

Charity registration number 1115343
Company registration number 05742840 (England and Wales)

THE JEWISH LEADERSHIP COUNCIL ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024



REFERENCE AND ADMINISTRATIVE INFORMATION

Trustees	Keith Black (Chair) Louise Jacobs (Vice Chair) Suzi Woolfson (Honorary Treasurer) Mark Adlestone, OBE, DL Bill Benjamin Julian Blake Nina Freedman Uri Goldberg Michael Goldstein Paul Langsford Zvi Noe Jonathan Zenios
Chief Executive Officer	Claudia Mendoza
Chief Operating Officer	Abigail Carmel
Company Secretary	Claudia Mendoza
Charity number	1115343
Company number	05742840
Principal address	Shield House Harmony Way Hendon NW4 2BZ
Registered office	Shield House Harmony Way Hendon NW4 2BZ
Auditor	Goldwins Limited 75 Maygrove Road West Hampstead London NW6 2EG
Bankers	Lloyds Bank 25 Gresham Street London EC2N 7HN
Solicitors	Stone King LLP Boundary House 91 Charterhouse Street London, EC1M 6HR
General Counsel	David Toubé

CONTENTS

	Page
Trustees' annual report	1
Statement of Trustees' responsibilities	17
Independent auditor's report	18
Statement of financial activities	21
Balance sheet	22
Statement of cash flows	23
Notes to the accounts	24

TRUSTEES' ANNUAL REPORT

The Jewish Leadership Council (JLC) trustees present their Report and Accounts for the year ended 31st December 2024, which also contains the directors' report as required by company law.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1st January 2019).

INTRODUCTION TO THE JLC

The Jewish Leadership Council [JLC]'s vision is a UK Jewish community with diverse, effective, and sustainable leadership driving innovative and impactful organisations securing our community's future.

Our mission is to support development and excellence in our member organisations, challenging them to lead the way in sustaining, building, and celebrating vibrant Jewish communities across the UK. Our current 37 members are communal organisations from the spectrum of Jewish life, including national synagogue denominations, care organisations, education charities, and regional representative councils.

Collective responsibility and collaborative leadership have been the driving principles of the JLC since it was founded and underpin how the JLC connects and coordinates the Jewish charitable sector; strengthens and supports leadership across our community; and magnifies and amplifies the collective voice of our member organisations. In anticipation of future challenges, the JLC has also launched its Forge the Future project – an ambitious yet achievable set of initiatives for the entire community to get behind and ensure the future of Jewish life in this country. Through nine projects and extensive cross-community collaboration, new structures and networks are being built across the community in order to respond effectively to the new challenges we face.

MESSAGE FROM OUR CHAIR, KEITH BLACK

"If I am not for myself then who will be for me?" summarises the last 12 to 16 months of British Jewish life. As Jews all over the world find themselves isolated and under siege, so we have all had to look inwards for courage and for the strength to fight back against what at times can feel like overwhelming hostility.

Our students have faced wave after wave of unrelenting anti-Jewish hatred on campus. Our streets have been full of protestors shrieking antisemitism and Israel hatred. Our charities have come under attack for supporting Israel. Community members have been vilified, and dreadful levels of antisemitism have permeated many sectors of society. Eighty years after the Holocaust, I regularly hear people talking about Jew-erasure and comparing our current condition to 1930s Europe.

Things are bad, and may get worse, but I do not accept those comparisons. For as long as we live in a liberal democracy, we will be safe as a community. We live in a country that looks after its minorities and allows freedom of religion and freedom of expression. Although our rights may be balanced against other rights, it behoves us all to demand that our rights be heard, be respected, and be enforced. The JLC will fight that battle alongside our communal partners.

There is clearly a sustained multi-pronged attack on the legitimacy of Israel's existence, and that is a source of great anguish. Of all countries created over the last 150 years, it is only Israel that receives this level of hatred and animus, and it is a tragedy for us all. We must remind the West that, in defending themselves and Israel, Jews are fighting on the front line of the democratic world. As we wear our yellow ribbons and dog tags to remind others of the horrendous plight of the hostages – the cause of this current conflict – we do so also to remind ourselves that while they remain captive, there is a searing wound in the collective Jewish psyche.

In April 2024, after intense community engagement, the JLC launched its Forge the Future programme, a strategy to ensure that our community continues to thrive and live in safety and harmony. As an organisation that primarily supports its members, it became clear that we needed to build new organisations and structures to fill the gaps in our community infrastructure. So, in addition to our political work where we have been able to ramp up our engagement, we have built a set of strategies to protect our legal rights. We have worked to find allies across society and, most critical of all, to work with our next generation to understand the challenges they are facing. These are long-term strategies that will be part of our lives for the foreseeable future.

I am pleased that we are working cross-communally across all these initiatives, and my thanks go to all those who have contributed to these very critical programmes. As we all face these challenges it has been hugely gratifying to see the emergence of new community activists, new leaders, new funders, and people whose care for the community has been activated by the current situation. This energy makes an enormous difference, and it is our privilege to encourage and work alongside many new faces as our community architecture evolves to meet today's pressing issues.

We have one secret weapon, a weapon that has nurtured us and enabled us to thrive under worse conditions, and that is our community network of charitable organisations that hold our community together. They support many tens of thousands, often those most marginalised and in need. It is our advocacy groups; our security organisation; our representative bodies; our welfare, student, educational, and religious bodies who are at the heart of our community. It is the JLC's enormous honour and privilege to work to support them all, to enhance their effectiveness, and to ensure our community remains strong and thriving for the decades ahead.

In 2025, the JLC is doubling its efforts to improve community cohesion, efficiency, and development, and extra attention will be made to invest in the next generation and create tomorrow's leaders. As we say in shul on the closing of Bereshit: 'Hazak, Hazak, Venitchazek': 'Be strong, be strong, and may we be strengthened.'

CHARITABLE OBJECTS

The objects of the JLC, as set out in the Articles of Association, are:

- 1) to advance the education of the public in the Jewish faith and the customs of the Jewish people and the state of Israel,
- 2) to advance the Jewish faith,
- 3) to promote equality and diversity for the benefit of the public by:
 - a. providing or assisting in the provision of training and education so as to create a climate in which religious, ethnic, cultural and other forms of diversity (in particular those relating to the Jewish community) can be celebrated without fear of persecution;
 - b. representing a range of views including those of the Jewish community to policymakers, funders, service providers and agencies working in the field;
 - c. providing advice and information of sufficient quality to fulfil a charitable purpose,
- 4) to promote religious harmony for the benefit of the public by:
 - a. educating Christians, Hindus, Jews, Muslims, and Sikhs and adherents to other religions and systems of belief (as recognised for the purposes of Article 9 of the European Convention on Human Rights and Fundamental Freedoms), to appreciate each other's distinctive beliefs and practices; and
 - b. promoting education and research leading to respect for religious differences between faith and systems of belief,
- 5) to improve the efficiency and effectiveness of charities carrying out charitable purposes for the benefit of the Jewish community by:
 - a. co-ordinating the efforts of existing charitable and non-charitable agencies that have the common goal of providing charitable services or relief to the Jewish community;
 - b. liaising with, and acting as a forum for the exchange of information between, agencies working to provide charitable services or relief to the Jewish community in order to identify gaps in the services, overlap or duplication of services, so as to improve delivery of such services to the Jewish community;
 - c. representing the views of the Jewish community to policy makers, funders and service providers;
 - d. providing advice and information to agencies working in the field;
 - e. providing databases or directories or other sources of information provided that they are of sufficient quality to fulfil a charitable purpose,
- 6) such other charitable purposes as the trustees shall from time to time think fit.

