and collaborations with grassroots leaders has underscored our commitment to a robust and dedicated voice for Jewish women.

Our recent International Women’s Day breakfast, themed ‘Invest in Women, Accelerate Progress,’ highlighted critical issues and achievements. We discussed the ongoing struggle for gender parity and emphasized the need to support and recognise the contributions of women, especially those leading activism and change. The discussions also focused on amplifying women’s voices, addressing confidence gaps, and promoting inclusive practices within organisations.

Additionally, the #MakeSpaceForHer Jewish Women’s Directory, launched in 2023, continues to spotlight talented women across our community. With 77 women already featured, the Directory has proven invaluable for organisations seeking to enhance female representation in leadership roles.

We also celebrate the organisations that have embraced our #MakeSpaceForHer Pledge, like the Melbourne Hebrew Congregation. Their initiatives, such as inclusive ritual practices and appointing a female Vice President, exemplify the progress we aim for in gender equality within Jewish life.

Through these efforts, NCJWA Vic remains dedicated to advancing gender equality and creating meaningful opportunities for women and girls across all facets of our community. Thank you to everyone who supports and participates in this vital work.

why we give

VOLUNTEERS

Every year, there is a different theme for National Volunteer Week. The most recent theme, 'Something for Everyone' resonated deeply with us and prompts a heartfelt reflection on the incredible volunteers and volunteer opportunities at NCJWA Vic.

We are immensely proud of our programs, which support girls and women at various stages of their lives—from Bat Mitzvah through The Jam Project, Caring Mums, our new Accelerator Program, and Connect. Each initiative offers a unique way for volunteers to make an impact, allowing their diverse passions and talents to shine brightly.

We celebrate the extraordinary women who bring these programs to life: JAM mentors, Caring Mums and their supervisors, those preparing lunch and engaging with our seniors every Tuesday, volunteers visiting nursing homes for Books Out Loud, book club facilitators, event helpers, office support, committee members for our Board Committees (Finance, Governance, Development, and Advocacy), Board Members, and guest speakers who volunteer their time.

We extend our deepest gratitude to each of you. Your dedication, compassion, and generosity are the heart and soul of NCJWA Vic. We truly could not operate without your unwavering support. As William Shakespeare beautifully said, "The meaning of life is to find your gift. The purpose of life is to give it away." Your gifts and talents are vital to our mission and make a significant difference in the lives of women and girls. Thank you for sharing your time and energy with us. Your commitment ensures that our vision of a more equitable, supportive, and inclusive world is realized.

"The meaning of life is to find your gift. The purpose of life is to give it away."

William Shakespeare

DONOR STORY



ELLIE SMORGON

"My passion is empowering girls and women in our community."

Ellie Smorgon

I am committed to supporting initiatives that address the needs of women at every stage of life. That's why I volunteer for the Caring Mums program and donate to NCJWA Vic. My passion is empowering girls and women in our community, ensuring that all NCJWA Vic projects thrive and continue their vital work in helping women reach their full potential.

Volunteering for the Caring Mums program has been incredibly rewarding, not just in witnessing the positive changes in our participants but also in experiencing growth as volunteers. Seeing new mothers gain confidence and feel empowered on their journey through motherhood is profoundly fulfilling. Knowing that you are making a meaningful difference in someone else's life and giving back to the wider community is an uplifting experience.



Sidra Kranz Moshinsky presented with the Silvia Gelman Award



Helen Nathan received the esteemed local heros award, presented by David Southwick at the 2023 AGM



Miriam Bass became an 'Honorary Life Member'

key events

MINA FINK LECTURE



Each year we proudly honour the legacy of Mina Fink, a trailblazer whose achievements and vision continue to inspire generations. Our annual Mina Fink Lecture serves as a platform to celebrate her remarkable contributions and the enduring impact she has left on our community.

