

ANNUAL REPORT

2022/23



Vision and Values

Vision

Together, building and supporting a healthy, resilient and inclusive Jewish community.

Purpose

Delivering excellent care and support, underpinned by Jewish values for the community we serve.

Our Focus

Jewish Care Victoria belongs to the community – each of us owners and stakeholders. With ownership comes responsibility. We each play a role in ensuring the care of those most in need. The strength of our community is in our diversity and in our togetherness – young and old, rich and poor, healthy and sick, religious and unaffiliated. Together we are one.

Values

Jewish Care's values are universal and enduring in nature but are also particular to the Jewish approach to creating a meaningful life and a strong, cohesive community.

Our values define who we are and underpin everything we do. They pervade every aspect of our organisation, informing relationships amongst colleagues, between staff and clients and between our organisation and the wider community. Our values are about people – they provide a moral compass for the way we respond to challenges and the decisions we make.



דרך ארץ
derech erez
Respect

Through client services and program excellence, we treat everyone with consideration and decency and will always act for the good of society.



הכללה
hachlala
Inclusion

We embrace diversity and work together for a just and equitable society.



קהילה
kehilla
Community

Working together to strengthen our community, to build and support the capacity and resilience of individuals and families.



אחריות חברתית
achrayoot chevratit
Social Responsibility

Behaving ethically, with sensitivity and acting in the best interests of all.

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Disability Support
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Acknowledgement of Land and Traditional Owners

Jewish Care acknowledges Aboriginal and Torres Strait Islanders as the Traditional Custodians of the land on which we live and work. Our services and supports are provided on the lands of the Wurundjeri and Boonwurrung people and we deeply respect and honour their ongoing cultural and spiritual connection to land, waters and community.

President's and Chief Executive's Report

As we reflect on the past twelve months at Jewish Care, we take this moment to appreciate the progress that we have made and look forward to the challenges that lie ahead. It's that drive to always improve that keeps us focussed on achieving our vision: *Together, building and supporting a healthy, resilient and inclusive Jewish community.*

At Jewish Care, our work does not stop and we have had another incredibly busy year delivering care, support and services to the people we serve in our community. We are proud to be continuing the work of our predecessors, as we approach the 175th anniversary since the establishment of the Melbourne Jewish Philanthropic Society, founded in November 1848.

Community partnerships

We have built on existing partnerships and strengthened organisational relationships within the Jewish community, locally and nationally. We know that the pathway to ongoing success requires us to collaborate with others, wherever we can. A great example of this has been our partnership with Alfred Health which now operates its *Better at Home* program from our *Hannah & Daryl Cohen Family Building* in Windsor.

This year, we have also commenced our *Community Conversations* series, featuring guest presentations on topics of interest to our community. Our first three forums focussed on creating an engaging Passover Seder, mental health service delivery and understanding the latest dementia research. We are attracting great speakers to discuss these important matters and what they mean for our community.

We thank you, our partners and supporters for your ongoing generosity to support the work we do. From our Annual Appeal this year, we raised an incredible \$3.84m and already, your

generosity is working hard to deliver care, support and services, where it is needed most. We truly could not do what we do, without you and we thank you most sincerely.

Workforce

Notwithstanding the ongoing economic and government funding challenges, our workforce remains our number one challenge. Without staff, we simply cannot deliver. Of course, we're not alone and as we observe the increasing health and social care needs nationally and globally, we have to be creative in our recruitment practices and responsive to what our staff are looking for, in order to retain them. We are pleased to report enormous success in the past financial year when we recruited more than 450 new staff to Jewish Care.

At the time of this report, we are also experiencing our highest rates of staff retention and we have more than halved our reliance on external agency staff, whilst growing our services. In turn, this enables us to deliver greater continuity of care and support for our residents and clients. We are most proud of our record in this regard and in October 2023, our Organisation Improvement Manager presented the outcome of this work at the International Quality & Safety Forum in Melbourne. We are also working closely on university partnerships to provide more student placement opportunities at Jewish Care, which we hope will lead to short and long term employment opportunities.

Our future

The cost-of-living pressures have generated increased inquiries to our *Front Door* and in particular, housing, employment and financial counselling. With these triggers, we are also seeing increasing demand for our mental health and counselling services.

(L-R) Lisa Kennett OAM, President and Adjunct Professor Alan Lilly, Chief Executive



Following the findings of our mental health review in 2022 and with the generous support from our donors and foundations, we are delighted to be providing expanded mental health support in the form of clinical psychology services. Whilst it has taken a while to establish the enhanced service, we look forward to commencing access to psychology services later this year.

External accreditation

Accreditation of our services at Jewish Care is a tangible signal to the community about the quality of the services we provide. With nine accreditation cycles always underway, we are delighted to inform our community that we remain 100 per cent accredited across all our services.

Wrapping up and thank you

Whilst COVID-19 dominated our landscape in 2020 and 2021, we saw a downturn in COVID-19 outbreaks in 2022 and pleasingly, this has continued into 2023. However, we are not yet living free of COVID-19 and this is a timely reminder of the importance of keeping up with COVID-19 vaccinations. We thank our residents, clients and families for their ongoing support and co-operation with our COVIDSafe practices which are always under review.

Again, our staff have well and truly given 'above and beyond' in these past 12 months and we are a richer organisation for their individual and collective endeavours. We thank each and every one of them, as well as our highly committed Senior and Executive Leadership team members for their commitment during challenging times. We are also excited to be introducing our new Reward & Recognition program so that we can acknowledge and celebrate amazing contributions every day.

In closing, we would like to also acknowledge the individual and collective efforts of

our volunteers, our Board and Committee members, who freely give their time and share their wisdom to make Jewish Care a better place. In particular this year, we acknowledge the incredible commitment of former President, Mike Debinski OAM who will be concluding his final term on the Board in October 2023 after 14 years of outstanding service.

Next year

Our new strategy is well underway and is encouraging us to think big, be bold and to think differently, so that we can focus on what we're good at and when we should partner with others to deliver. The strategy has incorporated community feedback and is underpinned by our inaugural Social Care Service Plan, which analyses the social care needs of our community. The strategy is due to be finalised in early 2024.

On 19 November 2023, we will be celebrating 175 years of caring. From those early meetings at the Rainbow Tavern in Swanston Street in Melbourne in 1848, Jewish Care continues to go from strength to strength. In this year's annual report, we document and publish the next chapter in our very rich history.

It is with enormous pride that we commend this report to you.

Lisa Kennett OAM
President

Adjunct Professor Alan Lilly
Chief Executive

Our Impact

Residential Aged Care Homes


 **426,180** hours of care to residents

 **348,177** meals

 **116,059** total bed days

 **318** residents

Community Aged Care

 **337,373** hours of in-home care provided

 **1,294** clients

799 Holocaust survivors supported

 **191** support workers

11.5% growth in-home care packages

Social Services


 **\$90K+** distributed in financial aid

226 social worker referrals

108 people placed into jobs

 **11,448** calls for assistance received

Disability Services

 **148,193** hours of support

143,287 hours of NDIS support provided to clients

 **327** clients supported

534 hours of support to carers

Our People

 **1,325** employees and volunteers

458 new staff recruited

Services

Jewish Care is the first choice for aged care, in-home care, disability and community services for the Victorian Jewish community.

