

# ANNUAL REVIEW

September 2022 – August 2023



# A successful year



Robin Moss,  
Chair of Trustees



Dalia Fleming,  
Executive Director

It's been an incredibly busy and successful year for KeshetUK. Our vision – of a world where no one is forced to choose between their LGBT+ and Jewish identity – has driven us to expand our professional team, invest in the recruitment and training of even more volunteers and most importantly increase our activity. By working with the key organisations and institutions of our community, be they synagogues, communal bodies, schools, youth movements or others, we are providing them with the space, the tools and the knowledge to make progress within each of their settings.

We are always mindful of the need to work with organisations where they are at. We do not seek to impose some absolute standard of “perfection”, nor to condemn current practice. Instead, we listen, we learn and we reflect with the organisation, we train their staff and volunteer teams, and we educate their young people. This year, we have done this on a huge scale – more than 3,600 young people at Jewish schools or school JSocs alone heard from a KeshetUK educator, and the wider impact of our work is felt by literally tens of thousands of Jews annually.

We approach our work with seriousness but also joy. Becoming a community where no one is forced to choose between their LGBT+ and Jewish identities is a long journey, but we celebrate each step forward. We are never complacent in the increasingly complicated

nature of the public conversations in wider society which is a challenge we navigate every day.

We thank every donor to KeshetUK for your generous support – we truly could not do what we do without you. We pay tribute to our exceptional team of professionals and volunteers, who ensure that day to day we deliver on our goals. We are grateful to our Board of Trustees, who ensure that we remain strategic, vision-led and well-governed. We would also like to particularly acknowledge our former Chair and one of the Founder Trustees, Benajmin Ellis, who stepped off the Board this year. Benjamin has a rare combination of wisdom, insight, tact, courage and pragmatism. He has devoted many thousands of hours that he devoted to KeshetUK over almost a decade. The community will be forever in your debt.

**Dalia and Robin**

## What is KeshetUK's vision?

KeshetUK has a vision of a world where no one is forced to choose between their LGBT+ and Jewish identity. KeshetUK engages Jewish schools, youth and young adult organisations, synagogues, and wider community organisations about the importance of LGBT+ inclusion. KeshetUK then enables these organisations to become more inclusive of LGBT+ people through education and training.

# KeshetUK 2022–2027 strategy

KeshetUK staff and trustees have spent this year implementing our new strategy. This strategy came out of conversation with stakeholders across the community and from the results from our beneficiary survey.

Our strategy aims to drive specific outcomes. These are the positive changes KeshetUK wishes to see in the British Jewish community. Below you can see how we will achieve these outcomes, and in the rest of this annual review you can read about some of the new projects that have already started.

We now have two distinct areas of work our **Education Programme** – working predominantly with young people and the adults who work with young people – such as schools and youth and young adult organisations and our **Community Life Programme** working with synagogue and community organisations and parents and family members of Jewish LGBT+ people.

### Outcome 1: Policies and procedures are implemented to meet the needs of LGBT+ people

This outcome will be heavily supported by our Community Life Programme and the partnership work across the community. We want to work more in depth with the Jewish community to help make sure that resources are developed and systems are in place to help LGBT+ people and their families.

### Outcome 2: People in the Jewish community value and practise LGBT+ inclusion

We will continue to work across the Jewish community with Jewish schools, youth and young adult organisations, synagogues, and community organisations. And following feedback from many sessions and meetings we've had over the years – we will now start to meaningfully engage with parents and families of Jewish LGBT+ people to create more spaces for learning and education.

### Outcome 3: Services, events and spaces are designed with the involvement of Jewish LGBT+ people and meet their needs

Ensuring that Jewish LGBT+ people are heard and involved when creating services is essential. Some parts of the community want to better understand what joy and celebration looks like. Other parts of the community want to understand what harm reduction and safety might look like. And we want to make sure that communities involve their Jewish LGBT+ members, staff and community in understanding that.

An exciting project that we will be working on over the next few years will be around working with different denominations to explore the experience of LGBT+ Jewish people at every point through the lifecycle, practices, and spaces.

### Outcome 4: There are Jewish LGBT+ people who are willing and able to be public role models

We understand that not all Jewish LGBT+ want to be or can be role models for others. But we'd like to ensure those who want to be – feel confident in their voice and leadership. We already run story telling training for Jewish LGBT+ people, and over the next five years want to do more around leadership in the Jewish community.

### Interested in finding out more?

If you have questions about our Community Life Programme or want to book KeshetUK for training for your synagogue or a community organisation please email [community@keshetuk.org](mailto:community@keshetuk.org).