This year's lecture, titled "Pathways of Purpose: Inspiring Careers that Drive Change," highlighted the journeys of extraordinary individuals who embody the spirit of inspiration and innovation in their respective fields. These panellists, united by their relentless pursuit of purpose and their commitment to effecting positive change, shared their unique stories and insights.

The audience embarked on a transformative journey as our panellists—Sara Kowal, Bianca Stern, Eytan Lenko, and Keren Ludski—revealed their remarkable

pathways and the impactful ways they bring about change in their daily lives. Their unwavering passion and dedication to making a difference resonated deeply with all in attendance.

The evening was moderated by Amanda Miller OAM, who skilfully guided a captivating and thought-provoking conversation. Her expertise and insight added tremendous value to the event.

A heartfelt thank-you to everyone who joined us for the 2023 Mina Fink Lecture. The night was truly remarkable, filled with inspiration and energy, leaving us all uplifted and motivated to continue our own journeys of purpose and change.

INTERNATIONAL WOMEN'S DAY LEADERSHIP BREAKFAST

The International Women's Day theme this year was 'Invest in Women, Accelerate Progress' and our breakfast celebrating the theme was a working example of that. It was wonderful to welcome over thirty female leaders from such a broad section of our community to come together and share their insights.

The data highlighted at the breakfast was a reminder that gaining gender parity in our workplaces is a long way off. Globally, if we continue at this pace, it will take 131 years.

Some key themes from the morning included:

- A collective admiration and concern for women across our community who have voluntarily stepped up since October 7. Many of these women are leading activism, mobilising change, initiating opportunities, and doing the 'heavy lifting' on top of everything else. Let's keep an eye out for wellbeing, support and recognition.
- We all need to amplify women's voices, to ensure they are being heard. This can also extend to encouraging other women to step up and referring them to opportunities. Let's particularly encourage women to apply for roles when their experience doesn't necessarily meet all the selection criteria.

The attendees of the breakfast were left with some key considerations:

- How we can shine a light on all the unpaid volunteer work done by women?
- Women face a confidence trap—how do we close the perceived gap and make transferable skills more visible?
- Our meeting/board agendas, how we can ensure there is a space for everyone to be heard?
- Would targets assist our organisations to create parity?
- Could organisations that are doing well, mentor or be a sounding board for others?
- How can we bring the CEOs and Presidents of our community organisations together to highlight the gap?
- Where we can find the 'disruptors' to create legacy changes?
- How can we use a 'gender lens' when making decisions?
- How do we catch the biases and call out the messaging around us, in our homes, our schools, our offices and in our boardrooms?
- How can we all be inclusive, particularly for marginalised groups in our community?



#bringthemhome

ISRAEL

Since October 7, the world has changed in ways we never imagined, profoundly impacting the international Jewish community. The collective pain and trauma we have experienced has compelled many Jewish organisations to shift their focus. The deep emotional and psychological wounds have affected us all, and NCJWA Vic is committed to supporting the women in our community and in Israel.

Many of our usual activities and events were paused or even cancelled to address the immediate needs of our community and the global Jewish community. We felt it was crucial to stand by our fellow Jews and ensure our voices were heard.

In response to the terror attack on October 7, 2023, NCJWA Vic developed several initiatives to support and uplift our community and in particular the women and girls. During these challenging times.



'Do You Need to Talk' Support Circle

Soon after October 7, 2023, we recognised a profound need in our community for a safe space to process the events unfolding in Israel. In response, we opened our doors to all women and girls, creating a supportive environment for anyone in need of conversation and comfort. Our 'Do You Need to Talk' initiative warmly welcomed women from all backgrounds to our offices, where a team of accomplished counsellors and psychologists provided understanding and support. These evenings offered a much-needed outlet for processing our collective emotions and guidance on navigating the ongoing pain we are all experiencing.

