



## ANNUAL *report* 2002

צדקה - *tzedakah-charity*, חסד - *chesed-kindness*, דרך ארץ - *derech eretz-respect*, משפחה - *mishpacha-family*,



# About Jewish Care

## A Tradition of Caring

Jewish Care (Victoria) Inc was established in 2001 through the amalgamation of Jewish Community Services and Montefiore Homes for the Aged, two highly respected and successful organisations that have served and cared for the Victorian Jewish community for over 150 years.

The amalgamation was the result of a shared vision to provide the best care and services for the Jewish community.

The organisation provides a vital 'whole-of-life' range of professional care, services and facilities for members of the community requiring support and assistance.

Jewish Care's aim is to be accessible to all members of the Jewish community and become recognised as the first point of call for information, support, referral or direct service provision.

## Supporting Our Community

The Jewish community in Victoria experiences the same social and economic challenges that face the wider community including unemployment, domestic violence, substance abuse, psychiatric and physical disabilities and caring for the aged.

There are also unique issues facing our community such as the challenge of caring for the ageing survivors of the Holocaust, the difficulties faced by large orthodox families and integrating recently arrived Jewish migrants into the mainstream of our community.

OUR MISSION IS: *supporting and enhancing the wellbeing of the Jewish community of Victoria*

צדקה - *tzedakah* - charity

what is charitable, just and righteous  
'And they shall guard G-d's way doing tzedakah...' Genesis 18:19

חסד - *chesed* - kindness

kindness; a way of giving and receiving  
'And these are the items that have no limits...acts of kindness...' The Talmud

דרך ארץ - *derech eretz* - respect

respect for each person's individual needs  
'If there is no derech eretz, there is no Torah...' Ethics of the Fathers 3:18

משפחה - *mishpacha* - family

a family environment with family values  
'And through you will be blessed all the families of the Earth...' Genesis 28:14

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## PRESIDENT'S *report*

The task of bringing together Montefiore Homes and Jewish Community Services is now well under way.

We have a strong, representative and unified Board and a vibrant and active committee structure. We have recruited a professional and dedicated senior management team. We have merged Administration, Finance and Fundraising and consolidated the management of the residential facilities of both organisations, achieving significant efficiencies and improved service levels. We have introduced improved processes and accountability throughout the new organisation, thereby laying strong foundations for the future.

### *But this is only the beginning.*

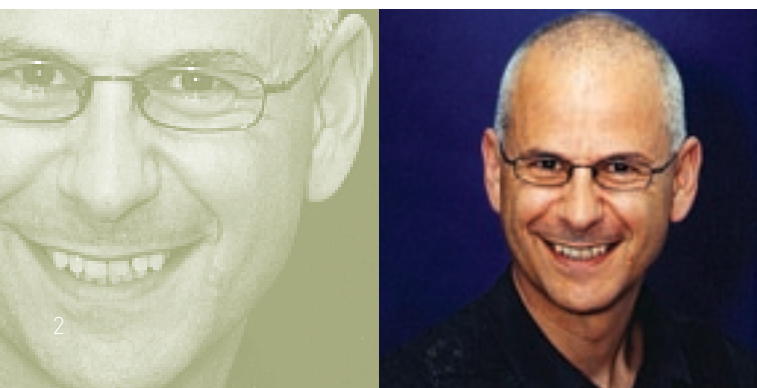
In order to achieve all the aims of the merger we have five key challenges. We must deliver more and better services than were available to the community prior to the merger. We must protect and preserve valuable pre-existing services and modes of service delivery. We must address the serious and urgent problem of old and potentially non-compliant buildings and physical infrastructure. We must achieve these outcomes in a financially responsible and sustainable manner. And we must continue to listen to community feedback and keep the community informed, engaged and supportive. Over the next 12 months we will be announcing and implementing a series of strategies and plans to meet these challenges. We firmly believe that each and every challenge can and will be met.

On a personal note, I would like to thank and acknowledge the diligence of the Board, the enthusiasm of our committee members and the dedication, professionalism and hard work of our senior management team. In particular I would like to thank Nancy Hogan for her energy and her single-minded focus on achieving the best outcomes for our community. I would like to thank our wonderful staff and volunteers – the many letters of thanks I receive from our clients and our residents and their families are a testament and a credit to their unstinting efforts.

Finally I would like to acknowledge those who have sought me out to share their concerns with me. Your feedback is heard and appreciated. We will keep listening and we will keep trying. With the ongoing support and goodwill of our community we will succeed in creating an organisation that we are all proud of - 'supporting and enhancing the wellbeing of the Jewish community'.



Alan Schwartz





## CEO's *report*

The knowledge and experience of existing staff were augmented by the appointment of a new executive team: Tracel Devereux - Community Services Director, Colin Singh - Finance and Administration Director, Rosemary Paterson - Human Resources Director, Bruce Salvin - Residential Services Director and Richard Zimmermann - Community Development Director.

A major task has been to develop a budget that is both realistic and achievable. Colin Singh and the finance team have done an excellent job in meeting this enormous challenge. We receive funding from diverse Commonwealth and State sources plus we receive fees, donations and bequests. With this we provide care and community services for more than 1,000 individuals each week and residential services to over 600 individuals in our Independent Living Units, Hostel, Nursing Homes and Disability Housing.

*This year 2001 - 2002 - our first year of operation - was a year in which Jewish Care achieved significant milestones through the efforts of our staff and supporters.*

In the past year, Jewish Care commenced development of a new method of service delivery. Tracel Devereux articulated how we can offer wide-ranging services in a modern, professional and caring manner to the Jewish community. First Call Jewish Care is currently in its trial phase, with our new Intake and Assessment Unit already answering calls. The full service will be officially launched when all processes and systems are totally operational.

Bruce Salvin and the Residential Services staff have been preparing for accreditation surveys to be conducted by the Commonwealth at our residential sites. Although we are confident of obtaining positive results, we are conscious of the limitations of our facilities. Another issue for the organisation has been the worldwide shortage of nurses, particularly in aged care.

The reduction in our WorkCover premium was another milestone for the organisation. Rosemary Paterson, in conjunction with Dr Clive Sher of OccCorp, has established staff education programs, improved incident reporting and instituted better return to work programs.

We were especially pleased with the success of Jewish Care's first Appeal - The Power of One. Richard Zimmermann and his team faced the task of matching or bettering the combined totals of the previous Montefiore Homes and Jewish Community Services Appeals. Our special thanks goes to Appeal Chairs Paula Hansky OAM and Max New, for spearheading the effort, which surpassed the \$1.67M target.

In November Rabbi Meir Shlomo Kluwgant was appointed Jewish Care's first Cultural and Spiritual Officer. Following the Board's decision to adopt four core values, Rabbi Kluwgant and the Kerem Team, which includes representatives from all work areas, began examining how to ensure we are a values-based organisation.

We currently face some major hurdles as we look to the future. Our aged care facilities must meet the new national standards by 2008 or face losing all government funding. Our service delivery methods must be streamlined to ensure optimal use of limited funds to meet increasing demands. It will be a time for great courage as we wrestle with these issues.

I am delighted to be working with a committed and enthusiastic Board under the presidency of Alan Schwartz. Our staff and volunteers are highly motivated and dedicated and I thank them all for their efforts. I know there is tremendous goodwill in the community for what we do. With your assistance we can do even more.

*Nancy J. Hogan*

Nancy J Hogan





## PRESIDENT'S *report*

# Hebrew Russian Yiddish

Translations thanks to Ruthie Blum, Avram Zeleznikow,  
Natalia Khmelevskaya and Roman Khmelevski.

## דו"ח המנכ"ל

שנת 2000-2001, השנה הראשונה לתפקודנו, היתה השנה בה Jewish Care השיגה השגים רבי משמעות בזכות מאמצי צוות העובדים ותומכי האגודה.

אחת המשימות העיקריות היתה לפתח תקציב ריאליסטי ובר ביצוע. קולין סינג (מנהל הכספים האדמיניסטרטיבי) עם הצוות הממונה על התקציב, בצעו עבודה מעולה בעמדם באתגר שעמד בפניהם.

