

Enhancing  political

 security 

Building  tomorrow's

 leaders 

Supporting  our

 community 

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# Introduction

Over the past year, the Jewish Leadership Council has worked to create a more secure, capable, and resilient community. Our work has been guided by our strategic objectives and at every juncture we have sought to make sure that our actions are aligned with our three foundational goals: enhancing political security, bolstering communal capacity and capability, and proactively preparing for future challenges.

By fostering strong relationships with politicians, government bodies, the media, and civil society organisations, we've sought to enhance the political security of our community, ensuring that our voice is heard.

We've been dedicated to nurturing the next generation of leaders – both lay and professional – by providing support and development opportunities to help safeguard the future of our community and meet the specific needs of our members.

Finally, in anticipation of future challenges, the JLC has adopted a forward-looking approach, leading and supporting our members and the broader community to navigate and respond to strategic long-term issues. This has included working out gaps in the community, such as our mental health infrastructure and robust safeguarding policies.



## Keith Black, Chair



The JLC is extraordinarily proud to represent its diverse membership body who do so much to enhance the quality of Jewish life.

Keith Black, Chair of JLC, speaking at JLC's event celebrating The Jewish Contribution to the City of London at Old Bailey (March 2023).

The events of October 7th caused an earthquake across the entire Jewish world. As we watched from afar the dreadful events of that day and the days following, the JLC sprang into immediate action. We coordinated the main professional teams across the community, organised vigils and rallies, and initiated polling and focus groups to align communication and media strategies. The depth of our political engagement was tested, and those relationships built over many years held tight as government and opposition voiced support for Israel's right to self-defence and pledged their full assistance as we faced and continue to face an outrageous surge in antisemitism. As we mobilised the community alongside many of our member organisations, the degree of collaboration and coordination was exceptional, and my thanks go to all the community professionals who rose to this unprecedented challenge. We are privileged to have a community that is organised, well structured, highly experienced, and able to demonstrate such strength and unity.

As events unfolded, the energy within the community continued to grow, and there has been an extraordinary upsurge in activity. Individuals and grassroots organisations have developed innovative and creative initiatives, and we are witnessing a huge re-engagement in Jewish life and support for Israel. Our community is showing great resilience and determination, and the JLC is working hard to support this activity.

British Jewry will not be defined by antisemitism, nor will we allow our community to be fearful for its future. As Jews, we are defined by a 3,000-year-old history, by our beliefs in the value of life, of family, of education, and of looking after each other and wider society. Our values are the bedrock of western civilisation, our contribution to society is immense, and we will continue to live our Jewish lives with our heads held high. And our privilege of living during a renaissance of Jewish sovereignty demands that we rise to the challenge of defeating attempts to delegitimise the state of Israel. We are not fighting on the front line, but we will use every sinew to defeat the pernicious attacks on Israel's right to exist. We have lived securely and safely in this country for nearly 400 years, and we will live here for the next 400 years and more.

The JLC is extraordinarily proud to represent its diverse membership body who do so much to enhance the quality of Jewish life. We continue to offer support and guidance, and our initiatives – encompassing advocacy, community engagement, development, and safeguarding across the entire community and country – will continue to grow. We are deeply focused on strengthening communal leadership and the next generation. Our Adam Science programme for emerging leaders and our Dangoor Senior Leadership Programme nurture current and new leaders and build relationships that will benefit our community long into the future.

During the year, our Co-Chief Executive Michelle Janes left to join Kisharon Langdon, and we appointed Claudia Mendoza as sole Chief Executive. Michelle saw us through some enormous challenges, leaving us in rude health. Claudia and her team are well equipped to take the JLC forward and, whilst our challenges are substantial, we have an exceptional team in place to lead our community. Being chair of the JLC is a huge privilege and a responsibility I do not take lightly. Together we will continue to build on our achievements, adapt for the future, and celebrate our rich heritage with great pride.

# Claudia Mendoza, CEO

As I reflect on 2023, it's hard not to split the year into two parts – before and after October 7th. However, really it was the work that predated the horrors of October 7th that made sure we were prepared (as much as one can be) for the impact on the community. Our advocacy on behalf of the community and our need to safeguard British Jewish security was something we've been working on for years, developing relationships with policy makers across the board. This groundwork has prepared us for this difficult period.