Challah Bake Together with Israel

We co-hosted a Challah Bake with Israel, aiming to connect and find solace through a shared activity. Challah represents transforming the physical into the spiritual, and baking and sharing challah brings family and friends together every Shabbat. Partnering with Caulfield Shule, YACS, and Chag in a Box, we hosted a night of unity and solidarity with Israel. We baked challah in honour of our brothers and sisters in Israel, with a live connection to the Sar-El army base. All proceeds from the evening were donated to UIA and MDA.

Knit a Beanie – For Our Israeli Soldiers

To channel our energy positively, we started a knitting circle every Thursday. We focused on knitting beanies to keep our soldiers warm during the cold weather. This initiative allowed us to contribute something tangible and meaningful.

No Excuse' Vigil

In collaboration with some extraordinary Jewish women in our community, we organised a powerful vigil that united over 1,000 women. Together, we stood in solidarity with our sisters in Israel, demanding that women's organisations speak out against the sexual violence inflicted upon them on October 7. The resounding silence from organisations like the UN and UN Women was #Unacceptable.



farewell

MICHELLE KORNBERG



At the end of 2023, we bid farewell to Michelle Kornberg, who served as the Caring Mums program manager for over a decade. Michelle profoundly impacted many lives during her time at NCJWA Vic, both volunteers and participants alike.

In 2011, Michelle founded the Caring Mums program, powered by NCJWA Vic. She has trained over 200 volunteers and matched more than 600 mums with a Caring Mum. Since its inception, the Caring Mums program has received over 700 referrals for women from 42 different nationalities.

Michelle's passion, understanding, and acceptance of differences have made her an inspiring and motivational leader. We are deeply grateful for her dedication and commitment to the program over the past 10 years.

To the right is an excerpt from Ray Javen's farewell speech, one of the first Caring Mums:

"On behalf of all of the volunteers of Caring Mums, I have the great pleasure of thanking you, Michelle, for your initiative in bringing this amazing program to life in Melbourne.

Michelle, with your dedication, passion, enthusiasm, expertise, hard work, time and commitment, Caring Mums has grown exponentially and is the great success that it is today.

In 2011 when CM was launched, you trained 24 volunteers of which I was one of. To date, you have trained over 200 volunteers. You taught us so well that this has stood us all in good stead and no doubt largely contributed to the ongoing achievement of the program.

We have supported 790 Mums in Victoria up until the present time, which is a testament to the excellent reputation of the program.

As you have so often said "No woman should feel alone as she travels on her journey through motherhood."

This adage I live by and it will always remain with me, as I am certain it will for all the other volunteers.

We have created a village which has immensely benefited both Mums and volunteers alike. We feel so privileged to be a part of this community. We are so grateful and indeed blessed to have had you at the helm over the past decade".

Ray Javen (CM volunteer)

jamfest

THE JAM PROJECT



JamFest is always a fantastic wrap-up to The Jam Project year. Participants and mentors came together in late November to share their incredible journey with family, friends, and the wider NCJWA Vic community.

This year, JamFest "One Foot in Front of the Other" featured keynote speaker Olympian and Gold Medalist Jemima Montag. Jemima inspired us all with her advocacy for girls in sport and her message on overcoming challenges. As an Australian Racewalker and part of the IOC's Young Leadership Program, she described how she's breaking barriers with her 'Play On' project. An incredibly inspiring speaker!

The afternoon included a catered tea and an exciting raffle with fantastic prizes. JamFest highlighted the profound impact The Jam Project has had on the lives of our Year 9 girls, mentors, and the entire community. It's a testament to the power of investing in young women's growth and empowerment for a more inclusive society.

highlights

2023-2024



our people

BOARD MEMBERS

STAFF MEMBERS



Lesley Ber
Sally Davis
Suzi Finkelstein
Charmaine Gittleson *Resigned Oct 2023*
Romy Grace *Resigned Feb 2024*
Judy Hacker
Dr. Zivit Inbar
Helen Lewin
Keren Lewinsohn
Kate Mohr *Resigned Dec 2023*
Marlo Newton
Anna Serry