If you would like to know more about our education programme or want to book KeshetUK for training or sessions for your school or youth and young adult organisation – please contact us at [education@keshetuk.org](mailto:education@keshetuk.org)

If you'd like to learn more about volunteering with KeshetUK, please email [volunteers@keshetuk.org](mailto:volunteers@keshetuk.org) or go to [www.keshetuk.org/volunteer](http://www.keshetuk.org/volunteer)

*“Programmes are well targeted to each year group and we are delighted to work with KeshetUK as community partners.”*

Melanie Shutz, Assistant Head (Ethos),  
King Solomon High School

# What has KeshetUK achieved in 2022–2023?



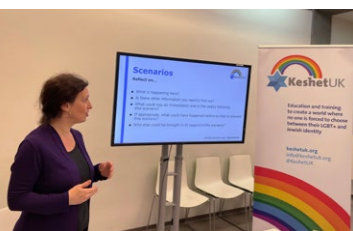
JFS Sixth Form presentation

## Working with schools

KeshetUK works with teachers, wider school staff and young people. This is to ensure that Jewish schools are safe places where all young people can flourish and enjoy learning. The aim is to create an environment that enhances wellbeing. We provide inclusion training for teachers, support staff and deliver school-specific activities for students to create a school culture where LGBT+ Jewish people feel valued, respected and included.

In 2022–23 KeshetUK:

- Delivered workshops and assemblies for over 3,600 students (aged 11–18 years) from four Jewish secondary schools, six secondary school Jewish societies, and two Jewish Primary schools (Year 6, aged 10–11 years);
- Ran training for 57 Wolfson Hillel Primary school staff and 70 Yavneh College secondary school staff;
- Worked with a group of Y13 pupils on Yavneh College's Kavod Committee to support them with content they were creating for younger pupils on how to be respectful when discussing topics related to the LGBT+ community;
- Piloted sessions for Y6 in two primary schools for the first time;
- Partnered with UJIA to take part in their JAMS programme for the first time in several years, developing a menu of new KeshetUK workshops for Jewish Societies in non-Jewish secondary schools;
- Trained 9 staff from JCoSS in RSE curriculum;
- Supported staff in a number of schools (both Jewish and non-Jewish) to develop lesson content and pastoral approaches to improve inclusion for Jewish LGBT+ pupils.



JW3 sessions for parents of LGBT+ young people

## Working with youth and young adults

UK Jewish communities have a proud tradition of investing in youth organisations which enable young people and young adults to explore identity and community through peer-led informal education.

KeshetUK works with these organisations to support young leaders to create spaces where the needs of LGBT+ young people are met, and they can feel valued and respected.

KeshetUK co-produces context-specific leadership training and other learning activities with Jewish youth organisations, synagogue youth groups, and young adult groups. We created a significant amount of new programming this year, including workshops on how to support trans young people on summer camp, and how to create more inclusive JSocs at university. In addition, two sets of rolling programmes were created to meet the needs of youth organisations who run programming across multiple age groups.

*“The training was practical and accessible, thought-provoking and engaging, and delivered in an extremely sensitive way.”*

Claire Mandel, Chief Executive, NNLS

*“I cannot express enough how much I have learnt and grown through this collaboration, and I eagerly look forward to future projects together.”*

Karolin Gaedeke, Jewish Care Senior Learning and Staff Engagement Adviser

*“UJIA has been privileged to work with and learn from KeshetUK this past year. Our religiously and culturally diverse team greatly benefited from a fantastic half day training session. All of the training creates a very safe space for everyone to ask questions and is delivered at an exceptionally high level.”*

Mandie Winston, Chief Executive Officer, UJIA

In 2022-2023, we delivered LGBT+ inclusion training and sessions for 15 youth movements or organisations, including:

- 30 LJY-Netzer<sup>1</sup> *madrichim* (leaders);
- 40 FZY<sup>2</sup> *madrichim* and 34 FZY *chanichim* (campers) on camp;
- 15 RSY-Netzer<sup>3</sup> *madrichim*;
- 64 Habonim Dror<sup>4</sup> *madrichim*;
- 24 Noam<sup>5</sup> *madrichim*;
- 24 UJIA<sup>6</sup> Israel Tour leaders – as part of the UJIA Tour Training for nine youth movements;
- 15 BBYO<sup>7</sup> members;
- 29 Alyth Synagogue *madrichim*.