VISION

The JLC has a vision of a strong, thriving, and engaged Jewish community in the United Kingdom for generations to come. A community that:

- Has a confident sense of itself, safe within the United Kingdom and engaged with civic society
- Embraces its historical and religious traditions, is engaged with Israel, nurtures its youth, and cares for its infirm, the elderly, and those on the margins
- Has a thriving charitable ecosystem that is innovative, impactful, and has high standards of governance and regulatory compliance
- Is staffed with an excellent cadre of professionals and supported by an engaged and committed lay leadership
- Is efficient and well funded
- Is seen as an exemplar for Jewish communities worldwide

MISSION

Our mission is to support development and excellence in our member organisations, challenging them to lead the way in sustaining, building, and celebrating vibrant Jewish communities across the UK.

JLC PLANS FOR THE FUTURE - STRATEGIC OBJECTIVES

In 2024 we continued to work towards our 3 year strategic objectives set in 2022. Our 4 key objectives are at the core of the work carried out by the JLC and are continually informed through our members and work with stakeholders across the community.

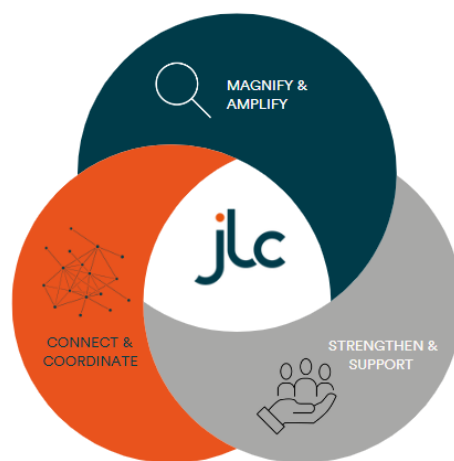
- To enhance (alongside other communal organisations) the political security of the community, through healthy relationships with politicians, government, the media, and civil society organisations
- To strengthen communal capacity and capability, building tomorrow's leaders both lay and professional, guiding on governance and regulation, and working with members on their needs

- To support and lead our members and the wider community to prepare for strategic long-term challenges and catalyse change using evidence and best practice
- To further strengthen the JLC's own governance, leadership, and management, ensuring that it is an exemplar of best practice

PURPOSE

The organisation works with our members to achieve our objectives in 3 key ways:

- Connect & Coordinate the Jewish charitable sector
- Strengthen & Support organisations and leadership across our community
- Magnify & Amplify our members' voices



VALUES

We are led by our values:



JLC STAFF TEAM

The JLC has a small team of dedicated professionals, delivering across all our strategic objectives and headed by our CEO Claudia Mendoza.

MESSAGE FROM OUR CEO, CLAUDIA MENDOZA

The year saw our community face unprecedented challenges in all walks of life owing to the impact of the tragic conflict in the Middle East. That an increase in antisemitism should follow violence in the region is a well-established trend, but the levels we have seen and the places we have seen it rear its ugly head – from schools, to entertainment, to the NHS – has been all-encompassing and extremely distressing.

Throughout 2024, the JLC has been working with its communal partners to ensure that those in power are held to account, as well as supporting those affected in various industries. The silver lining has been seeing how individual members of the community have fought back, and I have been humbled by the grit and determination of so many. I am proud that, despite the challenges we have faced, our work continues unabated.

The JLC has been seeking meaningful ways to bring the UK Jewish community together to show our solidarity with the people of Israel, our support for the plight of the hostages still held in Hamas captivity, and our resilience and unity despite rising antisemitism. We were pleased to work cross-communally to organise a hostage vigil and memorial gathering to mark six months and one year, respectively.

The year saw a change in the party of government for the first time in 14 years, meaning that our External Affairs team got hard to work at forging deeper relationships with the incoming government, most of whom we had developed a relationship with while in opposition.

Dominating much of our work over the year was ensuring that issues of crucial importance to the community were raised with political stakeholders. From the Prime Minister to the Deputy Prime Minister, the Foreign Secretary, the Home Secretary, the Health Secretary, and other parliamentarians, we put forward the issues affecting the community.

Supporting and advocating for our member organisations remains a core remit of the JLC. Through a series of parliamentary drop-ins, we have offered members the opportunity to engage parliamentarians directly and raise the issues most central to them. We have also looked at ways to expand our reach in the northern regions, working closely with our northern-based members and Lead team to provide tailored events to this community. This has included a Jewish Communal Professionals' Conference in Manchester and an online Trustees' Conference.

We were proud to celebrate the graduates of our Dangoor Senior Leadership Programme (DSLPP) 2023-24 and the long-awaited in-person graduation ceremony for the previous DSLPP cohort (2019-20), as well as the graduates for our Adam Science Leadership Programme for 2022-23. These long-term programmes continue to nurture senior leaders and emerging talent, with the end of 2024 seeing record-breaking application numbers for our upcoming 2025-26 DSLPP programme.

We were delighted to welcome three new members in 2024. We know that Leeds Jewish Welfare Board, Jewish Small Communities Network and Jewish Futures will all be a huge asset to our shared ecosystem, and we look forward to working with and supporting them. We also welcomed new trustees Paul Langsford (Chair of Reform Judaism), Julian Blake (Barrister and JLC Vice President), and Uri Goldberg (Chair of University Jewish Chaplaincy).

The commitment we have from our trustees, vice presidents, and professional staff, all of whom work tirelessly behind the scenes, ensures we can continue to achieve incredible things. Without them we couldn't do what we do, and I am indebted to them for their passion and commitment.

Looking ahead, I fully appreciate the breadth of the challenges that lie ahead for our community, and I am determined to remain steadfast in our mission to ensure a vibrant, secure, and thriving future for British Jews.

2024 ACTIVITY OVERVIEW

Objective 1: To enhance (alongside other communal organisations) the political security of the community, through healthy relationships with politicians, government, the media, and civil society organisations

The 2024 general election not only saw the first Labour government in 14 years but also resulted in half of Parliament consisting of new MPs. This would be a challenge for any organisation working in public affairs even before you consider the increased need for this work during the ongoing Israel–Hamas war. The JLC's External Affairs team's work to build relationships across all parties prior to the election and our ongoing commitment to the political security of our community ensured we were able to meet this task. From Downing Street to candidates in local elections, we strive to ensure that the interests of our community are heard.