2023 saw us bid a fond farewell to my colleague and Co-Chief Executive Michelle Janes, who took up a new and exciting role as Chief Transformation Officer at our member charity, Kisharon Langdon. Michelle's departure marked a significant transition for both of us, and for the JLC. Her incredible contributions to the JLC, particularly in running our leadership development division Lead, have been instrumental in shaping the direction of our organisation. I'm pleased that we have also now welcomed a Chief Operating Officer, Abigail Carmel, who brings with her a wealth of charity experience. I know Abigail will help support the JLC to go from strength to strength.

Stepping into the role as the sole Chief Executive, I have been deeply focused on continuing the work we have begun, building upon the strong foundation laid by our joint leadership. In 2023, more than ever, our interactions with key political figures have been crucial – especially in the wake of October 7th. Engaging in significant dialogues with top government officials, such as the Home Secretary, Shadow Home Secretary, and Foreign Secretary, we have addressed essential issues of crucial importance to our community, including antisemitism and international security. These discussions have been critical in ensuring that the voices and interests of our community are heard at the highest levels of government, and what we have been able to achieve is testament to the work the JLC has been doing on the ground for many years.

Supporting and advocating for our member organisations has been a central part of my mission in 2023. We have facilitated impactful visits by MPs to key charitable organisations, including Chai Cancer Care and Norwood's adult supported living home in Ilford. These initiatives have not only highlighted the incredible work done at the grassroots level but have also fostered stronger understanding and support from political leaders for our community initiatives.

Our role in shaping policy and legislation took a significant step forward in 2023. We actively contributed to various committees and policy discussions, notably the Economic Activity of Public Bodies (Overseas Matters) Bill committee.

A key focus of 2023 has been on strengthening the network and cooperation amongst Jewish charitable organisations. Through roundtable discussions and networking events, and initiatives like the partnership with Leading Edge for the UK's first Community Employee Survey, we have aimed to foster a more united and effective response to shared challenges within the Jewish charitable sector.

I was delighted to welcome Leeds Jewish Welfare Board to our membership at the end of the year. They will be a very welcome addition to the JLC.

As I continue in my role, I am invigorated by the challenges and opportunities that lie ahead. This past year more than ever has highlighted the need for organisations such as the JLC and I am deeply grateful to our dedicated staff, volunteers, and trustees for their unwavering support and commitment. Together, we are steadfast in our mission to ensure a vibrant, secure, and thriving future for our community.



**Supporting and advocating for our member organisations has been a central part of my mission in 2023.**



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



Throughout 2023, the JLC was dedicated to its ongoing efforts to strengthen the Jewish community's political security, working in collaboration with other communal organisations. We have built on and maintained positive and durable relationships with both politicians and government bodies to protect and enhance the stability and wellbeing of the Jewish community.

Our many engagements with MPs included extensive discussions with then Home Secretary Suella Braverman MP and Shadow Home Secretary Yvette Cooper MP. These meetings focused on ways to combat antisemitism and ensure the safety of our community. We also met with then Foreign Secretary James Cleverly MP, emphasising to him the urgency of addressing international terrorism and reiterating our deep concerns about the actions of the Iranian government.

For several years we have raised the issue of public bodies such as local authorities adopting Boycott, Divestment, and Sanctions (BDS) activities against Israel. In 2023 we welcomed the introduction of the Economic Activity of Public Bodies (Overseas Matters) Bill, which will prohibit public bodies from being abused by BDS campaigners. We have engaged extensively with government and Parliament as this Bill has been considered by MPs, and were invited to give oral evidence before the Bill committee.