Residential Aged Care

Accommodation

- Gary Smorgon House (incorporating Melbourne Hebrew Memorial Nursing Home)
- Residential Home Windsor located in the Hannah & Daryl Cohen Family Building within the Holckner Family Senior Living & Community Precinct
- Residential Home Carnegie located in the Smorgon Family Building within the Thomas Ganz Senior Living & Community Precinct

Specialties

- Memory Care
- Palliative Care
- Respite Care

Disability Services

Daily Living Supports

- Community Access
- In-home Support
- Respite at the Coppel & Piekarski Family Disability Respite Centre
- Specialist Behaviour Support
- Transport and Travel Training

Information, Planning and Carer Support

- Behaviour Support Planning
- Carer Information and Support
- Plan Management
- Support Coordination
- Support for Carers Program

Accommodation

- Short Term Accommodation
- Supported Independent Living (SIL)
- Specialist Disability Accommodation (SDA)
 - Hawthorn Road House, Caulfield
 - Jacobs House, Carnegie
 - Prahran Grove House, Elsternwick

Social Services

Service Coordination – Social Work Services

- Addiction
- Advocacy/Navigation Support
- Child Welfare and Wellbeing Issues
- Family Violence
- Financial Stress
- Housing/Homelessness
- Mental Health
- Relationship Issues/Parenting Support
- Youth Issues

The Employment Centre

- Career Planning
- Job Seeking Skill Development and Support
- Pre-Accredited Training
- Post-Placement Support

Financial Services

- Empower Interest-Free Loans
- Financial Aid
- Financial Counselling
- Scholarships

Front Door

- Information and Access
- Service Coordination

Housing Support

- Assistance and Advocacy
- Access to Jewish Care owned accommodation:
 - Independent rooming house for people with disability - Richard and Marietta Manders Villas;
 - Social housing units at Bontschek Court and Leo Fink Court;
 - Social houses across Caulfield and St Kilda East;
 - Specialist disability accommodation
- Access to accommodation with partner agencies including Housing First and Launch Housing

Healthy Communities

- Community education, training and capacity building, including:
 - Mental health promotion (including Youth Mental Health First Aid training, customised workshops for schools and youth leaders)
 - Family violence prevention and early intervention (gender equity, respectful relationships, recognising and responding to family violence)
 - Positive parenting (Raising Healthy Families forums, Tuning In To Kids parenting program)

Youth Mentoring programs

- Young Achievers Program
- Youth Aspire Program

Community Aged Care

- Allied Health Services and Social Support Groups provided at Anne & Eric Smorgon Active Living Centre in Caulfield and Gita Smorgon Active Living Centre in Windsor
- BlueStar Home Care Services
- Holocaust Survivor Support Services

Shared Services

Donor & Community Relations

- Fundraising
- Marketing and Communications
- Volunteer Program

Jewish Life

- Cultural and Spiritual Programs
- Kosher Supervision
- Pastoral Care
- Rabbinical Services

Aged Care Services

Residential Aged Care

Jewish Care continued to provide high-quality care focussing on holistic care planning and safety in our residential homes.

Our dedicated and empathetic staff actively encourage meaningful connections with residents, placing the utmost importance on their welfare and overall wellbeing.

Our three residential homes, which include Carnegie, Gary Smorgon House (GSH) and Windsor offer both respite care and permanent residency options. Our occupancy rates are on a continuous upward trajectory, with all eight houses at Carnegie and nine houses at Windsor currently open and thriving.

One of our core strengths lies in our unique “Hand-in-Hand” care model, which we are constantly enhancing.

Key improvement areas have included redefining roles and leadership, elevating the quality of clinical care and facilitating increased access to registered nurses.

To bolster our workforce and optimise care delivery we have developed an innovative staffing model and made significant strides in our lifestyle programs and offerings, enriching the resident experience.

An exciting development has been the introduction of an in-house food services model that prepares fresh, delicious meals seven days a week. Catering Managers are now stationed across all three homes and extensive training and education has been provided to our kitchen and care staff. This training has been seamlessly integrated into our orientation and onboarding processes.

The variety of meal choices has expanded, inviting resident, family and staff input through food focus meetings. This open feedback channel ensures that our culinary offerings



Carnegie resident,
Nina Bur at
Yom Hatzmaut
celebrations

align with the preferences and needs of those we serve.

In our commitment to excellence, Jewish Care has established a *Food Services Governance Committee*. This committee actively involves and promotes the insights and expertise of our speech pathologists, dietitians and hotel services manager, ensuring the highest standards in nutrition and dining services are met and maintained.

Jewish Care has strengthened its collaboration with Alfred Health through active engagement and support within the *Health Services Partnership Program*.

At GSH in Caulfield, our commitment to ongoing refurbishment is unwavering. Substantial renovations and improvements have been finalised including the redesign of three tranquil and engaging courtyards within our memory support unit. In addition, extensive painting has been completed and new flooring installed throughout the unit. There are plans to further enhance the environment with new furniture, artwork and dementia specific areas to enrich our outstanding lifestyle program.

Jewish Care is very grateful to the Jack & Robert Smorgon Families Foundation for their generous donation to the GSH refurbishment.

Community Aged Care

Our in-home care services and our two Active Living Centres enabled our clients to maintain social connections with the community and support them as they continue to live independently in their own homes.

Over the past year, the *Anne & Eric Smorgon Active Living Centre* in Caulfield has continued to provide invaluable social support groups and a comprehensive range of allied health services. Additionally, the *Gita Smorgon Active Living Centre* in Windsor has been a hub of activity.

Last year, Jewish Care managed an impressive 628 home care packages, representing an 11.5 per cent increase compared to the previous year. These home care packages allowed us to deliver over 102,800 home care hours to our clients. In parallel, we dedicated 4,873 hours to providing allied health services to our community clients. BlueStar staff remain committed to offering a quality service and active engagement within our in-home care services.

A significant focus has been supporting Holocaust survivors providing critical in-home support, medical and dental care, minor home modifications, funeral assistance and emergency expenses to 799 Holocaust survivors. Jewish Care delivered a remarkable 194,860 home care hours to Holocaust survivors.

Our commitment to serving the community has been further enhanced by the Claims

Conference funding. A total of \$13,662,082 was allocated for the year.

In recent months, the Claims Conference Holocaust Survivors Advisory Committee (CCHSAC) has exhibited an exceptional level of commitment and active participation in the ongoing initiatives associated with non-home care and emergency funding. Their contributions have been instrumental in refining several key aspects of our operations.

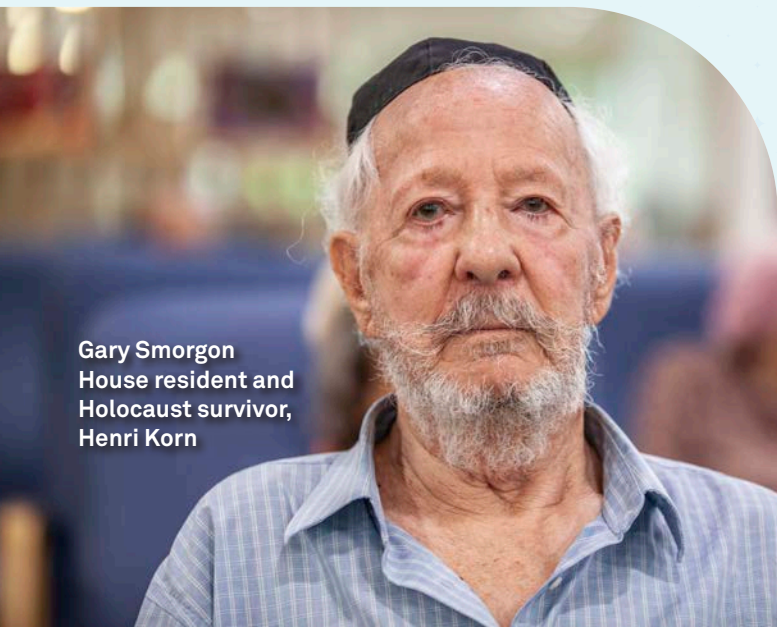
Under the guidance of the CCHSAC, we have revamped our communication strategies with our clients. New communication channels and protocols have been implemented to facilitate a more seamless and effective exchange of information, feedback and support.

Recognising the significance of transparent and effective communication, valuable member suggestions have been adopted. A streamlined communication framework has been implemented to ensure timely updates, efficient decision-making processes and improved collaboration among advisory group members.

The CCHSAC's review of our processes and policies has prompted significant improvements including refining internal procedures, resulting in greater clarity, consistency and efficiency in the management of client applications and fund allocations.

To broaden the involvement in CCHSAC's work, available committee positions are advertised on Jewish Care's website, inviting individuals from diverse backgrounds and expertise to contribute to our mission.