The JLC's work to enhance the community's political security throughout 2024 was of upmost importance as the consequences of October 7th were ever present. The community remained in a state of shock and concern as we continued to hope for the safe return of the hostages while facing the continued effect of unprecedented levels of antisemitism here in the UK. Meanwhile, as time passed from the initial Hamas attack on Israel, attention in politics and media increasingly focused on Israel's actions in Gaza and the spread of the conflict to Lebanon and Yemen. This context shaped our engagement throughout the year. At all levels, whether with a minister, a backbencher, or a local councillor, we pressed the ongoing urgency of these matters for our community. In November, we joined communal partners for a meeting with Prime Minister Sir Keir Starmer to remind him of the community's experience of unprecedented antisemitism over a prolonged period and to tell him how the government can further support us. This was in addition to ad hoc meetings held during the year with the former Prime Minister, Deputy Prime Minister, two Foreign Secretaries, the Home Secretary, and the Health Secretary.

Working with a New Government

A key strategic focus during 2024 was the general election with the anticipated change in the party of government for the first time in 14 years. At the start of 2024, the exact date of the election was unknown, so our work consisted of continuing to work with the Conservative government to secure further support while they remained in power. In the expectation of a Labour government, we also built on and strengthened our relations with the then Shadow Cabinet and Party advisors, many of which had been formed in previous years when they were backbenchers via our regional managers. Our team also progressed efforts to forge relations with parliamentary candidates who were likely to win seats in the election. Once the election was called, we quickly worked with communal partners around the country to organise a series of successful hustings in seats with Jewish communities. These events gave our community the ability to engage directly with those who sought to represent them while also ensuring this new generation of MPs had the ability to hear our community's concerns directly. The events offered the added benefit of giving the JLC increased exposure to these returning and new MPs.

Focus Groups

In support of our value of being data-driven, we were pleased to partner with *The Jewish Chronicle* to commission two focus groups of Jewish voters in London and Manchester during the election. This qualitative research, built on and augmenting the quantitative research we did at the end of 2023, gave us an insight into the reasons behind how Jewish people may be voting. This information guided our engagement with politicians to allow us to convey these thoughts and help them better understand our community. With the media looking to understand whether Jewish people were returning to Labour, we were able to share analysis from our focus groups with outlets around the world, including *The Washington Post* and *Haaretz*.

In addition to the change in government, the elections resulted in half of the new Parliament being new MPs. Unfortunately, this meant that many MPs with whom we had built productive relationships were no longer able to support us in Parliament. However, thanks to our efforts to seek out meetings with candidates and the subsequent work of our team, we have continued to replenish these relationships. This work allows us to support MPs in tabling questions to key departments, help them to draft speeches on our issues of concern, or aid them in their role on a select committee.

Member Parliamentary Drop-ins

Before and after the election, we continued our regular meetings with MPs from all major parties. At each meeting, we seek to introduce the MP to key members relevant to their interests. In 2024 we began organising regular drop-in

events for member organisations in Parliament. Such events were organised for CST, UJS and University Jewish Chaplaincy, Jewish Women's Aid, World Jewish Relief, Chai Cancer Care, and Mitzvah Day. These events have proved to be a successful new way for us to introduce MPs to our members over the course of 90 minutes. MPs can meet representatives of the member organisation, hear about their work, and set up opportunities to follow up in more detail in the future. At least 20 MPs have attended each drop-in, with some attracting more than 40. We are seeking to expand this work in 2025.

"Attending the JLC drop-in at Parliament was an invaluable opportunity to connect with MPs to discuss the ongoing challenges facing Jewish students on campus. It was incredibly rewarding to bring the everyday experiences of Jewish students to the forefront, working with MPs towards proactively fighting antisemitism." – **Sami Berkoff, UJS President 2024**

Briefings

Increased capacity over the year has allowed us to improve our ability to brief members and other key stakeholders on the latest developments in government and politics. Comprehensive briefings have been distributed on events including the general election, the King's Speech, the budget, reshuffles, and the Conservative leadership election. This is in addition to our simple explainer briefings on Jewish festivals which are routinely sent out to parliamentarians, media, businesses, and civil society organisations.

Amplifying Jewish Voices

Recognising the importance of Jewish voices being represented in the mainstream media, we have amplified the voice of our community across many platforms. Representatives have appeared on BBC, ITV, LBC, Times Radio, and international broadcast outlets. Looking to explore other developing forms of media, our CEO was the subject of a longer-form interview on *The Spectator's Women With Balls* podcast. Articles written by our Chair and CEO have been published by newspapers, including *The Telegraph*, *Daily Express*, and *Mail on Sunday*. These are in addition to our quotes and statements often being picked up by media around the world.

Engaging our Northern Communities

Thanks to the work of our regional managers and relationships with our key members in the north, we continue to be kept abreast of developments in this region.

In December, we were proud to support the Jewish Representative Council of Greater Manchester's civic reception, which saw Leader of the House of Commons Lucy Powell and Metro Mayor Andy Burnham address the audience. We also helped facilitate a meeting between communal leaders and Middle East Minister Hamish Falconer, as well as Faith Minister Lord Wajid Khan. In addition, the latest of our in-conversation events hosted Connor Rand, the newly elected MP for Altrincham and Sale.

In Leeds, we've ensured that leaders from within our community, as well as political leaders such as the vice chair of the Conservative Party and the Mayor of West Yorkshire, have seen the breadth and strength of the Leeds Jewish community.

Objective 2: To strengthen communal capacity and capability, building tomorrow's leaders both lay and professional, guiding on governance and regulation, and working with members on their needs

This past year has been profoundly challenging for the Jewish community, forcing our communal organisations to draw on all their resources in ways it hasn't done before. However, amid the collective grief, uncertainty, and fear, I have been blown away by how professional and lay staff have shown their desire, resilience, and strength to meet the needs of our community.

At Lead, we have faced the dual challenge of supporting our community through these trying times while continuing to nurture and inspire the next generation of leaders. It has been a year of redefining priorities, encouraging unity and greater collaboration, and finding innovative ways in which we can all lead with greater compassion and purpose.

We have had a record-breaking year in many ways and have seen a huge desire from those not currently involved in the community to find ways to become more involved. We are incredibly excited for 2025 to be an opportunity to bring these people into our sector and support the many amazing projects the community has to offer.

Following the challenges that arose in late 2023 and extended into 2024, it was recognised that we needed to evolve our leadership development offering to provide attendees with opportunities not only to support their personal development but also to provide spaces that would enable open dialogue and would both support and encourage collaboration.

Fostering Leadership and Development

The year 2024 was a landmark twelve months for Lead, delivering diverse programmes to meet the wide-ranging needs of both lay and professional leaders across the community. We continued to uphold our commitment to cross-communal accessibility and inclusivity, which was reflected in the breadth of our initiatives and enabled us to deliver a range of programmes to meet the growing needs of the community.

The year marked the successful completion of both the Dangoor Senior Leadership Programme (DSLSP) and the Adam Science Leadership Programme (ASLP). These long-term programmes continue to nurture senior leaders and emerging talent, with record-breaking application numbers received for our upcoming 2025-26 DSLSP programme, which demonstrates its standing within the community.