Alongside regular meetings with MPs, we focused on connecting policy makers with our member organisations. This included arranging a meeting in Parliament for Jewish Women's Aid with Jess Phillips MP and Alex Davies-Jones MP to discuss their vital work within the community and the charity's requests from government in terms of ongoing support. As well as taking members to Parliament, we facilitated many on-site impactful visits by MPs to charities, including the visit of MPs Craig Tracey and Nicola Richards to Chai Cancer Care, and Wes Streeting MP, Shadow Health Secretary, to Norwood's adult supported living home. These visits not only showcased the extraordinary work of these organisations but, in the case of Chai, also led to recognition in the House of Commons, including specific congratulations from Maria Caulfield MP, the Minister for Women. Overall, we were able to arrange 159 meetings for members with MPs. We were also proud to be able to celebrate the incredible work of our member organisations at our Members' Afternoon Tea in Parliament which took place in June and included kind words from Baroness Ruth Anderson and Deputy Prime Minister Oliver Dowden MP. The value of the JLC's longstanding engagement with policy makers became evident following the terrible events in Israel on October 7th. We immediately mobilised these connections to support the community in its time of need.



Clockwise from top: Keith Black, Chair of JLC, speaking at JLC's Members' Tea at House of Lords (June 2023). Craig Tracey MP and Nicola Richards MP, Co-Chairs of Breast Cancer APPG; Lisa Steele, CEO of Chai Cancer Care; Louise Hager, Chair of Chai Cancer Care; Dr Adrian Tookman, Chai Cancer Care Trustee; Marc Levy, JLC's North West and West Midlands Regional Manager, visiting Chai Cancer Care in London (May 2023). Russell Langer, Head of Policy at the JLC, giving evidence at the Economic Activity of Public Bodies (Overseas Matters) Bill in Parliament (September 2023).

# Work since October 7th

In the wake of the harrowing events that unfolded in Israel on October 7th, the JLC has initiated and coordinated a huge number of events, campaigns, and other initiatives to unite and support the Jewish community. The JLC's initiatives, including vigils, rallies, and briefings, have been central in fostering a sense of togetherness in these dark times. These gatherings have allowed us both to collectively mourn and to offer solidarity to one another. They have also been a testament to the indomitable spirit and unity that exemplify our community, especially in challenging times.

The immediate response to the attacks was characterised by a deep sense of loss and collective mourning within our community. Understanding the critical need for a shared space to grieve and demonstrate unity, the JLC swiftly organised a series of vigils. The first, a vigil outside Downing Street, saw the JLC and the Board of Deputies of British Jews (BoD) bring the community together to mourn collectively, remembering all those who had been killed. The JLC and the Jewish Representative Council of Greater Manchester and Region also held a separate gathering in Manchester City Centre which ensured that the local Jewish community could come together to express their solidarity and grief.

At both locations, these vigils represented more than just acts of remembrance; they were powerful displays of communal unity. It was a moment to stand in solidarity and grief with members of the Jewish community along with friends and allies. These gatherings demonstrated the community's unshakeable resolve and commitment to support one another through these difficult times.

Following the vigils, the JLC and BoD recognised the urgent need to focus on a critical issue that had arisen from the conflict: the plight of the hostages. To bring heightened awareness to their situation and to amplify the call for their safe return, the JLC and BoD organised the 'Bring Them Home' rally. The rally – held in Trafalgar Square – united the community's voice in a singular, powerful demand for the immediate release of those still held captive. Fifteen thousand people gathered to show our community's support for the hostages in what was a monumental display of communal unity.

**As the situation in the Middle East has escalated, antisemitism has risen in the UK. This is a pattern we have sadly seen before. However, the frequency and severity of incidents has been unprecedented.**

As the situation in the Middle East has escalated, antisemitism has risen in the UK. This is a pattern we have sadly seen before. However, the frequency and severity of incidents has been unprecedented. We have supported and amplified the crucial work of the Community Security Trust (CST) as it protects our community in the face of this hatred. The JLC also lent its support to the March Against Antisemitism. CEO Claudia Mendoza and Chair Keith Black were at the vanguard of the march alongside other prominent community figures. They walked as representatives of a community united against hatred and bigotry, leading a determined procession from the Royal Courts of Justice to Parliament Square. The march saw 100,000 people from across the spectrum of Jewish life and its allies, all walking together in a resolute stance against discrimination. It sent a clear message that antisemitism should have no place in society. »



JLC is a key communal partner of CST. By showcasing CST expertise in combatting antisemitism, organising Jewish communal security, and exposing antisemitic extremism and terrorism to external stakeholders across the political spectrum, the JLC amplifies our work and significantly contributes to the development of vital CST relationships that bolster our presence in this space and contributes more widely to the security of the UK Jewish community. »

Jonny Newton, Community Security Trust

All images from the Solidarity Rally: Bring Them Home, organised by the JLC and BoD (October 2023). Clockwise from top: Michael Gove, Secretary of State for Levelling Up, Housing and Communities, speaking at the rally, Chief Rabbi, Sir Ephraim Mirvis and Lady Valerie Mirvis. Families of the hostages.