These developments reflect our commitment to continually enhance our services and engage with our community effectively.



Gary Smorgon
House resident and
Holocaust survivor,
Henri Korn

Social Services

Social Services is a group of programs, projects and services that aim to address disadvantage in the community and equip people with essential tools to create a better life for themselves and their families.

Cost of living hits the Jewish community

Over the past year, we have seen first-hand how the cost-of-living crisis is placing a strain on our community, resulting in dramatic growth in first-time service-seekers who are struggling to make ends meet. With continued increases in housing, groceries and energy costs, it shows no signs of abating. February and March saw a threefold increase in requests for assistance across Jewish Care's financial and housing services. In 2022/23 the financial counselling program supported 335 community members, with hardship applications and mortgage repayment plans a key theme. With rising rents and low vacancy rates hitting hard across the sector, the housing program received 114 new requests – close to half coming from community members with previously secure housing who now find themselves unable to manage the cost of a private rental. As a result, our housing waitlist has reached an unprecedented level.

Mental health review

In 2022, in response to the ongoing impacts of the COVID-19 pandemic, Jewish Care undertook a structured review process to better understand the community's mental health needs. Comprised of surveys, focus groups and one-to-one interviews across the diversity of the community, the review found that the complexity of the existing



(L-R) Debbie Ellenbogen consulting with a client

mental health landscape, coupled with emerging system reform, posed a range of challenges for community members in understanding, financing and accessing available supports. The findings – presented formally at a *Community Conversation* event in May with Associate Professor Paul Katz and psychologist Dr Michael Carr-Gregg – revealed a clear community desire for a direct service response, expanded community education and greater opportunity for lived and living experience. The Social Services team will soon expand with the newly created Senior Clinical Psychologist position to provide our clients an enhanced offering.

Supporting generation to generation

The last 12 months saw the continued expansion of the *Raising Healthy Families* program to include small-group programs for parents. Our Social Work and Healthy Communities programs delivered over 500 hours of parent education via the *Tuning In To Kids* program, specifically adapted to meet the needs of the Jewish community. The program facilitators reported that it was 'a joy and a privilege' to welcome a range of parents and carers passionate about supporting children's development and wellbeing. Jewish Care's first *Dads Tuning In To Kids* program was launched in 2023, which was extremely well received.



143
people housed

335

clients supported
by our financial
counsellors



\$1,753,508
of Empower
Interest-Free Loans
were distributed

210

parenting
forum
attendees

Disability Services

Jewish Care Victoria's Disability Service aims to support clients to live their life, their way. We are committed to supporting clients to make choices that are right for them, achieve their goals and lead a rewarding life which is meaningful to them.

Disability Review

In December 2022, Jewish Care undertook a strategic review of our disability services. The intent was two-fold: a review of current service provision and a consideration of strategies to enhance future offerings for people with a disability. This review was critical given the impact of COVID-19 on service usage, the increasingly competitive disability environment and the continued need to ensure services provided are positioned to best meet current and future needs of the Jewish and broader sector.

Over a six-month period, input was obtained from peak disability organisations, government bodies, community disability service providers, community members and service users and the Jewish Care Board, management and frontline stakeholders.

The review findings recommended a range of enhancements to existing services and considerations as to future planning for the program to be implemented over the next three years as part of a roadmap for change.

Ian nurtures his creative side

Ian Caplan is a man made for the stage. However, for most of Ian's life he has been put into a small box of what others perceive a man with disabilities can do, with limited opportunity to explore his true expression and identity. With the assistance of Ian's NDIS support coordinator and Jewish Care staff, he was connected with an independent actor to explore his creative self.

Together they crafted Ian's own unique one-man show. For his 50th birthday late last year, Ian put on his show in one of the beautiful spaces at the *Hannah and Daryl Cohen Family Building*. Attended by his family and friends and Jewish Care staff, the performance was a

tour de force worthy of any late night cabaret. Thanks to the tremendous effort by a number of Jewish Care staff and the strident efforts of Ian's support coordinator enabled him to achieve his dream of treading the boards.

Support through groups and activities

Holiday breaks are a chance for all of us to refresh, catch up with friends and engage in events and activities our community has to offer. Those with a disability are no different; seeking meaningful activity that creates connection and sparks joy. Jewish Care's school holiday programs have been thriving. With regular staff and consistent fun activities, the programs have a great vibe amongst participants, family and staff. There is even at times a waiting list! Word of mouth has supported the buzz and we have welcomed back participants as well as new attendees. Interest has built so much that Sunday programs are now being offered and have included a trip to Gumbaya World, Arthur's Seat chairlift and Bounce Trampoline Centre.



Ian Caplan put on his show in the Hannah and Daryl Cohen Family Building

People & Development

In our commitment to delivering exceptional care and services to our clients and residents, the People & Development team has been a driving force in elevating our workforce practices.

Centralising Recruitment Functions

Streamlining recruitment operations was a pivotal step in optimising our processes to ensure we employ highly capable and dedicated staff. We centralised recruitment functions, creating a dedicated team that focusses on identifying, attracting and onboarding the best candidates. Our efforts resulted in the recruitment of 458 employees, specially selected to meet the needs of those in our care.

Immersive University Partnerships

One of our standout achievements has been the establishment of immersive university partnerships. These collaborations have allowed us to tap into a diverse pool of young talent, bringing fresh perspectives and innovative ideas to our organisation. Our team worked closely with universities to develop tailored placement programs to attract top-tier talent and foster a talent pipeline that ensures long-term sustainability.

Retention and Engagement

Innovative retention incentives were introduced to incentivise existing employees to take on more work with Jewish Care and remain employed. Regularly rostered staff offer our residents and clients consistency in care and the opportunity to build supportive relationships. This has been an important approach in reducing turnover and tackling a challenging and competitive labour market.

Staff engagement is one of the most important indicators in gauging work satisfaction. We surveyed our staff about their engagement and work satisfaction. Very pleasingly, our engagement results show a high commitment to Jewish Care, our values and the ethos of the organisation.



(L-R) Julia Murphy, Executive Assistant, Suruchi Giri, Executive Assistant and Laura Marchese, Executive Officer

Reducing Reliance on Agency

Reliance on agency staff leads to unreliable care delivery and potential issues with cultural fit and engagement. Last year, Office of Organisation Improvement initiatives led to a 60 per cent reduction in agency staff.

Internal Staff Development

An organisation-wide digital training solution was implemented to upskill our staff with the mandatory skills needed to effectively care for our clients and residents. New orientation and Ethos Day programs were launched to ensure all staff are equipped to deliver culturally sensitive care underpinned by Jewish values and customs.

Enhancing Work Health & Safety Practices

This year, we undertook a review of our work health and safety practices to improve the standard of work safety. Initiatives included upskilling safety representatives, emergency management preparation and partnerships with Community Security Group (CSG).

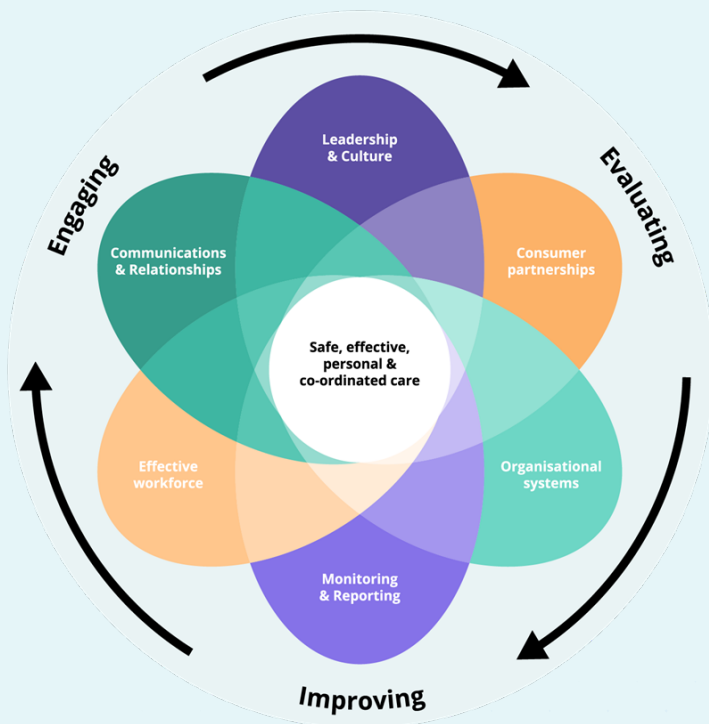
Diversity and Inclusion

Our team has implemented diversity recruitment strategies and inclusion training programs to create an environment where every individual feels valued and respected. This aligns with our commitment to serving a diverse customer and resident base. Jewish Care is a Rainbow Tick Accredited organisation and participated in the annual Pride March alongside other Jewish community allies.