In February, we held our graduation ceremony for the ASLP 2022-23 London-based cohort. Avi Goldberg, a founder of the programme and close friend of Adam Science, addressed the group, with Austen and Romi Science (Adam's father and niece) joining online from Israel. The graduation for our first ever Manchester-based cohort took place in June, attended by senior regional Jewish communal leaders.

In March, our 2023-24 DSLSP graduates received certificates and awards from sponsor David Dangoor and heard from DSLSP alum and CEO of the UK Supreme Court, Vicky Fox. The event also celebrated the continued excellence in leadership of another DSLSP alum, Jo Grose (CEO, United Synagogue), who received the first ever JLC/Lead Fellowship award. Our wider alumni group continue to step up, with five currently holding CEO positions within the community and many others holding senior positions within their organisations.

In April we held the long-awaited in-person graduation ceremony for the previous DSLSP cohort (2019-20). Having missed out on the chance to mark their achievements in person due to the pandemic, we were delighted to finally bring them back together to present them with their certificates and awards. Additionally, our Senior Leadership Alumni network, for graduates of the DSLSP and its forerunner, the GAMECHANGERS programme, held two networking and professional development events. More are planned for 2025.

We were also excited to launch our Leadership Pipeline initiative, which aims to introduce and nurture new leaders to the communal charity sector and enable them to step into trusteeships and other lay-leadership roles. We hosted two events, the first of which saw sports lawyer Daniel Geey in conversation with JLC trustee Nina Freedman, and the second saw Tamara Finkelstein DCB, one of the UK's most senior civil servants, in conversation with Vicky Fox, Chief Executive of the UK Supreme Court. They discussed the ways in which their lay leadership journeys in the Jewish community have benefited them both personally and professionally. The evening provided inspiration to the 80 people present, encouraging them to pursue suitable lay-leadership roles which we will look to support in 2025.

A new initiative we introduced in 2024 focuses on bringing together Jewish people working in the UK tech space. Our first event was hosted in conjunction with Amazon and saw 80 people from multiple organisations, including Meta, Google, Microsoft, and Expedia, join us for an informal evening of drinks and networking. This initiative was devised to support Jewish people in the workplace, and we were delighted to welcome more than 200 people at the next event, hosted together with Meta, in January 2025.

Another highlight of the year was our annual Jewish Communal Professionals' Conference, which saw more than 130 participants from 47 organisations join us in London. Our keynote speaker Zoom Rockman, an award-winning 24-year-old satirist, editorial cartoonist, puppet maker, animator, and director, shared his story of resilience. We followed this with our continued commitment to offering opportunities in the regions, with a similar event taking place in Manchester which convened more than 40 attendees.

Alongside the Jewish Volunteering Network, we delivered our annual Jewish Community Trustees' Conference, supported by the Bloom Foundation. Reaching more than 70 lay leaders from an array of organisations, expert speakers joined us to share the latest key updates from the sector. The event also enabled attendees to network and seek support with specific challenges they may have been experiencing. Our trustee offering was complemented by four online sessions which looked at trustee duties, finance for non-finance people, understanding safeguarding, and a wider session which explored governance and developing a fundraising strategy. We look forward to continuing to support lay leaders across the community.

Finally, we delivered seven Follow the Leader (FTL) professional development sessions to 85 participants from across 28 organisations. FTL is Lead's brand of individual development sessions focusing on different areas of management – topics included measuring and evaluating your impact, facilitating and chairing meetings with confidence, and developing management skills. These sessions offer great value to the community, and we are excited to have continued this offering into 2025.

Strategic Forums: Encouraging Excellence and Innovation

In addition to our usual offering, we have introduced a host of forums to provide a peer-to-peer support network for professionals which aims to share best practice between organisations and encourage greater collaboration. Our forums focus on HR and Operations, Marketing and Comms, Fundraising, and CEOs, and we also host workshops focusing on governance, safeguarding, and youth mental health (see below). Sessions are typically held three or four times a year and include a blend of expert speakers and interactive group work. These forums continue to play a vital role in strengthening our community's capacity to deliver meaningful impact.

We remain steadfast in our mission to empower leaders across the Jewish community. With a record number of applications for our programmes, expanded initiatives, and a growing regional presence.

Education Collaboration

The JLC is pleased to be in partnership with the London School of Jewish Studies in the education collaboration initiative that emerged from the Future of Jewish Education in the UK 2022 report. Within that report various community recommendations were made, including a number to address the challenge of recruiting, retaining and properly valuing Jewish educators and teachers in Jewish schools. Over the last several months, the education collaboration forum has begun pursuing two specific projects, namely an online benefits platform for teachers in Jewish schools, and a potential teacher sabbatical project. Both initiatives are in the early stages, but we hope to bring them to fruition in the coming year.

Youth Mental Health Network (YMHN) Workshops

In partnership with Norwood, Jami, and Camp Simcha, the JLC has continued its work in the YMHN. In 2024, we held two workshops for any community professionals working with young people. These workshops provided individuals with an opportunity to network, collaborate, and share best practice for addressing the evolving needs of young people. In May we held a workshop focusing on the topic of emotionally based school avoidance, and in November we held a second workshop exploring the subject of supporting carers and parents through transgenerational trauma. Both workshops were attended by more than 65 individuals from 19 different communal organisations.

Celebrating Our Community

Throughout the year, we took time to celebrate our community's amazing infrastructure which was so deeply relied on as we began to face a post-October 7th reality. In November, we were delighted to have so many of our members and key stakeholders together at our annual Members' Parliamentary Tea, to thank them for the incredible work they do, alongside our vital allies in Parliament.

Addressing the event, JLC Chair Keith Black said, "You are the crown jewels of our community, and we are all enormously grateful for your leadership and commitment. Without your efforts we would be a collection of individuals, but you make us a community."

On International Women's Day, we brought together 70 communal members to an event centred on the theme 'Inspire Inclusion'. Attendees exchanged ideas on empowering women in the workplace, creating inclusive spaces, and driving positive change within and beyond the Jewish community. This day continues to be an integral part of our annual calendar, and we are encouraged to see the continued enthusiasm from our community.

Recognising the essential role of volunteers, whose dedication continues to be the bedrock of our community, we proudly collaborated with the Jewish Volunteering Network for its annual awards ceremony. This event honoured the incredible individuals who selflessly give their time to support our community.

The Maccabi GB Community Fun Run remains a highlight of the Jewish communal calendar in the UK. We were proud to sponsor the charity fair which offered communal organisations the space to engage more than 7,500

members of the community who attended. The event encapsulated the positivity of our community, offering a day of enjoyment for families and promoting charitable giving.

We were also pleased to support Jami's Mental Health Shabbat, seeking to raise awareness about mental health challenges; Jewish Women's Aid Shabbat, which aimed to open conversations and help to reduce the stigma associated with domestic abuse; and Mitzvah Day's 2024 campaign 'Stronger Together', which offered the chance to meaningfully support our local charities and build bridges of commonality between communities.