All images from the vigil outside Downing Street organised by the JLC and the BoD (October 2023). Clockwise from top: Claudia Mendoza, CEO of the JLC; David Lammy, Shadow Secretary of State for Foreign, Commonwealth and Development Affairs. Vigil outside Downing Street. Tom Tugendhat MBE VR, Minister of State for Security, speaking at the vigil.



During this time of crisis, we were able to quickly call on the relationships we have built in recent years to speedily reach relevant decision makers. We have met regularly with key ministers to discuss both antisemitism and community security, including Home Secretary James Cleverly, former Home Secretary Suella Braverman, Commons Leader Penny Mordaunt, Conservative Party Chairman Richard Holden, and many others. These meetings were critical in ensuring that our community's concerns and needs were properly understood and communicated at the highest levels of government. We met with Alicia Kearns, Chair of the Foreign Affairs Committee, to discuss the impact of the conflict of Israel on the UK Jewish community and other critical international issues.

These engagements have heightened awareness of the issues we face and have ensured a firm and comprehensive response at both national and international levels. Complementing these efforts, Keith visited Israel to meet with President Herzog and other senior Israeli officials. In all of their discussions, the ongoing effects of the events of October 7th were a central theme. Witnessing Israel's resilience and determination amidst these challenges served as a powerful reminder of the shared values and unbreakable spirit that define the Jewish people.

Simultaneously, it was clear to us that gathering insights from both the community and the wider public was crucial. To this end, we commissioned a series of polls to track sentiment amongst the British population towards events in Israel and the growing antisemitism in the UK. We also polled our own community to ensure that a quantitative record of the impact of this conflict exists and is understood by decision makers.

“In especially challenging times, the JLC continues to support and nurture organisations like ours individually and collectively, reinforcing our communal bonds and building our resilience to embrace change and meet the ever-growing economic and social demands we face. We are incredibly grateful for the JLC's friendship, advice, and advocacy, now and always.”

Naomi Dickson, Norwood

We launched key campaigns to unify and empower our community during these trying times. In response to the rise in antisemitism, the JLC spearheaded the 'strong united resilient' campaign, which brought together various Jewish organisations and Jewish influencers in a collective stance against antisemitism. The campaign broadcast a powerful message of solidarity and the unyielding resilience of our community. Similarly, we joined a global call asking people to set aside an extra seat at the Shabbat table with the #BringThemHome initiative. And finally, in response to a Chanukah event being cancelled by a local council, our #LightWithPride campaign was initiated to maintain the visibility of our traditions and to stand against fear and division by being proudly Jewish.

Through these engagements and initiatives, we have strived to navigate a challenging landscape by fostering a dialogue with key political figures as well as the security services, ensuring our safety concerns are prioritised, and by rallying our community around campaigns that reinforce our shared values and identity.

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

In 2023, the JLC significantly strengthened communal capacity, building tomorrow's leaders through its leadership division, Lead, whilst also promoting good governance and regulation through its various forums. The year was marked by a series of impactful initiatives and events that fostered professional development and celebrated the Jewish community's contributions. Our initiatives in 2023 were focused on increasing the interconnected community fabric, ensuring support is readily available and engagement is meaningful and productive. By facilitating dialogue amongst community members, offering leadership development opportunities, and providing platforms for shared experiences, we are helping to build a vibrant and supportive Jewish communal ecosystem.



“This was a great conference and absolutely inspiring to see how this event has grown over the last three years. It is absolutely right that a conference for professional development for community professionals is a mainstay and essential part of the communal diary.”

Ashley Lerner, CEO, Maccabi GB, on the Professionals' Conference



Opposite page, both images: London Jewish Professionals' Conference (June 2023). This page, clockwise from top: Panel at Jewish Community Professionals' Conference in London (June 2023). Tamar Berman, United Synagogue, and Nicola Yudaken, Jami, at Dangoor Senior Leadership Programme Residential (March 2023). Claudia Mendoza at the Norwood annual dinner pictured with Norwood CEO, Naomi Dickson, and former Chair, Neville Khan.