בשעה שעברה התחילה Jewish Care בשיטה חדשה של הגשת שירותים. טרייסי דוורו (מנהלת שירותים קהילתיים) בטאה בבהירות כיצד יש לאפשר מגוון רחב של שירותים מודרניים ומקצועיים לטיפול ודאגה בקהילה היהודית. "First Call Jewish Care" נמצא כרגע בשלב נסויי. השרות במלואו יושק באופן רשמי כאשר כל המערכות תופעלנה במלואן.

ברוס סלבין (מנהל שירותי המגורים) וצוות שירותי המגורים הכינו סקר שיערך על ידי ה-Commonwealth (חבר העמים הבריטי) על מנת לקבל אקדטיציה עבור אתרי המגורים. למרות שאנו בטוחים שהתוצאות תהיינה חיוביות, אנו מכירים במגבלות השרותים. בעיה נוספת היא מחוסר כלל עולמי באחיות.

הצמצומים בפרמיות שניתנות ל-Work Cover (בטוח עובדים) השפיעו על פעילות האגודה. רוזמרי פטרסון בשיתוף עם ד"ר קליב שר מ-OccCorp ייסדו תכנית למודים לשיפור דווח תקריות וכמו כן קליטה מחודשת בעבודה.

אנו מרוצים מאוד מהצלחת מבצע ההתרמה הראשוני - "The Power of One" (כוחו של אחד/אדמת האחד). אנו מודים במיוחד ליושבת ראש (ליו"ר) המבצע פולה הנסקי-OAM, ולמקס ניו שעמדו בראש ואספו סכום שעלה על הצפיפיות המקוריות של \$1.67 מיליון. בנובמבר מונה הרב מאיר שלמה קלובגנט לראש מחלקת תרבות ודת. בהמשך להחלטת המועצה לאמץ ארבעה ערכים בסיסיים, ייסדו הרב קלובגנט ונציגים מכל תחומי הפעולה, וועדה שתפקידה לאבחן ולהבטיח שהאגודה תתבסס על עקרונות ערכים.

במבט לעתיד עודים בפנינו מספר מכשולים רציניים. המרכזי בהם - שירותי בתי האבות שלנו, אשר אם לא יעמדו בתקן הלאומי בשנת 2008, יאבדו את התמיכה הכספית הממשלתית.

עלינו ליעל את השרותים, להבטיח שמוש אופטימאלי בכספים המוגבלים שברשותנו ולעמוד בדרישת הגדלות. ההתמודדות עם הבעיות תדרוש מאיתנו אומץ רב.

אני שמחה לעבוד עם ועד נאמן ומסור, ומועצה נלהבת תחת נשיאותו של אלן שווארץ. סגל העובדים וקבוצת מתנדבים בעלי מוטיבציה ומסירות. אני מודה לכולם על מאמציהם.

ננסי הוגן

## ОТЧЕТ CEO

Нынешний 2001-2002 финансовый год, явившийся первым годом активного функционирования Jewish Care, был очень показательным и, благодаря усилиям всех наших сотрудников и помощников, позволил достичь высоких результатов.

Была поставлена ответственная задача - принять реальный и в то же время отвечающий всем требованиям бюджет. Административно-финансовый комитет под руководством директора Colin Singh проделал грандиозную работу, позволившую нам достичь поставленной цели.

В прошедшем году организация Jewish Care разработала и внедрила новый метод обслуживания. Tracel Devereux предложила создать операторскую службу под названием "первый звонок". В настоящее время эта служба уже функционирует, сортируя поступающие звонки. Окончательно система этого сервиса будет официально утверждена по истечении испытательного периода, когда ее эффективность будет доказана.

Bruce Salvin и сотрудники жилищного отдела проводят большую работу, готовясь к очередной аккредитации, проводимой Федеральным правительством. Хотя мы не сомневаемся в их положительной оценке нашей работы, мы, тем не менее, осознаем, что определенные недоработки существуют.

Другой большой проблемой является недостаток медсестер, особенно по уходу за пожилыми людьми. Впрочем, эта проблема ощущается не только в Австралии, но и по всему миру.

Федеральным правительством было принято решение уменьшить оплату при получении сотрудниками травмы на рабочем месте, что отразилось и на нашей организации. Rosemary Paterson в сотрудничестве с доктором Clive Sher из ассоциации по профессиональным заболеваниям разработали новую форму бланка, информирующего об инциденте, а также создали ряд образовательных программ, позволяющих ускорить процесс возвращения сотрудника на рабочее место.

Мы рады успеху программы "Объединение" (The power of one), позволившую объединить дома престарелых со службами еврейской общины.

Хочется поблагодарить председателя службы еврейской общины Paula Hansky и Max New за их добросовестный труд, позволивший сэкономить планируемые

1 670 тыс долларов.

В ноябре прошлого года רבבב Meir Shlomo Kluwgant был назначен первым духовным и культурным лидером в организации Jewish Care. После решения Совета Директоров о принятии четырех основных принципов, лежащих в основе функционирования Jewish Care, רבבב Kluwgant и группа "Kerem", включившая в себя представителей всех отделов организации, провели большую работу по улучшению функционирования Jewish Care как института.

Сейчас перед нами стоит ряд проблем, которые предстоит решать.

В частности, условия проживания пожилых людей в принадлежащих нам домах для престарелых, хостелах и домах для инвалидов должны соответствовать новому национальному стандарту, который вступает в силу в 2008 году. Если мы не достигнем этих стандартов, наша организация рискует потерять финансовую помощь от Федерального правительства. Это накладывает определенные обязательства, направленные на более разумное и оптимальное использование наших лимитированных средств. Для преодоления этих временных трудностей потребуются большое мужество и терпение.

Я очень рада предоставленной мне возможности работать с таким профессиональным и преданным еврейской общине советом директоров, руководимым Alan Schwartz.

В заключение я хотела бы особо отметить заслуги наших сотрудников и волонтеров в их нелегком, но ответственном труде.

Nancy J Hogan

## רעפארט פון עקזעקוטיוו דירעקטאר

דער יאר 2001-2002 אונזער ערשטער יאר פון טעטיקייט איז געווען א יאר אין וועלכן "יידישער הילפס פאנד" האט געהאט דערפאלגרייכע דערגרייכונגען אדאנק די אנשטרייגונגען פון פערסאנאל און אונטערשטיצער.

א וויכטיקע אויפגאבע איז געווען צונויפצושטעלן א בודזשעט וואס איז רעאל און דערגרייכבאר, קאלן סינג (פינאנס און אדמיניסטראציע דירעקטאר) און דער פינאנסיעלער פערסאנאל האבן דערגרייכט אן אויסגעצייכנטן בודזשעט.

אין דעם פארגאנגענעם יאר האט דער "יידישער הילפס פאנד" אנגעהויבן דורכצופירן א נייעם אויפן פון דערגרייכן זייערע באדינונגען, טרייסי דוויר (קאמונאלע באדינונגען דירעקטאר האט אנגעוויזן ווי אזוי מיר קענען דורכפירן א גרויסע ריי פון וויכטיקע באדינונגען אין א מאדערנעם, פראפיסיאנעלן און זארגפולן אויפן פאר דער יידישער געזעלשאפט. "ערשטער רוף פון יידישן הילפס פאנד" איז נאך אין אנהויב פון איר אנטוויקלונג די פולע באדינונגען וועלן אפיציעל דערעפנט ווערן ווען אלע סיסטעמען וועלן זיין אין פולם גאנג.

ברוס סאלווין (היים פארזארגונג דירעקטאר) און זיין פערסאנאל האבן צוגעגרייט פלענער צו דורכפירן די קאמענוועלט געזעצן פאר רעזידענץ ווינונגען. מיר זיינען זיכער, אז מיר קענען דערגרייכן פאסיטיווע רעזולטאטן, זייען מיר אויפמערקזאם אויף די באגרענעצונגען פון אונזערע פינאנסיעלע מיטלען.

א וויכטיקער פראבלעם איז דאס אויספעלן פון קראנקענשוועסטער.

די פארקלענערונג אין אונזערע "ווארק קער" אויסגאבן זיינען א גרויסע גערגרייכונג פאר אונזער ארגאניזאציע ראומארי פעסערסאן צוזאמען מיט דר. קליו שער פון "אקק קארפ".