The spirit of the festival of Chanukah and its message of light overcoming darkness shone brightly during the year. We illuminated Nelson's Column on Trafalgar Square with a radiant 'Happy Chanukah' for the full eight days, along with a Chanukiah in the centre of Trafalgar Square spreading joy and unity. On the sixth night, the London Eye was lit up with six blue lights for the sixth night of Chanukah and orange lights representing the shamash. In a time when many in our community feel uncertain, these vibrant displays remind us of the miracle of Chanukah – the resilience of light and identity – and allow us to celebrate our Jewish heritage with pride and hope.

Objective 3: To support and lead our members and the wider community to prepare for strategic long-term challenges and catalyse change using evidence and best practice

Remembering October 7th

The events of October 7th continued to reverberate across the entire Jewish world. The JLC sought meaningful ways to bring the UK Jewish community together to show our solidarity with the people of Israel, our support for the plight of the hostages still held in Hamas captivity, and our resilience and unity despite rising antisemitism. Together with our communal partners, we organised a hostage vigil on 9th April 2024, which saw hundreds gather outside Downing Street to mark six months since October 7th, and a memorial gathering on 6th October 2024, where more than 20,000 members of the UK Jewish community and allies assembled at Hyde Park to commemorate the first anniversary of October 7th. Attendees heard from hostage family members, including Mandy Damari, the mother of British hostage Emily Damari (age 28) who was released after 471 days in Hamas captivity. The event was hosted by Tracy-Ann Oberman, with readings of poetry by Sir Simon Schama, a prayer from Chief Rabbi Sir Ephraim Mirvis, a hostage prayer by the co-leads of Progressive Judaism, and a moving testimony by Barak Deri, one of the first soldiers sent to Kibbutz Be'eri after the attack. Addressing the crowd, Chair of the JLC Keith Black stated, "We will remain resilient, determined, optimistic, and brave."

Forge the Future (FtF) Strategic Plan

Since October 7th 2023, we have been heartened to see how the Jewish community has stepped up to take action on an unprecedented scale. Our community's organisations, both established and grassroots, have worked tirelessly to respond to the urgent needs of the community.

During December 2023, the JLC felt that the crisis was so serious that we needed to move to a new phase in our response. We convened a forum of 180 community lay and professional leaders in early February 2024, reflecting a broad spectrum of perspectives and experiences. The task given to participants at this event was to plan for the long term and strategically for this new reality: considering the key challenges of the 'post October 7th reality'; identifying where there were gaps in the community's response; and exploring possibilities for new innovative potential provision, community mobilisation, and other forms of action.

Following the February forum, with input from a dedicated steering group of lay leaders and professional support from consultants, our Forge the Future (FtF) Community Plan was devised and launched at the end of March 2024. FtF is a strategy to ensure that the UK Jewish community continues to thrive, to contribute to British society, and to live in physical and psychological safety and harmony in the face of unprecedented challenge.

FtF is a programme facilitated by the JLC, which is being delivered by many organisations across the community. The JLC is striving for maximum community collaboration and coordination so that the necessary infrastructure, thinking, and funding is in place.

The strategy identifies four core strategic objectives, under which nine implementation projects sit:

- Empowering and supporting next generations
- Winning support and allies
- Ensuring fair media coverage
- Enforcing our legal rights

Some key progress made on FtF in 2024

Our FtF strategy has been at the centre of much of our work over this past year. Some projects are in full flow and others are at an earlier stage of development. In June 2024, the JLC appointed Claire Mandel as Head of Strategic Programmes, to ensure we maintain momentum and continue to drive forward this crucial work. Since launching FtF, we have spent time building foundations to enable a number of the FtF projects to start taking shape, and on others we have started to deliver and make a real difference.

The JLC is doing its very best to ensure synergy and connectivity between and across the work streams and across the community, and we are aiming not to duplicate efforts but to build on each other's successes and make the most of expertise across the community.

Progress to Date

- The goal of our Young People's Identity Project is to establish ways to strengthen young people's Jewish identity and connection to Israel. We have built an experienced and diverse team of lay and professional leaders to work with young people in Jewish and Israel education across the community, to take their soundings and advice as well as to offer hands-on assistance with the data-gathering stage of the project. In addition, we have commissioned bespoke quantitative research from the Institute for Policy Research alongside conducting focus groups of 16-24 year olds in a number of different settings.
- Thanks to generous pro bono consultancy support, our External Allies project has also been able to make solid progress. We are gradually building up a pool of ambassadors from within the Jewish community, who have senior professional roles and who will approach influential leaders at a range of organisations across their sectors to discuss ways they can address anti-Jewish racism internally and support their Jewish employees. In the latter part of 2024, we embarked on a pilot to test the structure and resources built to accompany this project.
- As part of our Media & Comms project, whose goal is to ensure the community has a more joined-up reactive media and communications strategy, the JLC has commissioned a polling company to undertake public opinion research to explore a range of issues that concern and affect British Jews. The results of this research will help us frame and improve our messaging on behalf of the community more broadly, and more specifically across various FtF projects.
- Another of the projects to have taken shape since FtF's launch is the Legal Action project, insofar as the JLC has set up a Legal Action Triage Group, comprising lawyers of varying disciplines, to advise and make recommendations on legal advice to be sought and/or core legal matters to pursue that are of sufficiently strategic importance to the community in the wake of October 7th.

We appreciate that there is much work to be done, and we recognise that FtF is a long-term piece of work that will gradually become embedded across the wider work of the JLC. We will review the programme in the early part of 2025 to understand what is working well, what we should be prioritising, and which projects should be redefined.

More information about JLC Activity in 2024 can be found in our annual review online
<https://www.thejlc.org/s/JLC-Annual-Review-2024.pdf>

ANALYSIS OF ACHIEVEMENTS AND PERFORMANCE

Public Benefit

The trustees, having considered section 17 of the Charities Act 2011, have satisfied themselves that they have complied with the duty to have regard to the Public Benefit guidance published by the Charity Commission. In this Report, the trustees have outlined the activities and achievements of the JLC and, so the trustees believe, these demonstrate that the JLC is providing public benefit.

Financial Performance

The trustees approved a budget for 2024 that maintained levels of prudent allocation of resources whilst enabling us to build on our modest reserves. The budget was closely monitored and at the end of 2024, our unrestricted surplus remained at a level consistent with the previous year. Our restricted surplus has grown as we build funds for our flagship Forge the Future (FtF) programme, for which we received £0.45m in 2024, with further funds committed over the next two years.

This resulted in the Statutory accounts for the JLC in 2024 recording a reserves level of £1m. This figure is significantly higher than 2023, due to the timing of raising funds for our new Forge the Future programme, which will largely be spent in 2025. Unrestricted (free) reserves have also risen to £630k. The trustees are pleased to have continued to build and sustain reserves with both Restricted and Unrestricted funds in surplus over the last 2 years and look to continue to grow financial security over the coming 3-5 years. The trustees have continued to produce these accounts on a going concern basis and there is nothing in the JLC's current performance that would undermine the going concern status. The trustees remain immensely grateful to the many very generous donors who have supported the JLC in 2024 and into 2025.