# Fostering Leadership and Development

Over the past year, our commitment to leadership development has been unwavering. Our cornerstone initiatives, including the Follow the Leader course, the Adam Science Leadership Programme, and the Dangoor Senior Leadership Programme, have been instrumental in our strategic aim of cultivating the leaders of tomorrow. The Follow the Leader workshops, a standout feature of our 2023 offerings, were specifically designed to support individuals who alternate between leadership and management roles.

## Focus groups show us that Lead is an impactful and highly respected source of employee training and development within Jewish communal organisations.

We conducted a series of focus groups with staff responsible for training and development across 20 varied communal organisations. The focus groups show us that Lead is an impactful and highly respected source of employee training and development within Jewish communal organisations. The valuable insights they provide will guide our efforts in assisting these organisations to meet their training and development goals, paving the way for an even more successful 2024.

The Adam Science Leadership Programme – catering to emerging leaders – also made a significant impact in 2023. It was our largest cohort since 2019 and included, for the first time, a group from Manchester. Participants were immersed in a curriculum covering essential leadership skills, including workshops in fundraising and managing volunteers which were enriched by input from a wide range of community experts.

Following a forced break during the Covid-19 pandemic, we were delighted to restart the Dangoor Senior Leadership Programme (DSLSP) with an event for senior leaders from 12 member organisations at the Grove Hotel in January. The group then came together at the Windsor Leadership residential in February to look in detail at strategic leadership challenges, benefitting from sessions with experts like NHS Chief Nursing Officer Ruth May DBE. Guided by co-directors Larry Shulman and Michelle Janes, and managed by Nick Young, the cohort focused on personal impact, strategic thinking, and change leadership. An outcome of the programme has been to create a Community Think Tank which will work to address the communal challenges identified by the DSLSP, with targeted presentations scheduled for Spring 2024.

In 2023, we were proud to launch an alumni network for participants of DSLSP's senior leadership programmes. This initiative kicked off with an inaugural event at Jami's Head Room Café, expertly chaired by Jamie Field. The plan is to host tri-annual meetings starting in 2024, fostering continuous engagement and development amongst alumni. The enthusiastic participation of so many alumni at the launch clearly indicates that these meetings will serve as a valuable platform for networking and collaborative working in the future.

Another highlight of the year was the Jewish Community Professionals' Conference in June. More than 200 professionals in London and Manchester engaged in learning and networking, with expert insights on topics such as AI integration and the power of collaboration, vital for the development of our brilliant communal workforce. These conferences align with our broader goal of supporting the ongoing growth and development of professionals in the Jewish community to, in turn, ensure we have a strong, flourishing Jewish community in the UK.



Great to hear from people who have a vast knowledge and know the community inside out. Not only did they give me a good understanding of current and future challenges, but they also offered solutions and motivated me to contribute to positive changes.

Adam Science participant



I have really been taking a lot from the DSLSP. I find it a great opportunity to speak to community leaders that I don't generally have access to ... I find it a good thinking space and a very welcoming group and trainers. Thank you so much for this opportunity.

Dangoor participant



Top and centre: Participants of Dangoor Senior Leadership Programme (February 2023). Bottom: Senior Leadership Programme Alumni network (August 2023).

# Strategic Forums: Encouraging Excellence and Innovation

Throughout the year, our forums – including HR and Operations, Marketing and Comms, Fundraising, and CEO – played a pivotal role in ensuring our members stay up to date with governance and regulatory compliance, whilst ensuring the community worked together effectively for maximum impact.

The HR and Operations Forum focused on improving productivity by sharing best practice on up-to-date recruitment and employee development strategies, underpinned by the data from our comprehensive annual salary survey. The Marketing and Comms Forum gained valuable insights from internet personality Nuseir Yassin, founder of Nas Daily, which boasts 65 million followers across social media, to discuss building intercommunity understanding, complemented by a Meta-led workshop on social media best practices.

