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CENTRAL BRITISH FUND FOR WORLD JEWISH RELIEF

(A COMPANY LIMITED BY GUARANTEE)

REPORT AND ACCOUNTS

FOR THE YEAR ENDED 30 JUNE 2023

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# Introduction from Maurice Helfgott, Chair of World Jewish Relief

## A Visit to Ukraine

On a cold and wintry January I travelled to Lviv and Kyiv in Ukraine via Moldova with Paul Anticoni, our Chief Executive and Ekaterina Mitiaev, Head of Impact and Livelihoods, to deepen my understanding of the challenges our Ukrainian clients face in the midst of conflict, spend time with some of our local partner organisations, and see first-hand the impact and scale of our work in this most dire of environments.

The complexity of logistics to get there, the ongoing security risk of attacks on civilian infrastructure and the erratic power supply to both cities following Russian strikes, made me slightly apprehensive about the visit. But there was no doubting the affirmation of what I saw and concluded from the trip.

1. An array of deeply committed Ukrainian partner organisations who, because of World Jewish Relief's support and hugely sought after technical guidance, have been able to scale up their capabilities and expertise to create bespoke and timely programmes, targeting those within and beyond the Jewish community.
2. A rapidly evolving range of interventions, delivered by our partners on the ground, that have shifted in focus as the conflict and resulting humanitarian needs change. In particular, a recognition that moving away from humanitarian handouts and focusing increasing attention on employment, business support and psychological assistance, particularly in western and central regions, is important.
3. A recognition that in assisting 112,910 people inside Ukraine over the last financial year, as well as those Ukrainians who had crossed the border into Poland or Moldova, World Jewish Relief was utilising its invaluable Ukraine Crisis Appeal funding, given so generously by so many supporters, with high levels of accountability, scrutiny and impact.

## **Our Impact**

The Ukraine crisis has, of course, dominated our year with £7.4m, 60% of our total programme expenditure being utilised inside the country, with a fraction in Poland and Moldova. We focused significant attention on 6,014 elderly Jewish people across Ukraine who continue to benefit from tailored suite of services that assist them in so many vital ways.

It was particularly notable that Christian Aid and the Disasters Emergency Committee made an unprecedented gift of £1m, enabling us to help remote isolated Ukrainians, primarily beyond the Jewish community, in areas of high humanitarian need but low humanitarian access in eastern Ukraine – where we had the ability to reach.

## **Supporting Refugees in the UK**

Simultaneously we have sought to build on our growing leadership and expertise delivering language and employment support to refugees across England, extending it beyond the predominantly Afghan and Syrian resettled refugees to also support Ukrainians in the UK. This work, predominantly funded by the EU, the Home Office and private donors, builds on our unique model of employment support and plays to our Jewish values of Welcoming the Stranger. I am delighted to report that in August 2023, World Jewish Relief has been appointed by the UK Government's Department for Levelling Up, Housing and Communities, to deliver a UK wide programme of English language and Employment support for up to 10,000 Ukrainians in the UK for the next 12 months.

I recently visited our programme supporting refugee women in Coventry, delivered in partnership with Coventry City Council to support women who may traditionally find it hard to access integration services, lack language and confidence skills, and as a result become ever more socially isolated. I spent the morning with Eritrean, Sudanese, Ukrainian and Syrian women, whose proficiency in English as well as their confidence has improved dramatically over a 12-week course, to the point where they can access health and other critical services, gain some independence and begin the search for work.

Over the last 12 months our matching service within the Homes for Ukraine scheme has been recognised by HM Government and enabled us to make good use of the amazing offers of hosting that we received from so many supporters.

## **Corporate Strategy Refresh**

Russia's invasion of Ukraine, the climate crisis and ever-increasing global migration numbers encouraged us to reflect on our priorities and refresh our corporate strategy. This dovetailed neatly with a new website and further upgrading our digital capabilities in order to welcome ever more supporters to the World Jewish Relief family. In the last year our active donor numbers have risen from 16,689 to 18,821, and we remain very keen to engage more people in supporting our work.

## **Beyond Ukraine - Disaster Relief**

Despite prioritising resources for Ukraine, we have not ignored other critical areas. The devastating earthquake that killed over 50,000 people in Turkey and Syria in February 2023, saw us enable our partner the International Blue Crescent to rapidly deliver humanitarian services to 8,500 people and design and build a container based transitional shelter village for displaced persons. Our ongoing support into this disaster is currently focusing on a livelihoods approach to rebuild the assets and earning capabilities of people affected.

During the year we have also enabled our local partners in Columbia, Kenya, Ethiopia, Bangladesh and Haiti to prepare for, and respond to, ever more frequent and severe natural hazards.

## **World Jewish Relief in the USA**

Our sister entity, World Jewish Relief USA, established to assist us raise critical resources in the USA, continues to take shape. The appointment of its first Executive Director and a fundraising event in Los Angeles were two important milestones achieved in its first year.

## **Our Annual Dinner**

We were delighted that we hosted a record 735 guests at our 90<sup>th</sup> Anniversary dinner at the Roundhouse, which opened with a personal message from our Royal Patron, His Majesty King Charles III. Celebrating over nine decades of life saving and life changing work across the world, our remarkable guests donated vital support of over £1.9 million.

## **Our Amazing Staff, Partners and Stakeholders**

I am fortunate to Chair an organisation that is made up of so many fabulous parts: An array of local partners globally, and in the UK, that give their all and are an integral part of the World Jewish Relief family; deeply invested Trustees who have shown immense commitment for which I am grateful, especially for their voluntary time, hard work and engagement; and, of course, our amazing Executive and staff team for which I am full of praise and gratitude.

I would like to particularly acknowledge our Life Vice President, Linda Rosenblatt, so central to World Jewish Relief for over 30 years, who was awarded an MBE in the King's Honours in January for services to charity.

This last year we have assisted a remarkable 217,824 people, in 23 countries through 74 local partners. Our support base, generous at every turn, has enabled us to raise a total of £15.9m this year while we have simultaneously disbursed £12.0m in grants to partners.

This would not be possible without supporters such as yourselves who have so generously enabled us to take the desire to help into practical and effective impact.

THANK YOU!

**Maurice Helfgott**

**Chair**

## **Our Strategy**

The Trustees, who are also Directors for the purposes of the Companies Act, have pleasure in presenting their report and the financial statements of World Jewish Relief for the year ended 30 June 2023.

The report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes the Directors' report for the purposes of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 61 to 64 of the attached financial statements and comply with our Memorandum and Articles of Association 2019, the Charities Act 2011 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 (FRS 102).

## **An Overview of Our Strategy**

World Jewish Relief provides life-saving and life-changing action to people in crisis around the world. Inspired by Jewish values, we work with our trusted local partners across the world to help people prepare for and survive the consequences of conflict and disaster and rebuild their lives.

We deliver programmes using our expertise to achieve maximum and sustainable impact for those within and beyond our community.

### **WHAT WE DO:**

#### **Inspired by Jewish Values we:**

Support individuals and marginalised communities to take responsibility for their own lives

Empower people with livelihood and employment assistance to improve their household income

Save lives and livelihoods by assisting people survive the trauma of crisis, disaster and displacement through targeted emergency assistance

All of our humanitarian, crisis response and refugee resettlement work internationally and in the UK, is delivered through local partners, building on our expertise and high standards of accountability and impact. We prioritise the needs of women and girls because traditionally they have less access to land, education, income, political influence and opportunity – all of which keeps them in a cycle of poverty. We want to change that.

## HOW WE DO IT

### Our Values:

#### We Give

We give all that we can give, do all that we can do, in effort and action.

#### We Care

Every life, any life is deserving of our care, support and protection and when we care, support and protect one, we care, support and protect the world.

#### We Act

Flexible enough to be effective, experienced enough to be efficient. What's needed, where and when it is needed most, with partners who share our purpose and knowledge.



Everything we do is Jewish. We are defined by our desire to assist those who need help, regardless of their identity. We are proud to work within and beyond the Jewish community, at home and abroad.

World Jewish Relief's values – We Care, We Give, We Act - are inspired by our Jewish heritage and Jewish principles which underpin all our work, supporting both Jewish and non-Jewish communities in need.

## **DEEPLY INSPIRED BY JEWISH VALUES:**

**Tzedakah - Justice**

**Hesed - Loving Kindness**

**Tikkun Olam - Repairing the World**

**Welcoming the Stranger**

## **Our Four Areas of Operational Focus:**

### **1. Humanitarian Action**

We assist people, communities and local partners prepare for and respond to international disasters.

We prioritise:

- The needs of women and girls and marginalised communities.
- Disasters that are the result of climate hazards.
- Emergency and recovery assistance in response to the Russian invasion of Ukraine.

We expect this area will remain a priority over the next 5 years.

### **2. Refugee resettlement in the UK**

We help refugees rebuild their lives in the UK through a unique English language and employment programme, providing bespoke support to women refugees who face particular barriers to integration.

### **3. Employment and Livelihood Assistance**

We transform the earning potential of those suffering the impact of conflict, climate change and migration through employment and livelihood recovery assistance.

### **4. Life Changing Support for Vulnerable Jews**

We provide lifesaving assistance and care to vulnerable and elderly Jews of the Survivor Generation, with a particular focus on those affected by the conflict in Ukraine.

## **Our Strategic Approach:**

### **Partnership**

Our global network of local partners, rooted in their own communities, gives us the expertise, capacity and scale for which we are known, and ensures the voices and needs of participants are heard and are central to our work.

### **Evidence and Impact**

The quality and impact of our work is more critical than its scale. We continue to strengthen our expertise, our systems and our data management and that of our partners, to deliver sustainable interventions that have a lasting impact based on clear evidence measured against sector standards.

### **Prioritising the Needs of Women and Girls**

Every day women around the world face poverty, discrimination, violence, injustice and inequality just because they are women. Women have less access to land, education, income, decision-making, political influence and opportunity – all of which keeps them in a cycle of poverty. We want to change that. We aim to ensure that at least 65% of all our programme participants are women And this year we reached 60%.

## **Critical Success Factors to Achieve Our Strategy:**

### **1. We Invest in Our Team**

Our people are our greatest asset. High performing, committed and experts in their field. We need to attract and retain the best, inspire and enthuse them to deliver results, reward them appropriately and invest in their learning.

## **2. We Grow Our Income**

We are fortunate as a charity to have a loyal, committed and generous support base. Yet, to expand the scale and quality of the services we deliver and continue to invest in our partners and people, we need more money from more sources to decrease reliance on our traditional support base.

## **3. We Grow Our Supporter Numbers**

Similarly, too few people know of the impact of our work and support us. A visible brand, new digital marketing, an active social media presence and proactive acquisition work will help to recruit a new generation of World Jewish Relief donors.

## Areas of Impact Over the Last 12 Months

Who we help:

Country	Number of Participants	Number of Partners	Number of Programmes
Ukraine	109,341	27	46
Bangladesh	15,700	1	3
Afghanistan	12,938	1	2
Colombia	11,150	1	5
Pakistan	10,080	1	3
Turkey	8,664	1	6
Myanmar	8,054	1	1
Ethiopia	6,514	1	4
Kenya	6,160	2	5
Haiti	5,399	1	3
Moldova	4,099	4	8
Poland	3,478	2	3
Nepal	2,711	1	1
UK	2,506	18	6
Syria	2,500	0	1
Uganda	2,393	2	2
Rwanda	1,831	2	4
Philippines	1,620	1	1
Georgia	929	3	5
Ghana	875	1	1
Russia	494	1	1
Belarus	319	1	1
Bosnia	82	1	1
<b>Total</b>	<b>217,837</b>	<b>74</b>	<b>113</b>

## Humanitarian Action

The primary objective of this area of our work is to:

- save lives,
- preserve dignity and agency,
- alleviate the suffering of the most vulnerable affected by disasters,
- respond to both immediate emergency needs and help communities rebuild their lives.

In doing so, we lead the Jewish response to international disasters - whether climate or man-made emergencies - representing the British and, increasingly, the global Jewish community.

To best achieve our overall objectives, we work with well-placed effective local partners. This means organisations which are embedded in the communities they serve and who have a history of delivery. These partners make up our Disaster Preparedness Initiative (DPI).

These partnerships are critical to our ability to deliver high quality projects which is why we repeated our partnership survey this year, to review key aspects of our working relationships, including financial support, non-financial support, Monitoring & Evaluation (M&E), and communications.

We also carry out surveys after our responses to gather feedback from recipients of aid.

These surveys showed that 96% (2022: 97%) felt the aid they received was timely, 94% (2022: 88%) reported it was relevant to their most pressing needs, and 97% (2022: 90%) said the quality of the services and provision was high.

Key to effective crisis response is speed of response, which is why we set ourselves the target for aid to reach participants within 28 days of either launching an appeal or receiving a proposal. This year our average response time was 26 days (2022: 43 days).

## Post Distribution Monitoring

<b>Timely delivery</b>	<b>96%</b>
<b>Relevant to needs</b>	<b>94%</b>
<b>Quality of services and provision</b>	<b>97%</b>

### Overview of projects this year

Over the last year we have worked in all parts of the world, from the Americas, to Asia, to Africa, and in Europe too. We delivered both small food distribution projects and larger, more long-term interventions. This has almost entirely been with our DPI network, but we also worked with one non-DPI partner – the International Blue Crescent (IBC) – in Afghanistan, Pakistan, Turkey and Syria. We have detailed our work in Ukraine separate to this.

## 34 Projects

**92,259 people reached**

**21,940 food parcels delivered**

**5,888 non-food items and hygiene kits delivered**

We used our in-house rapid response fund – The Disaster Fund (DF) – to respond to seven emergencies, including:

- drought in Kenya,
- flooding in Uganda,
- typhoon in Philippines,
- malnutrition in Ethiopia,
- earthquake in Nepal

Separate to the DF projects, we responded to specific protracted crises such as:

- the Rohingya refugee crisis in Cox's Bazar
- the Uyghur refugee community in Turkey
- those displaced due to conflict in Ethiopia

This year we launched two appeals; one for the Pakistan floods, for which we had a partial appeal, and for the Turkey/Syria earthquake, where we launched a full appeal. Both projects were delivered with the International Blue Crescent.