מיר זיינען צופרידן מיטן דערפאלג פון "יידישן הילפס פאנד" אפיל — "ידעם כוח פון איינצעלנעם" און זיינען ספעציעל דאנקבאר די אפיל פארזיצערס דר. פאלין האנסקי און מאקס נוי, פארן דורכפירן די וויכטיקע ארבעט פון איבערשטייגן דעם ציל פון 1, 600 000 דאלערס.

אין נאוועבער איז הרב מאיר שלמה קלובגנט באשטימט געווארן, אז דער ערשטער "יידישער הילפס פאנד" קולטורעלער און רעליגיעזער דירעקטאר. נאכן באשטימען די פיר וויכטיקע פרינציפן פון אונזער ארגאניזאציע, האבן הרב קלובגנט און פארשטייער פון פערסאנאל פון אלע געביטן פון אונזער ארבעט פארמיט א קאמיסיע - "דער קערעס קאלעקטיוו" צו אויספארשן ווי אזוי מיר קענען דערפילן די פרינציפס פון אונזער ארגאניזאציע.

מיר האבן א גאנצע ריי פון פראבלעמען ווען מיר זארגן וועגן אונזער ארבעט אין דער צוקונפט. אונזערע עלטער פארזארגונגס בילדונגען, מוזן דערגרייכן דעם נייעם נאציאנאלן סטאנדארט ביז צו יאר 2008 כדי נישט צו פארלירן די רעגירונגס פינאנסיעלע אונטערשטיצונג. אונזערע באדינונגען און מעטאדן פון סערווירן מוזן פארבעסערט ווערן כדי צו דערגרייכן די פולע אויסנוצונג פון אונזערע באגרענעצטע מיטלען צו באפרידיקן די פארגרעסטערע נויטווענדיקייט. ס'וועט זיין א צייט פון קוראזש צו קענען דערפילן די אויפגאבעס.

איך בין דאנקבאר פאר האבן די מעגלעכקייטן צו ארבעטן מיט א איבערגעגעבענעם און ענטוואסטישן קאמיטעט אונטערן אונזער פרעזידענט אלען שווארץ.

אונזער פערסאנאל און די פריי וויליקע ארבעטער זיינען מאטעוירט און איבערגעגעבן און איך דאנק זיי אלע פאר זייערע באמיונגען!

## נאנסי האגען

# TREASURER'S *report*



In view of the fact that the organisation only operated for a five month period to 30 June 2001, a comparison to this year's result is not possible. The key financial results can be summarised as follows:

- An operating deficit before depreciation and bequests of approximately \$3.11M
- Combined bequests of \$2.88M
- A net deficit of \$1.88M

The deficit result is a timely reminder that Jewish Care must improve its financial performance if it is to remain a viable organisation. Furthermore, the organisation has a substantial task ahead to achieve a balanced budget in terms of its core operating activities.

One of the pressures faced by Jewish Care is that several key costs have risen at a rate higher than increases in income. With government subsidies representing in excess of 50% of Jewish Care's operating income, the continued pressure from government in reducing these subsidies means that several difficult decisions are inevitable in terms of how Jewish Care best serves the community.

For example, total government subsidies have increased by 9.9% over a five year period and only 1.5% over the last three years. Total salaries have increased by 15.2% and 12.5% respectively over the same period.

There are a number of issues which will impose further pressure on the organisation's finances, including:

- Substantial capital works on our independent living units to maintain them at minimum safety and living standards
- Increases in the use of agency staff due to an industry shortage of qualified nursing staff available for full time employment
- A turbulent investment climate which impacts on the returns generated from our investment portfolio
- Re-negotiation of enterprise bargaining agreements

The financial impact and timing of the above is difficult to predict, but is likely to add a sizeable impost in the order of \$1-2M. On the positive side, there are several improvements to our utilisation of assets and efficiency measures identified through the amalgamation process which are yet to be realised.

In reporting the results to June 2002, a number of specific issues is highlighted:

- The financial reports of Jewish Care have been prepared in accordance with all applicable Accounting Standards and other mandatory professional reporting and statutory requirements
- "Controlled entities" include Jewish Mutual Loan Company Pty Ltd and Jewish Aid Society Inc (Jewish Care has the capacity to decide the financial and operating policies of these entities)

I would like to take the opportunity to thank the finance staff for their ongoing commitment, particularly Colin Singh, Alan Kempton and their team. My thanks also to the valuable contributions made by other participants of the finance and audit committee: Nancy Hogan, Kevin Slomoi and Nora Scheinkestel.

We also extend our deepest gratitude to the many generous donors in the community and look forward to your continued commitment to the work we perform.

The challenge for Jewish Care is to find a balance between the almost unlimited demand for services and the necessity for financial solvency. Despite the deficit recorded this year, the Board and management remain confident that we will be able to increase income (especially through fundraising) and reduce costs while at the same time enhance the range and quality of services offered.

Jacob Weinmann



# FINANCIAL summary

## JEWISH CARE (VICTORIA) INCORPORATED AND CONTROLLED ENTITIES

STATEMENT OF FINANCIAL PERFORMANCE  
FOR THE YEAR ENDED 30 JUNE 2002

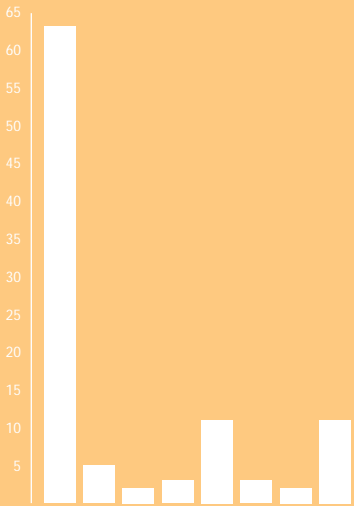
	Economic Entity		Parent Entity	
	2002	2001	2002	2001
	\$	5 months \$	\$	5 months \$
Revenues from ordinary activities				
Accommodation Charges	6,608,221	2,842,921	6,608,221	2,849,273
Government Subsidies	15,379,908	6,394,626	15,379,908	6,394,626
Other revenues from ordinary activities	7,051,271	4,243,052	7,048,491	4,231,341
	<b>29,039,400</b>	<b>13,480,599</b>	<b>29,036,62</b>	<b>3,475,240</b>
Expenses from ordinary activities, excluding borrowing costs expense				
Employee benefits expense	(19,288,547)	(8,816,171)	(19,288,547)	(8,816,171)
Depreciation and amortisation	(1,648,148)	(599,527)	(1,647,732)	(599,154)
Fundraising expenses	(762,108)	(303,294)	(762,108)	(303,294)
External service	(954,020)	(454,284)	(954,020)	(454,284)
Food expenses	(3,522,519)	(606,186)	(3,522,519)	(606,186)
Repairs and Maintenance	(866,297)	(300,462)	(866,297)	(300,462)
Medical and other supplies	(508,078)	(301,371)	(508,078)	(301,371)
Other expenses from ordinary activities	(3,370,468)	(1,481,974)	(3,368,104)	(1,476,988)
	<b>(30,920,185)</b>	<b>(12,863,269)</b>	<b>(30,917,405)</b>	<b>(12,857,910)</b>
Borrowing costs expense	-	(622)	-	(622)
Surplus (deficit) from ordinary activities before income tax expense (income tax revenue)	(1,880,785)	616,708	(1,880,785)	616,708
Income tax revenue (income tax expense) relating to ordinary activities	-	-	-	-
Surplus (deficit) from ordinary activities after related income tax expense (income tax revenue)	(1,880,785)	616,708	(1,880,785)	616,708
Total changes in equity other than those resulting from transactions with owners as owners	<b>(1,880,785)</b>	<b>616,708</b>	<b>(1,880,785)</b>	<b>616,708</b>