**The CEO Forum served as a vital touchpoint for leadership at the highest level.**

The Fundraising Forum engaged in discussions about modernising donor engagement and the implications of GDPR, and the CEO Forum served as a vital touchpoint for leadership at the highest level to ensure the community’s strategic initiatives are aligned.

All of these forums are instrumental in our goal of building and maintaining a thriving Jewish community.



# Celebrating our Community



Both images: JLC's event celebrating The Jewish Contribution to the City of London at Old Bailey (March 2023). From top: Keith Black, Chair of JLC, speaking at the event. Sir Michael Bear; Debbie Fox, Vice-Chair of JLC; Keith Black, Chair of JLC; Chief Rabbi Ephraim Mirvis; Sheriff Alastair King DL of the City of London Corporation; Jonathan Seal, CEO of Regal London; Consort Corinne Lee; Michelle Janes, Co-CEO of JLC.

Throughout the year, we took time to celebrate our community’s wonderful spirit and contributions. The commemoration of the Jewish impact on the City of London at the Old Bailey was a poignant moment: the reflections shared by Sir Michael Bear and Chief Rabbi Sir Ephraim Mirvis underscored our rich heritage, including our commitment to philanthropy and social justice.

On International Women’s Day, we focused on the theme ‘Embrace Equity’, fostering discussions on achieving equality in the workplace and the influence of both government and workplace policies that affect working women. This day has become an integral part of our annual calendar, and it was inspiring to see extensive participation from across our community. ➡



Recognising the essential role of volunteers, we partnered with the Jewish Volunteering Network for its annual awards ceremony, celebrating all those who dedicate their time to the community. Their contributions are the foundation of our community's strength, and we remain committed to supporting them.

The Maccabi GB Fun Run encapsulated the positivity of our community, offering a day of enjoyment for families and promoting charitable giving. With an amazing turnout of 6,500 participants and a record 99 exhibitors at the charity fair sponsored by the JLC, the event was a testament to our communal unity and generosity. The anticipation is already building for the next event on Sunday 23rd June 2024, which promises to be another fantastic day for all.

After the horrifying events in Israel on October 7th and the horrifying surge in antisemitism in workplaces across the country that has followed, we joined forces with White & Case LLP to host an event that brought Jewish professionals together to celebrate Jewish culture in the workplace.

More than 500 Jewish professionals heard from speakers including Rachel Riley, Jonathan Goldstein, and Bill Benjamin. The event provided a moment for people to find solace in community and reflects our commitment to proudly embracing and sharing Jewish culture in all areas of life.

Chanukah took on a new significance this year, and its message of shining a light amongst the darkness held a deeper meaning for the community. We took great pride in sponsoring the Chanukiah in Trafalgar Square and in organising our annual Chanukah lighting ceremony there in partnership with the Mayor of London Sadiq Khan. The Mayor was joined by community leaders and David Baddiel, the comedian and author of *Jews Don't Count*. We were equally thrilled to maintain our partnership with the London Eye, which was lit up to mark the final night of Chanukah.



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Opposite page, from left: Coronation Event at Bevis Marks Synagogue (May 2023). Keith Black, Chair of JLC, speaking at Coronation Event at Bevis Marks Synagogue. This page from top: The JLC Chanukiah lit up Trafalgar Square (December 2023). Adrian Cohen, Co-Chair of London Jewish Forum; David Baddiel; Sadiq Khan, Mayor of London; Marie van der Zyl OBE, President of Board of Deputies; Keith Black, Chair of JLC; Rabbi Pinchas Hackenbroch, United Synagogue, at JLC's Chanukah celebrations in London.

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

At the heart of the JLC's mission is the empowerment of our members and the broader community to confront and navigate long-term strategic challenges with strength and foresight. In 2023, the JLC channelled our efforts into supporting community welfare by working on supporting mental health initiatives and providing guidance on safeguarding protocols. These focal points reflect our strategic commitment to guiding our members and the wider community through pressing challenges with insight and preparedness. In prioritising mental health, we have demonstrated our commitment to dealing with difficult challenges – and to addressing those issues right at the core of the community's welfare. Similarly, our work on safeguarding, which focuses on both signposting and simplifying safeguarding guidance, highlights our desire to promote the community's safety and wellbeing in a structured and lasting way.