Income

The JLC has three main sources of income.

- **Membership Fees** – Approximately 15% of income comes from fees paid by the JLC's member organisations. The rates vary according to a scale based on the size of the organisation.
- **Grants and Donations** – Approximately 80% of income is from grants from trusts or foundations supporting the breadth of the JLC's work and donations received from individuals. The JLC reports regularly to grant making bodies and is grateful for the support and guidance given to its work within these organisations. The JLC continues to broaden its supporter base utilising the trustee fundraising group to build relationships.
- **Lead** – Approximately 5% of income is from our Lead division, which provides professional development opportunities to lay and professional leaders including CPD sessions, conferences and forums.

Expenditure

The JLC has three main areas of expenditure.

- **Personnel** – This remains a significant area of expenditure within the organisation. The JLC's staff are its biggest asset and have enabled the organisation to continue to serve its members and the wider community through the most challenging of years. Their commitment, skill, knowledge and enthusiasm enables the JLC to continue to deliver the wide range of services discussed in this Report.
- **Programme Expenditure** – This area of expenditure includes leadership programmes provided through Lead and our new Forge the Future Programme, and is made up of both restricted and unrestricted funds.
- **Governance and Professional Fees** – includes the legal and accounting fees to maintain compliance as well as consultants supporting activity in specific areas or projects facilitated by the organisation.

Risk Management

The Audit and Risk Committee continues to meet quarterly and follows a robust schedule to review policies, Management Accounts and Risk, making recommendations to the trustees where appropriate. Risks are documented in our risk register, and in assessing risk, the following have been assessed as major possible risks to the charity.

Reputational damage through actions of the charity's leaders or employees, or by the actions of member organisations by association. The charity continues to review and update policies on a regular basis with robust systems of oversight including the Audit and Risk Committee. Adherence to policy and procedure is highlighted to all staff and trustees and there is a standing item at all trustee meetings to deal with any matters arising. The JLC has worked to build stronger relationships with members to ensure expectations of both parties are clear.

Failure or Breach of IT systems. All JLC IT systems are now cloud based and have increased levels of security measures on access to the IT systems. Whilst this remains one of the most significant risks to the organisation, trustees believe this is reasonably well mitigated against with current measures, however, this is regularly assessed and the JLC's IT provider is aware to ensure systems are secure.

Donations and other income insufficient to meet costs of the charity. This was tested in recent years with the impact of Covid-19 and the organisation was able to ensure stability during this time. The JLC continues to work to mitigate this by working closely with a small team of trustees in addition to the Chair and CEO. Fundraising is carried out on an annual basis and a high proportion of donors give to the organisation year on year. The few donors that no longer support us have been replaced by a pipeline of new donors.

Failure of financial process including expenditure exceeding income. This is primarily mitigated against with robust systems of financial management and oversight. The JLC contracts an external company to manage bookkeeping which

includes the production of management accounts. It also benefits from the expertise of a Part Time Financial Director to oversee budget-setting processes and review. Systems and Processes mean that at no point is any individual able to raise, authorise or pay an invoice or payment from the JLC accounts without at least 1 other person co-authorising.

Failure in succession planning for both lay and professional leadership. The JLC has consistently maintained trustee relationships as well as ensuring new trustees are welcomed to the board, creating increased diversity. The Council of Membership are actively engaged in leadership elections and the process of recruitment and election is transparent and open. The CEO works together with the staff team to provide opportunities for development, allowing growth and succession within the small team. The CEO and COO meet regularly with the Chair, Vice Chair and Treasurer.

Reserves Policy

The trustees have examined the requirement for free reserves which are those unrestricted funds not designated for specific purposes. The trustees consider that at present free reserves should be sufficient to cover approximately seven months of regular operational expenditure which equates to approximately £630,000. This meets the trustees' previously stated ambition to build up free reserves equivalent to at least six months of regular operational expenditure.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The JLC is registered under the Companies Act 2006 as a company limited by guarantee. The company was incorporated on 14 July 2006 and is a registered charity constituted as a Limited Company. The Articles of Association have been amended a number of times. The current prevailing Articles of Association were adopted in December 2019. The charity registration number is 1115343 and the company registration number is 05742840.

Recruitment and Appointment of Trustees

In accordance with the Articles, the power to appoint trustees rests with the Council of Membership (the Council) and the Board of Trustees.

The majority of the trustees are elected from the membership of the Council of Membership and are appointed by that body. Trustees so appointed hold office for a three-year term and a regular rotation of trustees occurs on an annual basis with approximately three or four trustees retiring by rotation during any given year. Trustees who are eligible to serve additional terms at the end of their rotation are able to be re-elected if they wish to stand for nomination.

Up until April 2024 The President of the Board of Deputies of British Jews was automatically a trustee of the Jewish Leadership Council, but via a Special Resolution of the Council of Membership trustees are now all either elected from the Council of Membership or appointed (up to 4 trustees may be appointed).

The trustees are Directors of the Company for Companies Act purposes and charity trustees for the purpose of charity law. The current trustees, as well as those in office during the financial year, are listed at the start of this report.

Sir Trevor Chinn CVO attended meetings of the Board of Trustees throughout the year as an observer.

Trustee Induction and Training

New trustees are provided with an induction pack, which includes a copy of the Company's Articles, the latest Trustees' Report and Financial Statements, and legal guidance on their duties and liabilities. They are briefed by the CEO on their duties and responsibilities and the board has a designated trustee for Governance oversight. Lead, a division of the JLC, provides ongoing training and development opportunities for trustees within the community including the annual Trustees' Conference as well as Development sessions. All JLC trustees are invited to participate in these sessions. Where specific training or development is required for trustees, this is supported and enabled.

The trustees, who served during the year and up to the date of signature of the financial statements were:

Keith Black (Chair)
Debra Fox (Vice Chair) (resigned 25th May 2024)
Louise Jacobs (Vice Chair)
Suzi Woolfson (Honorary Treasurer)
Mark Adlestone OBE, DL
Bill Benjamin (elected 19th May 2025)
Julian Blake (elected 3rd June 2024)
Nina Freedman
Uri Goldberg (elected 3rd June 2024)
Michael Goldstein
Paul Langsford (elected 3rd June 2024)
Laura Marks CBE (resigned 19th May 2025)
Mark Morris (resigned 25th May 2024)
Zvi Noe (elected 19th May 2025)
Marie Van Der Zyl OBE (resigned 8th March 2024)
Jonathan Zenios

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

The Charity Governance Code

The JLC is a committed supporter of the Charity Governance Code (the Code) as a set of standards for high performance

in governance.

How the JLC Makes Decisions

The charity has an approved Code of Conduct which sets out matters reserved to the Board and the limits of the Executive's authority. The business of the JLC is managed by the Board of Trustees, with day-to-day decisions delegated to a team of professional staff, headed by the JLC CEO. The trustees meet six times each year as a minimum.