Back Row, L-R:
*Anna Serry, Keren Lewinsohn, Lisa Ezekiel,
Lesley Ber, Marlo Newton*

Front Row, L-R:
Sally Davis, Helen Lewin, Judy Hacker, Dr. Zivit Inbar

Absent:
Suzi Finkelstein

Lisa Ezekiel, CEO
Lisa Strunin,
Executive Assistant and Events Co-ordinator
Naomi Feutrill, Head of Marketing
Michele Slatem, Finance Officer
Nellie Khoroshina, Connect Program Manager
Jodie Kagan, JAM Co-ordinator
Hannah Fayman, (JAM Co-ordinator currently
on Maternity Leave)
Simone Grinberg, Grants Officer
Tanya Cawthorne, Caring Mums Manager
Tammy Tisher, Caring Mums Program Officer

Back Row, L-R:
Michele Slatem, Lisa Strunin, Lisa Ezekiel, Nellie Khoroshina

Front Row, L-R:
Jodie Kagan, Tammy Tisher, Tanya Cawthorne, Naomi Feutrill

Absent:
Simone Grinberg, Hannah Fayman

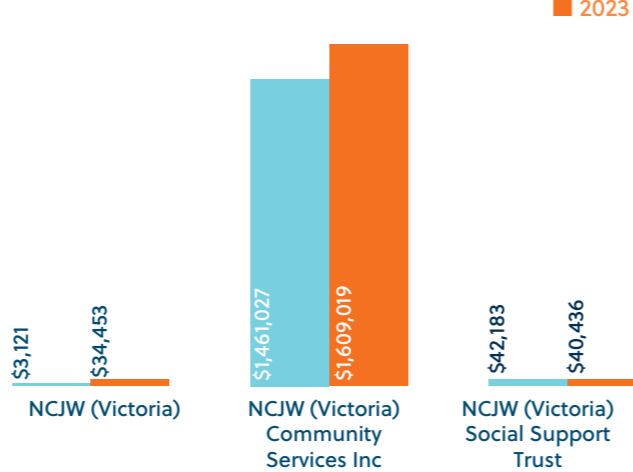
treasurer's report

LESLEY BER



It is with great pleasure that I present our Treasurer's report for the fiscal year ended on March 31, 2024. Our financial statements have been prepared in accordance with and comply with the requirements of the Australian Accounting Standards.

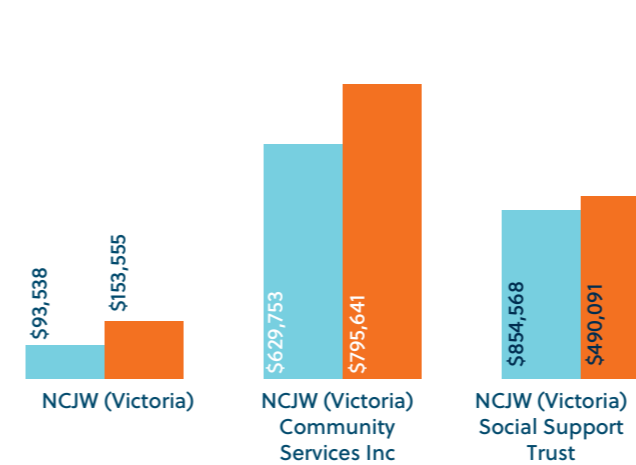
Bank balances at 31 March 2023 and 31 March 2024



Reflecting on my prior years report, I mentioned that we anticipated another challenging year given the current economic climate. Since then, the events of October 7 and the resulting shifts in the political landscape have dramatically altered the environment in which we operate. These changes have had a profound impact on our organisation.