All images from the JLC's International Women's Day Event (March 2023). Opposite page, from top: Participants at the event. Nechama Kutner, Lloyds Banking Group, and Rona Harvey, PUBLIC, on a panel. This page, from top: Emma Woolf, OSRAM Ltd, and Claudia Mendoza, CEO of JLC. Participants at the event.

# Mental Health and the Community

The JLC's proactive stance in the face of a burgeoning mental health crisis has been a cornerstone of our work over the past year.

NHS data highlights the critical state of mental health problems amongst school-age children, with Child and Adolescent Mental Health Services (CAMHS) severely overstretched and only able to focus on the most critical cases.

The JLC recognised the need to convene and coordinate to fill this gap. As a result, in partnership with member organisations who are active in mental health support work, we established the Youth Mental Health Network (YMHN) (formerly the Youth Mental Health Partnership). Professionals from key organisations can come together to share insights and develop better approaches to care. In 2023, the YMHN ran workshops, promoted data sharing to identify trends, and supported pilot mental health initiatives.



Both images: Attendees of a Suicide Prevention Roundtable co-chaired by Liz Twist MP and Phillipa Carr, Jami, at Head Room Café (September 2023).

In September, the JLC proudly facilitated a suicide prevention roundtable at the Head Room Café with our member organisation Jami. Guided by Liz Twist MP, Chair of the Suicide and Self Harm All Party Parliamentary Group (APPG), this event brought together voluntary, charity, and social enterprise (VCSE) organisations and policy makers. It helped foster essential dialogue on suicide prevention, allowing for new connections between politicians and the charities who attended to be made, and the APPG inquiry into suicide in young people was shared by Jami and the Union of Jewish Students (UJS) directly as a result of the event. Initiatives of this nature highlight the significance of exchanging best practices both within our community and with external VCSE organisations, showing how positive outcomes can come from a united aim – in this case enhancing mental wellbeing and protecting lives. Following this event, Jami has continued its collaboration with Liz Twist MP, working jointly on initiatives that prioritise community-based approaches to suicide prevention.

# Safeguarding the Community

The JLC has been working with Faithguard, looking at safeguarding in the Jewish charity sector and how the JLC can signpost Jewish charities to relevant sources of support around safeguarding. In 2021, the Independent Inquiry into Child Sexual Abuse's investigation into religious organisations and settings made clear in its Recommendations that (at the very least) all religious organisations should have a child protection policy and supporting procedures. These should include advice and guidance on responding to disclosures of abuse and the needs of victims and survivors, as well as regular compulsory training for those in leadership positions and those in training.

At the same time, the Charity Commission is clear in its guidance that safeguarding responsibilities apply to all charity trustees, not only those working with children or adults at risk, and that safeguarding concerns the wellbeing of everybody connected to the charity, not just beneficiaries.

In order to understand the Jewish charity sector's safeguarding needs better, Faithguard has been looking at data (including Charity Commission data) in detail. It has undertaken both quantitative and qualitative analysis, carefully considering approximately 1,600 of the largest Jewish charities (by income) to establish the nature of their charitable activities – and how the charities interact with people – to establish the primary safeguarding risks to the sector. As a result, our website will provide an up-to-date safeguarding page with resources for trustees of Jewish charities. The page will be focused on simplicity and support, whilst also recognising the high number and specific safeguarding needs of both synagogues and other community-based-building charities, as well as Jewish grant-making charities.

The analysis has improved the JLC's wider understanding of the Jewish charitable sector as a whole and will be very useful in ensuring that its support for the sector is data-led and maximises impact.

Finally, in partnership with Leading Edge, we launched the UK's first Jewish Community Employee Survey. This initiative was aimed at gaining insights into the challenges and opportunities faced by our communal professionals, to ensure that their voices are heard and their contributions valued. We were delighted that 35 different organisations participated in the survey, including 24 members of the JLC. Each organisation that participated was provided with the results of their survey, giving them a data-driven foundation to inform their strategies and initiatives moving forward. We will be implementing the findings from our results and have been encouraged to hear of other members doing the same.