The CEO is able to take day-to-day decisions on most matters, but she is closely scrutinised by the Chair, and major strategic and financial decisions must be approved by the Board of Trustees. The financial authority of the Executive is governed by the Finance Regulations. The CEO delivers a detailed report of performance against objectives at each meeting of trustees, who are able to question and scrutinise activity and decisions.

We have the following trustee working groups;

- Audit and Risk Committee (chaired externally but with two trustees, including our Treasurer)
- Membership and Nominations Committee – this was created in 2022 and four trustees, including our Chair and Vice Chair sit on this committee. There are terms of reference drawn up and it discusses JLC membership, trustee positions, and CEO remuneration. It meets on a needs basis.
- Fundraising Committee – there are four trustees on this committee, including Treasurer, Chair, and Vice Chair. It means approximately eight times a year.

The CEO has agreed with the trustees a programme of activity which further enhances the JLC's role in the community.

From a governance perspective, trustees must approve the following matters:

- Strategy and changes to strategic priorities
- Recruitment policy and senior staff remuneration
- Approval of Policies and Procedures
- New projects or grant making activities
- Membership fees and relations with members
- Applications for new membership and membership policy
- Annual budget, cashflow forecast and any reforecasts
- Strategy for major political meetings
- Approval of statutory accounts
- Approval of changes to the constitution
- Significant long-term contractual or financial commitments
- Matters likely to have reputational significance for the JLC.

A Finance Report is presented to the trustees at each meeting along with the most recent Management Accounts which includes progress on fundraising. The COO prepares the Finance Report and is ultimately responsible, under the supervision of the Hon Treasurer for financial management. The Audit and Risk Committee reviews and gives recommendations on budgets and financial reports to the trustees.

The COO's management of the budget and spending is overseen by the Honorary Treasurer on behalf of the trustees. There is an agreed document of spending authority.

Bookkeeping and management accounting services are provided by an external company and oversight is supported by a part-time Financial Director. Monthly management accounts are produced and are tabled at each meeting of the Board of Trustees.

The Audit and Risk Committee Chairman is Sam Clarke. The Chairman of the Committee is independent of the Board of Trustees. The Hon Treasurer and one other trustee attend the meetings. The trustees have delegated a number of financial matters to be dealt with by the Committee and reported to the trustees.

A Conflict of Interests Policy is in place and a register of trustees Interests is kept on file. Trustees are asked to declare any interest relevant to the business at the start of each meeting.

Salaries Policy

The JLC has a policy to pay appropriate salaries consistent with the market in order to attract and retain the best talent

to assist the JLC in meeting its objectives. Salaries are benchmarked against comparable roles within comparable organisations both within and outside the Jewish community and take account of employees' experience and profile. The salaries of staff are reviewed once a year with the CEO having delegated authority to set staff salary levels and the Chair, along with the Membership and Nominations Committee setting and approving the CEO's salary.

Fundraising

The JLC does not undertake widespread fundraising from the general public. It is grateful to the donors who support its work and with whom it maintains communication on activities throughout the year. Income generation is managed by the CEO, COO and a group of trustees with no external fundraising support engaged. Income received from fundraising activities is listed as donations in our accounts. The JLC is not required to be bound by any regulatory scheme. We have received no complaints in relation to fundraising activities.

Related Party Transactions

There are a limited number of related party transactions in the 2024 accounts. In each case, the transactions are agreed by the CEO under delegated authority or approved by trustees in accordance with the agreed approvals procedure. In the case of a Related Party Transaction, the relevant Related Party, if a trustee, will declare their interest in the matter in question, in accordance with the Conflicts of Interest Policy.

Details of these transactions can be found in Note 16.

Auditor

In accordance with the company's articles, a resolution proposing that Goldwins Limited be appointed as auditor of the company for a three-year term was passed in 2023.

Disclosure of information to auditors

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditors are aware of such information.

THE JEWISH LEADERSHIP COUNCIL

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees, who are also the directors of The Jewish Leadership Council for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board of Trustees



Keith Black, Chair of Trustees

Date: Friday 11th July 2025

THE JEWISH LEADERSHIP COUNCIL

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF THE JEWISH LEADERSHIP COUNCIL

Opinion

We have audited the financial statements of The Jewish Leadership Council (the 'charity') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

THE JEWISH LEADERSHIP COUNCIL

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE JEWISH LEADERSHIP COUNCIL

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

THE JEWISH LEADERSHIP COUNCIL

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE MEMBERS OF THE JEWISH LEADERSHIP COUNCIL

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Anthony Epton (Senior Statutory Auditor)

For and on behalf of Goldwins Limited, Statutory Auditor

Chartered Accountants

75 Maygrove Road

West Hampstead

London

NW6 2EG

Date: 11 July 2025...

THE JEWISH LEADERSHIP COUNCIL

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
Income from:							
Donations and legacies	3	1,153,163	815,376	1,968,539	1,258,077	107,285	1,365,362
Total income		1,153,163	815,376	1,968,539	1,258,077	107,285	1,365,362
Expenditure on:							
Charitable activities	4	960,492	517,573	1,478,065	1,068,427	106,062	1,174,489
Total expenditure		960,492	517,573	1,478,065	1,068,427	106,062	1,174,489
Net income		192,671	297,803	490,474	189,650	1,223	190,873
Transfers between funds		-	-	-	(3,645)	3,645	-
Net movement in funds	6	192,671	297,803	490,474	186,005	4,868	190,873
Reconciliation of funds:							
Fund balances at 1 January 2024		437,459	99,046	536,505	251,454	94,178	345,632
Fund balances at 31 December 2024		630,130	396,849	1,026,979	437,459	99,046	536,505

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

The attached notes form part of these financial statements.

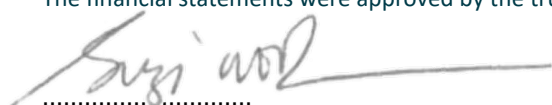
THE JEWISH LEADERSHIP COUNCIL

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	10	187,785		56,065	
Cash at bank and in hand		959,327		541,450	
		<u>1,147,112</u>		<u>597,515</u>	
Creditors: amounts falling due within one year	11	<u>(120,133)</u>		<u>(61,010)</u>	
Net current assets			<u>1,026,979</u>		<u>536,505</u>
The funds of the charity					
Restricted income funds	13	396,849		99,046	
Unrestricted funds	14	630,130		437,459	
		<u>1,026,979</u>		<u>536,505</u>	

The financial statements were approved by the trustees on Friday 11th July 2025



Suzi Woolfson (Honorary Treasurer)
Trustee

Company registration number 05742840 (England and Wales)

THE JEWISH LEADERSHIP COUNCIL

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from operations	17	417,877		233,966	
Net cash generated from investing activities		-		-	
Net cash generated from financing activities		-		-	
Net increase in cash and cash equivalents		417,877		233,966	
Cash and cash equivalents at beginning of year		541,450		307,484	
Cash and cash equivalents at end of year		959,327		541,450	

THE JEWISH LEADERSHIP COUNCIL

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

The Jewish Leadership Council is a private company limited by guarantee incorporated in England and Wales. The registered office is Shield House, Harmony Way, Hendon, NW4 2BZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for at least 12 months from the date of signing the financial statements. Thus, the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent.