Clinical Governance Risk & Experience

Our Clinical Governance Framework is critical to Jewish Care achieving its mission of providing excellent care and support underpinned by Jewish values.

Over the last 12 months Jewish Care has implemented a new Clinical Governance Framework to better answer the question *'Are we providing safe, effective, personal and co-ordinated care?'*



Clinical Governance Improvement Priorities

Achievements over the last 12 months:

- 1. Implemented the MOA audit system** to provide benchmark data about the quality and safety of our care and support, for the majority of our services.
- 2. Incident management system improvements** to ensure events are reported and identify ways to prevent them from happening again. Over 20 documents and forms were consolidated into an integrated approach across all Jewish Care's services.
- 3. Accreditation readiness** – Making sure our practices are consistent with industry standards at all times. Whilst it is important to be ready for accreditation surveys, it is

more important to meet standards and requirements for every person, every time.

4. Consumer Experience and Engagement

Jewish Care is committed to partnering with our residents, clients and their families. Work has started on our consumer strategy and the establishment of the Consumer Advisory Committee and the Centre for People and Customer Engagement.

- 5. Performance reporting** – Access to accurate quality, safety and experience data for routine reporting at all levels from the Board to our front-line services.

- 6. Safety culture** – Embedding behaviours to ensure Jewish Care is a safe, high-quality organisation. Our clinical governance systems support a strong safety culture where:

- Our staff feel safe to report and escalate issues
- We are curious and look to learn rather than tell
- We look to system issues for improvement
- We take action to improve.

Quality and Safety Improvement Initiatives Falls Prevention and Management

To minimise falls an evidence-based falls risk assessment and physiotherapy assessment and management plan are completed for all residents on admission. Falls risk assessments are completed every three months and both assessments repeated after falls.

Skin Integrity and Wound Management

Older people are at an increased risk of pressure injuries and skin tears. An improvement plan was implemented and an external nurse wound consultant was engaged to provide expert advice on policies, development of a wound assessment tool, education and training for registered nurses.

Donor & Community Relations

Our efforts focussed on engaging and promoting Jewish Care to external stakeholders including donors, partners, media, volunteers and community organisations to support a healthy, resilient and inclusive Jewish community.

Fundraising

The generosity and support for the 2023 Annual Appeal encompassed the spirit of our appeal *“Together, creating a brighter tomorrow.”* Thanks to our community for donating an incredible \$3.84 million towards the appeal which has enabled us to provide essential services that receive little or no government funding including housing support, financial aid and counselling, employment services and mental health support.

Jewish Care is extremely grateful for every generous donor be they individuals, families, estates, philanthropic trusts and foundations, business or fundraising support groups.

Throughout the year a number of fundraising events were held including the Friends of Montefiore 40th Anniversary lunch and Generations of Women.

Special thanks to passionate Next Gen supporters; Shanit and Michael Borsky who kindly hosted a dinner in their home in support of our Annual Appeal.

2023 Annual Dinner

A fundraising highlight is our Annual Dinner. Over 265 guests enjoyed a wonderful evening with entertainment provided by Lior, one of Australia’s most successful singer-songwriters.

The Annual Dinner would not be possible without the tireless commitment of the organising committee; Melissa Davis (Co-Chair), Georgia Danos (Co-Chair), Hilary Cohen and Melanie Smorgon. This year we farewell Melissa Davis and Hilary Cohen and thank them for their years of dedication and passion for bringing this successful event to life.



Annual Dinner Committee (L-R) Melanie Smorgon, Hilary Cohen, Melissa Davis and Georgie Danos

(L-R) Deanna Levin,
Adjunct Professor
Alan Lilly and Rosalie
Silverstein OAM



(L-R) Dr Zeta Bierenkrant
and Vanessa Cohen, Director:
Donor & Community Relations



Volunteers

Our volunteer program has been fully reinstated and volunteer-run initiatives have made a triumphant return, bringing joy and energy. Activities included friendship circle outings, Sunday entertainment concerts for residents, school visits and Mitzvah Day.

Jewish Care volunteers consistently demonstrate care, enthusiasm and dependability and are indispensable. Some volunteers perform frontline roles while others contribute behind the scenes, sharing their expertise and skills in various Board Committees and advisory groups.

This year, Jewish Care expanded the involvement of frontline volunteers across all Jewish Care departments providing support to individuals with disabilities, those facing challenging circumstances, residing in remote areas, elderly individuals both at home and in residential care homes, as well as participants in our active living centres.

Volunteers assist in numerous ways, from musical performances and friendly visits to meal deliveries for the elderly, youth mentoring and assisting with medical appointments.

At the 2022 Staff and Volunteer Service Excellence Awards, Dr Zeta Bierenkrant was awarded the Volunteer of the Year Award. Dr Bierenkrant, a steadfast supporter of Jewish Care became a volunteer in 2020 and has made significant contributions to the Jewish Care community.

Long term Jewish Care volunteers, Rosalie Silverstein OAM and Deanna Levin received 45-year service awards for their incredible commitment and dedication to Jewish Care at the Staff and Volunteer Service Excellence Awards.

Jewish Care extends our heartfelt gratitude to all our volunteers for their exceptional service and dedication.



5,667

volunteer hours



45

new volunteers
recruited

163

volunteer
requests
fulfilled

Jewish Life

Judaism is more than a religion – it's a cultural, spiritual, ancestral and historical connection to others.

Honouring each of these elements as well as our long-held traditions enables us to add a richness and comfort to our lives and provides significant personal and social outcomes. They contribute to a sense of meaning, community and belonging to ensure we achieve the principles of a life well-lived.

Over the last 12 months, the Jewish Life team worked tirelessly to offer as many activities and traditions as possible across our residential homes, disability services, independent living units and *Young Achievers Program* participants.

Under the leadership of Rabbi Ralph Genende OAM, we developed a practical action plan to grow and enhance the Jewishness of Jewish Care; to inject that *neshama* Jewish soul and spirit throughout Jewish Care; to reach out to and respond to the diversity of our community. We also educated and connected with Jewish Care staff through Ethos Day, learning lunches and Rabbi Ralph's popular weekly column and videos. Rabbi Nerenberg's Gary Smorgon House (GSH) newsletter is also always a welcome read.

In our three residential aged care homes, Shabbat and Yomtov services led by our rabbis enabled residents, clients, community members and families to connect and welcome in Shabbat and festivals. This was supplemented by the regular shiurim, discussion groups and fabulous events for the chagim including Purim celebrations and concerts.



Channukah celebrations at the Caulfield Active Living Centre

Our Schwartz Family Synagogue in the Hannah & Daryl Cohen Family Building, part of the Holckner Family Senior Living & Community Precinct in Windsor and our synagogues at the Anne & Eric Smorgon Active Living Centre in Caulfield and in the Smorgon Family Building within the Thomas Ganz Senior Living & Community Precinct at Carnegie are hubs of spirituality, social and cultural activity.

Jewish Care is fortunate to have our accomplished and caring rabbinical leaders Rabbi Nerenberg at GSH, Rabbi Kohn at Windsor and Rabbi Refoel and Rebbetzin Miriam Wainstein at Carnegie.