For Pakistan, we raised approximately £222,000, which enabled us to respond with emergency food and water to over 4,500 displaced people. Items were bought locally and distributed to those seeking shelter in old school buildings. For the Turkey/Syria earthquake in February 2023, we raised over £750,000, which has enabled us to respond with both short and medium-term projects, covering food and blankets for almost 2,000 people, but also semi-permanent shelter and much needed psycho-social support and livelihood support.

World Jewish Relief has now been a member of the START Network for seven years. This year we made 8 proposals to START, including one to the learning fund, and led on raising two alerts in Ethiopia and Kenya. We have been successful for three responses in Colombia, two in Indonesia, and one in Haiti.

**We raised:**

**£222,000 for Pakistan floods**

**£750,000 for Turkey/Syria Earthquake**

## Climate Action

Climate change and humanitarian crises are inextricably linked. Not only is climate change resulting in more frequent and intense 'shocks' (e.g. heat waves, floods, droughts, and cyclones), but it is also driving long term environmental 'stresses' such as changes in agricultural calendars, land degradation, changes in species distributions, sea level rise, salinisation, coastal erosion and water scarcity. In turn this is increasing poverty, food insecurity, various health issues, and in some cases, influencing conflict and migration. At World Jewish Relief we have recognised our moral responsibility not only to respond to these shocks and stresses- but also to support vulnerable communities to become more resilient to the changing climate.

Over the last 18 months we have run three climate programmes with our DPI network, reaching over 25,000 participants. These were in Nepal, Bangladesh, and Myanmar - all highly at risk of climate-related change. At the end of 2022, we collated learning and reflections from these programmes and used them to shape our plans moving forward. Over the final six months of the financial year, we scaled up our work in Nepal, scaled down our work in both Myanmar and Bangladesh and started a new project in Ethiopia. Moving forward, we will continue to run climate programmes with our existing DPI partners who are all well-placed to engage on climate-related responses.

## Ukraine War Response

Since the Russian full-scale invasion of Ukraine on 24th February 2022, our response has dominated our work, prioritising our support for 27 partners in Ukraine, reaching 343 towns and cities in Ukraine and supporting a total of 270,396 people.

Our interventions have evolved alongside our experienced partners and their impressive determination to implement high quality programmes in response to identified needs and gaps. We have taken a multi-pronged approach recognising that, depending on the location, the needs and appropriate response should be different. Our key areas of focus in 2022-23 include:

- **Humanitarian Aid:** We continue to deliver high quality aid in the hardest to reach locations where vulnerability remains high. We have delivered food to 94,101 people, and medicines to 21,035 people. The feedback has been exceptionally positive with 98% of our monitored recipients stating that they are satisfied or totally satisfied with the aid they have received.



## Aid - We have delivered:

Food to 94,101 people

Medicines to 21,035 people

- **Livelihoods and Recovery:** Using our 13 years of experience of delivering Back to Work and self-employment programmes has been critical. Not only to assist in the recovery efforts of the country, but also to prevent individuals from becoming reliant on handouts, to support the integration of Internally Displaced People (IDPs) into new locations, as well as those returning to their homes, and to help so many retain their dignity and mental health. We have supported 4,380 people through this programme.
- **Families and Children:** Learning from our Back to Work programmes showed that for some, focusing only on employment might not be enough to support the whole family, considering their children's additional needs as a result of the trauma of war. Our growth in both supporting vulnerable families through our Building Stronger Families programme, and our range of children's programmes supporting their social, psychological and academic performance, are interlinked and build on the foundations of our livelihoods approach of empowerment, self-reliance and dignity.
- **Support for Older people:** older people are a group who have endured so much since the invasion began yet are often overlooked. For us, our support for this group is as critical as ever and ranges from essential homecare services, active ageing and daily support, to providing repairs to homes that have been damaged, or providing humanitarian aid or evacuation support from the front line. Our ability to work within and beyond the Jewish community is critical here; it enables us to recognise the gaps in provision of services across different communities and identify exactly where we, and our partners on the ground, can add the most value.
- **Refugees:** whilst our focus continues to be on Ukraine, for obvious reasons, we have also been working in Poland and Moldova as well as here in the UK to support refugees. In Poland and Moldova, the number of refugees remain high at 1,085,728. We have supported 4,573 people with accommodation, psychological support, cash support, signposting and helping with legal formalities, safe spaces for children, and language and employment support.

- In the UK we continued as a recognised agency matching Ukrainian refugees with hosts under the Homes for Ukraine scheme. Our award-winning Specialist Training and Employment Programme (STEP) in the UK, is the largest provider of employment support for resettled refugees within the UK.

## **We have provided employment support to 377 Ukrainians in the UK**

We continue to remain flexible in our approach, ensuring we are listening to our partners and adapting programmes where necessary, and responding to changing needs. We have also ensured that we are investing in partners' capacity to deliver this range of activities according to their needs, from salary support, capital items and psychosocial support for staff.

### **Supporting Sustainable Livelihoods**

Working through committed and trusted local partners, our livelihood programmes empower disadvantaged individuals to build prosperous and fulfilling lives for themselves and their families. This work is inspired by Maimonides' "Eight Levels of Tzedakah". The Hebrew word *tzedakah* is the Jewish obligation to support our fellow human beings in their moment of need. Its highest form is to give people their independence by helping them to find a job or set up a business.

Partnerships based on strong personal relationships remained at the heart of our work. Listening to our partners, acknowledging their efforts, empathising with the immense challenges they faced, and investing in expanding their resources and capabilities enabled us to continue to provide a rapid, needs-based, and cost-effective response in Ukraine.

In 2022-23, balancing the Livelihoods support between humanitarian activity in front line, war-torn cities, towns and villages, and employment and family support in more stable regions was especially critical. Overall, 69,376 Ukrainians in Ukraine and Moldova received vital assistance through our livelihood partners.

## Back to Work - Enabling Productive and Sustainable Employment

Ukraine suffered its sharpest economic decline in over 30 years in 2022 because of the war. According to the state statistical service, Ukrainian GDP fell by 29.1% in 2022. Exports had fallen 35% in 2022 from the year before. Conscription affected 83% of companies in Ukraine. While men have been significantly affected by conscription, women constitute the majority of internally displaced people at 65%, struggling with unfamiliar environments, employers' prejudice, and lack of social support. The economy has been recovering slowly in 2023 and is projected to grow 0.5%.

Despite all these challenges, World Jewish Relief, in partnership with seven local Ukrainian organisations, empowered 3,836 disadvantaged individuals to find sustainable employment and start rebuilding their lives based on self-reliance and dignity for themselves and more than 7,600 members of their families. In neighbouring Moldova, which remained the most vulnerable host country for Ukrainian refugees, 342 refugees and 250 Moldovans have been supported. The projects provide support for participants even in a more challenging psychological state, so activities aimed at improving communication skills and the psychological well-being of participants (including individual and group psychological support, therapy to help participants constructively manage their emotions, training on effective communication and conflict resolution) have been prioritised.

Our partners have also added new employment and personal finances courses, including "An overview of the labour market in wartime" and "Pathways to generating additional income" and invited experts from other agencies, for example, the State Employment Agency, to provide up to date, tailored information to participants on available benefits and current regulations and policies. The programme's recruiters have been using their experience and networks of employers to find suitable positions in very challenging labour markets. As a result, 48% of participants in Ukraine, 66% of Moldovan participants and 54% of Ukrainian refugees in Moldova found productive employment.

In Rwanda, the vocational track continued to deliver strong employment results. By July 2023, 100% of the project's graduates – all 242 – were employed or self-employed. Moreover, recently collected data for two previous cohorts demonstrated that 100% of the graduates are still employed and nearly 30% reported an increase in their salary.

In March 2023, the district government agreed to provide our Rwandan partner with significant funding to cover the boarding costs of 65 vulnerable students from remote areas, who otherwise would not be able to join the project. Moreover, one of the participants who has a disability took part in the 2023 Special Olympics World Summer Games in Berlin. He was among just three participants from Rwanda.

### **Building Stronger Families**

The programme supports disadvantaged families who face barriers that stop them from providing their children with the stability and support they need. These families' plight has been exacerbated since the Russian invasion, and, in response to the pressures of the conflict, some parents have turned to negative coping mechanisms, such as alcohol abuse and domestic violence. Ukraine's formal child protection system has been overwhelmed by the scope of the crisis. As part of the programme, in 2022-23 four partners engaged with 124 adults and 172 children in Ukraine and Moldova.

The most important component of the programme remained regular individual case worker support to help the families set specific goals and develop action plans. The programme also included the involvement of other relevant specialists, modest material assistance, group and individual sessions with psychologists, involvement in volunteering activities, tutoring support for children, and career orientation for teenagers.

The staff have been facing numerous challenges, including the unwillingness of participants to disclose any health conditions, their reluctance to undergo necessary treatments - especially rehabilitation to address substance abuse, cancelling appointments with specialists, preventing children from participating in the activities. In the new localities in Kharkiv oblast the security situation has been extremely precarious. It required extra flexibility from staff to adapt to the challenges such as shelling, air alarms, internet disruptions, and the need to switch certain planned activities online when necessary. Despite the enormous obstacles, based on the staff assessment, 65% of children improved their well-being and development, 53% of carers strengthened their parenting skills and 49% made progress in developing a better family environment.

Other outcomes included parents becoming more emotionally stable, now able to responsibly follow the recommendations of tutors and speech therapists, provision of essential dental treatments for 24 children and ensuing improved dental hygiene, employment of seven parents and older children, and overcoming stuttering in a 5-year-old child with PTSD and complex speech disorders. The programme has now been expanded to provide assistance for grandparents caring for young grandchildren,

Starting from 2023-24, the strengthened monitoring, evaluation and learning framework will enable us to measure the progress of the individual families in a more robust and compelling way. The partners will use specific measurement scales for each aspect of family well-being to enable evidence-based decision-making to maximise the impact of proposed interventions or to amend the chosen course of actions.

### **Back to Childhood**

While supporting people into employment has strengthened the resilience of Ukrainian parents and enabled them to meet basic needs, the well-being of the children also required attention. The “Back to Childhood” programme emerged towards the end of 2021-22 in response to the enormous negative impact of the war on Ukrainian children. Some 5.7 million school-aged children have been affected since the start of the war. They continue to be killed, wounded, and deeply traumatised by the violence around them. A mere 25% of Ukrainian schools nationwide have been able to offer full-time, in-person teaching since September 2022. Following two years of interrupted schooling by the COVID-19 pandemic, Ukrainian children continued to miss essential developmental opportunities.

“Back to Childhood” aims to help improve the well-being of displaced and resident Ukrainian children. In 2022-23, five partner organisations supported 2,260 younger children (6-13 year olds), focusing on their cognitive development and academic performance, psychological well-being and social and emotional skills. Depending on their needs, young participants received a comprehensive package of support which included lessons in small groups after school or on weekends, individual tutoring, sessions with psychologists and speech therapists.

In the localities where schools remain closed, such as Odesa, the projects offered services of “safe schools” equipped with the uninterrupted supply of power, high-quality internet, and a bomb shelter. 66 children studied online with their respective schools, while under the supervision of experienced teachers of “safe schools”. They also attended face-to-face activities, including sessions with psychologists, and interacted with their peers.

Both parents and children rated the quality of the programmes and teachers, the comfort of the spaces and volunteers’ engagement highly. 92% said they were highly satisfied and the remainder said they were satisfied. As a result of the programme 74% of children less than 8 years old improved their behaviour – defined as reduced fighting, increased sharing of musical instruments/toys, and reduced incidents of picking on their peers to attract their teachers’ attention. 86% of school age participants have improved their academic grades by an average 1.5 points (Ukraine uses a 12 point grading system). Moreover, three projects engaged with 195 Ukrainian teenagers. The projects organised group activities including workshops, presentations, Q&A with representatives of different professions, tours to businesses and shadowing, as well as individual mentorship to unleash the creative problem-solving skills of young people. Special attention has been paid to their career-readiness and aspirations. As a result, 88% of young people confirmed that they improved their knowledge of the labour market, employers’ demands and provided a focus for their career choices.

The Back to Childhood component also includes an important initiative aimed at building capacity of Ukrainian school psychologists who support the teachers, parents, and children. 150 school psychologists from across Ukraine took part in the comprehensive programme led by Israeli, Ukrainian and Rwandan experts. The programme enabled them to avoid burnout, undergo professional supervision and in turn train schoolteachers who often bear the brunt of their students’ traumas and problems. So far, the trained psychologists have already reached more than 8,000 clients.

### **Boost Ukraine**

Despite enormous obstacles, with funding from DEC/Christian Aid, 1,860 vulnerable households – 5,085 individuals – in 12 last mile localities in the east received comprehensive winter relief, food, and hygiene packages. Aid was even delivered to Kostyantynivka, which is 27km from Bakhmut, which experienced some of the most intense fighting since Russia’s invasion. Hostilities have further escalated in the first six months of 2023, devastating communities in the east and south of the country.

Despite tremendous challenges, exacerbated by extensive mine contamination, between April–May 2023, 1,800 additional vulnerable households – 4,748 individuals – from 62 small localities in Kharkiv oblast have been reached with life-saving support.

Massive flooding caused by the destruction of Kakhovka Dam in southern Ukraine on June 6th, left behind devastation, an unconfirmed number of civilians killed and injured, and a worsened humanitarian situation in areas already facing the dire consequences of the war. Our local partners have rapidly provided emergency assistance – shovels, motor pumps, canned food, drinking water – to 7,100 individuals affected by flooding in Kherson and Khersonska oblast. The consequent depletion of the Kakhovka Reservoir has created enormous challenges for civilians to access drinking water. Our partners have delivered 40 tons of drinking water and water filters to 4,000 vulnerable households in Dnipropetrovsk oblast.

**Overall, in 2022-23 nine Livelihood partner organisations provided life-saving humanitarian assistance to 53,272 individuals in Ukraine.**

### **Business TransFARMing – Transforming African Subsistence Farmers into Agricultural Entrepreneurs**

Sub-Saharan Africa remains the least prosperous region in the world. According to the World Bank, double-digit inflation is present in about half of the countries on this continent, eroding household purchasing power and striking at the most vulnerable. Economic growth is set to slow by 0.5% in 2023.