Whilst donors are cognisant of the fact that if local organisations are to survive, they need support, it is important to acknowledge that resources are limited, while the need for funds continues to grow exponentially. Moreover, the current global climate has amplified the need for donations to Israel, adding another layer of complexity and difficulty for local charities. This diversion of funds places additional strain on our ability to secure financial support, further challenging our efforts to meet the needs of our community.

Revenue for the year ended 31 March 2024 and the year ended 31 March 2023

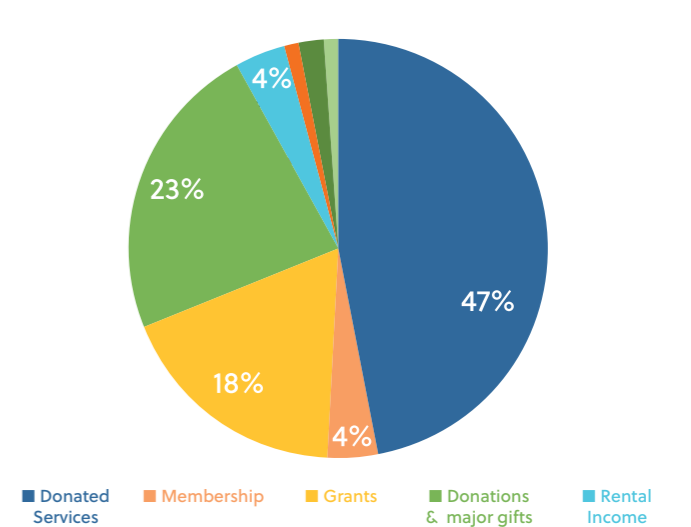


As reflected in our financial results, these external factors have significantly impacted our organisation. In response, the organisation has implemented financial measures to optimise our resource allocation, further reduce expenditure, and enhance our fundraising efforts to ensure we continue to deliver on our mission, amplify the voice of Jewish women, and advocate for our community effectively. We will continue to face the upcoming challenges with grit and determination.

I would like to pay tribute to the generosity of our donor community who are the lifeblood of our organisation. It's clear from this report that the work of the organisation is simply not possible without your ongoing support.

I would like to thank our CEO, Lisa Ezekiel and congratulate her and her team for their commitment and resilience this challenging year.

Revenue for the year ended 31 March 2024



I extend my appreciation to the Board and Finance Committee members for their commitment and expertise.

I would also like to take this opportunity to acknowledge and express our gratitude to our auditors

Collins & Co who have worked on our financial statements and to Peter Hersh of Logicca Chartered Accountants Limited for his generous offer to continue being our honorary accountant.

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

Lesley Ber
Treasurer



FINANCIALS

NATIONAL COUNCIL OF JEWISH WOMEN OF AUSTRALIA (VIC) INC

For the year ended 31 March 2024

INCOME STATEMENT

	2024 \$	2023 \$
INCOME		
Membership	7,049	7,595
Events Income	3,449	11,475
Insurance Claims Income	—	90,229
Occupancy Income: Rent	70,000	17,500
Occupancy Income: Recovered Overheads	13,027	25,728
Other income	12	1,028
TOTAL INCOME	93,537	153,555
EXPENDITURE		
Administrative expenses	2,249	676
Depreciation	5,613	5,780
Employee benefit expenses	44,490	44,447
Event expenses	14,241	28,044
Other expenses	72,457	92,377
TOTAL EXPENDITURE	139,050	171,324
NET SURPLUS/(DEFICIT) FOR THE YEAR	(45,513)	(17,769)

BALANCE SHEET

	2024 \$	2023 \$
CURRENT ASSETS		
Cash and cash equivalents	3,121	34,453
Trade and other receivables	493	1,955
Intercompany loans	96,087	45,588
TOTAL CURRENT ASSETS	99,701	81,996
NON CURRENT ASSETS		
Property, plant and equipment	2,787,316	2,788,389
Intangible assets	9,080	13,620
TOTAL NON-CURRENT ASSETS	2,796,396	2,802,009
TOTAL ASSETS	2,896,097	2,884,005
CURRENT LIABILITIES		
Trade and other creditors	2,384	1,340
Borrowings	274,613	218,052
TOTAL CURRENT LIABILITIES	276,997	219,392
TOTAL LIABILITIES	276,997	219,392
NET ASSETS	2,619,100	2,664,613
EQUITY		
Accumulated funds	564,100	609,613
Asset revaluation reserve	2,055,000	2,055,000
TOTAL EQUITY	2,619,100	2,664,613