In 2022–23, KeshetUK also worked with communal organisations youth departments and youth and young adult organisations including:

- Young and Teen Limmud, delivering two sessions to 35 young people;
- Finchley Reform Synagogue and New North London Synagogue, training up their cheder staff;
- Alyth Synagogue, delivering pre-b'nei mitzvah workshops for 92 young people;
- Brighton & Hove Reform Synagogue cheder<sup>8</sup>, delivering workshops for 13 young people;
- UJS Convention, running a session for 20 students from university JSocs across the UK exploring LGBT+ history and facilitating a discussion about community and belonging;
- UJS<sup>9</sup> LGBT+ online sessions that reached at least 300 students across the UK;
- Delivering talks to over 40 students at Jewish Societies including the Universities of Cambridge, Hertfordshire and Bristol.

1 Youth movement of Liberal Judaism.

2 Federation of Zionist Youth.

3 Reform Synagogue Youth.

4 Socialist Zionist culturally Jewish youth movement.

5 Youth movement of Masorti Judaism.

6 United Jewish Israel Appeal.

7 Pluralistic Jewish teen movement.

8 Classes for children in the basics of Judaism and Hebrew

9 Union of Jewish Students

## Working with synagogues and rabbis

Synagogues are important centres of Jewish life and experience for many Jews. KeshetUK works with synagogues and rabbis regardless of denomination, so that LGBT+ people and their families can feel included within the synagogue's tradition.

In 2022–23, KeshetUK:

- Trained eight members of staff and 22 of the lay leadership at New North London Synagogue;
- Delivered story-telling training to members of New North London Synagogue;
- Gave training to staff and lay leaders of St Albans Masorti community;
- Spoke at Liberal Judaism Biennial about KeshetUK's ways of working, and different methods of increasing inclusion;
- In the second of three year funding for the work with Masorti Judaism to support Masorti communities to be more inclusive of Jewish LGBT+ people and their families, supported by new funding from the National Lottery.



Running pre-camp training sessions for LJY-Netzer (above) and FZY (below)



Talia at Noam pre-camp





KeshetUK leading the Jewish LGBT+ group and allies at London Pride 2023



### Working with the wider Jewish and LGBT+ communities

KeshetUK works with community organisations to become more inclusive of the LGBT+ Jewish people. This aims to ensure that services and spaces meet the needs of LGBT+ people and their families.

Two major new elements of KeshetUK's work this year have been parental education/engagement and international best-practice-sharing. Beginning in September 2022, we have rolled out a series of programmes aimed specifically at parents of LGBT+ young people after feedback that this was a group that wanted support but had nowhere within the community to turn to. In March 2023, we were proud to be the host organisation for a major international gathering of LGBT+ organisations from around the Jewish world, organised by the Jewish Agency.



KeshetUK representing at European Jewish LGBT pride in Rome

*“A supportive and open environment in which to share sensitive topics.”*

A parent from the KeshetUK run sessions for parents and family members

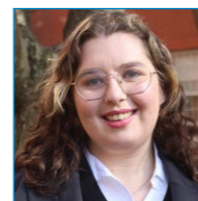
In 2022–23 KeshetUK:

- Ran our first ever sessions specifically for parents at JW3 in a 5-week course and ran sessions for wider family members at West London Synagogue for the second year;
- Piloted online educational sessions to 10 parents, carers or family members of LGBT+ people;
- Worked with Jewish LGBT+ organisations from across the world to create an international conference with JAFI in London, UK. Over the course of the three-day conference, 24 leaders from Jewish LGBT+ organisations in nine different countries met to learn from each other, discuss challenges, share stories and more;
- Attended the first ever European Jewish Pride Shabbaton in Rome and took part in a panel discussion using KeshetUK as a case study;
- Delivered training for organisations such as:
  - 29 UJIA staff members
  - 16 Jewish Care staff
  - 17 members of staff at Jami
  - 40 members of SQR Group
- Spoke to 20 members of the Board of Deputies Community Group for Pride month;
- Ran training, a focus group and social spaces for over 100 people at Limmud Festival;
- Created a session for JLC International Women's Day;
- Spoke on panels about the intersection of faith and being LGBT+ for various hosts, including My G Work, NHS England and Bank of England;
- Co-ordinated the presence of the Jewish group at Pride in London with over 70 attendees.

# Organisational development and sustainability

### Organisational structure

In 2022–23 we began to deliver our new five-year strategy, welcome a new member of staff and new members of our Trustee board and said goodbye to our final founder Trustee on the Board, Benjamin Ellis.