We strongly believe that the future of African agriculture lies in the hands of committed farmers who consider farming their career and a great investment opportunity. Our approach consists of enabling them to maximise yields of the highly profitable horticultural crops. The projects also support the participants to translate significantly increased farming income into business investments, improved living conditions, better schooling, nutrition, and leisure choices.

2022-23 was a pivotal year for the newest agricultural project in Kayonza District in Rwanda. Despite its very challenging climate and chronic food insecurity, participating farmers demonstrated impressive work ethics and the ability to adhere to recommended agronomic practices.

As a result of their dedication, 40 farmers generated on average £400 each per growing season from watermelons and green peppers. Not only did they earn more than their farming peers in Rwamagana district, but their monthly income was also higher than the majority of employed graduates on the vocational track, with 100% gaining the predetermined income threshold and 82% achieving at least 75% of benchmark yields.

Young farmers in Rwamagana district, an environment usually much more conducive to profitable horticulture, had to overcome their resistance to irrigation to address the prolonged dry spell in the fall of 2022. Our partner invested much time and effort to encourage farmers to irrigate and this resulted in the percentage of farming groups who were irrigating rising from only 40% at the beginning of the season to 58% by the end.

Despite these challenges, 66% of participants (418 individuals) reached the income target and 34 groups (25%) generated more than £1,000 per group per growing season. However, these results still lagged behind those of their peers in other areas, so participants have been introduced to a simple labour tracker that has enabled them to better understand how much time they need to invest to cultivate a field of a particular size. Improved comprehension of the link between land sizes, labour and income has resulted in all groups planning to farm larger plots in the upcoming season.

In Uganda, 123 farmers have successfully grown green peppers and tomatoes. 85% of them increased their income by a factor of 6 and above, to at least £115 per month. The local team has prioritised supporting participants in more remote Jewish communities. At the same time, farmers' financial literacy continued to require additional attention. Some still struggled with saving and investing or being able to afford necessary seeds, fertilisers and pesticides. In the upcoming year, the project will be strengthening its financial literacy component by introducing a comprehensive curriculum consistent of five modules spread over two growing seasons.



In Northern Kenya, the prolonged drought was interrupted by severe flooding in spring 2023. The floods resulted in the loss of lives, livelihoods, damage to roads and infrastructure, disruption of health services, closure of schools, destruction of sanitation facilities and damage of water sources.

Farming groups in the areas of Griftu and Arbajahan have been badly affected. Fortunately, their newly installed Solar Powered Irrigation systems have not been damaged but some of the crops have been washed away and had to be replanted. Despite the challenges, eight farming groups - 112 participants - generated more than £4,000 since the waters subsided around mid-May.

However, it remains a challenge to try to convince the farmers to dedicate larger portions of land to specific crops to be able to measure their profitability and water usage accurately, as new farmers tend to be risk-averse and prefer to sow a mix of different crops. Despite this, three groups of farmers have agreed to follow our recommendations, increase acreage under selected crops' cultivation and maintain robust records. To support this, our local partner organisation is planning to establish a demonstration plot to showcase new ideas and allow farmers to experience innovative practices first hand. The team hopes that the plot will also encourage farmers to experiment and try out new approaches for themselves.

## **Refugee Resettlement in the UK**

The UK Programmes Team delivered support for refugees in the UK to integrate and rebuild their lives. Employment is considered to be the most critical element of successful refugee integration. Over the last seven years we have built the Specialist Training and Employment Programme (STEP) to deliver high quality client-centred support, technical expertise, valued partnerships and outstanding outcomes.

The last year has seen growth in the UK Programmes team in response to the situation on the ground in our two Ukraine focused programmes and in identifying gaps in current provision for refugees, which is our STEP Forward programme.

The UK Programmes team deliver:

STEP – Specialist Training and Employment Programme

STEP Forward – Pre STEP programme for women refugees

STEP Ukraine – STEP to support Ukrainian nationals

NE RISE – STEP in the North East of England which is part of the Home Office Refugees Transitions Outcomes Fund

Homes for Ukraine – supporting the Government visa programme matching Ukrainian nationals with hosts in the UK.

STEP is funded 90% by the EU fund AMIF and 10% by World Jewish Relief, which comes to an end in December 2023. Over the last year STEP has supported 1,180 clients and we have secured our 500th job on the programme. Our aspiration for the programme is to reach a 30% job outcome and currently we are reaching a 42% job outcome rate with a 95% 3 months or more sustainment in work. The jobs that refugees have secured are as varied as their skills, qualifications and experience. Recent examples include a dental nurse and a chauffeur for the Mayor of Camden.

STEP aims to improve integration for refugees through a bespoke employment programme that addresses the complex barriers refugees face in preparing for, and ultimately finding, work in the UK. We support all refugees, regardless of the route they arrived in the UK and their proximity to the labour market, to develop the skills and identify the opportunities they need to secure sustainable employment. The objective is to enable our beneficiaries to become economically independent, self-reliant, contributing, and valued members of Britain's multi-cultural community. Central to the programme is the provision of extensive and intensive personalised support; STEP stands out by focusing on speed, ambition, and input to achieve integration for refugees.

STEP is delivered in partnership with the Refugee Council, Horton Housing Association, Bristol City Council, Coventry City Council, Camden Council and Newcastle City Council. We cover the following locations: Bradford, Bristol, Barnsley, Doncaster, Camden, Coventry, Leeds, Rotherham and York. In addition, we work with TERN, who provide self-employment support, and Business in the Community, who deliver a range of programmes for us with national employers. Recently 6 clients joined the BITC Ready for Work programme with Marks and Spencer and all 6 secured employment with them.

World Jewish Relief received the 2022 Charity Award for Education and Training for STEP and we were asked to present at the AMIF celebration event as an exemplar programme.

## **STEP Films**

Based on the STEP Handbook, the Home Office commissioned World Jewish Relief to produce 12 films on how to find work in the UK. We worked with the Home Office and the Department for Work and Pensions to produce the films. All have been dubbed and translated in to Arabic, Pashto, Dari and Ukrainian and are on the World Jewish Relief website.

## **STEP Forward**

STEP Forward has been part funded by the Department for Culture Media and Sport over the last 18 months.

A full evaluation of the STEP programme identified that although there was gender parity in participants starting STEP, women were dropping out more often, moving through the programme more slowly and getting a lower percentage of job outcomes.

We already know that women refugees are one of the least integrated groups in the UK and that there is currently a lack of cohesive women-focussed integration services in the UK. Lack of integration can often have long term wellbeing consequences with social isolation increasing mental and physical health risks and exclusion from society sometimes creating generational cycles of poverty. Through our experience on STEP and consultation with women refugees we identified some of the key structural barriers and barriers to inclusion that women refugees face.

STEP Forward was created in response to specifically address the needs of women refugees and to support them to gain and make informed decisions about their lives and continued integration journeys.

The 36-week course has been delivered in Bradford and Coventry in partnership with Horton Housing Association and Coventry City Council respectively. The course supporting 60 women refugees, and currently part funded by the Government Department of Digital, Culture, Media and Sport comprises nine modules evaluated to reduce integration barriers: literacy, numeracy, English language, digital literacy, financial literacy, volunteering, mentorship, wellbeing and women-led sessions. Classes take place during school term time and childcare and travel costs are provided to ensure that all women are able to access classes. Additionally, women receive laptops and dongles for internet access to enable them to improve their digital literacy.

Prior to STEP Forward, we found that 47% of women only had up to primary level education. Currently, 80% of participants have moved up one literacy level and 30% of clients have moved up a numeracy level. Our tutors have used targeted literacy and numeracy lessons focused on learning everyday skills. 35% will take accredited exams by the end of the course allowing them to move into further education and improve access to community resources.

Through our bespoke financial literacy module tailored for women refugees, in partnership with The Money Charity, women learned about how to manage money through modules on energy, credit, budgeting and saving. As a result, scores for money management confidence increased by 50%.

At the start of STEP Forward 100% of women said they had no-one outside of family to rely on. STEP Forward provided them with the opportunity to network and build cross-cultural friendships through regularity of group classes and women only spaces where they did not have to worry about other responsibilities. Women are supported to facilitate each other's learning, helping to strengthen bonds. Our clients now meet up regularly outside of class, support each other and keep in contact with each other through WhatsApp, with 55% also reporting increased wellbeing.

Prior to the course, many of our clients had never used a laptop before. Through our digital literacy module, each woman has been provided with their own laptop and dongle with data. 100% of the women are now using their laptops confidently, with 50% having significantly improved their digital skills, including the ability to make internet searches, book tickets, send emails and use basic Microsoft Word skills.

At programme start, many clients were reserved; now 100% have presented in front of class. 30% are volunteering, with another 20% actively looking for volunteering opportunities with the support of their Support Worker. This confidence growth was facilitated by the trusting and communal atmosphere built by staff, a women-only environment, and the range and relevance of course content provided, tailored to this client group.

## **STEP Ukraine**

Since the start of October, we have provided 310 Ukrainians with bespoke, tailored, one-to-one employment support. The dedicated STEP Ukraine employment advisors support clients throughout their employment journey.

We recruited a STEP Ukraine Programme Manager who has led research to gather data on where Ukrainians are currently being housed and which areas of the country would benefit most from a STEP Ukraine Employment Advisor. We are keen to only add value and not duplicate work which is already happening locally. Due to the high number of Ukrainians in Barnet, we have recently appointed a second Employment Advisor to help meet the demand in the borough.

In partnership with the British Council, staff delivered two intense ESOL (English for Speakers of Other Languages) classes which led to 98% of participants increasing an ESOL level. We have been able to purchase laptops for clients, meaning that they are able to attend online courses and apply for jobs. When asked to describe the progress made by attending the English course, 98% described it as either significantly good or good. A third programme will start in June.

In July 2023, following a competitive bid process, the UK Government appointed World Jewish Relief to expand its STEP Ukraine programme to support up to 10,000 Ukrainians across the UK over the next 12 months. Delivered in partnership with the British Council, this programme will be a significant expansion of our existing STEP operation.

## **Homes for Ukraine**

World Jewish Relief is a Government-recognised provider for Homes for Ukraine. We carefully match hosts with refugees. We have supported with the many tasks required to integrate into life in the UK including opening bank accounts, registering with doctors, accessing benefits, finding school places, and generally helping where needed. Most of the hosts who registered with World Jewish Relief are members of the Jewish community who wanted to help in some way. Many of our Homes for Ukraine clients also receive employment support via STEP Ukraine.

## **Life Changing Support for Vulnerable Jews**

### **Supporting Older People and People with Disabilities**

Despite the incredibly challenging circumstances which our partners and the communities they live in faced during the past 12 months, they continued to find new and innovative ways to maintain their critical support to their older client group. This year we provided a vital lifeline to 47,524 majority older and vulnerable people, plus 252 people with disabilities and their families, and staff members at 27 partner organisations we worked with.

Winter 2022 was by far the toughest point of the year, when Ukraine endured frequent blackouts and energy outages, alongside shelling. Additional funds provided to partners in Autumn 2022 enabled them and clients to survive. We provided winter packages, torches, power banks, warm clothes, blankets and opened 'warm hub' points in five cities where people could drop in to charge their devices, have a warm drink and be in a safe environment. We purchased 34 generators and 38 power stations to enable our partners to keep working during blackouts.

Outside Ukraine we reached 319 people in Belarus with social care, dementia and material support, 789 in Georgia through home repairs and medical, social and dementia care, and 2,443 people in Moldova with medical, social and dementia care (plus support to Ukrainian refugees). We also supported 57 older Jewish people in Bosnia with homecare, medicines and hot meals, and 222 older people via the Jewish Community Centre (JCC) in Krakow, Poland.

## **Home Repairs**

In its 13th year of running, our home repairs programme took on extra significance this year as needs spiked due to shelling and warfare. Despite some unavoidable delays at the start of the year, we were able to repair 192 homes that were chronically in need of repair, and 221 homes that had been damaged from the war. Some repairs took place just days after the damage occurred thanks to our partners acting quickly. We also funded emergency, stopgap repairs such as plywood coverings in areas of heavy shelling, to protect from further damage and make homes less visible to attack during night time.

Critically, end of year assessments of clients who received repairs revealed that 92% of people felt their homes were warmer and drier as a result of repairs.

In April 2023 we formed a partnership with a new NGO called Insulate Ukraine which developed a prototype for a very sturdy, cheap and effective window replacement and from August 2023 we will support them to expand activities into Kherson, one of the most badly hit cities and regions in Ukraine.

## Active Aging and Homecare Support

After some activities initially paused to provide immediate support/relief and evacuation, and adjust to the new context, many activities resumed and over the course of the year we supported active ageing activities (healthy lifestyle advice, medical support, health monitoring equipment) in 18 locations with 18 partners. This helped clients to maintain their health and wellbeing during tough winter months. In 17 of these locations we provided support and activities for people with dementia and their relatives to reduce burnout and stress.

Medical support remained vital as access to timely care was limited for most in Ukraine, we managed to provide 63 eye operations, 202 pairs of glasses, 600 people received medicines and 18 people received hearing aids.

### Medical Support for Older People

Medicine	600 people
Eye Operations	63 people
Glasses	202 pairs
Hearing aids	18

Throughout the war, clients have continued to receive homecare support (mostly) without disruption though adjustments were made to account for safety of homecare workers and naturally there was high turnover initially when people evacuated with their families. Through our support to a key partner, the American Jewish Joint Distribution Committee (JDC), we provided 437 people with homecare across 5 countries, and working directly with our Hesed partners we supported 234 people who do not meet JDC's criteria but were in dire need of assistance.

In Kherson we started providing homecare to a small number of elderly people outside the Jewish community as the needs are so great for those left behind and this has been hugely valued.

Moldova experienced extremely high inflation (over 34% between October 2021 to 2022). With gas bills sky-rocketing as the country uncoupled itself from reliance on Russian gas sources. Over the winter months, using emergency reactive (SOS) funds, we set up another 'warm hub' in a district of Chisinau where older Jewish people could come for hot food, activities and company during the winter months, and we helped 589 people with paying utility bills. We provided SOS funds to Georgia to offset significant exchange rate losses.