## JEWISH CARE (VICTORIA) INCORPORATED AND CONTROLLED ENTITIES

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2002

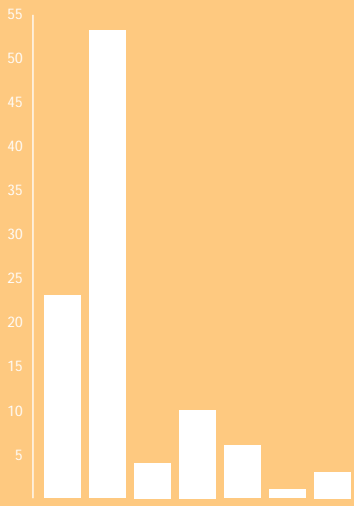
	Economic Entity		Parent Entity	
	2002	2001	2002	2001
	\$	5 months \$	\$	5 months \$
CURRENT ASSETS				
Cash assets	421,035	217,631	373,115	167,042
Receivables	1,060,233	1,134,155	784,426	863,258
Inventories	36,938	32,631	36,938	32,631
Other financial assets	7,994,035	9,706,907	7,842,815	9,590,663
Other	30,646	72,830	30,646	72,830
TOTAL CURRENT ASSETS	<b>9,542,887</b>	<b>11,164,154</b>	<b>9,067,940</b>	<b>10,726,424</b>
NON-CURRENT ASSETS				
Receivables	-	-	154,825	122,639
Other financial assets	-	-	24	24
Property, plant and equipment	45,899,596	45,077,452	45,899,596	45,077,036
TOTAL NON-CURRENT ASSETS	<b>45,899,596</b>	<b>45,077,452</b>	<b>46,054,445</b>	<b>45,199,699</b>
TOTAL ASSETS	<b>55,442,483</b>	<b>56,241,606</b>	<b>55,122,385</b>	<b>55,926,123</b>
CURRENT LIABILITIES				
Payables	2,224,140	2,272,849	2,219,525	2,272,849
Interest-bearing liabilities	26,600	54,733	26,600	54,733
Provisions	2,789,434	2,782,981	2,789,434	2,782,981
Other	3,079,745	2,086,906	3,079,745	2,086,906
TOTAL CURRENT LIABILITIES	<b>8,119,919</b>	<b>7,197,469</b>	<b>8,115,304</b>	<b>7,197,469</b>
NON-CURRENT LIABILITIES				
Interest-bearing liabilities	13,622	40,222	13,622	40,222
Provisions	529,070	343,258	529,070	343,258
TOTAL NON-CURRENT LIABILITIES	<b>542,692</b>	<b>383,480</b>	<b>542,692</b>	<b>383,480</b>
TOTAL LIABILITIES	<b>8,662,611</b>	<b>7,580,949</b>	<b>8,657,996</b>	<b>7,580,949</b>
NET ASSETS	<b>46,779,872</b>	<b>48,660,657</b>	<b>46,464,389</b>	<b>48,345,174</b>
EQUITY				
Reserves	19,594,840	19,594,840	19,546,014	19,546,014
Accumulated surplus	27,185,032	29,065,817	26,918,375	28,799,160
TOTAL EQUITY	<b>46,779,872</b>	<b>48,660,657</b>	<b>46,464,389</b>	<b>48,345,174</b>

## EXPENSES



Employee benefits (salaries and wages)	63%
Depreciation and amortisation	5%
Fundraising Expenses	2%
External Expenses	3%
Food Expenses	11%
Repair and Maintenance	3%
Medical and other supplies	2%
Other Expenses	11%

## REVENUE



Accommodation Charges	23%
Government Subsidies	53%
Donations	4%
Requests	10%
Appeals	6%
Interests	1%
Sundry	3%



## *Review of Operations*

*"If you think of a house, the first thing that has to be done is the foundations, without the foundations, everything collapses. So, same thing [with Jewish Care]. Without the support base, you can't do anything. The most important thing is the support and you can work from there..."*

*George Neuhauser, client, Jewish Care Community Services*

*Aged Care Jewish Employment Network Holocaust Community Services Migrant Services  
Disability Services Counselling and Life Skills Bluestar YouthLink Aged Care Jewish  
Employment Network Holocaust Community Services Migrant Services Disability Services  
Counselling and Life Skills Bluestar YouthLink Aged Care Jewish Employment Network*

## *Residential Services*

The 2001 - 2002 financial year commenced with Jewish Care's Residential Aged Care facilities being reorganised as Residential Services, replacing the former two divisions, Hostel (Montefiore Homes Community Residence) and Nursing Homes.

This re-organisation resulted in the creation of a number of new managerial positions. External and internal applicants consequently filled the roles. The new team has been instrumental in forming a divisional business plan that outlines our key priorities for the financial year ahead.

The main focus has been the provision of quality care to our residents in a highly regulated environment. During the year, the key means of achieving this goal was continuous improvement, particularly in the areas of infection control, medication administration and falls prevention under newly established committees. The committees collect and review data to ensure that all our systems are working effectively.

The creation of Residential Services also means that the responsibility for Jewish Care's 133 Independent Living Units was transferred to the newly formed division.

The residents under our care from the Montefiore Homes Community Residence and the Independent Living Units were active in developing a Service Planning document in consultation with the Jewish Care Services Delivery Committee. The document reviewed our current operations and identified potential improvements.

Further to this we have also been assessing all our facilities requiring redevelopment. The Commonwealth Aged Care Act of 1997 has identified minimum standards for all aged care buildings in Australia, which must be met by January 2008. This is a compelling issue for Jewish Care as many of our existing facilities will require major works to maintain compliance with the increased standards for 2008.

## *Community Services*

Community Services has undergone significant changes in administration and service delivery models over the past twelve months with the implementation of a simplified access process. The Intake and Assessment Unit was established to provide clients with a single point of contact for all services to ensure that needs can be identified and responded to as quickly as possible.

The new First Call model means that clients can reach a caring professional on the first phone call and be provided with support for a wide range of needs from the one person. The Unit commenced operations in June 2002 after the team participated in intensive training and orientation to Jewish Care programs and services. The number of clients serviced has increased each month since the commencement of operation. Current challenges include further streamlining of procedures and data collection, building links with external service providers and organisations and the development of a resource database.

All other programs have continued to operate well, with the Program Coordinators reviewing the services currently provided and developing new programs and activities to meet the changing needs of clients.

The new programs have included Tai Chi and weights programs to promote healthy living, development of a scholarship program for Jewish youth to assist with education and vocational training costs and the development of a Yiddish video program by Keshet to extend the social networks of the very frail aged.

All services continue to experience high demand and the development of health promotion and group programs means that support can be provided to a wider range of people with long term benefits to the community.



# REVIEW OF *operations*

## *BlueStar*

BlueStar Home Care Services has seen several changes this year including a successful relocation to the St Kilda Road site and the employment of a new Care Coordinator to assist with assessments and organisation of care for increased in-home care requests.

Many accomplishments have been achieved during the year. Over 51,000 hours of service has been provided to more than 770 individual clients. Eight of our support workers will be completing their Certificate IV in Aged Care and Community Care at the end of 2002.

BlueStar has been recognised as a high quality service by mainstream community agencies as they continue to contract our services to care for their clients. BlueStar is employed by more than 20 external agencies including Villa Maria, Paraquad, Royal and Sun Alliance, Making a Difference, Bayside Community Options, Partners in Care, Wintringham Community Packages, TAC, QBE, Department of Human Services, Glen Eira Council, Stonnington Council, Boroondara Council, MECWA, MECWA-City Care, The Third Age Community Packages, Department of Veteran Affairs, Post Acute Care, Carer Respite Centre, NRMA, Anglican Aged Care, Yooralla, Housing Linkages, Chai Care (Queensland) and State Trustees.

BlueStar also provides services to Jewish Care programs such as Keshet, Community Access and the Tuesday Club.

## *Counselling and Life Skills*

The services provided by the Counselling and Case Management Team include counselling and therapy, and address issues such as aged care, parenting, separation and divorce, grief and loss, family violence, finances, Holocaust trauma, life transitions and work related problems.

Many clients use Jewish Care as their only service provider due to the sensitivity of their ethno-specific needs and circumstances. A Russian-speaking counsellor is available.

This year, greatly supported by the new Intake and Assessment Team, the Counselling and Case Management Team has been closely monitoring the impact of changing demographics and trends within the Jewish Community.

The team has identified a need for the provision of skills development within the community, with an emphasis on prevention. Education and information forums have been established and we continue to offer consultation to non-Jewish service providers with Jewish clients.

The Counselling and Case Management Team has developed strong collaborative relationships with other community organisations such as the Jewish Task Force Against Violence, the Jewish Community Council of Victoria's Task Force on Integration and the Ethnic Communities' Council of Victoria Inc Drugs Task Force.