Pastoral visits from our rabbinic team and companion visits from volunteers continued to bring connection to our residents and clients. Strong partnerships with other synagogues and community organisations, accommodated the diversity of our community.

The Jewish Life team leaders Shelly Considine and Eva Krinsky worked energetically to bring Jewish activities and experiences into our homes for people with a disability.

Jewish Life is at the heart and soul of Jewish Care and continues to build a sanctuary of solace, compassion and creativity for our proud organisation.

210
Synagogue
services
held

Jewish Life
Services
coordinated
310
events

144
events for
holidays &
festivals

335
staff & volunteers
attended five
Learning
Lunches

Treasurer's Report

On behalf of the Chief Executive and the Committee of Management, I am pleased to present a summary of Jewish Care (Victoria) Inc. financial results for the year ended 30 June 2023.

Our financial statements give a true and fair view of the financial position of the Group as at 30 June 2023, and of its financial performance and its cash flows for the year then ended, in accordance with Australian Accounting Standards – Simplified Disclosures Framework, Australian Charities and Not-for-Profits Commission (ACNC) Act 2021 and the Associations Incorporation Reform Act 2012.

Trading performance

The past year has posed significant challenges, yet our resilient culture, effective leadership, and commitment to clinical governance, care and support for our residents and clients have enabled us to meet the multifaceted demands throughout the organisation.

Despite the difficulties faced, Jewish Care has reported an Operating Loss of \$12.6 million for the year ending 30 June 2023, which was an increase by \$3.455 million compared to last year's \$9,194 million deficit.

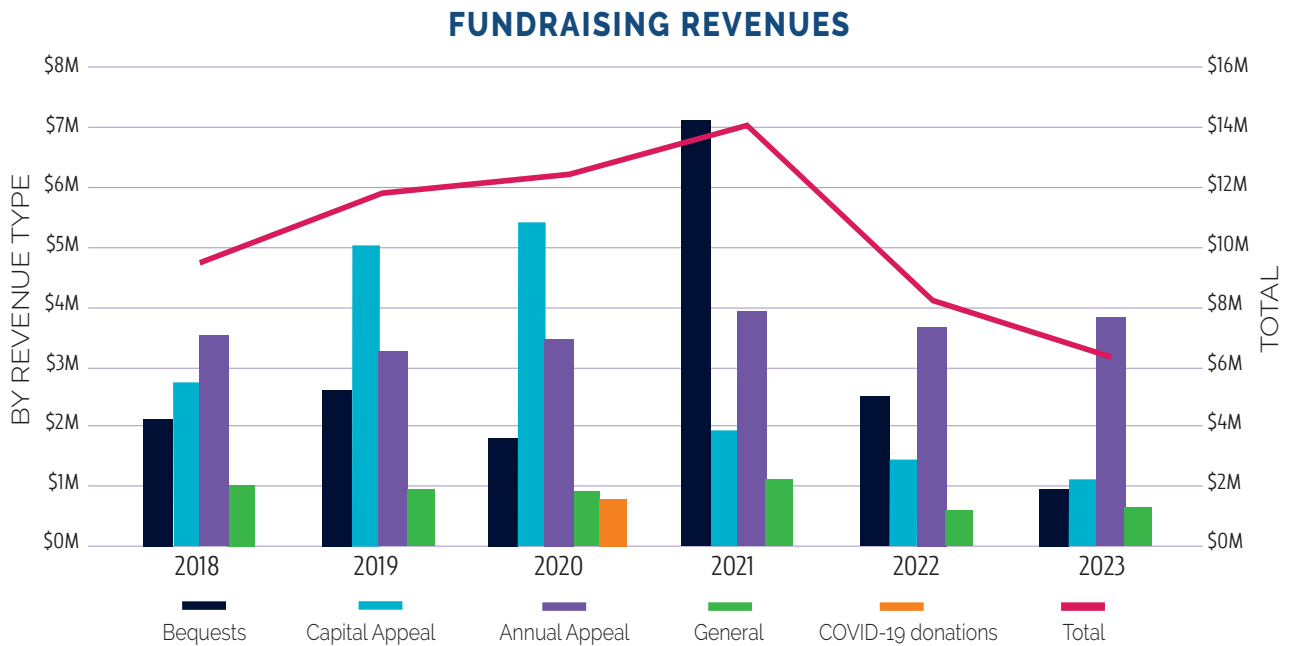
Profit and Loss – Key Items	FY 2023 \$'000	FY 2022 \$'000
Revenue	92,804	84,698
Operating Net Surplus / (Deficit)	(12,649)	(9,194)
Annual Appeal	3,803	3,671
Other General Donations	614	573
Capital Appeal	1,096	1,450
Bequests	894	2,501
Total Donations	6,407	8,195

We continue to witness an unprecedented demand for our services within the community. Our strategic foundation and future success revolve around placing our residents and clients at the core of all our actions. This endeavour is made possible through the dedication of our 1,000+ employees and volunteers who tirelessly collaborate with residents, clients and their families to fulfil our mission of respect, community, inclusion and social responsibility.

Our financial and operational results for FY23 are reflective of the ongoing challenges in the market in which we operate. Factors such as diminished fundraising and donation revenues, the government's reform agenda, labour shortages, insufficient government funding relative to inflation, one-time employee-related backpay adjustments and the financial burden of Fair Work Commission accrued leave liabilities increases, which were not fully supported by the government, have all contributed. Additionally, impairment write-downs related to land and buildings have impacted our financial performance.

With the generous support of the community, Jewish Care has been able to provide much needed services to those in need in the community. A summary of the key fundraising and donations over the past six years is set out in the table on the next page.

Treasurer's Report (cont.)



Amid these conditions, we have remained focussed on ensuring our residents, clients and employees are safe as we continue to advocate for a sustainable aged care and disability sector that will meet the expectations of current and future generations.

Key highlights of the year

The key highlights for the year were as follows:

- Reduction in debt owing to our bankers, to \$36.8m as at 30 June 2023 (a reduction of \$8m in the year)
- Continued robust growth in our home care business
- Significant increase in occupancy for residential aged care sites
- Increase in the number of permanent employees offset by a significant reduction in the use of agency staff
- Uplift in the utilisation of annual leave resulting in lower outstanding leave and improved wellbeing of our staff
- Continued support of the community.

Statement of financial position

- Set out below is a summary of the Financial Position.

Statement of Financial Position – Key Items	at at 30 June 2023 \$'000	at at 30 June 2022 \$'000
Total Assets	303,240	315,995
Total Liabilities	117,550	114,668
Net Assets	185,690	201,327
Reserves	103,139	106,128
Accumulated Funds	82,551	95,199
Total Equity	185,690	201,327

- The reduction in Total Assets has been largely driven by a reduction in cash holdings and depreciation of buildings and equipment.
- The increase in Total Liabilities has resulted from the increase in refundable deposits liability offset by the continued paying down of external debt owing to our bankers from refundable accommodation deposits received at Windsor and Carnegie residential aged care homes.

In closing, I am pleased to report that despite all the challenges we have faced over the past year, I believe we are in a strong position heading into the new FY24 year with a very capable CEO, Executive Team and capable and committed team of employees and volunteers.

I am grateful for the extraordinary commitment, dedication, passion and care shown by all or employees and volunteers at Jewish Care. Their support and dedication are the key to our ongoing success.