## **Ukraine War Response**

In addition to our work within the Jewish community, we continued reaching the wider community and provided 11 partners with grants for humanitarian support, reaching 14,593 older, vulnerable people by providing humanitarian aid, emergency assistance to State residential institutions, outreach activities for IDPs and short-term accommodation for 192 displaced older people in two locations.

With 8 of our Jewish partners, whom we had worked with for many years, we started responding to needs beyond the Jewish community. In Kyiv, Sumy, Kharkiv and Kriviy Rih we established community warm hubs to help people survive the harsh winter months and the worst of the Russian attack on Ukraine's energy infrastructure that caused long, frequent periods of electricity outages.

## **Opportunities for People with Disabilities**

People with disabilities in Ukraine have been disproportionately affected by the war. Evacuation has been uniquely challenging for many reasons. Those who have not evacuated are at greater risk during air raids, as most bomb shelters are underground, down flights of stairs, and are generally inaccessible. This was exacerbated over the winter months when lifts were out of action during the frequent energy blackouts.

Whether in displacement or at home, people with learning disabilities and those on the autism spectrum have found it particularly difficult to understand and adapt to the changes the war has brought.



For 252 adults with disabilities and 35 of their caregivers who took part in our projects, the stability and support of our partners over the last year has been a lifeline. 129 people took part in social groups, predominantly online, and 109 people received psychosocial support. 68 people received help paying for medications and medical bills, and 34 people received social care at home. Support to some people who had relocated, provided online, was vital in helping people adapt to their new environments.

Because of the extreme and changing circumstances, all four projects shifted their focus away from independent living and vocational skills for the first half of the year, instead focusing on moral support through the changes they were experiencing, and increased support to cover basic needs. This reverted back to a focus on independent living skills later on, with 49% of participants with learning disabilities managing to improve their skills in at least two core activities of daily living. In 2023-24 we aim to increase this to 90%, in line with previous years, as projects refocus on this area.

# Progress On Our Three Critical Success Factors

## 1. We Invest in Our Team

We remain committed to support the performance and wellbeing of each and every one of our team members. As the organisation expands this has become particularly important. Over the year our focus has been as follows:

- Supporting a hybrid working environment that balances the needs of the organisation with the most appropriate level of flexibility for the employee.
- We expanded the number of Team working away days to four, with all the team present in person, to ensure increased collaboration, learning and engagement.
- We gave a significant facelift to the office premises ensuring greater open plan space, up to date furniture, laptop docking facilities, big screens to improve hybrid multi person meetings and lockers to secure overnight laptops.
- As part of our professional development commitment, we commissioned the Management Centre to deliver a bespoke training package entitled Essential Management Skills training targeted at managers and an Emerging Managers Skills programme for those embarking on their management career.
- Improving internal communication across the team by setting up an internal communication platform to share updates/news and delivering training for all team members on Teamwork and Communication Skills.
- Improving mental health support by delivering training on Mental Health Awareness for managers, stress management and resilience building for all staff, and introducing trained Mental Health First Aiders to support team members experiencing poor mental health or emotional distress.

## 2. We Grow Our Income

For over 90 years World Jewish Relief has been delivering life changing action and support to some of the most vulnerable people in the world, thanks to the incredible generosity of our supporters. These relationships are critical to us and, like our partners, our donors sit at the heart of all that we do.

This year, as we emerged from the Covid 19 pandemic which precluded us from seeing many of our supporters in person, we have worked hard to ensure that we provide ample opportunities for those who support our work to see us and speak to us in person, enabling them to hear more about our current activities and future plans, ensuring that we continue to build upon these important relationships.

Total income for the financial year was £15.9m which, although a reduction from the spike of the previous financial year, which corresponded with the start of the war in Ukraine, is a £9.6m increase on our average income over the 5-year period to June 2021.

We also held our most successful Annual Dinner to date in February 2023 raising a notable £1.9m. Income from individual giving this year was £1.1m due to successes with our Winter Campaign and our Celebratory Giving initiative.

We continue to uphold the highest levels of donor care, ensuring that our supporters understand how their funds are being spent and the impact their donations are having. Our Supporter Promise, which we review regularly and which is posted on our website, further outlines our commitment to using all funds responsibly and transparently. We have not, do not and will not sell donor details, and World Jewish Relief is signed up to The Fundraising Regulator and Fundraising Code of Practice through which we are able to demonstrate to our supporters that we adhere to the highest standard of fundraising governance and compliance.

All staff and Trustees engage with fundraising best practice; the Trustees, Chair and Chief Executive meet regularly with the fundraising team and fundraising activity is included in our risk register to ensure that it can be managed accordingly. We work with trusted local partners who share our values and concern for the money given by donors, and programmatic due diligence is a vital mechanism towards ensuring that our income is well spent.

World Jewish Relief received a total of six complaints in the year 2022/23, compared to four in 2021/22, all of which were responded to and the complainants were satisfied with the results. World Jewish Relief is committed to ethical fundraising and fosters a culture of utmost respect for donor choice.

### **3. We Grow Our Supporter Numbers**

One of our Critical Success factors is to “Grow our Supporter Numbers” and with this in mind we have been very focused on raising awareness of World Jewish Relief, particularly amongst audiences that are less aware of us.

We now have nearly 19K active donors on our database and have delivered several projects to enable us to keep growing.

We completed a rebranding project that has provided clarity in how we talk about the areas of work that we do and ensures that we present consistent, engaging and channel appropriate messaging and imagery. In addition, we have re-platformed our website which as well as looking very much on brand, provides a great user experience where enquirers and donors can easily find out about the work we do and donate.

We have seen time spent on site increasing by 98% from 1.16s to 2.28s and conversion rate is now over 8%. The new platform gives us flexibility and ease of development within the back end and should therefore hold us in good stead for several years to come. We have upskilled the team to be able to harness digital donor acquisition, test and learn across web performance and deliver best in class creative assets.

## Partnership

We place great emphasis on building effective partnerships; by working alongside our partners to strengthen both our own capacity and that of our partners, we ensure that we create transformational change in the lives of people we support. We are committed to a locally led agenda, ensuring our partners have the capacity, knowledge and resources to identify and respond to specific local needs to a high technical, financial and safeguarding standard. We simultaneously recognise the impact that partnerships have on our own work and learning, and how they enable us to access funding to continue to partner with them.

For the second year in a row, we have utilised the Sustainability Fund; funding that aims to support partners to become stronger, more resilient, sustainable actors in their respective contexts, distributing funds to ten of our partners. Partners were able to apply for grants up to £5,000, and there were no restrictions on what they could do with the funds, as long as it contributed towards building organisational sustainability. The grants were not for programmes, but rather investing in the organisations. An example of this grant is the £5,000 World Jewish Relief provided to Development Concern Initiative in Kenya to purchase essential office equipment and furniture, including computers, desks, a boardroom table, and other office materials. DCI's office was in dire need of an upgrade and this equipment helped them to improve their office environment as well as replace aging electronics. The feedback has been exceptionally positive and partners liked the Fund (with 86% agreeing that we have helped to improve their overall organisational financial sustainability), appreciating its purposes and welcoming the approach. Given its success, we will repeat the Fund process next year.

We aim to work as a critical friend, accompaniment and knowledge broker in our partnerships and sought our partners feedback through a partnership survey in November 2022, which covered key aspects of our working relationships – financial support, non-financial support, M&E, and communications. The response rate was high and the results positively reflected the value of our partnerships with 95% of partners believing we help to enhance the effectiveness and impact of their work (up from 92% the previous year). We followed up on the survey with a series of discussions and produced (and shared with partners) a detailed action plan in response.

## Safeguarding

World Jewish Relief's trustees continue to prioritise the issue of safeguarding and both staff and trustees have renewed their training to ensure they are up to date with best practice. World Jewish Relief is fully committed to the protection of vulnerable persons, young and old and will not tolerate any form of abuse or exploitative acts being perpetrated by trustees, employees, volunteers or anyone associated with the delivery of programmes. World Jewish Relief has no disclosures to make nor reports of misconduct made against any of its staff or partners. We continue to collect and report disclosures from partner organisations. We are working with partners to continue to build their capacity in this area, including safeguarding assessments and advice and support to our Ukrainian partners with best practice in how to minimise risks in their humanitarian responses. Safeguarding is a standing agenda item at every Trustee meeting.

## Future Plans

Over the last two years, World Jewish Relief has gone through remarkable growth primarily as a result of Russian's full-scale invasion of Ukraine and our subsequent humanitarian and recovery response. Investment in key parts of the organisation, particularly our UK Refugee operations, our new legally separate US fundraising entity and our Digital and Marketing capabilities are showing significant results and we need to build on these albeit in a changeable and uncertain philanthropic environment. Our 2023/24 business plan highlights the following key priorities for the year ahead.

- We are planning to expend 69% of our international expenditure inside Ukraine itself, shifting our focus in line with evolving needs to concentrate increasing attention on recovery aspects of home repair, employment and psychological assistance. Ukraine will continue to dominate our operational space.
- We will be expanding the quality and scale of the provision of English language and employment services to Ukrainian refugees across the UK building on the strong foundations and expertise that we have built in recent years. Funded by the UK Government's Department for Levelling Up, Housing and Communities, this programme brings significant resourcing towards a complex programme delivered at scale over a 12 month period.
- We will be welcoming a new Director of Communications and Marketing to build on the acquisition, digital first and data led progress that must continue. We will also be welcoming a new position of Director of People and Culture as we allocate more leadership time, attention and resource into retaining and attracting a high performing and brilliant workforce.
- We will be commissioning key external evaluations of our international employment programme, our dementia support initiatives and our UK based STEP programme.

# Risk Management

World Jewish Relief regularly reviews and assesses the risks it faces in all areas of its work and plans for the management of those risks.

Trustees liaise with the Chief Executive and Senior Leadership Team (SLT) to let staff know the boundaries and limits set by their risk policies to make sure there is a clear understanding of the risks that can and cannot be accepted.

As designated by The Charity Commission, the Board of Trustees has ultimate accountability for managing and controlling risk within the charity. Trustees are required to identify and review the strategic risks to which the organisation is exposed and to assess the likelihood of such risks and the possible impact they would have. Trustees must be satisfied that risk management is embedded in the organisation and adequate systems are in place to monitor, manage and, where appropriate, mitigate World Jewish Relief's exposure to major risks. For each strategic risk, risk appetite is assessed to balance opportunities for business development and growth in areas of potentially higher risk, while maintaining our reputation and reasonable levels of broad stakeholder support.

The Finance, Audit & Risk Management Committee reviews risk analysis and the risk management process across the Charity and ensures a detailed review of the priority risk register at every Finance, Audit & Risk Management Committee meeting.

Staff comply with risk management policy and processes and foster an environment where risks can be identified and escalated.

The Senior Leadership Team reviews key operational issues and actions and discusses and decides whether strategic risks need to be introduced, amended or replaced in light of external events or operational challenges. They promote risk management processes throughout the organisation and encourage transparency in reporting and speedy issue and risk escalation.

World Jewish Relief has active Strategic and Operational Risk Registers. These registers are 'living documents' and form the baseline for further risk identification. World Jewish Relief recognises that new risks will appear and other risks will become less or more severe or may disappear.



When a change to the risks is identified by a Trustee or staff member, this will be referred to the Director of Finance who, in consultation with the Senior Leadership Team, will update the operational risk register accordingly. World Jewish Relief will also review the risks in the Strategic risk register at each Finance, Audit & Risk Management Committee meeting with a deep dive in specific cases to really analyse identified risks and assess mitigating actions. Risk identification is, therefore, an ongoing process.

Identified risks are put into perspective in terms of the potential severity of their impact and likelihood of their occurrence. Assessing and categorising risks helps World Jewish Relief in prioritising and filtering them, and in establishing whether any further action is required.

The key risks identified by World Jewish Relief in 2022/23 along with the actions taken are listed below:

Risk	Action Taken
<b>Impact of Operations</b> The design of programme, intervention, quality of the partner, appropriateness of resource allocation or other areas within our control, has no or negligible impact on the target participants.	<ul style="list-style-type: none"> <li>• Selection of local partner based on technical and delivery competence.</li> <li>• Scrutiny of programme design and plan to maximise impact.</li> <li>• Monitoring, Evaluation and Learning (MEL) framework to ensure partner is focused on Impact as a measure of performance.</li> </ul>
<b>Financial Sustainability</b> Running a structural deficit, overcommitting anticipated income, or poor fundraising performance of key revenue streams affects long- term future of organisation.	<ul style="list-style-type: none"> <li>• Build an array of revenue streams through good fundraising, strong donor care, compelling issues and acceptable ROI's.</li> <li>• Strong financial controls, accurate budgeting and regular re-forecasting limiting the overcommitment of uncertain income.</li> <li>• Application of our reserves policy.</li> <li>• Managing the balance of General Fund income to Restricted Fund income.</li> <li>• Increasing active donor numbers through proactive marketing campaigns.</li> </ul>

<p><b>Efficiency</b></p> <p>Underinvestment in people, systems or technology leads to under performance.</p>	<ul style="list-style-type: none"> <li>• Focused attention on investing in our people through positive culture, professional development, T&amp;C's and building of reputation/credibility.</li> <li>• Implementation of a Grant Management System for UK Programmes to significantly reduce operational grant management time, risk of error and improve access to management information.</li> <li>• Ongoing development of Raisers Edge NXT and rebuild of website to ensure they are fit for purpose and integrate with other systems.</li> <li>• Head of Digital taking proactive lead on systems review, integration and digital transformation.</li> </ul>
<p><b>Safeguarding</b></p> <p>Severe safeguarding incident in any form by staff, volunteer of World Jewish Relief or downstream partner personnel.</p>	<ul style="list-style-type: none"> <li>• Robust safeguarding framework focusing on risk, whistleblowing, Code of Conduct, HR, Policy and Governance/Accountability.</li> <li>• Continual upgrading of safeguarding capabilities and understanding of partners.</li> <li>• Focus on open and safe culture within the charity.</li> <li>• Participation on inter-agency safeguarding working groups.</li> <li>• Regular staff training.</li> </ul>
<p><b>Reputation</b></p> <p>Partner performance, legal or financial non-compliance, culture of charity or perceived underspending against income adversely impact reputation of organisation.</p>	<ul style="list-style-type: none"> <li>• Partner mitigation measures above (Impact Risk).</li> <li>• Strong internal financial controls and procedures, strong income management, particularly restricted funds, high donor care/reporting standards.</li> <li>• Regular board appraisal, staff survey and staff reviews, training on key policies.</li> <li>• Adherence to Ethical Fundraising Policy.</li> <li>• Strong GDPR policy and processes.</li> <li>• Regular updates to supporters on expenditure plans especially relating to Ukraine crisis.</li> </ul>

# Financial Review

## Overview

Total income for the 2022/23 financial year was £15.9m. Although this was a reduction from the previous financial year it still represents a £9.6m increase from £6.3m which was our average income over the 5 year period July 2016 to June 2021. Our work in Ukraine and fundraising to support those affected by the conflict continued to dominate our activity this year. The total expenditure for 2022/23 was £16.2m which is an increase of £5m from the 2021/22 figure of £11.2m. This includes spending down £2.2m of restricted reserves.