## *YouthLink*

Youth Services has undergone significant change over the past twelve months with the winding down of the residential youth service at Frances Barkman House due to changes in government funding and the establishment of a new community based youth support and placement service.

Services to young people have continued during the change process and Jewish Care was delighted to receive the \$100,000 recurrent grant from the Department of Human Services to fund the new service.

Other new services include the development of the Big Brother Big Sister program, which has now become a part of the National Association of Big Brother Big Sister programs and the establishment of The Brass Family Scholarship for Young Achievers providing financial and mentor support to young people to assist with education and vocational development.

Youth Services is a growing need in the community and the development of these new programs has been a highlight of the year.

*“Our carers are really more than domestic helpers. It’s about providing emotional support, being a friend and support to the person you’re working with.” – Sylvie Braverman, Manager, BlueStar*







*“You come and hold their hand, just that touch, it’s important... You become what they’ve lost. It’s not just the nursing. You become their friend.”*

*– Wendy Archibald, Hostel Supervisor, St Kilda Road*

## Aged Care

The past year has seen the commissioning and opening of the newly refurbished 30 bed ward on the first floor of the Smorgon Wing in St. Kilda Road and the commencement of operation of the 15 bed Bierman Family Aged Care Wing at the Jospeh and Stera Gutnick Facility in North Caulfield. As a result of these achievements, the last beds in the Jacob Danglow Wing at the St Kilda Road site were decommissioned.

Some 18 residents were shifted from the third floor of the George Kraus Wing to other rooms within the Montefiore Homes Community Residence, following a period of consultation and negotiation. This reduced the geographic spread of residents throughout the hostel and made this space available for alternate use.

The **Australian Standards and Accreditation Agency** conducted successful accreditation support visits to each of our Aged Care facilities during February and March 2002.

2001 - 2002 was characterised by a range of communication forums with residents, their families and carers. **Resident committees** continued to operate effectively at each of our residential care facilities.

Our services contract continued in this period with **Sodexho Food and Management Services** who provide kosher meals monitored by kashrut supervisors under the guidance of Rabbi Kluwgant.

An electronic system for the collection of rent was introduced within the **Independent Living Units**, reducing the need to deal in cash. The system was well received by residents and has proved to be a more efficient system.

In the context of a significant nationwide shortage of nursing staff, Residential Services has reported relatively stable nursing staff numbers for the year, although the number of Agency staff employed has been higher than anticipated. This is a concern as the high costs of Agency staff affects expenditure and the trend looks set to continue.

**Adult Day Care** has been providing older Jewish men and women with the opportunity to socialise with people of similar cultural and religious backgrounds. Activities include card games, bingo, memory stimulation word games, discussion and music groups and occasional outings.

45 referrals were received during this period at the Alan Rabinov Centre. 128 clients attended on 2,999 occasions.

**Adult Therapy** services are offered to individuals or groups over 60 years to maintain or recover a level of independence, allowing them to remain in the community or in a hostel (low level care). Services include physiotherapy, occupational therapy, diversional therapy, speech pathology, psychology and podiatry.

The Jack And Ethel Goldin Family Day Centre and The Sonia And Don Marejn Centre received 229 referrals for therapy, in the past year. 423 clients attended on 10,137 occasions.

Other programs that have been successfully operating include Tai Chi classes and weights and strength training within the **Community Wellness** program, the **Evening Carers’ Meeting, Community Access, Chat ‘n’ Chew, Telelink, Tuesday Club** at Kadimah and **Drop In** at the Jack Kronhill Centre.

**Kesher** has completed a successful year supplying case management and personal support to over 110 clients with care needs ranging from long term disabilities to extreme post Holocaust trauma.

The program has faced a number of challenges such as the increase in demand for services and the increasing complexity of care needs. These are serious issues as the level of Government funding for some programs has remained almost static for the past five years.

This year, the **Housing Support** team has seen a continuation and expansion of the housing solutions program for members of the Jewish community, including live-in accommodation, shared accommodation, liaison with Public Housing, transitional housing and housing resources (information, advice and collaboration).

The program has supported over 300 clients during the period with 86% successful outcomes.





## *Disability Services*

The **Disability Houses** operated by Jewish Care currently provide long-term residential accommodation for 18 clients, aged from 20 to mid-50s, in five houses. The degree and nature of disability together with the level of independent living skills, personal care and support needs required, range from mild/moderate to severe, including some with dual disability.

The program focuses on maximising quality and enjoyment of life. Depending on individual clients' disabilities and circumstances they are all encouraged to access community based recreation programs, develop independent living skills and interests, visit their families and celebrate Jewish culture and festivals.

Some of our clients have increasing health and age related issues and are likely to need higher levels of support in the foreseeable future.

Jewish Care's **Disability Outreach** programs service approximately 30 clients with varying disabilities, needs and levels of functioning.

The main areas of service provision include **Outreach Support**, for skills training in daily activities, community access and personal interactions; **Case Management**, assisting people with disabilities to maximize their independence and participation in the community through collaboration with the person with a disability, family or carers and; **Recreation Groups** such as **Group 2**, which provides adults with a disability (low support needs) with social and recreational opportunities, **My Time**, supporting children who have a sibling with a disability and **Time Out**, offering social interaction and recreation for young people who may experience some form of social difficulty. Currently 20 to 50 children and adults access these groups on a monthly basis.

Disability Outreach also manages **Home First Packages**, funded by the Department of Human Services and enabling clients to live independently in the community with specific supports.

Our Schools Integration Program has continued to co-ordinate and support the inclusion of children with a disability or special need into Jewish day schools. The program supports over 130 clients and provides professional development for integration aides and teachers. The family of our youngest client (who is just one year old) is involved with the Early Intervention Program, a specialist service for parents whose child has a disability or special need, while Futures for Young Adults 18+ has assisted students with special needs become successful high school leavers.

Our **Psychiatric Outreach** program, **Tikvah**, offers one-to-one interaction with a social worker and a range of social activities including gym, art, Jewish studies and Israeli folk dancing.

The program's weekly Art group is now well established with a core of eight to 10 regular attendees. Participants have become acquainted with various art mediums and styles and have developed a sense of confidence in artistic expression.

Tikvah looks forward to securing an additional social worker to further diversify its program.

The **Day Activity Centre** has continued to address the needs of our clients who, in turn, make a meaningful contribution to numerous businesses.

Over 20 clients of the Day Activity Centre engage in a diverse range of activities including pamphlet preparation, mail collation, packaging, sorting and assembling.

The problem of client numbers is ongoing. Not only could the present volume of work carried out at the Centre sustain more personnel, some contracts have had to be postponed for the lack of labour.

We wish to sincerely thank the Day Activity Centre volunteers whose valued contributions are much appreciated.

*“You know, I never get tired of their stories, even if they tell me countless times. Just to see the resilience that they have displayed and how they’ve survived through such atrocities, it’s amazing... It’s very rewarding to feel that I’m someone who can make a difference.”*

*– Sharona Blum, Social Worker, Holocaust Community Services*

## *Holocaust Community Services*

Services for Holocaust Survivors remain a high priority for Jewish Care. The care needs of ageing survivors are often complex and need to be approached in a sensitive and supportive manner.

The Monday and Thursday social groups continue to provide a valued outing for over 200 people. These consist of informal afternoons of card games, guest speakers, outings, entertainment and refreshments for both Russian and English speakers.

Additional funding has been sought to expand the program to provide a fully integrated service that encompasses both community based and residential services to ensure continuity of care for all survivors. This is particularly critical as survivors age and move into residential care but still need to feel connected to the community.

The need for supported access to medical services continues to grow.

The past twelve months has seen significant changes in the staffing of the program. However, all programs have continued without disruption, reflecting the commitment and professionalism of our staff.

## *Migrant Services*

Jewish Care has provided Community Settlement Services to migrants from a wide range of countries. Most have required short term assistance with establishment needs such as housing, schooling, employment, community connections and general information on a variety of topics.

With this assistance, most migrants have integrated well into the mainstream community and developed strong personal and social networks.

However, all migrants bring with them special needs and unique experiences and Community Settlement Services must be responsive to the critical factors that impact on successful integration into a new country.

Jewish migrants frequently face greater difficulty in integrating into the community due to specific cultural needs and the impact of past persecution and personal restrictions.