Sharon Gdanski

Treasurer

Financial Statements

Consolidated Statement of Profit or Loss and Other Comprehensive Income for the year ended 30 June 2023

	2023 \$	2022 \$
Fees and charges	34,021,857	27,862,890
Resident government subsidies and other grants	48,163,935	44,349,482
Other revenues	10,618,117	11,969,333
Total revenues	92,803,909	84,181,705
Employee benefits expense	(57,261,867)	(50,114,372)
Depreciation and amortisation expenses	(7,959,625)	(7,989,762)
Community development expenses	(643,301)	(446,943)
External service contractors expenses	(19,472,830)	(15,579,215)
Food expenses	(3,831,710)	(4,703,827)
Repairs and maintenance expenses	(3,850,385)	(3,274,058)
Medical and other supplies	(1,265,891)	(1,125,366)
Consulting expenses	(829,452)	(683,165)
Energy expenses	(822,078)	(828,442)
Administration expenses	(2,967,314)	(2,294,788)
Laundry expenses	(512,627)	(471,354)
Impairment expense	(261,077)	
Other expenses	(1,681,299)	(1,391,783)
Total operating expenses	(101,359,456)	(88,903,075)
Operating loss	(8,555,547)	(4,721,370)
Finance income	742,887	516,160
Finance costs	(4,835,988)	(4,989,051)
Net finance costs	(4,093,101)	(4,472,891)
Loss before tax	(12,648,648)	(9,194,261)
Income tax expense		
Loss for the year	(12,648,648)	(9,194,261)
Other comprehensive income		
Item that will not be reclassified to profit or loss:		
Revaluation of land and buildings	(2,988,889)	2,998,641
Other comprehensive (loss)/ income for the year	(2,988,889)	2,998,641
Total comprehensive (loss)/income for the year	(15,637,537)	(6,195,620)

**Consolidated Statement of Financial Position
as at 30 June 2023**

	2023	2022
	\$	\$
Current assets		
Cash and cash equivalents	8,440,927	8,932,484
Trade and other receivables	6,506,584	5,474,512
Financial assets	7,455,498	13,511,890
Other assets	879,819	550,666
Total current assets	23,282,828	28,469,552
Non-current assets		
Trade and other receivables	659,109	604,657
Other assets	654,072	676,225
Property, plant and equipment	278,419,477	285,966,540
Intangible assets	224,070	277,663
Total non-current assets	279,956,728	287,525,085
Total assets	303,239,556	315,994,637
Current liabilities		
Trade and other payables	5,818,828	7,857,392
Contract liabilities (deferred income)	7,384,722	3,424,487
Provisions	6,321,206	5,577,607
Interest bearing loans and borrowings	19,433,694	136,631
Refundable accommodation deposits	59,546,643	51,606,500
Total current liabilities	98,505,093	68,602,617
Non-current liabilities		
Provisions	1,689,814	1,277,478
Interest bearing loans and borrowings	17,355,209	44,787,565
Total non-current liabilities	19,045,023	46,065,043
Total liabilities	117,550,116	114,667,660
Net assets	185,689,440	201,326,977
Equity		
Reserves	103,138,861	106,127,750
Accumulated funds	82,550,579	95,199,227
Total equity	185,689,440	201,326,977

Board of Governance



LISA KENNETT OAM
President

Lisa is a specialist consultant in conflict resolution and has worked across a variety of commercial areas.



ADAM JOEL
Co-Vice President & Secretary

Adam is the executive director of Geomax Capital.



SIMONE SZALMUK-SINGER
Co-Vice President

Simone is the Chief Executive Officer and a Director of the Erdi Foundation.



SHARON GDANSKI
Treasurer

Sharon is a certified practising accountant.



REUBEN ZELWER
Assistant Treasurer

Reuben is the Principal and Founder of Adapt Wealth Management.



MICHAEL DEBINSKI OAM
Co-opted Board Director from Nov 22

Mike retired from the Victorian Government after a long career as a senior executive.



PROFESSOR SHARON GOLDFELD
Board Director

Sharon is a Developmental Paediatrician and Public Health Physician.



SUSIE IVANY OAM
Board Director

Susie was elected to the Jewish Care Board in 2011 and has held the roles of Co-Vice President 2015 - 2019.



STEVEN KLEIN
Board Director

Steven is a commercial lawyer, specialising in mergers and acquisitions.



MICHAEL SCHOENFELD
Board Director

Michael specialises in accounting and taxation of public and private companies.



ANDREW SCHWARTZ
Board Director

Andrew is the Co-Founder and Group Managing Director of ASX listed, Qualitas Limited.



DAVID SLADE
Board Director

David is a registered pharmacist and the proprietor of a large network of pharmacies across Australia.



ADJUNCT PROFESSOR JOHN ZELCER
Board Director

John is a healthcare strategy consultant, clinician and informatician.

Acknowledgments

Thank you to our donors

On behalf of thousands of people whose lives have been forever changed, we extend our warmest thanks and deepest gratitude to all our donors and benefactors for their contributions to Jewish Care.

Thank you to our community partners

Jewish Care appreciates the support of our community organisations, companies and individuals for collaborating with us and strengthening the work we do for our community.

Life Governors

Jewish Care Life Governors are recognised for their outstanding service and assistance to the organisation.

Jeffrey Appel OAM
Rodney Benjamin OAM z'l
Andrew Blode AM
Philip Brass AO
Debbie Dadon AM
Melissa Davis
Michael Dubs
Jacob Fajgenbaum
Nathan Fink z'l
Assoc. Prof David Fonda
Barry Fradkin OAM
Arthur Goldsmith z'l
Geoffrey Green OAM
Paula Hansky OAM
Susie Ivany OAM
Bronka Kaplan z'l
Louis Klein z'l
Deanna Levin
Marion Lippman z'l
David Mandie AM OBE z'l
Philip Mayers AM
Max New
Liz Nissen
Delysia Pahoff OAM
Assoc. Prof Leslie Reti AM
Bruce Rosengarten
Robert Salter z'l

Shirley Samuel z'l
Alan Schwartz AO
Robyne Schwarz AM
Dr John Serry
Phillip Shulman OAM z'l
Rosalie Silverstein OAM
Graham Slade AO
Meryl Slutzkin z'l
Rachel Smith z'l
Jack Smorgon AO
Robert Smorgon AM z'l
Val Smorgon OBE
David Southwick z'l
Roy Tashi OAM
Lilly Weiss z'l
Joseph West z'l
Dora Wittner z'l
Avram Zeleznikow OAM z'l
Masha Zeleznikow OAM z'l
Heinz Ziffer z'l

Estates

We are grateful to the following benefactors, whose dreams and wishes live on through their legacy gift to Jewish Care over the past year.

Minnie Ackman Charitable Trust
Estate of Yvonne May Anderson
Joseph M Augen Charitable Trust
Estate of Louis Berner

Estate of Norman (Menachem) Braun
Estate of Pamela Eva Durra
Jakob Frenkiel Charitable Trust
Estate of Maurice Goldstein
Abraham Harris Trust
Estate of Rachel Harris
Estate of Michael S Herman
Estate of Deborah Joselson
Estate of Annie Kiers
Estate of Anthony George Klein
Dr David and Jennifer Komesaroff Endowment
Joseph Kronheimer Charitable Fund
Estate of Louis Lesser
Joseph & Kate Levi Charitable Trust
Halina Lewenberg Charitable Foundation
Estate of Lisa Lewin
Estate of Harry Mantell
Estate of Don Marejn
Estate of Florence Sophia Matthews
Estate of Hannah Max
Estate of Livia Polgar
Estate of Simon Rothberg
Albert Spatt Charitable Trust
Estate of Lillian Tarry
Henry Herbert Yoffa Charitable Bequest
Estate of Samuel Younkman

Acknowledgments (cont.)

Major Donors

Jewish Care would like to thank our major donors for their generous contributions over the past year.