The level of grants awarded to our partners and direct programme costs of £13.6m in 2022/23 shows an increase of £4.3m from last year with £7.4m being spent in Ukraine and neighbouring countries on our response to the Ukraine conflict. We have carried forward £4.5m to be spent on our Ukraine response and anticipate this will be spent in the next 12 months.

## Income

We secured income of £15.9m in 2022/23 which was a decrease of £1.9m compared to 2021/22. We continued to receive significant contributions to our Ukraine Emergency appeal totalling £4.9m, including donations from those who participated in a successful online matched funding campaign in February 2023, coinciding with the one year anniversary of the Russian invasion of Ukraine. This compares to £11.1m raised for the Ukraine Emergency appeal in 2021/22. Significant grants this year included £2.2m from LetterOne and £1m from the Disasters Emergency Committee (in partnership with Christian Aid) to support our Ukraine emergency projects. Emergency appeal income included £1m for our responses in Pakistan and Syria/Turkey. Our Major Giving income stream also increased due to additional funding from donors in the U.S following the launch of our separate U.S entity, World Jewish Relief USA. We held our most successful Annual Dinner to date in February 2023 raising a notable £1.9m. Income from individual giving this year was £1.1m due to successes with our Winter Campaign and our Celebratory Giving initiative.

Our UK Programmes supporting refugees with English language and employment support received grant funding of £0.9m from the Asylum, Migration and Integration Fund, £0.4m from Bridges working in the North East of England and £0.2m from the Department of Culture, Media and Sport on our women's programmes.

## **Expenditure**

Overall expenditure increased by £5.0m from £11.2m in 2021/22 to £16.2m in 2022/23 in line with budget. Charitable expenditure was £14.1m and represented 87% of total expenditure. The breakdown of charitable expenditure is £12m on grants, £1.6m on direct costs and £0.5m on support costs.

Of the £12m grant expenditure, £2.4m related to older people programmes in eastern Europe, £4.6m was spent on our Livelihoods programmes in Eastern Europe and Africa, £1.1m on our language and employment programmes for refugees in the UK, £2m was spent on humanitarian programmes and £0.1m was spent on small strategic investments. In addition to this we purchased goods and services directly from suppliers and the value of these transactions was £0.3m. This figure is included in the programme expenditure direct costs total of £1.6m.

Expenditure on raising funds (Fundraising and Communications) increased from £1.5m in 2021/22 to £2.1m in 2022/23. This increase of £0.6m was due to full year costs for the Communications teams and their activities and the cost of hosting our successful 90<sup>th</sup> anniversary dinner which was in person for the first time since February 2020 and raised £1.9m. £1.5m was direct costs and £0.6m related to support costs.

Staff costs were £2.4m in 2022/23 which was an increase of £0.8m from the previous year due to both an increase in headcount and a cost-of-living increase awarded in July 2022. Similar to last year, staff costs were 15% of total expenditure.

## **Financial Position**

In 2022/23 the overall position was a deficit of £0.5m, decreasing total reserves from £14.0m on 30 June 2022 to £13.5m at 30 June 2023. Restricted reserves reduced by £1.8m as we spent down some of our Ukraine Emergency funds. Restricted and Unrestricted reserves both ended the year at £5.6m with designated funds at £2.4m. General Funds increased by £1.3m due to significant unbudgeted income in Legacies (£1m) and the 90<sup>th</sup> anniversary dinner (total income £1.9m of which £0.5m was unbudgeted).

## Going Concern

Although the cost-of-living crisis could well affect philanthropic giving in the year ahead the impact of this is unknown. We have increased our donor numbers during 2023 and through this, and maintaining exceptional donor care, we hope to mitigate the effect on individual donations.

We have identified £1.6m of designated reserves to ensure programme commitments can be made if we experience a significant shortfall in income. We also have £5.2m in free reserves which would help fund both programme and overheads costs if the need arose.

The Future Plans section above highlights the investment and the opportunities that the organisation is working towards to further strengthen our position in the year ahead. This will help ensure World Jewish Relief remains relevant, is able to maximise support for our participants and can secure the level of funding that this support requires.

## Reserves Policy

World Jewish Relief had combined funds of £13.6m on 30 June 2023 (2022: £14.0m) comprising general funds of £5.2m, designated funds of £2.8m and restricted funds of £5.6m.

The Council considers that free reserves should be held at a minimum level to cover the closedown costs of the organisation in the event that the charity is no longer financially viable. This includes the cost of staff redundancies and 3 months' worth of programme and office running costs, and at 30 June 2023 is estimated to be £2.7m. The charity ended the year with free reserves (general funds) of £5.2m which is above the level required. There has been an increase in general funds of £1.3m in 2022/23 and we have budgeted to spend this surplus in 2023/24.

The Council is satisfied with the level of free reserves.

Designated funds are those unrestricted funds that have been allocated by the trustees for particular purposes and totalled £2.8m on 30 June 2023.

The designated funds comprise:

- The net book value of World Jewish Relief's freehold building of £1.1m. The cost of purchase and refurbishment is held as a tangible fixed asset.
- A dilapidations fund of £0.1m held to cover necessary future repairs and refurbishment. This is expected to be utilised within the next 2-3 years.

- £1.6m to ensure the organisation can continue to support core programme commitments. The Council has carried out a review of the programme commitments and has identified that there is a moral obligation to guarantee a minimum level of funding for key programmes and as such has set aside a proportion of free reserves to cover this expenditure.

Restricted funds, which fall outside the definition of free reserves, have specific use conditions and are used to fund projects and programmes. Over 81% of the total restricted funds of £5.6m are restricted to funding programmes in support of the Ukraine crisis. The aim is to continue to spend these funds over the next 12 months until the fund has been fully utilised.

### **Grant Making Policy**

World Jewish Relief's charitable work is carried out by making grants to partner organisations. Grants are traditionally made on an annual basis and in line with specific project criteria. Project proposals are subject to a rigorous approval process before individual grants are agreed and contractual agreements are drawn up. These are reviewed in detail and approved by World Jewish Relief's Allocations Committee. The Finance, Audit & Risk Management Committee then approves the grant expenditure in the context of the annual budget setting process. The budget and individual grants are formally approved by the Council. Grant agreements are signed by all partners. These detail the outputs and outcomes expected by World Jewish Relief, the reporting requirements and a schedule of expected payments. Payments to partners are only authorised once satisfactory reports have been received. World Jewish Relief staff monitor and evaluate progress throughout the grant period by visiting partners and participants, reviewing assessments against agreed objectives and commissioning evaluations carried out by third parties.

## **Investment Policy**

Following a review of the investment fund manager and the criteria for investments, Council approved transferring World Jewish Relief's investments into an ethical investment portfolio which better aligned with our values. Council considers that a total return approach to investments is still appropriate. The portfolio is managed by our investment managers who diversify the holding by asset class and security. The Investment Committee monitors the performance of the fund and makes recommendations directly to Council, informed by liquidity requirements as advised by the Finance, Audit & Risk Management Committee. Investments are normally denominated in sterling, though non-sterling investments can be considered to enhance portfolio return or improve diversification.

## **Investment Performance**

In June 2022 World Jewish Relief's investments were transferred to a pooled ethical investment fund to better align with the charity's values. Due to the favourable cash position of the organisation an additional £1m was transferred to the portfolio in February 2023.

Throughout the year the portfolio decreased in value by 3% resulting in a net loss of £0.1m due to volatility in the financial markets. The Investment Committee meet regularly to review and challenge the performance of the fund to ensure they are satisfied with the portfolio. This includes comparing performance against similar funds. The Investment Committee has regular contact with the Investment Fund Manager to ensure they understand the reasons that underpin performance trends.

## **Remuneration Policy**

The Council reviews the pay of key management personnel on an annual basis. Key management personnel include trustees (who are not remunerated for their role) and the Senior Leadership Team.

The annual salary review takes into account the funding available based on the financial performance of World Jewish Relief, changes in the relevant pay markets and the contribution of individuals.

The Council is confident that the pay levels set for its key management personnel ensure World Jewish Relief is able to recruit and retain a strong leadership team that represents good value for money.

# Structure, Governance and Management

## Constitution

On 25<sup>th</sup> January 2019, the trustees passed a special resolution to amend the Memorandum and Articles of Association, originally written in 1984. The language in the new constitution was modernised and the objects updated to reflect the current activities of the charity. The Memorandum and Articles of Association can be found at Companies House and on the Charity Commission website.

## World Jewish Relief's Objects

The charity's objects are defined in its Memorandum and Articles of Association as *"the relief of poverty, hardship, sickness and distress, which, while supporting Jewish people and Jewish communities, will also include providing such relief in any part of the world in such manner and on such terms and conditions (if any) as may be thought fit."*

## Public Benefit Statement

World Jewish Relief's Council has given regard to the legislative and regulatory requirements for disclosing how its charitable objectives have provided benefit to the public. The Council has complied with the duty set out in Section 4 of the Charities Act 2011 and clarified how the organisation's work seeks to focus on three charitable purposes as specified in the Act. These are "the prevention or relief of poverty; the advancement of health or the saving of lives; and the relief of those in need, by reason of youth, age, ill-health, disability, financial hardship or another disadvantage". Through the provision of grants to 74 partner agencies working in 22 countries on 113 projects and supporting 217,824 participants, World Jewish Relief works to deliver long term development benefits and humanitarian assistance. These activities further World Jewish Relief's charitable purposes for the public benefit.



## **Council of Management**

The governing body of the charity is the Council of Management (Council) which meets at least four times a year and must consist of at least five members. Members of Council are recruited based on their ability to apply their skills and expertise to the varied activities of the charity as and when required. Prospective members, with appropriate skills, are invited to attend two Council meetings and, provided they remain interested and a majority of Council members agree, their appointment is ratified at the next Council meeting. Council members are appointed for two consecutive three-year terms. A further period of three plus three years is possible following a one-year break.

On appointment, new members receive an information pack and an induction which includes information on World Jewish Relief's governance structure, charitable activities, finances, fundraising and staffing. Trustees are encouraged to visit international projects. Members of Council are also directors of the company and trustees of the charity. No Council member has a beneficial interest in the company.

The Council bears responsibility for strategic planning, policy and direction. Implementation is delegated to the Chief Executive, who is answerable to the Council, and his Senior Leadership Team. The other members of the Senior Leadership Team, reporting to the Chief Executive, are the Director of Philanthropy, Director of Finance and Resources, Director of International Programmes and Partnerships, and Director of UK Programmes. The Council delegates the detailed review of certain issues to specific committees, namely the Finance, Audit & Risk Management, Allocations, Investment and Nominations Committees. Committees are chaired by, and primarily composed of, members of the Council, supported by lay experts.

Grants made to partners are determined by the Allocations Committee, subject to ratification by the Council. Detailed applications are received from many organisations and are fully discussed and considered by the Allocations Committee. On approval, grant agreements are formalised, subject to satisfactory responses to questions and adequate financial and narrative reporting.

The Finance, Audit & Risk Management Committee takes delegated responsibility on behalf of the Council to review all financial aspects of the charity's activities including its strategic and operational plans, so as to ensure short and long term viability. The Committee also ensures there is an effective external audit function and reviews the procedures in place to evaluate the adequacy of partners' financial controls. The Committee oversees all systems, controls and processes that may have an impact on the charity's ability to meet its aims. The Committee reviews risk analysis, the risk management process and compliance with relevant law, regulations, obligations and best practice.

The role of the Investment Committee is to research and make recommendations to the council on suitable investments for excess funds, and the appropriate timing for acquisition and disposal. The Investment Committee monitors the performance of World Jewish Relief's Investment portfolio and receives regular reports from the third-party fund managers.

The Nominations Committee ensures that the structure, composition, recruitment, tenure and succession of World Jewish Relief's Council and its committees is appropriate and effective.

#### **Auditor**

The trustees propose that Buzzacott LLP is reappointed as auditor of the charitable company for the forthcoming year at the Council meeting in October 2023.

#### **Statement of the Council of Management's Responsibilities for the Financial Statements**

The members of the Council of Management, who are also the directors of Central British Fund for World Jewish Relief for the purpose of company law, are responsible for preparing the Council of Management's Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Council of Management to prepare accounts for each financial year. Under company law, the Council of Management must not approve the financial statements unless it is satisfied that they give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charitable company for that year. In preparing these financial statements, the Council of Management is required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the 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;
- 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;
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Council of Management is responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. It is 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.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of Financial Statements may differ from legislation in other jurisdictions.

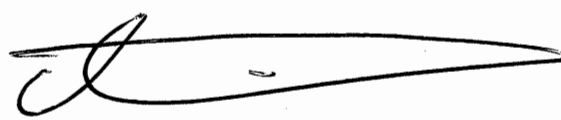
#### **Disclosure of Information to the Auditor**

Each of the directors, who held office at the date of approval of this Council of Management Report, 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.

*Approved by the Council of Management on 12<sup>th</sup> October 2023 and signed on its*

*behalf by:*

  
Maurice Helfgott  
Chair

  
Jeremy Newman  
Treasurer

# **Independent auditor's report to the members of Central British Fund for World Jewish Relief**

## **Opinion**

We have audited the financial statements of Central British Fund for World Jewish Relief (the 'charitable company') for the year ended 30 June 2023 which comprise the statement of financial activities, the balance sheet, and statement of cash flows, the principal accounting policies and the notes to the financial statements. 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 30 June 2023 and of 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 charitable company 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 charitable company'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 and financial statements, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report and financial statements. 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 the audit:

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

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report including the strategic 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.