Social and economic circumstances in countries such as South Africa and Argentina have put pressure on the Jewish communities in those countries to migrate. Planning is now underway for the development of a new information kit in Spanish for Argentinian migrants, which has been generously funded by the Department of Immigration.

Jewish Care's services have supported over 200 migrants from eleven countries in the past twelve months and looks forward to supporting new migrant groups in the future.

## *Jewish Employment Network*

Jewish Employment Network continues to work extensively with the unemployed of the Jewish community and to build its relationship with Jewish employers who support us by lodging their vacancies and employment opportunities.

During the year under report, there were 375 registrations or members of our community who sought assistance with all aspects of their job search. 200 people found employment, either through our introduction to the vacancies lodged with us or by their own efforts. 70 new employers made contact for the first time to lodge vacancies and we received vacancies from existing employers.

The Jewish Employment Network is well respected as a member of the State Government of Victoria Community Business Employment program. We wish to acknowledge the funding and support of the Government through the Department of Innovation, Industry and Regional Development.



In 2001 – 2002 we concentrated on building the Community Development unit to meet the needs of Jewish Care. At the heart of our new direction has been a commitment to meeting the fundraising targets of the newly amalgamated organisation and to ensure the transparency of our actions is reflected in our communications.

The amalgamation of Jewish Community Services and Montefiore Homes for the Aged was the theme of our **Annual Appeal** with the slogan – 'The Power of One'. Not only did this capture the themes of unity and the value of each individual donor, it was also important in highlighting the fact there was only one Appeal to meet the needs of both our community services and residences.

The results were gratifying. The Annual Appeal exceeded its \$1.67M target, with a total of \$1.8M pledged of which \$1.717M was banked by 30 June 2002. Jewish Care is grateful for the tireless work of the Appeal Committee, chaired by Paula Hansky OAM and Max New, and the many telephone canvassers who all worked so hard to achieve this goal.

Thanks also go to the Pratt Family for so generously providing their home 'Raheen' for the launch and to Decor Kitchens for sponsoring the advertising for the Appeal.

During the year, over 52 families celebrating bar and bat mitzvahs, birthdays, weddings and other **simchas** generously made donations to Jewish Care in lieu of gifts, raising over \$200,000. Our grateful thanks goes out to them and to all those who made a meaningful contribution that lives on in the care provided to others.

For many, a **bequest** is a way of saying thank you for the care that has been given either directly or to a loved one or friend. It is also an opportunity to make a sizeable gift that may not have been possible during their lifetime.

We are extremely grateful to all those who have so generously and thoughtfully provided for Jewish Care in their wills. Not only do they help ensure that the work of Jewish Care continues, but in this manner their memories are carried forward through the lasting legacies they have left behind.

A number of external **events** held during the year attracted a wide range of corporate sponsors and individual supporters.

The 2001 **Corporate Golf Day** raised over \$10,000. Our thanks go to Andrew Blode, Joel Wald and the committee for their hard work. A big thank you is also extended to all who participated and especially to our corporate sponsors for their support: Australian Jewish News, Alexander & Spencer, Arnold Bloch Leibler, Feren Stockdale & Leggo, Gary Peer & Associates, Grange Property Consultants, JB Were & Sons, Kay & Burton and Marshalls & Dent.

The **Friends of Glen Eira House** held its 21st Annual Luncheon at Tudor Court in December 2001. Over 200 guests attended and the event raised \$10,000. Departing committee chair Deanna Levin spoke fondly of her involvement with the Friends group. We extend our sincerest thanks to Deanna and her committee for their efforts.

The **Mother-Daughter Brunch** in May 2002 at Werdiger Hall was a huge success. The 300 attendees were entertained and enlightened by guest speakers, Dr Agnes Bankier, Leanne Faraday-Brash, Adina Karp and Nancy Hogan on the topic of "Life, a Balancing Act". Tania Smorgon, Toni Joel, Karen Korn and their committee members' hard work was evident in their raising of approximately \$22,000.

Crown Casino was the venue for the 19th Annual **Friends of Montefiore Brunch** in May 2002. Once again, the tireless work of Delysia Pahoff and her dedicated committee rewarded some 250 guests with a function featuring talented singer, Richard Thomas. Richard's appearance was proudly sponsored by Pace Entertainment (part of the Gudinski Group of Companies). The function raised approximately \$21,000.

The **Footy Breakfast** has become an important event in the Jewish community's calendar. Held at Crown Casino, the event attracted over 500 guests who were entertained by keynote speaker Leigh Matthews. Others involved include MC Harvey Silver, roving interviewer Reuben Benkel, "Rabbi Gornisht" Dr Nathan Serry, auctioneer Rodney Morley and video highlights by Andrew Shostak. Special thanks go to the 2002 organising committee who helped make this the best Breakfast yet. The event raised over \$20,000. We thank Maccabi Australia for partnering Jewish Care to help benefit the whole community, to all our sponsors for their fantastic support and finally, to Talbot Birner Morley for being our major sponsor. ►





The Jewish Care **Volunteer** program is a member of Volunteering Victoria, the peak body responsible for ensuring that all of its members maintain the highest level of professional standards when working with volunteers.

The Volunteer program currently has over 300 volunteers aged from 18 to 85 years. They speak a multitude of languages and bring with them a range of skills and abilities. It is estimated that the Volunteer program has provided 11,580 hours of support to Jewish Care clients for the financial year 2001 - 2002.

Volunteers are vital and contribute invaluable non-monetary resources to the organisation. They are typically involved as providers of services to clients, as supporters of professional staff, as fundraisers and as leaders through their membership of the Board or committees.

We are currently exploring opportunities within Jewish day schools to develop a greater sense of awareness about the roles that children can play in supporting the Jewish community. We believe that this knowledge and awareness will help to lay the foundations for future generations of volunteers.

The **International Year of the Volunteer** in 2001 provided a unique opportunity to highlight the achievements of millions of volunteers worldwide and to encourage more people to become involved in volunteer work. Jewish Care was proud to announce that the following five volunteers were nominated and received awards at the **Victorian Multicultural Volunteer Awards**, held at Government House on Wednesday 25 July 2001: Esther and Isaac Fajnwaks, Simon Feldman, Monty Kirkwood, Masha Zeleznikow.

Today, more than ever, we need help to enable our staff to care for the frail, the elderly, the disabled, the isolated and the needy of all ages within our community who need professional support and care, both in their homes and in our residences.

Our donors make it possible for us to provide and maintain the level of personalised care required and to reach out and meet these needs as they arise.

**Every donation is appreciated** and all donations of \$2 or more are fully tax deductible. If you would like to help Jewish Care, please send your donation today or contact:

**Jewish Care Development Department**

619 St Kilda Road  
Melbourne Vic 3004  
Tel (03) 8517 5777  
Fax (03) 8517 5705  
Email [fundraising@jewishcare.org.au](mailto:fundraising@jewishcare.org.au)



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*Jewish Care would like to thank the following individuals, trusts and organisations as well as the many thousands of other donors who have given so generously over the past year in support of the work of Jewish Care. Your gifts help us deliver world-class services and care and acknowledge the critical role Jewish Care plays in the wellbeing of our community.*