Alter Family Foundation
Roseanne Amarant Charitable Trust
Joel & Rachel Arber
Peter Bancroft OAM & Marlyn Bancroft
Sam Barbalatt & Gillian Kaplan
Bardas Foundation
Stewart & Natalie Baron
Andrew & Natalie Bassat
P & S Bassat Foundation
Norma Beaconsfield Family
Samuel Berkovic AC & Helen Berkovic
Besen Family Foundation
Keith & Deirdre Beville
Greg Blashki OAM & Julie Blashki
Barry & Lorraine Bloom
Philip & Vivien Brass Charitable Foundation
Lori Braun
Joseph & Pamela Bursztyn
Buzz Products
Leigh Cail & Louise Green
Barry Carp & Suzi Carp AO
Brandon & Nicky Carp
Leon & Marlen Carp
Chemist Warehouse
Hannah Cohen & Family
Matthew & Lieba Cohen
Trevor Cohen AM & Heather Cohen
Coryule Foundation

Tom Danos OAM & Evelyn Danos
Anthony & Rochelle Davis
Gavin & Melissa Davis
Mark & Laura Davis
Rohan & Sophie Davis
Simon & Lisa de Winter
Robert & Jasmine Dindas
The Dodge Family Foundation
DS Capital
Michael & Lilli Dubs
Susie Ehrmann
Eisen Family Private Fund
Jack Ekstein
Warren Fineberg & Vivienne Elton
Erdi Foundation
Dov & Miriam Farkas
Simon & Amy Feiglin
Tony & Zandy Fell
Rohan & Monique Filer
Barry & Kaye Fink
Leo & Mina Fink Fund
Finkel Foundation
Gabi & Janina Fleiszig
Kathy Franks
Mark & Karen Franks
Joel & Agnes Freeman
Betty Frid
Gandel Foundation
Tony & Helen Gandel
Mark & Judy Gandur
Roslyn Glow OAM
Leigh & Yvonne Goldbloom
Stephen Fisher & Karen Goldenberg
Goldie Nominees
Graham Goldsmith AO & Debbie Goldsmith

Colin Golvan QC AM & Deborah Golvan
Leon Gorr
Gringlas Family Charitable Fund
Louis & Marilyn Gross
Guests Accounting
Handelsman Charitable Trust
Paula Hansky OAM
Alex & Vivienne Harris
David & Lilly Harris
Hupert Family Foundation
Silviu & Nicole Itescu
Paul Ivany & Susie Ivany OAM
Adam Joel & Shelley Kline
Craig & Toni Joel
Morris & Leonie Joel
Mark & Sara Kagan
Kausman Mann Foundation
Kay & Burton Real Estate
Richard & Lisa Kennett OAM
Simon & Julie Kessel
Steven & Sharon Klein
George Klempfner & Yolanda Klempfner AO
Gideon Kline
David & Bindy Koadlow
Geoffrey & Michelle Kohn
Harry Perlman & Dorothy Kovacs
Alan & Roxanne Kozica
Alan & Debbie Kras
Ashley & Leigh Krongold
Tom & Lorelle Krulis
John & Anita Lange
Michael & Miriam Lasky
Anthony Layton Memorial Trust
Ron Lazarovits & Sharon Woolf
Leg-Up Foundation
Robert Lehrer & Melissa Castan

Leibovich Foundation
Grahame Leonard AM &
Ruth Leonard
Russell & Roslyn Levy
Rosie Lew AM
Solomon Lew
LF Charitable Foundation
Lowe Lippmann Chartered
Accountants
Joel & Neda Mahemoff
Eve Mahlab AO
MaiTri Foundation
Marmor Charitable
Foundation
Colin & Gillian Mandel
Mard Philanthropy
Sandra Masel
Alan & Rochelle Mendel
Monark Property Partners
Nathan & Miriam Munz
David & Kelly Naphtali
Michael Naphtali AM & Atida
Naphtali
Naranda Meadows Pty Ltd
Dennis & Fairlie Nassau
Nossbaum Family
Robert & Debbie Nossbaum
Nicholas & Sarah Orloff
Gary Peer & Associates
Stephen & Nicci Pianko
Henry & Marcia Pinskier
Nathan & Susan Pinskier
Peter & Ruth Pojer
Pratt Foundation
Qualitas
Eden & Rhianna Raleigh
Julius Rath & Dia Goldenfein
Reid Malley Foundation
Assoc Prof. Leslie Reti AM &
Lee Liberman

Tracy Rich
James Richardson Furniture
Doodie Ringelblum & Ruth
Boltman
Andrew & Judy Rogers
Myron & Jennie Rogers
Richard Rogers AM & Roslyn
Rogers OAM
John Rothfield
Mark Rothfield
Julia Scheinkestel Scholarship
Fund
Eva Selwyn
Danny & Anita Selzer
Eugene Shafir
Shinjuko Group
The Silberscher Family
Foundation
Barry Singer & Simone
Szalmuk-Singer
Steven Skala AO & Lousje
Skala
Tammie & David Slade
Charitable Trust
Mary & Graham Slade
Foundation
David Smorgon OAM & Kathie
Smorgon
Jack & Robert Smorgon
Families Foundation
Loti & Victor Smorgon Family
Foundation
Rodney & Ann Smorgon
Graeme & Suzanne Southwick
Sylvia Spigelman
Spotlight Foundation
Sunraysia Foundation
Ian & Gina Swart
Eddie & Lindy Tamir
Geoffrey & Annie Tauber
Teska Carson

The Landman Foundation
David Thurin AM & Lisa Thurin
Trawalla Foundation
Blanka Wise
Anne Wollach-Szalmuk
Abe & Marlene Zelwer
Reuben & Keren Zelwer
ZFN Foundation

In Memoriam Gifts

Debbi Berkovic
Gary Ciddor
Alexander Corne
Adrian Dabscheck
Vadim Doubrovski
Les M Feiglin
Linda Flaks
Beny Furman
Margot Ger
Annette Hayman
Steven P Kaye
Yetta Krinsky
Charisse Levin
Elizabeth Melman
Alan Osrin
Xander Pender
Joan Richtmann
Ian H Rogers
Esther Rothschild
Leon Serry
Yosef Shellim
Barry Silverstein
Helen Steiner
Claire Weiner
Rosetta Wise
David Zagorsky

Acknowledgments (cont.)

Grants

Jewish Care gratefully acknowledges the following grants which have provided funding for programs and services benefitting our community.

Adult, Community and Further Education (ACFE) funding from the Department of Education and Training's Higher Education and Skills (HES) group

Department of Families, Fairness and Housing (DFFH)/ Family Safety Victoria (FSV) - MARAM - Family Violence Sector Capability Grant

Department of Families, Fairness and Housing (DFFH) - Equal for All Grant - Multicultural and Faith Communities Prevention of Family Violence

Department of Families, Fairness and Housing (DFFH) - Family Violence and Sexual Assault Traineeship Grant

Department of Social Services (DSS) Information Linkages and Capacity Building Grant - The Campaign: Engaging small to medium businesses in the employment of people with disability

Holocaust Survivor Emergency Assistance Program from the Conference on Jewish Material Claims Against Germany Emergency Assistance Program for Austrian Holocaust Survivors

Alfred Landecker Foundation, administered by the

Conference on Jewish Material Claims Against Germany for the benefit of Jewish Holocaust Survivors

The Conference on Jewish Material Claims Against Germany for ongoing short term emergency assistance

The Conference on Jewish Material Claims Against Germany In-Home Services and Social Services Programs funded by the German Government for Jewish Holocaust Survivors



Donations In-Kind

Thank you to our partners and to our community for your assistance and support.

Tic Group

In addition, we thank Gary Peer Associates, Besser & Co, Kay & Burton and Hocking Stuart Belle for

their wonderful support of advertising boards for our Annual Appeal.

Academic, Health and Research Partnerships

Jewish Care continues to work alongside leading academic institutions, government bodies and private organisations. We recognise their enormous contributions in helping to drive ongoing improvements to service delivery.

Alfred Health

Australian Catholic University

CarePage

Catalyst (also known as Selmar)

CogTale (Cognitive Treatments Article Library and Evaluation)

Holmesglen Institute of TAFE

La Trobe University – Living with Disability Research Centre (LiDs), Person Centred Active Support and School of Allied Health

Monash University

RMIT University



(L-R) Susan Attrill, Senior Employment Consultant, Mel Kidgell, Divisional Manager, Social Services, Bronwyn Halfpenny MP, Parliamentary Secretary for Jobs, Marilyn Kraner, Director: Disability & Social Services, Ryan Bachelor, Legislate Council MP and Simon Jedwab, Manager - Employment & Financial Support

BOARD COMMITTEES

Jewish Care extends sincere thanks for the dedication and hard work given by the following individuals.