**Talia Fogelman** is thrilled to be the Programme and Volunteer officer, as she has been volunteering at KeshetUK for many years. She has a degree from the University of Sussex in American Studies and English with a focus on LGBT+ political history. They have spent the last year in Washington DC studying at Georgetown University and working for Georgetown's Center for Jewish Civilization. She is also studying for her MA in United States History and Politics. As the Programme and Volunteer Officer at KeshetUK, Talia delivers sessions in Jewish schools and youth and young adult organisations and works with volunteers to deliver the programming.

At our November 2022 Annual General Meeting, the last of the three founding Trustees, Benjamin Ellis, stood down after many years' services. Benjamin was also chair for many years and we are grateful to him for his work and dedication to KeshetUK. It is a testament to our founding Trustees, Benjamin, Alma Reisel and Dave Shaw, that KeshetUK is currently thriving. It can be hard for founders to step down and for an organisation to keep going at full strength, but they prepared KeshetUK well and we were able to recruit three new trustees in 2022–23.



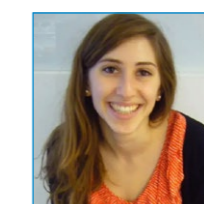
**Ella Rose** worked professionally in the Jewish community for many years, including at the Holocaust Educational Trust and Jewish Labour Movement. She started her career as President of the Union of Jewish Students and is now the External Relations Director for Unlocked Graduates. She is the Labour Councillor

for Whetstone in the London Borough of Barnet. She is a trustee of the London Jewish Forum, Co-Chair of LGBT+ Labour London and Equalities Officer of the Jewish Labour Movement.



**Eve Berteen** is the Head of Inclusion at the disability equality charity Scope, overseeing the charity's work on equality, diversity and inclusion. As a charity senior leader, Eve has

significant experience of strategy, governance and risk. Eve has also served on the Governance and Risk committee and People and Culture Committee for the LGBTQ+ youth homelessness charity akt. She has been a volunteer with KeshetUK for three years, seeing the charity grow and develop over that time. As a Jewish member of the LGBT+ community herself, Eve is committed to ensuring Jewish LGBT+ people and their families are included throughout Jewish life. Eve grew up in the Leeds Jewish community.



**Steph Saffer** is an experienced charity professional, specialising in fundraising from trusts and foundations. She has worked across multiple sectors in both paid and

voluntary roles, including several Jewish charities. She has served on committees and engagement groups to improve equity, diversity and inclusion within organisations, and is passionate about making people feel welcome and valued. Steph is also a retired professional chocolatier.

# Organisational development and sustainability continued



Volunteer development sessions (above) and socials (below)



## Volunteer recruitment and development

Supporting KeshetUK is a passionate and committed group of volunteers who assist with community engagement, programme development and delivery and fundraising. We are very grateful to all those who have volunteered with us in 2022/23. We are committed to supporting and developing our volunteers, and making sure they have a good experience with us.

This year we have had five new volunteers start their induction with us, and we currently have 19 active education volunteers (including those who have completed their induction). If you want to find out more about volunteering please go to: [www.keshetuk.org/volunteer](http://www.keshetuk.org/volunteer).

## Finance, fundraising and supporters

KeshetUK has been a registered charity since September 2015 and relies primarily on the generosity of individual and institutional donors to support its work. Building on a strong base of regular monthly donors, we have focused on creating relationships with charitable trusts and foundations, while requesting fee-for-service from institutions. We are exceptionally grateful to the individuals who recognise and support our work.

In 2022–23 KeshetUK received approximately £180,000 income from:

- Approx £13,000 from individual major donors, regular monthly subscribers and community fundraisers (including one-off donations, raising money through sponsored events and High Holy Day campaigns).

Grants (including amount committed) amounting to approximately £167,000 including from:

- Charles and Lynn Schusterman Family Philanthropies;
- Greenbaum Family Foundation;
- David and Ruth Lewis Family Charitable Trust;
- Pears Foundation;
- Four family foundations who wish to remain anonymous;
- The Children's Aid Committee;
- The Childwick Trust;
- Oxford and St George's Jewish Youth Trust;
- Shores Trust;
- The LGBT+ Consortium;
- The Ostrich Charitable Foundation.

Fees for services delivered:

- £4,900 in fees for services delivered (routine KeshetUK activity or speaking events).

Gifts in kind:

- Payroll support from The Payroll Bureau.



[keshetuk.org](http://keshetuk.org)  
[info@keshetuk.org](mailto:info@keshetuk.org)  
[@KeshetUK](https://www.instagram.com/KeshetUK)

Registered Charity Number (England): 1163398

To get involved in any of our projects, start a conversation with your organisation or make a donation, please get in touch.