**Our website will provide an up-to-date safeguarding page with resources for trustees of Jewish charities.**

# Finance Report 2023

At the end of 2023, our surplus remained at a level consistent with the previous year, enabling the JLC to build on our modest reserves as planned. We were grateful to a number of new and existing donors who generously supported us and enabled us to carry out additional activities delivered following October 7th and the ongoing war in Israel. Membership fees remained at about 20% of our income, allowing us to continue to develop and grow our membership offering.

Unrestricted expenditure saw a slight increase in comparison to 2022 across all areas, whilst restricted expenditure reduced as a number of projects came to an end. The professional staff team remain the biggest area of expenditure, providing huge capacity, value, and impact. Expenditure on events and programmes slightly increased in 2023 owing to an increased return to in-person activity, unplanned projects delivered following October 7th, and a new project delivering vital research around safeguarding within the community. Restricted funds in 2023 are associated with the installation of the Chanukiah in Trafalgar Square as well as the Adam Science Leadership Programme and Dangoor Senior Leadership Programme.

Whilst these figures are unaudited owing to the timing of the financial year end, the amounts shown reflect year-end management accounts and are rounded to the nearest £1,000. As we look ahead to 2024, the JLC will continue to deliver against the areas in our 2025 strategy, whilst simultaneously continuing to respond to the events of October 7th and potentially developing and embedding new workstreams for both the JLC and the community. We would like to thank our donors for their ongoing support. Their contributions enable the JLC to ensure the Jewish community continues to flourish, and allow us to provide vital community cohesion and support in times of crisis. An overview of our finances is shown on the opposite page.

**As we look ahead to 2024, the JLC will continue to deliver against the areas in our 2025 strategy, whilst simultaneously continuing to respond to the events of October 7th and potentially developing and embedding new workstreams for both the JLC and the community.**

# Income & Expenditure



## JLC & Lead Income 2023

- Donations and Grants  
£1,003,000
- Lead General Event Income and Donations  
£94,000
- Membership Fees  
£261,000
- Project Training and Development Income  
£4,000



## JLC & Lead Expenditure 2023

- Professional Team  
£684,000
- Grants, Projects and Sponsorship  
£177,000
- Communications, Events, and Programmes  
£138,000
- Offices and Operations  
£107,000
- Governance and Professional Fees  
£67,000

# Our Purpose & Values

## Purpose



## Values

- BE INCLUSIVE** — We value diversity and work to make sure that our decisions at every level are informed by a wide variety of perspectives
- WORK COLLABORATIVELY** — We work with our members and partners to achieve the best results
- USE EVIDENCE** — We base what we say and do on the best research and on our members' experiences and expertise
- ACT RESPONSIBLY** — We consider the long-term effectiveness and reputation of our organisation, our members, and the Jewish community in all that we do
- BE CREATIVE** — We look to bring fresh approaches and to add value to our members' new ideas through innovation
- THINK LONG TERM** — We take seriously our unique strategic responsibility to take the long view and plan for the sustainability of the community

# Our Mission, Vision, & Strategic Objectives

## Mission

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

## Vision

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

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

## Strategic Objectives

- To enhance (alongside other communal organisations) the political security of the community, through healthy relationships with politicians, government, the media, and civil society organisations
- To strengthen communal capacity and capability, building tomorrow's leaders both lay and professional, guiding on governance and regulation, and working with members on their needs
- To support and lead our members and the wider community to prepare for strategic long-term challenges and catalyse change using evidence and best practice
- To further strengthen the JLC's own governance, leadership, and management, ensuring that it is an exemplar of best practice

# Trustees

The JLC's Trustees meet every six weeks and discuss the regular management of the charity. Most of the Trustees are elected from within the Council of Membership. Only those representatives of member organisations are allowed to stand and vote. The President of the Board of Deputies is automatically a JLC Trustee and up to three additional Trustees can be co-opted. The Trustees report to the Council of Membership. Like all charities, the Trustees are also accountable to the Charity Commission.

**Keith Black, Chair**

**Debra Fox, Vice Chair**

**Suzi Woolfson, Treasurer**

**Mark Adlestone OBE DL**

**Nina Freedman**

**Michael Goldstein**

**Louise Jacobs**

**Laura Marks CBE**

**Mark Morris**

**Marie van der Zyl OBE**

**Jonathan Zenios**

# Our Members







jewish  
leadership  
council