Finance & Audit Committee

Sharon Gdanski (Chair)
Frank Ajzensztat
Danny Benjamin
Brenton Button (Until May 2023)
Glenn Edwards (Until Dec 2022)
Cindy Joffe (Until Dec 2022)
Jeremy Kestenberg
Steven Klein
Adjunct Prof Alan Lilly
Stephen Machet
Dione O'Donnell (Joined May 2023)
Michael Schoenfeld
Ben Simon
David Slade
Reuben Zelwer

Corporate Governance & Risk Committee

Adam Joel (Chair)
Jeffrey Appel OAM
Craig Goldberg
Lisa Kennett OAM
Steven Klein
Adjunct Prof Alan Lilly

Quality & Service Review Committee

Prof Sharon Goldfeld (Chair)
Debra Brighton (Until Feb 2023)
Mike Debinski OAM
Dr David Fonda
Dr Simon Grof
Susie Ivany OAM



Yesod 2023 Board Foundation Program Committee and participants

Cindy Joffe (Until Dec 2022)
Adjunct Prof Alan Lilly
Justin Perelberg
Simone Szalmuk-Singer
Adjunct Prof John Zelcer
Prof John Zeleznikow

Remuneration & Nominations Committee

Lisa Kennett OAM (Chair)
Mike Debinski OAM
Sharon Gdanski
Susie Ivany OAM
Adam Joel
Adjunct Prof Alan Lilly
Simone Szalmuk-Singer

Yesod 2023 Board Foundation Program

Jewish Care's Yesod Board Foundation Program recommenced in 2023. The program is sought-after among young leaders and provides a solid understanding of the professional duties and responsibilities of a for-purpose director.

Now in its seventh year, the program has produced over 70 future-focussed young

leaders. The 10-month intensive program immerses participants in best practice governance principles exemplified at Jewish Care and prepares them to embrace new community opportunities and connect with diverse leaders and community builders.

2023 participants include:

Rachi Averbukh
Rachel Bloom
Miri Eckstein
Ilit Golshevsky
Danielle Jones-Resnik
Gilad Katz
Jonathan Posniak
Nicole Small
Gal Spira
Leon Sziewicz
Caroline Tait

The program is proudly sponsored by the Szalmuk Singer family and the Kline-Joel families and facilitated in partnership with the Observership Program and the Australian Institute of Company Directors.

Acknowledgments (cont.)

FUNDRAISING COMMITTEES

Jewish Care's fundraising efforts are supported by dedicated teams of volunteers to whom we are indebted for their continued commitment and hard work.

Major Donor Dinner Committee

Karen Goldenberg
Roxanne Kozica
Lorelle Krulis

Annual Dinner Committee

Georgia Danos (Co-Chair)
Melissa Davis (Co-Chair)
Hilary Cohen
Melanie Smorgon

Generations of Women Committee

Melissa Davis (Co-Chair)
Miriam Farkas (Co-Chair)
Rachel Arber
Hilary Cohen
Lauren Hunter
Karen Zelwer

COMMUNITY ADVISORY GROUPS

Jewish Care acknowledges the following individuals for their time, invaluable guidance and expertise.

Claims Conference Holocaust Survivors Advisory Committee

Hanna Muzhanova (Chair)
Marcel Alter

Deepak Bhardwaj
Christine Challis
Shey Papanikolaou
Viv Parry
Jacob Revzin
Rae Silverstein
Les Zimmerman

Loan Advisory Committee

Reuben Zelwer (Chair)
Avi Bendetsky
Jack Cyngler
Irit Harris
Doron Paluch
Chaya Rapp
Ben Tuszynski
Richard Zimmerman

PRO BONO ASSISTANCE

We thank the below partners and staff for their pro bono work throughout the year.

Pro Bono Legal Assistance

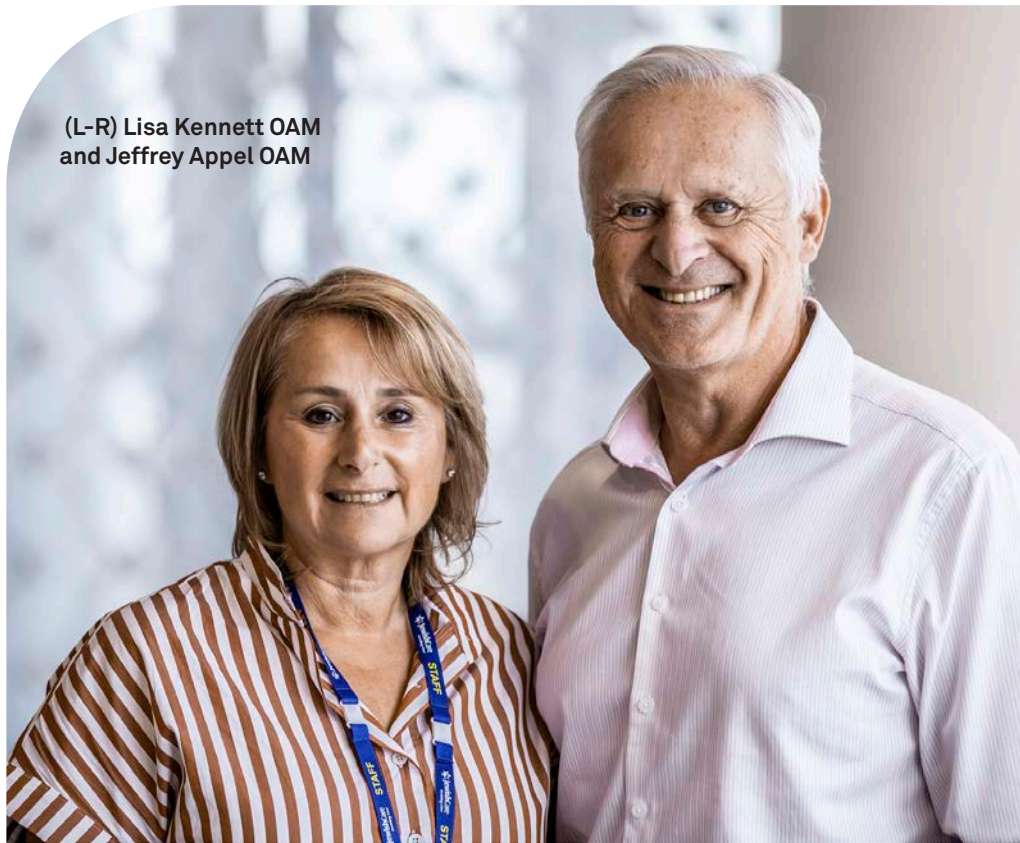
Arnold Bloch Leibler

Brygel Lawyers
Berry Family Lawyers
Faigenbaum Family Lawyers
Hall & Wilcox
HR Legal
Lander & Rogers, Family & Relationships Law
Linus Legal
Lisa Zeleznikow
Marcel Alter – Altered Resolutions
marshalls+dent+wilmoth lawyers
Minter Ellison
Owen Dixon West
P Henenberg Lawyers
Pierce Webster Dugdales
Rotman & Morris
SBA Law
Schetzer Papaleo Family Lawyers

Pro Bono Psychological Assistance

Dr Zeta Bierenkrant

(L-R) Lisa Kennett OAM and Jeffrey Appel OAM



How you can help



DONATIONS

Make a real difference to people in need in our community with a one off or regular monthly donation. Donations \$2 or more are tax deductible.

Donate at www.jewishcare.org.au/donate



GIFT IN WILLS

Leaving a gift in your Will has the power to change lives and can help build a better tomorrow for our community.

Find out more at www.jewishcare.org.au/gifts-in-wills



VOLUNTEER

Help make a positive difference to the lives of others through volunteering.

Learn new skills and make new friends. Find out more at www.jewishcare.org.au/get-involved/volunteer



ANNUAL APPEAL

Every year we raise funds to provide essential social services. Our social services support vulnerable members of our community experiencing housing insecurity, unemployment, financial issues, family violence, mental health issues and parenting concerns. We also provide a range of educational and advocacy programs designed to strengthen community wellbeing.



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ARN: A0040705X

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