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Daniel Baker - Bar Mitzvah  
Sarah Baker - Bat Mitzvah  
Naomi and Melvyn Barnett OAM -  
40th Wedding Anniversary  
Georgette and Maurice Baron -  
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Naomi Ben-Danan - Bat Mitzvah  
Jacqui Berman - Bat Mitzvah  
Lily Bernstein - 90th Birthday  
Bertha Bernstein - 90th Birthday  
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Sue Blashki - 60th Birthday  
Sigmund and Dorrit Bronner -  
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Harry Chester - 80th Birthday  
Lieba Cohen - 50th Birthday  
Kate Cowen and Morry Fraid - Wedding  
Evelyn Danos - 50th Birthday  
Matthew Danos - Bar Mitzvah  
Hymie and Esther Edelstein -  
60th Wedding Anniversary  
Elaine and Jack Efron -  
50th Wedding Anniversary  
Sam Elfman - 80th Birthday  
Miriam Erlichman and  
Eli Klein - Wedding  
Barry Fradkin - 60th Birthday  
Evelyn Gance - 54th Birthday  
Adam Gandel - Bar Mitzvah  
Nikky Gandel - Bat Mitzvah  
Freda Goldfarb - 50th Birthday  
Zara Halprin - 90th Birthday  
Miriam Inne - 90th Birthday  
Ronnie Issko - 40th Birthday  
Max Jacobson - 90th Birthday  
Morris Joel - 60th Birthday  
David Kempler - Bar Mitzvah  
Simon Kessel - Birthday  
Rose Klinger - 90th Birthday  
Michael Lewin - 60th Birthday  
Anita Lurie - Birthday  
Ruth Meyer - 50th Birthday  
Sophie and Rodney Mooseek -  
Pre Wedding  
Sheila Oshlack - 60th Birthday  
Sam and Sara Pell -  
60th Wedding Anniversary  
Lola and Edward Rappoport -  
60th Wedding Anniversary  
Sula Rozinski - 80th Birthday  
Inge and Rudolf Ruben -  
Wedding Anniversary  
Michelle Rubin - 40th Birthday  
Chana Rutman - 87th Birthday  
Karen Salter and Daniel Star -  
Engagement  
Monique Sandor - 40th Birthday  
Oscar Schwartz - Bar Mitzvah  
Helen and Robin Shiffman -  
30th Wedding Anniversary

Sandra Sutton - 50th Birthday  
Sam Unger - 90th Birthday  
Victoria Wein - Bat Mitzvah  
Carrie and Arthur Weiss -  
Pre Wedding  
Evelyn and Robert Westheimer -  
40th Wedding Anniversary  
Isaac Wise - 100th Birthday

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Cora R Singer  
Blanca Smatana  
Albert Spatt  
Hilda L Stern  
Sara Stern  
Jack J Strauss  
Henry Swarzc  
Rywka Szydlo  
G L Tenenbaum  
Rita Trenner  
Gerda Urbach  
Friderike Weiss  
Dora Wittner  
Herbert Yoffa  
S Younkman

# BOARD *members*



Jeffrey Appel, 52

**Jewish Care Board**

Partner, Schetzer Brott & Appel. Past Jewish Welfare Honorary Secretary, Appeal President, Vice President and President. Past Vice President of Montefiore Homes for the Aged. Jeffrey is married to Sue, with three grown children, Dion, Gavin and Rohan.

*Attended 9 out of 12 Jewish Care Board meetings*



Yehudi Blacher, 51

**Jewish Care Board | Chair, Remuneration Committee**

Deputy Secretary, Department of Premier and Cabinet, Victoria and other senior roles in the Departments of Human Services and Local Government. Yehudi is married to Mish with two children, Liat and Simon.

*Attended 8 out of 12 Jewish Care Board meetings*



Michael Dubs, 56

**Chair, Jewish Care Board | Financial Aid Committee | Loans Committee**

Past Jewish Community Services Board member and President. As well as practicing law Michael has been involved in various business enterprises. He is married to Lilli with two sons, Marlon and Joel.

*Attended 11 out of 12 Jewish Care Board meetings*



David Fonda, 52

**Vice President, Jewish Care Board | Services Delivery Committee**

Director of Aged Care Services, Caulfield and Alfred Hospitals and Associate Professor in the Department of Medicine, Monash University. International Authority on Urinary Incontinence. Immediate past President of Montefiore Homes for the Aged. He is married to Janette and has three children. Annie, Michael and Natalie.

*Attended 11 out of 12 Jewish Care Board meetings*



Esther Frenkiel, 45

**Jewish Care Board (Co-opted) | Appeal Committee | Community Development Committee**

Co-President, Women's Division of UIA Victoria. On completing a Bachelor of Education in Primary Teaching, Esther began teaching at Mount Scopus and was involved in the Parents' Association and the School Council. She is married to David with three children, Brett, Adam and Michael.

*Attended 7 out of 8 Jewish Care Board meetings*



Raphael Geminder, 42

**Jewish Care Board | Chair, Community Development Committee**

Chair of Visy Recycling, Chair of Visy Pak Industrial Packaging and a director of Visy Industries. Board member of the Peter MacCallum Cancer Foundation and the Committee for Melbourne. Raphael is married with four children.

*Attended 8 out of 12 Jewish Care Board meetings*



Paula Hansky OAM, 71

**Jewish Care Board | Appeal Committee | Community Development Committee**

Assistant Endocrinologist, Peter MacCallum Cancer Institute. Past member of the Weizmann Institute (Victoria). Past Medical Officer at the Bialystocker Centre. Paula is married to Jack and has three children.

*Attended 3 out of 4 Jewish Care Board meetings prior to completion of term in November 2001*








Frank Oberklaid OAM, 57

**Jewish Care Board (Co-opted) | Services Delivery Committee**

Director, the University of Melbourne's Centre for Community Child Health. Internationally recognised researcher and author of 200 scientific papers and two books. Frank is married and has two children.

*Attended 8 out of 12 Jewish Care Board meetings*

<p>Earle Sacher, 47  <b>Jewish Care Board   Community Development Committee</b>  Joint Chief Executive, Lincraft, Chairman, OccCorp (an occupational and safety company) and an executive of the Mount Scopus Foundation. Earle is married to Cheryl with children, Sean, David and Lara.  <i>Attended 8 out of 12 Jewish Care Board meetings</i></p>	
<p>Alan Schwartz, 50  <b>President, Jewish Care Board   Appeal Committee   Community Development Committee   Remuneration Committee</b>  Executive Chair, Anstat, a legal publishing company and Lawlex, a compliance software company. Past Board member of Volunteering Victoria and Philanthropy Australia and founder of the SEAL Force Program. Alan is married to Carol and they have four children, Thea, Hannah, Oscar and Ruby.  <i>Attended 11 out of 12 Jewish Care Board meetings</i></p>	
<p>Robyne Schwarz, 55  <b>Secretary, Jewish Care Board   Remuneration Committee   Chair, Services Delivery Committee</b>  Manager, Quality and Service Innovation for the Royal Women's and Royal Children's Hospitals. Robyne has worked in child and family welfare for over 30 years and is widely published in the field. She is married with two sons.  <i>Attended 12 out of 12 Jewish Care Board meetings</i></p>	
<p>Sam Seigel, 53  <b>Jewish Care Board   Jewish Values Committee</b>  Director, Max Stern &amp; Co., a philatelic and numismatic company. Past Board member of Montefiore Homes for the Aged. Sam is married with two daughters, a son and three grandchildren.  <i>Attended 11 out of 12 Jewish Care Board meetings</i></p>	
<p>Graham Slade, 62  <b>Jewish Care Board (Co-opted)   Jewish Values Committee</b>  Proprietor, Slade Pharmacy. Member of the Pharmaceutical Society of Australia and past Board member of North Richmond Family Care Centre. Past Chair Victoria Street Development Committee. Past Board member and President of Montefiore Homes for the Aged. Past Board member JCS. Graham is married to Mary with two children and two granddaughters. <i>Attended 10 out of 12 Jewish Care Board meetings</i></p>	
<p>Vladimir Tsivlin, 51  <b>Jewish Care Board (Co-opted)</b>  Maintenance Manager, Barrett Burston Malting Company. Past President of the Shalom Association, current Vice-President of the Shalom Association and delegate to the JCCV Plenum. Vladimir is married to Svetlana with two children.  <i>Attended 9 out of 12 Jewish Care Board meetings</i></p>	
<p>Jacob Weinmann, 36  <b>Treasurer, Jewish Care Board   Chair, Finance and Audit Committee</b>  Managing Director, Anstat Pty Ltd, a legal publishing firm and Senior Associate, Australian Institute of Banking and Finance. Jacob is married to Jewish Care volunteer Debbie, with children Benjamin, Ariella and Mia.  <i>Attended 11 out of 12 Jewish Care Board meetings</i></p>	
<p>David Werdiger, 38  <b>Jewish Care Board   Chair, Jewish Values Committee   Loans Committee</b>  Owner-operator, ObjectiveWare, a software company. Past Jewish Community Services Board member. David's family were active in establishing the Yeshivah School and synagogue. He is married to Jewish Care volunteer and sub committee member Adira, with four young children.  <i>Attended 10 out of 12 Jewish Care Board meetings</i></p>	
<p>Suzanne Zyngier, 46  <b>Jewish Care Board   Services Delivery Committee</b>  Owner-operator of Knowledge Services, a Library, Information and Knowledge Management consultancy. Past Board member and Vice President of Jewish Welfare. Suzanne has been married for 27 years with three children.  <i>Attended 11 out of 12 Jewish Care Board meetings</i></p>	