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company'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:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations; and
- ◆ we obtained an understanding of the legal and regulatory frameworks that are applicable to the charity and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS102) and the Charities Act 2011) and those that relate to fundraising including The Code of Fundraising Practice.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquires of management as to their knowledge of actual, suspected and alleged fraud; and
- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ performed substantive testing on expenditure including the authorisation thereof;
- ◆ tested journal entries to identify unusual transactions; and
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- ◆ reading the minutes of meetings of those charged with governance; and
- ◆ enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://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.

*Buzzacott LLP*

Catherine Biscoe (Senior Statutory Auditor)

For and on behalf of Buzzacott LLP, Statutory Auditor

130 Wood Street

London

EC2V 6DL

Date: 26 October 2023

**CENTRAL BRITISH FUND FOR WORLD JEWISH RELIEF**  
**STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 JUNE 2023**

		Unrestricted funds £	Restricted funds £	Total 2023 £
	Notes			
<b>Income from</b>				
Donations and legacies	2	5,424,882	10,397,354	15,822,236
Investments	3	35,682	61,134	96,816
<b>Total income</b>		<b>5,460,564</b>	<b>10,458,488</b>	<b>15,919,052</b>
<b>Expenditure</b>	4			
Expenditure on raising funds		1,552,682	592,232	2,144,914
Expenditure on charitable activities		2,095,583	11,990,048	14,085,631
<b>Total expenditure</b>		<b>3,648,265</b>	<b>12,582,280</b>	<b>16,230,545</b>
Net losses on investments	6	(93,992)	(51,881)	(145,873)
<b>Net income (expenditure)</b>		<b>1,718,307</b>	<b>(2,175,673)</b>	<b>(457,366)</b>
Transfers between funds	14	-	-	-
<b>Net movement in funds</b>		<b>1,718,307</b>	<b>(2,175,673)</b>	<b>(457,366)</b>
Fund balances at 1 July 2022		6,297,100	7,723,266	14,020,366
<b>Fund balances at 30 June 2023</b>		<b>8,015,407</b>	<b>5,547,593</b>	<b>13,563,000</b>

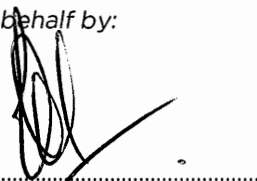
All of the above results are derived from continuing activities. The charity has no gains or losses other than those shown above.

		Unrestricted funds £	Restricted funds £	Total 2022 £
	Notes			
<b>Income from</b>				
Donations and legacies	2	3,344,255	14,465,486	17,809,741
Investments	3	21,806	7,074	28,880
<b>Total income</b>		<b>3,366,061</b>	<b>14,472,560</b>	<b>17,838,621</b>
<b>Expenditure</b>	4			
Expenditure on raising funds		547,048	973,195	1,520,243
Expenditure on charitable activities		1,774,757	7,876,402	9,651,159
<b>Total expenditure</b>		<b>2,321,805</b>	<b>8,849,597</b>	<b>11,171,402</b>
Net gains on investments	6	184,406	12,093	196,499
<b>Net income</b>		<b>1,228,662</b>	<b>5,635,056</b>	<b>6,863,718</b>
Transfers between funds	14	-	-	-
<b>Net movement in funds</b>		<b>1,228,662</b>	<b>5,635,056</b>	<b>6,863,718</b>
Fund balances at 1 July 2021		5,068,438	2,088,210	7,156,648
<b>Fund balances at 30 June 2022</b>		<b>6,297,100</b>	<b>7,723,266</b>	<b>14,020,366</b>

**CENTRAL BRITISH FUND FOR WORLD JEWISH RELIEF  
BALANCE SHEET AT 30 JUNE 2023**

		2023	2022
	Notes	£	£
<b>Fixed Assets</b>			
Intangible assets	7	40,840	12,120
Tangible assets	7	1,100,405	1,095,794
Investments	8	3,812,699	2,938,951
		<u>4,953,944</u>	<u>4,046,865</u>
<b>Current Assets</b>			
Debtors	9	728,061	828,565
Cash at bank and in hand		8,515,624	9,697,862
		<u>9,243,685</u>	<u>10,526,427</u>
<b>Creditors: amounts falling due within one year</b>	10	<u>(634,629)</u>	<u>(552,926)</u>
<b>Net current assets</b>		<u>8,609,056</u>	<u>9,973,501</u>
<b>Total net assets</b>		<u><b>13,563,000</b></u>	<u><b>14,020,366</b></u>
 <b>The funds of the charity</b>			
Restricted funds	11	5,547,593	7,723,266
Designated funds	12	2,826,433	2,382,586
General unrestricted funds		<u>5,188,974</u>	<u>3,914,514</u>
<b>Total funds</b>		<u><b>13,563,000</b></u>	<u><b>14,020,366</b></u>

*The accounts were approved by the Council of Management on 12th October 2023 and signed on its behalf by:*



.....  
Maurice Helfgott  
Chair

**CENTRAL BRITISH FUND FOR WORLD JEWISH RELIEF**  
**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023**

	2023 £	2022 £
<b>Cash flows from operating activities:</b>		
Net (expenditure) / income for the year (as per the statement of financial activities)	(457,366)	6,863,718
Investment income	(96,816)	(28,880)
Depreciation of tangible fixed assets	17,015	13,320
Amortisation of intangible assets	9,680	6,000
Decrease / (increase) in debtors	100,504	(194,496)
Increase in creditors	81,703	317,826
Losses / (gains) on investments	145,873	(196,499)
<b>Net cash (used in) / provided by operating activities</b>	<b>(199,407)</b>	<b>6,780,989</b>
<b>Cash flows from investing activities:</b>		
Investment income	96,816	28,880
Exchange rate variances	(19,621)	77,249
Payments to acquire tangible fixed assets	(21,626)	(3,321)
Payments to acquire intangible fixed assets	(38,400)	(4,320)
Payment to acquire investments	(1,001,635)	(4,130,166)
Proceeds from sale of investments	368	3,556,237
<b>Net cash used in investing activities</b>	<b>(984,098)</b>	<b>(475,441)</b>
Change in cash and cash equivalents in the year	(1,183,505)	6,305,548
Cash and cash equivalents at the beginning of the year	9,699,129	3,393,581
<b>Cash and cash equivalents at the end of the year</b>	<b>8,515,624</b>	<b>9,699,129</b>
<b>Analysis of cash and cash equivalents</b>		
Cash at bank and in hand	8,515,624	9,697,862
Cash held by investment managers	-	1,267
<b>Total cash and cash equivalents</b>	<b>8,515,624</b>	<b>9,699,129</b>

## **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023**

### **1. Accounting policies**

#### **1.1 Basis of preparation**

These accounts have been prepared for the year to 30 June 2023. The accounts are presented in sterling and are rounded to the nearest pound.

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these accounts.

The accounts have been prepared in accordance with 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 United Kingdom and Republic of Ireland (Charities SORP FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. The charity constitutes a public benefit entity as defined by FRS 102.

#### **1.2 Basis of consolidation**

The Charity does not prepare group accounts. World Jewish Relief has a trading subsidiary that is not consolidated because it is dormant.

#### **1.3 Assessment of going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these accounts. The trustees have made this assessment in respect of a period of one year from the date of approval of these accounts.

The trustees of the charity have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern. Due to the cash and reserves position of the charity at 30 June 2023 the trustees are of the opinion that World Jewish Relief will have sufficient resources to meet its liabilities as they fall due. The most significant areas of judgement that affect items in the accounts are detailed in 1.4 below. With regard to the next accounting period, the year ending 30 June 2024, the most significant area that may affect the value of the assets held by the charity is the performance of the fundraising activities. With strong income performance this year Trustees are confident that the overall income targets will be met for 2023/24, although the mix may differ from budget. The charity will monitor income closely and will only commit expenditure that it can afford to do so. For more information on this please see the risk management and reserves policy sections of the Council of Management's report.

#### **1.4 Critical accounting estimates and areas of judgement**

Preparation of the accounts requires the trustees and management to make significant judgements and estimates. The items in the accounts where these judgements and estimates have been made include:

- judgements in connection with the likelihood of receipt of legacy income and pledges;
- the allocation of general overheads and governance costs between charitable expenditure categories and the cost of raising funds;
- estimates in respect of accrued grant expenditure; and
- estimates of future cash flows for the purposes of the going concern assessment.

## **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023**

### **1.5 Income recognition**

Income including donations, gifts and grants that provide core funding or are of a general nature are recognised where there is entitlement, receipt is probable, and the amount can be measured with sufficient reliability. Grant income which provides funding to support performance activities is recognised where there is entitlement, receipt is probable, and the amounts can be measured with sufficient reliability. Such income is deferred when it is received in advance of the performances or event to which it relates.

Legacies are included in the statement of financial activities when there has been a grant of probate, the executors have established that there are sufficient surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the charity.

Donations are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity, and it is probable that those conditions will be fulfilled in the reporting period.

Gift Aid has been accrued where the donation has been received. Interest income on current bank accounts is recognised on receipt. Interest income on term deposits that span more than one financial year is accrued on a pro-rata basis. Income from share portfolios that is not paid out but is reinvested in the portfolio, is accrued on a monthly basis.

Donated goods and services are recognised on the basis of the gift to the charity, which is the amount the charity would have been willing to pay to obtain goods or services of equivalent economic benefit on the open market.

### **1.6 Expenditure recognition**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to make a payment 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 includes any attributable VAT which cannot be recovered. All expenditure is accounted for on an accruals basis.

### **1.7 Expenditure allocation**

Expenditure has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Expenditure on raising funds includes both direct and apportioned costs attributable to the fundraising activities of the charity.

Expenditure on charitable activities comprises direct expenditure on grant making and distribution activities.

Support costs represent indirect charitable expenditure. In order to carry out the primary purposes of the charity it is necessary to provide support in the form of IT, finance, HR and office facilities. Support costs are allocated between these categories on a basis consistent with the use of resources. Support costs include governance costs.

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

Governance costs are associated with the governance arrangements of the charity which relate to the general running of the charity as opposed to the costs associated with fundraising or charitable activities. Included within this category are costs associated with the strategic, as opposed to the day-to-day, management of the charity's activities, and the costs of meeting statutory obligations, for example the audit fee.

### 1.8 Tangible fixed assets and intangible assets

Depreciation of tangible fixed assets is provided at the following annual rates to write off the cost, less the estimated residual value, of the asset over its useful economic life.

Freehold land	not depreciated
Freehold buildings	2% straight line
Computer equipment	33% straight line
Fixtures & fittings	25% straight line

Assets purchased directly, or through implementing partners, for the purpose of relief work are written off to the Statement of Financial Activities in the year of expenditure as part of charitable expenditure. Improvements to freehold buildings occupied and used by the charity for charitable purposes are depreciated.

Intangible assets represent the cost of externally purchased software where there is a future economic benefit. Amortisation of intangible assets is provided at the following annual rates to write off the cost, less the estimated residual value, of the asset over its useful economic life.

Computer software	33% straight line
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Tangible fixed assets and intangible assets costing more than £1,000 (inclusive of VAT) are capitalised.

### 1.9 Investments

Other fixed asset investments are shown at their market values at the year end. Unrealised gains and losses are taken to the Statement of Financial Activities on the revaluation of investments for accounting purposes. Realised gains and losses are included in the Statement of Financial Activities in the year of disposal of the investment. Treasury Bills held within the investment portfolio are treated as investments and not cash as the intention is that they are a longer-term investment.

### 1.10 Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short-term deposits. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

### 1.11 Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

## **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023**

### **1.12 Creditors**

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

### **1.13 Pensions**

The pension costs charged in the accounts represent the contributions payable by the charity during the year into both a defined contribution group personal pension scheme and individual personal pension schemes on behalf of certain members of staff and are accounted for in accordance with FRS 102.

### **1.14 Foreign currency translation**

Transactions denominated in foreign currencies are recorded at the rate of exchange ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. All differences are taken to the Statement of Financial Activities.

### **1.15 Accumulated funds**

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in note 11. Designated funds comprise funds which have been set aside at the discretion of the Council of Management for specific purposes and uses of the designated funds are set out in note 12. General unrestricted funds are available for use at the discretion of the Council of Management in furtherance of the objects of the charity.



**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2023**

<b>2 Donations and Legacies</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2023</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2022</b>
	£	£	£	£	£	£
Donations and grants	4,130,074	10,285,345	14,415,419	3,050,868	12,349,486	15,400,354
Legacies	<u>1,294,808</u>	<u>112,009</u>	<u>1,406,817</u>	<u>293,387</u>	<u>2,116,000</u>	<u>2,409,387</u>
	<u><b>5,424,882</b></u>	<u><b>10,397,354</b></u>	<u><b>15,822,236</b></u>	<u><b>3,344,255</b></u>	<u><b>14,465,486</b></u>	<u><b>17,809,741</b></u>

The estimated value of legacies, for which World Jewish Relief has been informed, but which have not been included in the Statement of Financial Activities because the conditions for recognition have not been met, is £130,000 (2021/22: £130,000).

Donated goods and services of £0 (2021/22: £54,953) are included as 'Donations and grants' at their estimated value to the charity when received, and under the appropriate expenditure heading depending on the nature of service provided, at the same value and time.