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

THE JEWISH LEADERSHIP COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at amortized cost.

1.8 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.9 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024 £	2024 £	2024 £	2023 £	2023 £	2023 £
Donations and gifts	1,153,163	815,376	1,968,539	1,258,077	107,285	1,365,362

THE JEWISH LEADERSHIP COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

4 Charitable activities

	JLC Core and Projects 2024 £	JLC Core and Projects 2023 £
Staff costs	695,742	684,349
Utilities, rent and rates	78,540	74,206
Event and programme costs	210,163	168,105
Travel, conferences and PR	33,131	25,268
Office administration	4,654	5,292
Legal and professional	29,385	38,397
Project costs	360,390	71,510
Bank charges	1,087	486
	<u>1,413,092</u>	<u>1,067,613</u>
Grants paid	34,973	76,876
Share of support costs (see note 5)	21,600	21,600
Share of governance costs (see note 5)	8,400	8,400
	<u>1,478,065</u>	<u>1,174,489</u>
Analysis by fund		
Unrestricted funds	960,492	1,068,427
Restricted funds	517,573	106,062
	<u>1,478,065</u>	<u>1,174,489</u>

5 Support costs allocated to activities

	2024 £	2023 £
Bookkeeping services	21,600	21,600
Governance costs	8,400	8,400
	<u>30,000</u>	<u>30,000</u>
Governance costs comprise:	2024 £	2023 £
Audit fees	8,400	8,400
	<u>8,400</u>	<u>8,400</u>

THE JEWISH LEADERSHIP COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

6 Net movement in funds

2024	2023
£	£

The net movement in funds is stated after charging/(crediting):

Fees payable for the audit of the charity's financial statements	7,000	7,000
--	-------	-------

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

8 Employees

The average monthly number of employees during the year was:

2024	2023
Number	Number

JLC Core and Projects	12	13
-----------------------	----	----

Employment costs

2024	2023
£	£

Wages and salaries	584,110	563,973
Social security costs	62,768	64,792
Other pension costs	48,864	55,584
	695,742	684,349

Salaries and benefits in respect of the key management personnel of the charity total £314,107 (2023 £308,234).

The number of employees whose annual remuneration was more than £60,000 is as follows:

2024	2023
Number	Number

£60,001 to £70,000	1	1
£70,001 to £80,000	1	-
£80,001 to £90,000	-	1
£100,001 to £110,000	-	1
£110,001 to £120,000	1	-

THE JEWISH LEADERSHIP COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

9 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

10 Debtors

	2024	2023
	£	£
Amounts falling due within one year:		
Trade debtors	2,004	4,394
Other debtors	185,781	51,671
	<u>187,785</u>	<u>56,065</u>

The debtors include over £130,000 in major donations committed at the end of the year and all paid at the beginning of 2025.

11 Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	19,483	15,916
Trade creditors	85,022	20,364
Other creditors	3,328	950
Accruals and deferred income	12,300	23,780
	<u>120,133</u>	<u>61,010</u>

12 Retirement benefit schemes

	2024	2023
	£	£
Defined contribution schemes		
Charge to profit or loss in respect of defined contribution schemes	<u>48,864</u>	<u>55,584</u>

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

THE JEWISH LEADERSHIP COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

13 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Balance at 1 January 2024	Movement in funds		Balance at 31 December 2024
	£	Income £	Expenditure £	£
Lead- Adam Science	43,647	-	(14,834)	28,813
Lead- Dangoor	55,399	50,000	(69,233)	36,166
Chanukah Event	-	30,000	(30,000)	-
Forge the Future	-	664,376	(356,397)	307,979
Commemorative Weekend	-	71,000	(47,109)	23,891
	<u>99,046</u>	<u>815,376</u>	<u>(517,573)</u>	<u>396,849</u>

Details of the Lead project within the Restricted Funds are given below.

Lead Adam Science

The Adam Science Leadership Programme is a year-long programme specifically designed for emerging lay and professional leaders in the Jewish community, allowing them to develop their leadership skills, learn about the Jewish communal landscape, engage with community leaders and grow their network.

Lead Dangoor

The Dangoor Senior Leadership Programme is designed for senior lay and professional leaders in the Jewish community, supporting them to develop into some of the Jewish community's most talented and eminent leaders who have profoundly impacted our communal organisations and the community as a whole.

Chanukah Event

Each year, the Jewish Leadership Council establishes a Chanukiah at the heart of London to mark the festival of Chanukah, as well as lighting up the landmark [lastminute.com](https://www.lastminute.com) London Eye. This is kindly co-sponsored and supported by the Mayor of London and GLA, with the Chanukiah standing proudly alongside the famous Christmas Tree symbolising London's religious diversity.

Forge the Future

Our ambitious Forge the Future programme was established in response to the unprecedented challenges our community has faced since October 7th. It addresses four key areas; empowering and supporting next generations, winning support and allies, ensuring fair media coverage and enforcing our legal rights.

Commemorative Weekend

On Sunday 6th October, the Jewish Leadership Council brought together over 20,000 members of the UK Jewish community and allies in Hyde Park to commemorate the first anniversary of October 7th. The gathering marked a year since Hamas brutally murdered over 1,200 people and kidnapped hundreds.

THE JEWISH LEADERSHIP COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

14 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
General funds	437,459	1,153,163	(960,492)	-	630,130
	<u>437,459</u>	<u>1,153,163</u>	<u>(960,492)</u>	<u>-</u>	<u>630,130</u>
Previous year:	At 1 January 2023	Incoming resources	Resources expended	Transfers	At 31 December 2023
	£	£	£	£	£
General funds	251,454	1,258,077	(1,068,427)	(3,645)	437,459
	<u>251,454</u>	<u>1,258,077</u>	<u>(1,068,427)</u>	<u>(3,645)</u>	<u>437,459</u>

15 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
At 31 December 2024:			
Current assets/(liabilities)	630,130	396,849	1,026,979
	<u>630,130</u>	<u>396,849</u>	<u>1,026,979</u>
	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
At 31 December 2023:			
Current assets/(liabilities)	437,459	99,046	536,505
	<u>437,459</u>	<u>99,046</u>	<u>536,505</u>

16 Related party transactions

Included in donations are £235,800 (2023: £170,000) from the trustees and their related parties.

THE JEWISH LEADERSHIP COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

17	Cash generated from operations	2024 £	2023 £
	Surplus for the year	490,474	190,873
	Movements in working capital:		
	(Increase)/decrease in debtors	(131,720)	31,469
	Increase in creditors	59,123	11,624
		<hr/>	<hr/>
	Cash generated from operations	417,877	233,966
		<hr/>	<hr/>