FINANCIALS

NCJW (VICTORIA) COMMUNITY SERVICES INC

For the year ended 31 March 2024

INCOME STATEMENT

	2024 \$	2023 \$
INCOME		
Donations	242,316	357,163
Donated services	157,200	144,026
Interest received	44,274	36,467
Dividends received	5,780	10,321
Grant revenue	86,355	166,971
Other revenue	51,764	49,639
Rental income	42,064	31,054
TOTAL INCOME	629,753	795,641
EXPENDITURE		
Administrative expenses	4,306	6,012
Depreciation	21,853	22,266
Donated services	157,200	144,026
Employee benefit expenses	450,557	447,240
Occupancy expenses: Rent	44,000	11,000
Occupancy expenses: Outgoings	8,685	17,152
Other expenses	149,103	256,285
Realised loss on sale of listed shares	10,932 -	
TOTAL EXPENDITURE	846,636	903,981
NET SURPLUS/(DEFICIT) FOR THE YEAR	(216,883)	(108,340)

BALANCE SHEET

	2024 \$	2023 \$
CURRENT ASSETS		
Cash and cash equivalents	1,461,027	1,609,019
Trade and other receivables	45,553	43,307
Loans	437,054	304,315
Prepayments	16,552	3,639
TOTAL CURRENT ASSETS	1,960,186	1,960,280
NON CURRENT ASSETS		
Investment in listed shares	-	210,970
Property, plant and equipment	1,265,785	1,267,435
Intangible assets	38,769	57,882
TOTAL NON-CURRENT ASSETS	1,304,554	1,536,287
TOTAL ASSETS	3,264,740	3,496,567
CURRENT LIABILITIES		
Trade and other creditors	43,257	50,228
Provisions	28,378	34,351
Revenue received in advance	2,500	4,500
TOTAL CURRENT LIABILITIES	74,135	89,079
TOTAL LIABILITIES	74,135	89,079
NET ASSETS	3,190,605	3,407,488
EQUITY		
Accumulated funds	2,897,131	3,066,522
Asset revaluation reserve	293,474	340,966
TOTAL EQUITY	3,190,605	3,407,488

NCJW VIC INC SOCIAL SUPPORT TRUST

For the year ended 31 March 2024

INCOME STATEMENT

	2024 \$	2023 \$
INCOME		
Donations	4,257	93,395
Donated services	334,494	339,756
Interest received	-	560
Grant revenue	105,850	50,000
Other revenue	9,967	6,380
TOTAL INCOME	454,568	490,091
EXPENDITURE		
Depreciation	9,288	9,228
Donated services	334,494	339,756
Employee benefit expenses	169,156	183,097
Occupancy expenses	26,000	6,500
Other expenses	36,426	81,494
TOTAL EXPENDITURE	575,364	620,075
NET SURPLUS/(DEFICIT) FOR THE YEAR	(120,796)	(129,984)

BALANCE SHEET

	2024 \$	2023 \$
CURRENT ASSETS		
Cash and cash equivalents	42,183	40,436
Trade and other receivables	2,562	1,016
Prepayments	384	-
TOTAL CURRENT ASSETS	45,129	41,452
NON CURRENT ASSETS		
Property, plant and equipment	10,734	10,152
Intangible assets	12,107	18,160
TOTAL NON-CURRENT ASSETS	22,841	28,312
TOTAL ASSETS	67,970	69,764
CURRENT LIABILITIES		
Trade and other creditors	12,743	13,420
Provisions	776	7,774
Borrowings	258,528	131,851
TOTAL CURRENT LIABILITIES	272,047	153,045
TOTAL LIABILITIES	272,047	153,045
NET ASSETS	(204,077)	(83,281)
EQUITY		
Accumulated funds	(204,087)	(83,291)
Asset revaluation reserve	10	10
TOTAL EQUITY	(204,077)	(83,281)