# LIFE *governors* COMMITTEE *members*

## *Life Governors*

Rodney Benjamin OAM  
Nathan Fink  
Barry Fradkin  
Geoffrey Green  
Marion Lippmann OAM  
David Mandie OBE  
Max New  
Liz Nissen  
Robert Salter  
Shirley Samuel  
Phillip Shulman  
Meryl Slutzkin  
Valerie Smorgon OBE  
David Southwick  
Roy Tashi  
Abraham Zeleznikow

## *Appeal Committee*

Esther Frenkiel  
Paula Hansky OAM – Chair  
Max New – Co Chair  
Liz Nissen (Co-opt)  
Alan Schwartz  
Richard Zimmermann – Secretary

## *Community Development Committee*

Nancy Hogan – Secretary  
Esther Frenkiel  
Raphael Geminder – Chair  
Paula Hansky, OAM (Appeal Chair)  
Leon Kempler (Co-opt)  
Max New (Appeal Co-Chair)  
Earle Sacher  
Alan Schwartz  
Richard Zimmermann

## *Finance & Audit Committee*

Nancy Hogan  
Jacob Weinmann – Chair  
Nora Scheinkestel (Co-opt)  
Colin Singh – Secretary  
Kevin Slomoi (Co-opt)

## *Financial Aid Committee*

Benjamin Althaus  
Tracel Devereux  
Michael Dubs  
Peter Hornung  
Louis Klein  
Robert Salter  
Leon Slonim  
Meryl Slutzkin  
Raye Smith  
Odette Waanders  
Abraham Zeleznikow – Chair  
Masha Zeleznikow

## *Jewish Values Committee*

Nancy Hogan – Secretary  
Rabbi Meir Shlomo Kluwgant  
Philip Mayers (Co-opt)  
Sam Seigel  
Graham Slade  
David Werdiger – Chair

## *Loans Committee*

Anna Barbakh  
Michael Dubs  
Peter Hornung  
Louis Klein  
Justin Liberman  
Robert Salter  
John Serry – Chair  
Leon Slonim  
Lorraine Topol  
Joel Wald  
David Werdiger  
Abraham Zeleznikow

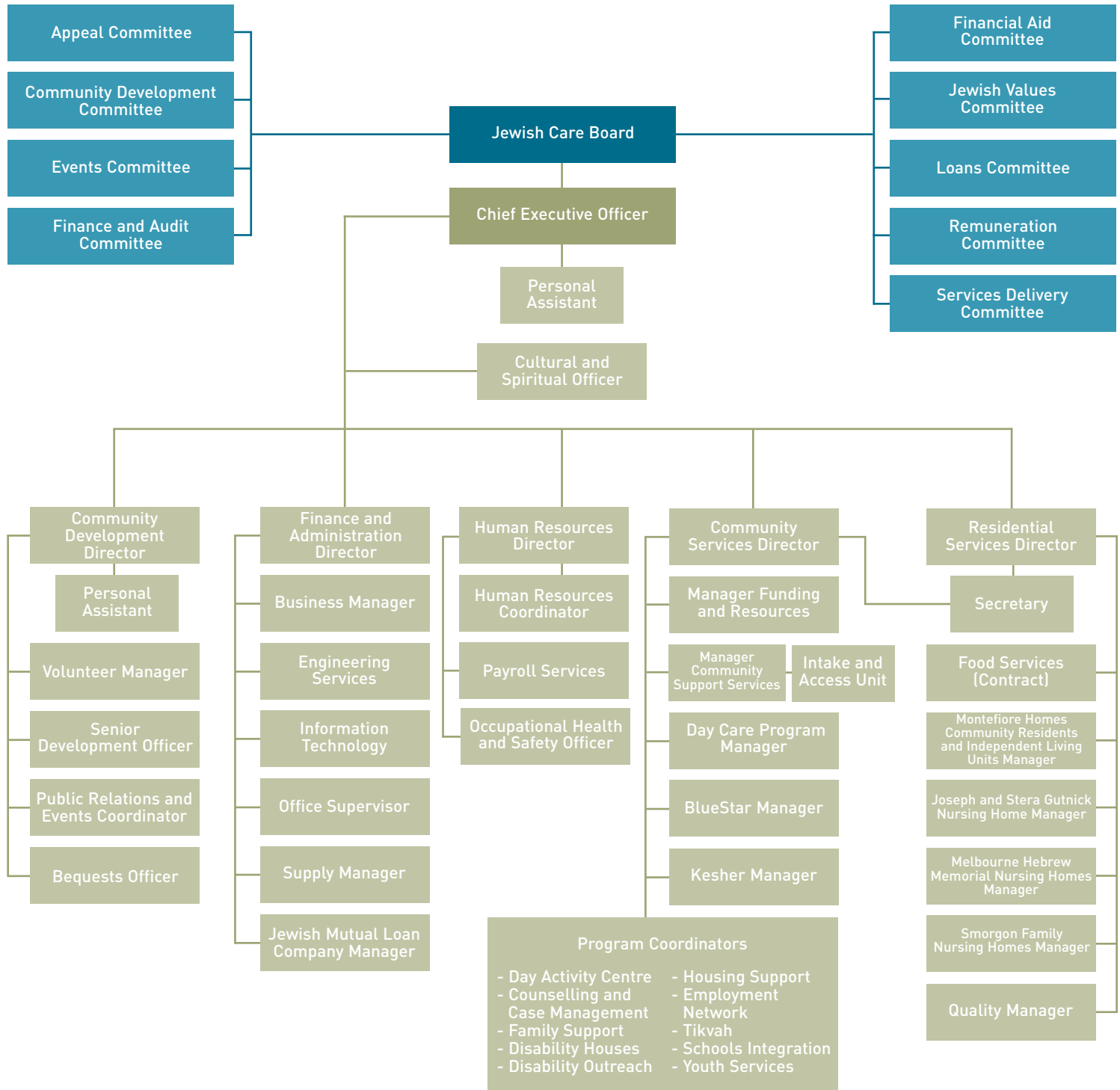
## *Remuneration Committee*

Yehudi Blacher – Chair  
Alan Schwartz  
Robyne Schwarz

## *Services Delivery Committee*

Allan Borowski (Co-opt)  
David Brous (Co-opt)  
Tracel Devereux  
David Fonda  
Nancy Hogan – Secretary  
Frank Oberklaid, OAM  
Bruce Salvin  
Robyne Schwarz – Chair  
Barbara Szwarc (Co-opt)  
David Thurin (Co-opt)  
Suzanne Zyngier

# ORGANISATIONAL *chart*





צדקה - *tzedakah-charity*, חסד - *chesed-kindness*, דרך ארץ - *derech erez-respect*, משפחה - *mishpacha-family*,

*Locations*

**Jewish Care Head Office**  
*The Gary Smorgon Centre*

including:  
**Community Services**  
**Montefiore Homes Community Residence**  
**Residential Services**  
**Smorgon Family Nursing Home**

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Melbourne VIC 3004  
Ph: 8517 5999  
Fax: 8517 5778  
[www.jewishcare.org.au](http://www.jewishcare.org.au)  
ABN 78 345 431 247  
ARN A0040705X

**Alan Rabinov Day Centre**  
14 Eastbourne Street  
Pahran VIC 3181

**Day Activity Centre**  
122 Chapel Street  
St Kilda VIC 3182

**Goldin Day Centre**  
58 Northcote Avenue  
Caulfield VIC 3162

**Joseph and Stera Gutnick Nursing Home**  
52 Northcote Avenue  
Caulfield VIC 3162

**Melbourne Hebrew Memorial Nursing Home, Fink Family Wing**  
95 High Street Road  
Ashwood VIC 3147

**Glen Eira House**  
Caulfield VIC 3162

**Hawthorn Road & La Trobe Street**  
Caulfield VIC 3162

**Jacobs House**  
Carnegie VIC 3163

**Respite House**  
Caulfield VIC 3162