<b>3 Income from investments</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2023</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2022</b>
	£	£	£	£	£	£
Income from listed investments	-	-	-	15,230	6,814	22,044
Interest from bank accounts	<u>35,682</u>	<u>61,134</u>	<u>96,816</u>	<u>6,576</u>	<u>260</u>	<u>6,836</u>
	<u><b>35,682</b></u>	<u><b>61,134</b></u>	<u><b>96,816</b></u>	<u><b>21,806</b></u>	<u><b>7,074</b></u>	<u><b>28,880</b></u>

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2023**

4 Expenditure		Grants awarded £	Direct costs £	Support costs £	Total 2023 £
Expenditure on raising funds					
Fundraising and publicity costs			1,613,563	4a 531,351	2,144,914
Restricted			445,521	146,711	592,232
Unrestricted			1,168,042	384,640	1,552,682
<b>Total expenditure on raising funds</b>			<b>1,613,563</b>	<b>531,351</b>	<b>2,144,914</b>
Charitable activities					
Programme expenditure	4b	12,003,917	1,589,923	491,791	14,085,631
Restricted		10,297,629	1,292,596	399,823	11,990,048
Unrestricted		1,706,288	297,327	91,968	2,095,583
<b>Total charitable activities</b>	<b>4b</b>	<b>12,003,917</b>	<b>1,589,923</b>	<b>491,791</b>	<b>14,085,631</b>
<b>Total expenditure</b>		<b>12,003,917</b>	<b>3,203,486</b>	<b>1,023,142</b>	<b>16,230,545</b>

4 Expenditure		Grants awarded £	Direct costs £	Support costs £	Total 2022 £
Expenditure on raising funds					
Fundraising and publicity costs			1,075,042	4a 445,201	1,520,243
Restricted			688,196	284,999	973,195
Unrestricted			386,846	160,202	547,048
<b>Total expenditure on raising funds</b>			<b>1,075,042</b>	<b>445,201</b>	<b>1,520,243</b>
Charitable activities					
Programme expenditure	4b	6,754,791	2,526,849	369,519	9,651,159
Restricted		5,238,959	2,300,958	336,485	7,876,402
Unrestricted		1,515,832	225,891	33,034	1,774,757
<b>Total charitable activities</b>	<b>4b</b>	<b>6,754,791</b>	<b>2,526,849</b>	<b>369,519</b>	<b>9,651,159</b>
<b>Total expenditure</b>		<b>6,754,791</b>	<b>3,601,891</b>	<b>814,720</b>	<b>11,171,402</b>

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2023**

**4a Support costs**

	Raising funds	Charitable activities	Total 2023	Raising funds	Charitable activities	Total 2022
	£	£	£	£	£	£
Governance	26,609	41,067	67,676	25,269	31,848	57,117
Finance	286,952	265,292	552,244	243,882	218,702	462,584
Information Technology	82,068	75,874	157,942	74,436	51,793	126,229
Human Resources	47,245	27,760	75,005	39,540	23,985	63,525
Office facilities	88,477	81,798	170,275	62,074	43,191	105,265
	<u>531,351</u>	<u>491,791</u>	<u>1,023,142</u>	<u>445,201</u>	<u>369,519</u>	<u>814,720</u>

Included within Governance costs is the Auditor's remuneration for statutory audit services of £19,800 (2021/22: £15,420).

**4b Grants awarded**

	2023 £	2022 £
<b><u>International Programmes:</u></b>		
<b>Older people</b>		
Home Repairs	932,641	433,928
Homecare	1,000,000	1,320,000
Active Ageing and Staying Connected	2,249,554	651,167
<b>Total older people</b>	<u>4,182,195</u>	<u>2,405,095</u>
<b>Securing sustainable livelihoods</b>		
Sustainable employment opportunities	4,488,813	773,562
Entrepreneurial opportunities	207,482	169,845
<b>Total sustainable livelihoods</b>	<u>4,696,295</u>	<u>943,407</u>
<b>Response to international disasters</b>		
Afghan Refugee Appeal	83,408	248,200
Ethiopia Emergency	57,200	-
Covid-19 Response	11,610	44,733
Disaster Fund / Disaster Preparedness Initiative	318,253	201,871
Haiti Earthquake Appeal	84,580	271,870
Pakistan Flood Appeal	190,711	-
Refugee Crisis Appeal	-	6,450
Rohingya Support	25,000	-
Turkey/Syria Earthquake	460,000	-
Colombia Programme	43,000	-
START Fund Initiatives	375,253	-
Ukraine Emergency	264,888	1,846,825
Uyghur Community in Turkey	20,276	175,336
<b>Total international disasters</b>	<u>1,934,179</u>	<u>2,795,285</u>
<b><u>UK Programmes:</u></b>		
UK Refugee Employment	<u>1,052,095</u>	<u>523,714</u>
<b>Other programmes</b>		
Community	53,380	53,777
Other programme costs	85,773	33,513
<b>Total grants to partners</b>	<u>12,003,917</u>	<u>6,754,791</u>

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2023**

**4c Grant funding**

	<b>Total 2023</b>	<b>Total 2022</b>
	<b>£</b>	<b>£</b>
Total value of grants awarded in excess of £200,000	7,731,287	3,255,897
Other grants	4,272,630	3,498,894
	<u>12,003,917</u>	<u>6,754,791</u>
<b>Total grants payable to institutions</b>	<b>12,003,917</b>	<b>6,754,791</b>

**Grants awarded in excess of £200,000**

<b>Name of Institution</b>	<b>Geographic Region</b>	<b>Total 2023</b>
		<b>£</b>
American Jewish Joint Distribution Committee	Eastern Europe	1,050,000
Fund "Professional Development of Kryvyi Rih / Dnipro"	Ukraine	946,947
CF "Blagorob"	Ukraine	775,350
International Blue Crescent (IBC)	Turkey	754,395
All-Ukrainian Charitable Organisation: 2U "Zarady Tebe"	Ukraine	650,000
Dreamland	Ukraine	620,000
"Save Ukraine"	Ukraine	420,282
Transformations Platform	Ukraine	380,233
TLU "Turbota Pro Litnih"	Ukraine	359,000
Fund "Professional Development of Kharkiv"	Ukraine	304,600
Kharkiv Regional Charitable Jewish Fund "Hesed Shaare Tikvah"	Ukraine	284,871
Bradford Base Social Enterprise (STEP projects)	United Kingdom	283,554
Hesed Haim in Sumy	Ukraine	265,106
Fund Vilni in Zaporozhye	Ukraine	226,606
Jewish Community Centre in Krakow	Poland	208,063
ICTPD Moldova	Moldova	202,280
		<u>7,731,287</u>

**Grants awarded in excess of £200,000**

<b>Name of Institution</b>	<b>Geographic Region</b>	<b>Total 2022</b>
		<b>£</b>
American Jewish Joint Distribution Committee	Eastern Europe	1,415,763
All-Ukrainian Charitable Organisation: 2U "Zarady Tebe"	Ukraine	502,250
International Blue Crescent (IBC)	Turkey	398,306
Fund 'Professional Development of Kryvyi Rih'	Ukraine	326,911
CF 'Dreamland'	Ukraine	322,920
Haiti Survie	Haiti	289,747
		<u>3,255,897</u>

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2023**

**5 Staff Costs**

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
The average number of employees during the year was:		
Communications	5	2
Fundraising	8	9
International Programmes	11	7
UK programmes	14	6
Administration	11	9
	<u>49</u>	<u>33</u>

<b>Employment costs</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Wages and salaries	2,048,256	1,376,148
Social security costs	220,516	156,044
Pension costs	<u>138,883</u>	<u>87,313</u>
Total staff costs	<u>2,407,655</u>	<u>1,619,505</u>
Temporary staff costs	<u>-</u>	<u>6,018</u>
Total	<u><u>2,407,655</u></u>	<u><u>1,625,523</u></u>
Direct staff costs	1,980,910	1,288,704
Support staff costs	<u>426,745</u>	<u>336,819</u>
	<u><u>2,407,655</u></u>	<u><u>1,625,523</u></u>

There were no redundancy costs included in wages and salaries in 2022/23 or 2021/22.

The company contributes to individual pension schemes for all participating eligible staff. The total pension contributions charged to the Statement of Financial Activities amounted to £138,883 (2021/22: £87,313).

The number of employees whose annual emoluments were £60,000 or more were:

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
£60,000-£69,999	3	4
£70,000-£79,999	1	-
£80,000-£89,999	1	-
£90,000-£99,999	1	1
£120,000-£129,999	1	1

The aggregate emoluments including National Insurance contributions for key management personnel was £481,626 (2021/22: £446,970) with pension contributions of £55,307 (2021/22: £36,371) for 4.7 full-time equivalents (2021/22: 4.5 full-time equivalents). Key management personnel are trustees, who are all unremunerated, and members of the Senior Leadership Team, whose remuneration details are above, and all of whom are listed on pages 78 and 80 of the accounts.

**6 Gains and losses**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Realised gain on investments	-	210,101
Unrealised (loss) on investments	(126,252)	(90,851)
Foreign exchange (loss) / gain	<u>(19,621)</u>	<u>77,249</u>
	<u><u>(145,873)</u></u>	<u><u>196,499</u></u>

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2023**

<b>7 Tangible &amp; Intangible assets</b>	<b>Freehold property</b>	<b>Computer equipment</b>	<b>Fixtures &amp; Fittings</b>	<b>Total Tangible Fixed Assets</b>	<b>Total Intangible Assets</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Cost</b>					
At 1 July 2022	1,199,662	41,401	36,727	1,277,790	87,033
Additions	-	18,944	2,682	21,626	38,400
Disposals	-	-	-	-	-
<b>At 30 June 2023</b>	<b>1,199,662</b>	<b>60,345</b>	<b>39,409</b>	<b>1,299,416</b>	<b>125,433</b>
<b>Depreciation</b>					
At 1 July 2022	116,512	29,921	35,563	181,996	74,913
Charge for the year	7,196	9,259	560	17,015	9,680
Disposals	-	-	-	-	-
<b>At 30 June 2023</b>	<b>123,708</b>	<b>39,180</b>	<b>36,123</b>	<b>199,011</b>	<b>84,593</b>
<b>Net book value</b>					
<b>At 30 June 2023</b>	<b>1,075,954</b>	<b>21,165</b>	<b>3,286</b>	<b>1,100,405</b>	<b>40,840</b>
<b>At 30 June 2022</b>	<b>1,083,150</b>	<b>11,480</b>	<b>1,164</b>	<b>1,095,794</b>	<b>12,120</b>

**8 Fixed asset investments at market value**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Value at start of year	2,937,684	2,244,505
Disposal proceeds	(368)	(3,556,237)
Additions at cost	1,001,635	4,130,166
Net realised investment gains	-	210,101
Net unrealised investment losses	(126,252)	(90,851)
	<b>3,812,699</b>	<b>2,937,684</b>
<b>Cash</b>	<b>-</b>	<b>1,267</b>
<b>Total</b>	<b>3,812,699</b>	<b>2,938,951</b>
Historical cost:		
Value at end of year	<b>4,078,616</b>	<b>3,029,802</b>

**The following investments are considered material:**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Charity Assets Trust Account	<b>3,812,699</b>	<b>2,937,300</b>

Since June 2022 all of World Jewish Relief's investments have been held in a pooled investment fund.

The charity holds 20,000 Ordinary shares of £1 each in World Jewish Relief (Trading) Limited, which represents 100% of the authorised, allotted, fully paid called up share capital. World Jewish Relief (Trading) Limited was formed to carry on any trading activities on behalf of and to promote, support, aid and assist the Central British Fund for World Jewish Relief. The subsidiary company remains dormant. The trustees reduced the value of the charity's investment to £nil during 2004 to reflect the balance sheet value of the subsidiary company.

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2023**

<b>9 Debtors</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Accrued Income	539,630	591,136
Gift Aid recoverable	80,452	145,628
Other debtors	26,951	12,139
Prepayments	<u>81,028</u>	<u>79,662</u>
	<b><u>728,061</u></b>	<b><u>828,565</u></b>
<b>10 Creditors amounts falling due within one year</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Trade creditors	90,426	111,676
Other taxation and social security costs	73,316	53,146
Other creditors	7,748	6,810
Accruals - grants payable	408,158	263,534
Accruals - other	54,981	17,760
Deferred income	<u>-</u>	<u>100,000</u>
	<b><u>634,629</u></b>	<b><u>552,926</u></b>

Deferred income relates to donations that are subject to restrictions that prevent them from being used until a later date. Deferred income of £0 (2021/22: £100,000) arose in the year and £100,000 (2021/22: £10,000) brought forward from the previous year was released.

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

### 11 Restricted Funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	Notes	Balance at 1 July 2022	Income	Expenditure	Gains on investment	Transfers	Balance at 30 June 2023
		£	£	£	£	£	£
<b>Meeting immediate needs of the most vulnerable</b>							
OSHA Fund	11.1	282,884	-	(282,884)	-	-	-
Morley Lawson Fund	11.2	292,165	-	(29,339)	(2,781)	-	260,045
The Ansel Harris Memorial Fund	11.3	31,067	-	(11,775)	-	-	19,292
Active Ageing & Homecare	11.4	-	961,217	(959,057)	-	-	2,160
Zambian Elderly Welfare	11.5	6,759	-	-	-	-	6,759
Home Repairs	11.6	-	437,652	(437,652)	-	-	-
Connections (student stipends)	11.7	84,144	6,989	(28,027)	-	-	63,106
<b>Supporting sustainable livelihoods</b>							
Sustainable Employment Opportunities Eastern Europe	11.8	-	254,199	(254,199)	-	-	-
Building Stronger Families, Eastern Europe	11.9	-	90,001	(90,001)	-	-	-
Livelihood Development Africa	11.10	-	132,854	(132,854)	-	-	-
<b>UK Refugee Employment</b>							
UK Refugee Employment	11.11	217,619	2,072,566	(1,913,040)	-	75,233	452,378
<b>Responding to international disasters</b>							
General Disaster Fund & Disaster Preparedness Initiative	11.12	-	78,010	(80,165)	-	2,155	-
Haiti Earthquake Appeal	11.13	91,581	-	(91,464)	-	(117)	-
Pakistan Floods Appeal	11.14	-	222,394	(221,801)	-	(593)	-
Ukraine Emergency Funds	11.15	6,626,890	4,986,057	(6,974,194)	(49,100)	(75,233)	4,514,420
Afghan Refugee Appeal	11.16	90,157	1,597	(90,309)	-	(1,445)	-
Ethiopia Emergency	11.17	-	35,000	(35,000)	-	-	-
Turkey / Syria Earthquake	11.18	-	782,821	(553,388)	-	-	229,433
START Fund Initiatives	11.19	-	347,131	(347,131)	-	-	-
Colombia Programme	11.20	-	50,000	(50,000)	-	-	-
		7,723,266	10,458,488	(12,582,280)	(51,881)	-	5,547,593



# NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

## 11 Restricted Funds (continued)

	Notes	Balance at 1 July 2021	Income	Expenditure	Gains on investment	Transfers	Balance at 30 June 2022
		£	£	£	£	£	£
<b>Meeting immediate needs of the most vulnerable</b>							
OSHA Fund	11.1	1,082,946	5,248	(811,276)	5,966	-	282,884
Morley Lawson Fund	11.2	323,138	1,567	(38,667)	6,127	-	292,165
The Ansel Harris Memorial Fund	11.3	31,002	65	-	-	-	31,067
Active Ageing & Homecare	11.4	2,120	813,416	(765,842)	-	(49,694)	-
Zambian Elderly Welfare	11.5	6,745	14	-	-	-	6,759
Home Repairs	11.6	26,596	354,031	(380,627)	-	-	-
Connections (student stipends)	11.7	86,251	20,474	(22,581)	-	-	84,144
<b>Supporting sustainable livelihoods</b>							
Sustainable Employment Opportunities Eastern Europe	11.8	-	227,656	(227,656)	-	-	-
Building Stronger Families, Eastern Europe	11.9	22,789	30,000	(52,789)	-	-	-
Livelihood Development Africa	11.10	16,644	70,952	(87,596)	-	-	-
UK Refugee Employment	11.11	228,340	872,673	(916,551)	-	33,157	217,619
Refugee Employment Network		1,166	94,619	(95,785)	-	-	-
<b>Responding to international disasters</b>							
General Disaster Fund & Disaster Preparedness Initiative		28,133	50,979	(82,474)	-	3,362	-
Haiti Earthquake Appeal		-	414,602	(323,021)	-	-	91,581
Ukraine Emergency Funds		-	11,109,321	(4,498,968)	-	16,537	6,626,890
Refugee Crisis Appeal		3,028	5,003	(7,325)	-	(706)	-
Uyghur Community in Turkey		184,666	6,151	(190,817)	-	-	-
Afghan Refugee Appeal		-	388,505	(298,348)	-	-	90,157
Covid19 Response		44,646	7,284	(49,274)	-	(2,656)	-
		2,088,210	14,472,560	(8,849,597)	12,093	-	7,723,266

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

### 11 Restricted Funds (continued)

11.1 The OSHA funds support Jewish refugees of Nazi persecution, other Jewish refugees and other Jewish persons in necessitous circumstances, whether resident in the UK or elsewhere. This fund was fully utilised in the year ended 30 June 2023.

11.2 The Morley Lawson Fund is available to be spent supporting asylum seekers and those granted leave to remain in the UK along with dependants. This support may take the form of cash grants to them or to other organisations who are providing support or education. World Jewish Relief has reviewed those who benefit on a case by case basis and will continue to support them whilst the need remains.

11.3 The Ansel Harris Memorial Fund assists young Jewish people from the UK to engage in World Jewish Relief activities beyond the Jewish community. In 2022/23 World Jewish Relief provided support to the Ben Azzai programme and this expenditure has been funded by the Ansel Harris Memorial Fund.

11.4 During the year under review, World Jewish Relief continued to receive funds that were donated specifically to support programmes for the elderly in Ukraine, Moldova, Belarus and Georgia.

11.5 For many years we have been spending down a fund held for the support of Jews from Zambia. There was no expenditure in the year to June 2023.

11.6 During the year World Jewish Relief received funding for critical home repair projects in Ukraine, Moldova and Georgia.

11.7 Connections student stipend funds support university students in Bosnia, Macedonia and Poland. In 2022 a new ConNEXTions fund was also established to enable the provision of support to new students.

11.8 As a result of the war in Ukraine, World Jewish Relief has placed great importance on getting Ukrainians back into work following the turmoil in their country. We received restricted funding of £254,000 to support this work.

11.9 'Building Stronger Families' is a set of programmes helping vulnerable families in Ukraine and Rwanda achieve sustainable livelihoods. We received funding for our programme in Zaporizhzhia in 2022-23. We also received a grant for a new programme in Ukraine funded by the UN which received £56,000 in the year to June 2023.

11.10 World Jewish Relief continued to support employment projects in Rwanda, Uganda and Kenya to help young people find sustainable employment.

11.11 During the year World Jewish Relief received £867,000 funding from the AMIF UK Responsible Authority to support refugees with English language and employment support in the UK, £394,000 from the Bridges Partnership focusing on refugee employment assistance in the North East of England and £177,000 from the Department of Culture Media and Sport to support women refugees in Yorkshire. £75,000 was transferred from the Ukraine Emergency appeal to support the Homes for Ukraine project in the UK.

11.12 The General Disaster Fund and Disaster Preparedness Initiative raise funds throughout the year to enable World Jewish Relief to respond more rapidly to international disasters when they arise. During the year World Jewish Relief responded to humanitarian crises in Ethiopia, Kenya, Nepal, Philippines and Uganda. It also supported the climate resilience initiatives in Bangladesh, Myanmar and Nepal. In line with our emergency appeal restrictions, unspent balances totalling £2,000 were transferred in from emergency appeals for Pakistan, Haiti and Afghanistan that closed in the 2022-23 financial year.

11.13 World Jewish Relief carried over £91,581 of the funds raised for Haiti Earthquake Appeal in 2021-22. The fund balance has now been spent in full.

11.14 During the year World Jewish Relief launched a humanitarian appeal in response to the Pakistan Floods in 2022 and raised £222,000. All funds were spent in the year.

## NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023

### 11 Restricted Funds (continued)

11.15 Following the start of the war in Ukraine in February 2022, World Jewish Relief launched a humanitarian appeal which has met with unprecedented response from our supporters. £11.1m was raised for the appeal in 2021-22 and almost £5m has been raised in 2022-23. This year our funding has been used on supporting the elderly, providing employment support, Home Repairs and providing humanitarian assistance across all of our 27 partners in Ukraine. We have also supported Ukrainian refugees arriving in this country. The £4.5m carried forward will be spent in 2023-24 as we continue our support for Ukrainian partners and for Ukrainian refugees in the UK. £75,000 was transferred to the Homes for Ukraine project supporting resettled Ukrainian refugees in the UK.

11.16 During the year World Jewish Relief received a small amount of funding to complete its programme supporting Afghan refugees.

11.17 World Jewish Relief raised funding to support those displaced by conflict in Ethiopia. All funding raised was spent in the year.

11.18 During the year World Jewish Relief launched an emergency appeal for the Turkey / Syria earthquake and raised £783,000 enabling them to support short and medium-term projects with its established partner in Turkey. The remaining funds of £229,000 will be spent in 2023-24.

11.19 World Jewish Relief raised a total of £347,000 from the START Network for rapid response projects in Colombia, Haiti and Indonesia.

11.20 During the year World Jewish Relief raised £50,000 to provide food to vulnerable refugees in Colombia with our long-term partner.

### 12 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Council of Management for specific purposes.

	Balance at 1 July 2022	New designations	Utilised / released	Balance at 30 June 2023
	£	£	£	£
Property fund - functional property	1,083,150	-	(7,195)	1,075,955
Property repairs and refurbishment fund	100,000	44,346	(44,346)	100,000
Programme support pledges	1,199,436	2,244,530	(1,793,488)	1,650,478
	<u>2,382,586</u>	<u>2,288,876</u>	<u>(1,845,029)</u>	<u>2,826,433</u>
	Balance at 1 July 2021	New designations	Utilised / released	Balance at 30 June 2022
	£	£	£	£
Property fund - functional property	1,090,345	-	(7,195)	1,083,150
Property repairs and refurbishment fund	100,000	-	-	100,000
Programme support pledges	735,556	1,937,649	(1,473,769)	1,199,436
	<u>1,925,901</u>	<u>1,937,649</u>	<u>(1,480,964)</u>	<u>2,382,586</u>

The Property fund represents the net book value of the premises from unrestricted funds together with the cost of renovation works. The premises are fully occupied by the charity. In addition, £100k has been designated for future major repairs and refurbishment that are anticipated in the next 2-3 years. £1,650k has been designated by the trustees for certain programme pledges to ensure continued grant funding to these programmes. The funding for these programmes is raised in year and World Jewish Relief makes grant payments before all the funding has been raised. These funds are not readily available for other purposes.

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED 30 JUNE 2023**

<b>13 Analysis of net assets between funds</b>	<b>Unrestricted funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total 2023</b>
	£	£	£	£
Fund balances at 30 June 2023 are represented by:				
Tangible & intangible fixed assets	65,291	1,075,954	-	1,141,245
Investments	1,830,096	419,397	1,563,207	3,812,699
Debtors	363,839	-	364,222	728,061
Cash	3,148,352	1,331,082	4,036,190	8,515,624
Creditors: amounts falling due within one year	(218,604)	-	(416,025)	(634,629)
	<u>5,188,974</u>	<u>2,826,433</u>	<u>5,547,593</u>	<u>13,563,000</u>

	<b>Unrestricted funds</b>	<b>Designated funds</b>	<b>Restricted funds</b>	<b>Total 2022</b>
	£	£	£	£
Fund balances at 30 June 2022 are represented by:				
Tangible & intangible fixed assets	24,764	1,083,150	-	1,107,914
Investments	2,204,213	440,843	293,895	2,938,951
Debtors	345,227	-	483,338	828,565
Cash	1,529,702	858,593	7,309,567	9,697,862
Creditors: amounts falling due within one year	(189,392)	-	(363,534)	(552,926)
	<u>3,914,514</u>	<u>2,382,586</u>	<u>7,723,266</u>	<u>14,020,366</u>

Included within the charity's funds of £13,563,000 (2021/22 - £14,020,366) are unrealised losses of £265,917 (2021/22 - £90,851).

The total unrealised losses as at 30 June 2023 constitute movements on revaluation and are as follows:

<b>Unrealised losses included above</b>				
On investments	<u>(127,640)</u>	<u>(29,251)</u>	<u>(109,026)</u>	<u>(265,917)</u>
Reconciliation of movements in unrealised gains (losses):				
Unrealised at 1 July 2022				(90,851)
Unrealised gain / (loss) on share portfolio				(126,252)
Unrealised gain / (loss) on foreign exchange				<u>(48,814)</u>
Unrealised at 30 June 2023				<u>(265,917)</u>

## **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2023**

### **14 Transfers**

Transfers are made between funds, where such transfers meet the objects of those funds covering relevant and applicable net expenditure of World Jewish Relief 's programme grants. There were no transfers between funds in the current or the prior financial year. Some transfers were made within restricted funds and these are identified in Note 11 above.

### **15 Related parties**

World Jewish Relief USA is a separate legal entity and an independent charity established in the USA, with the support of World Jewish Relief. World Jewish Relief and World Jewish Relief USA have two Trustees in common. During the year, World Jewish Relief USA made total donations to World Jewish Relief of £360,751 and World Jewish Relief made payments of £17,852 on behalf of World Jewish Relief USA. There were no related party transactions with World Jewish Relief USA in 2021/22.

One member of the Key Management Personnel of World Jewish Relief is also chair of the Refugee Employment Network. World Jewish Relief incurs the cost of certain salary and staff expenses related to the Refugee Employment Network which are re-imbursed in full by the Refugee Employment Network. In 2022/23 this amount was £10,947 (2021/22 £13,600).

There were no trustee expenses in 2022/23 (2021/22: £0).

The premium paid for trustee indemnity insurance cover for 2022/23 was £1,311 (2021/22: £958). None of the trustees, or any persons connected with them, received any benefits or remuneration from the charity during the year.

The aggregate value of donations from trustees and their related parties for 2022/23 was £83,347 (2021/22: £129,733).

### **16 Taxation and charitable status**

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes. The charity is not exempt from VAT which is included with the expenses to which it relates in the Statement of Financial Activities.

## Legal and Administrative Information

### The Patron

His Royal Highness The former Prince of Wales KG KT GCB OM

### Trustees and Advisers

#### Hon President

Henry Grunwald OBE QC

#### Council of Management

James Bilefield

Maurice Helfgott                      Chair

Rachel Ingram

Annabel Mahgerefteh

Elliot Moss

Jeremy Newman                      Treasurer

Alan Rousso

David Semaya

Dina Shiloh

Kevin Sneader

Prerna Wadikar

Hilda Worth

#### Honorary Officers

Maurice Helfgott

Jeremy Newman

Alan Rousso

Hilda Worth

#### Allocations Committee

Michelle Dyson                      Co-opted member resigned May 2023

Hannah Gaventa                      Co-opted member

Lucie Graham                      Co-opted member

Maurice Helfgott

Rachel Ingram

Annabel Mahgerefteh

Sue Mandelbaum	Co-opted member
Jeremy Newman	
Linda Rosenblatt	Co-opted member
Alan Rousso	
Keren Simons	Co-opted member
Prerna Wadikar	

#### Finance, Audit & Risk Management Committee

James Bilefield	
Chloe Charbit	Co-opted member
Sharon Kamkhagi	Co-opted member
David Kirk	Co-opted member
Stephen Lewis	Co-opted member
Jeremy Newman	Chair
Rob Sher	Co-opted member
Dina Shiloh	
David Semaya	

#### Investment Committee

Isobel Collinge	Co-opted member
Marc Gordon	Co-opted member
Jeremy Newman	
Karen Prooth	Co-opted member
David Semaya	Chair
Jeremy Smilg	Co-opted member

#### Nominations Committee

Maurice Helfgott	
Rachel Ingram	
Hilda Worth	Chair

#### Remuneration Committee

Jenny Arwas	Co-opted member
Maurice Helfgott	Chair
Rachel Ingram	
Jeremy Newman	

Company Secretary

Isobel Collinge

Senior Leadership Team

Paul Anticoni

Chief Executive

Alisa Avigdor

Director of Philanthropy

Isobel Collinge

Director of Finance and Resources

Janice Lopatkin

Director of UK Programmes

Stacey Swimer

Director of International Programmes and Partnerships

Principal bankers

Auditors

Principal solicitors

NatWest Bank

Buzzacott LLP

Bates Wells

Tavistock Square Branch

130 Wood Street

10 Queen Street Place

PO Box 83

London

London

London

EC2V 6DL

EC4R 1BE

WC1H 9JA

Administrative information

Company number:

1874886

Charity number:

290767

Registered office and operational address:

Oscar Joseph

House 54

Crewys Road

London

NW2 2AD

Alternative trading names:

World Jewish Relief

WJR