AUDITOR'S LETTER

NATIONAL COUNCIL OF JEWISH WOMEN OF AUSTRALIA (VIC) INCORPORATED ABN 64 175 250 762
NCJW (VICTORIA) COMMUNITY SERVICES INC
ABN 76 474 321 252

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

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

Qualified Opinion I have audited the accompanying financial reports of The NCJW (Victoria) Group (the Associations & Trust), which comprises the balance sheets as at 31 March 2024, and the income statements, statements of changes in equity and cash flow statements for the year ended on that date, summaries of significant accounting policies and other explanatory notes and the statements by the members of the Committee.

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

- i. giving a true and fair view of the Associations and Trust financial positions as at 31 March 2024 and of its performance for the year ended; and
- ii. complying with Australian Accounting Standards as per Note 1, the Australian Charities and Not for Profits Commission Act 2012 and the Associations Incorporation Reform Act 2012.

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

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's

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

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

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

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

Responsibilities of Management and Those Charged with Governance for the Financial Reports Management is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the applicable legislation and for such internal control as management determines is necessary to enable the preparation and fair presentation of a financial report that is free from

material misstatement, whether due to fraud or error.

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

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

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

- As part of an audit in accordance with Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.
- Conclude on the appropriateness of the responsible entities use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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



Name of Auditor: Frederik R. L. Eksteen

Address: Collins & Co Audit Pty Ltd
127 Paisley Street
Footscray VIC 3011
Date: 27 June 2024

thank you

ACKNOWLEDGEMENTS



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

DONORS

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

STAFF & VOLUNTEERS

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

COMMUNITY PARTNERS

We are so grateful to all of the community organisations and individuals who partner with us to help support and grow our offerings to the community.

PATRON

Lady Marigold Southey AC

HONORARY LIFE MEMBER

Beverley Walter
Debbie Strauch
Dr. Susan Feldman
Eva Besen AO z'l
Malvina Malinek OAM
Miriam Bass OAM
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Australia Post
Australian Government, Department of Social Services
Bendigo Bank
City of Glen Eira
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Claims Conference—Administered by Jewish Care
Equity Trustees—Alfred Felton Bequest
Flora & Frank Leith Charitable Trust
National Australia Day Council (NADC)
Reid Malley Foundation
Sanofi



thank you

ACKNOWLEDGEMENTS

Sisters of Charity
South Melbourne
Community Chest
The Mutual Trust
Foundation
Victorian Government,
Department of Families,
Fairness & Housing

DONATIONS IN HONOUR OF

Alexandra Burns Jeffrey
(Ida Auerbach Hayum
and Pauline Hayum)
Amanda Miller
Andrew Kiggundu
(Gabiella Borstein)
Andrew Wirth
(Helen Klarberg)
Anna Gdanski
(Abe Lester 75th birthday)
Anne Sharpe
(Roslyn Levy birthday)
Annette Chaitman
(donated to Mums and
Bubs in honour of Tania
Freeman's 70th birthday)
Annette Silman (donated
to CM in honour of Tania
Freeman's 70th birthday)
Annie Rose (Tania
Freeman 70th birthday)
Annita Sharpe
(Roslyn Levy 93rd birthday)
Beverley Brand
(Roslyn Levy birthday)
Deena Goldbloom (Tania
Freeman's 70th birthday)
Eva Gory (Tania Freeman's
70th birthday)
Gaby Lichtig (Soph and

Dan Pre-Wedding lunch)
Gill Krause (Tania Freeman
70th birthday)
Hanka Krauskopf
(Max Krausberg)
Jack Krafchek (donated
to CM in honour of Tania
Freeman's 70th birthday)
Kaye Fink (Freda Freiberg's
special birthday)
Lauren Seeman
(Lisa Ezekiel)
Linda Jaffe (Tania Freeman
70th birthday)
Linda Salkin (Soph and
Dan Pre-Wedding lunch)
Linda Shelton (donated
to CM in honour of Tania
Freeman's 70th birthday)
Lisa Ezekiel (Soph and
Dan Pre-Wedding lunch)
Louis Paykel (Roslyn Levy
birthday)
Marilyn Wagen (Tania
Freeman 70th birthday)
Martin Burger (Soph and
Dan Pre-Wedding lunch)
Mary Jaffe
(Roslyn Levy's birthday)
Maryann Katz (June
Wabnik 80th birthday)
Meg Edelman (Soph and
Dan Pre-Wedding lunch)
Miriam Bass OAM
(donated to CM in honour
of Tania Freeman's 70th
birthday)
Modera Pines Charitable
Foundation
Myer Steinberg (Soph and
Dan Pre-Wedding lunch)

NEST Family Clinic (NEST
Family Clinic Team
Building Day)
Nicole Edelman (Soph and
Dan Pre-Wedding lunch)
Norma Beaconsfield
(Roslyn Levy birthday)
Rebecca Steinberg
(Soph and Dan Pre-
Wedding lunch)
River Capital Foundation
Rochelle Steinberg
(Soph and Dan
Pre-Wedding lunch)
Romy Prins (Sheila Katz)
Rosetta Bloom
Rosie Lew (EOFY 2023
Campaign)
Roslyn Levy (Happy 90th
birthday Helen)
Sally Davis (Soph and Dan
Pre-Wedding lunch)
Sandra Masel (Roslyn
Levy's 93rd birthday)
Shane Binstock
(Lisa Ezekiel 40th birthday)
Sheila Byard OAM
(Sylvia Gelman)
Steffi Bando (Roslyn
Levy 93rd birthday)
Susan Auster
(Happier times)
Susie Ivany OAM (Caring
Mums and Letzidech)
Talia Procel (Soph and
Dan Pre-Wedding lunch)
Vardit Leizer (In honour
of my birthday)
Vivien Freadman (donated
to CM in honour of Tania
Freeman's 70th birthday)

William David Rooseboom
(Bernard William
Rooseboom)
Yvonne Feil (Eden
Kayla Brygel Simchat Bat)
Yvonne Mushin
(Ros Levy's birthday)

DONATIONS IN MEMORY OF

David Rosenbaum
(In memory of Nona
Rosenbaum)

HONORARY SOLICITORS

Arnold Bloch Leibler

HONORARY ACCOUNTANT

Peter Hersh, Logicca
Chartered Accountants

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Margaret Collier

thank you

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Lesley Ber
Naomi Forman
Simon Levy
Danielle Frankel
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get involved

HOW YOU CAN HELP



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

EMAIL office@ncjwavic.org.au
CALL 0468 769 531
VISIT ncjwavic.org.au



- JOIN**
Become a member and strengthen the voice of Jewish women
- DONATE**
Make a donation to support our programs and advocacy
- VOLUNTEER**
Join our valued team of volunteers and contribute to the community
- CONNECT**
Follow us on social media to stay up to date with our latest news
- CELEBRATE**
Ask family and friends for donations in lieu of gifts for your simcha
- HONOUR**
Ask family and friends for donations in honour of a loved one
- REMEMBER**
Support NCJWA Vic by leaving a bequest in your will



Acknowledgement of Traditional Owners

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



ncjwa
VIC

ncjwavic.org.au

131—133 Hawthorn Road
Caulfield North VIC 3161

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office@ncjwavic.org.au

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