

NORWOOD now

Winter 2010/11



Annual Dinner X-Factor

Norwood expands
into Herts

Getting into
Mitzvah Day spirit

New Head of
Children's Services

NORWOOD

Welcome



Welcome to the Winter 2010/11 edition of Norwood Now, which will bring you up to date with all the latest news at Norwood. As well as our many accomplishments, we also face some significant challenges as we enter the new year.

Following the announcement of the Government's Comprehensive Spending Review in October, Norwood expects to see a reduction in its local authority funding which will build to £4million

each year. This has

forced us to consider some radical options in order to reduce our annual costs by £3million (see facing page). We have no choice but to take these preventative measures in order to protect Norwood, its dedicated workforce, and its ability to provide services to thousands of people each year, for generations to come.

Thankfully, the generosity shown by our supporters at our Annual Dinner, in response to a special appeal for additional donations (see page 9), will allow us to cushion the impact of some of the more unpalatable reductions, specifically those that affect our frontline support staff. We have also negotiated very hard with local authorities, whose fee reductions and implementation timeline may be less drastic than originally outlined.

The adult disability sector as a whole is affected by severe cuts in central and local authority expenditure. Norwood is particularly concerned at the Government's proposed removal of the mobility allowance given to people with disabilities in residential care. This funding allows them to pay for specialised transport and other related costs to access community and other opportunities. We are currently talking to Government officials at the highest level about the adverse implications of this decision, in order to see what can be done about it.

A number of projects have come to fruition since the summer, including the long-awaited Pears Special Resource Provision for children with autistic spectrum conditions at the new JCoSS school (see page 6). We are particularly proud to have been instrumental in the development of this groundbreaking and pioneering facility.

As always, nothing that we accomplish would be possible without the continued dedication of the staff, volunteers and supporters whose achievements you will read about in this edition.

Norma Brier

Norma Brier, Chief Executive

Bernie Myers

Bernie Myers, Chairman



facebook.com/norwood.uk



twitter.com/norwood.uk



What's inside

	Page
The difference we make How we help to change lives	3-8
The funds we raise Highlights from our fundraising activities	9-10
The support you give Read our inspiring volunteer stories	11-12
The job we do Meet the staff who make a difference	13-14

A message from the President

Welcome to the new edition of Norwood Now.

You may not have been aware, but last year Norwood marked an important milestone - its 215th anniversary. Since 1795, the charity has provided a vital safety net to the most vulnerable Jewish children and adults, as well as to others in our society. However, it has only been able to provide this vital service due to the close and mutual relationship it has maintained with the community it supports.

That's why I was extremely heartened by the way Norwood's donors responded to the charity's plight around local authority funding at the Annual Dinner in November, which raised £3.3million. They showed how we as a community can rally together and create a better future for our less fortunate members. The response chimed well with the overall theme of the dinner, One Big Family.

However, there are still difficult times ahead and there's a lot more everyone can do to support Norwood. The organisation will be relying on its donors to continue to dig deep and help it overcome its funding shortfall. But it also needs its supporters to help promote Norwood's life-changing work within the community, attract new donors and volunteers, and leave people in no doubt about its vital importance to the lives of thousands of the most vulnerable members of the Jewish family.

Richard Desmond

Richard Desmond



Front cover image: Rochelle and Daniella Reindorp with Simon Cowell at the Norwood Annual Dinner

The photographs of service users in Norwood Now are used with subjects' or parents' permission.

service news: the difference we make

Adults' services restructuring

In October, Norwood launched a three-month consultation with its staff on wide-ranging proposals to help it overcome an expected shortfall in its annual income which will build to £4million. This was the result of widely-anticipated cutbacks to local authority funding which were later confirmed by the Government as part of its Comprehensive Spending Review.

Proposals to reduce Norwood's spending by £3million include an increased use of technology, greater partnership with local providers over the delivery of daytime recreational activities and a reduction in the number of external suppliers.

However, the most sensitive proposal was a reduction in the average hourly pay rates for frontline support staff, to bring Norwood into line with other social care providers. During the consultation period, Norwood held extensive meetings with staff and representatives from the recognised trade union, Unite, and listened carefully to their concerns about the proposals.

As a result, Norwood's Trustee Board has approved a proposal to spread reductions to staff salaries over four years and adjust them each year to reflect the actual drop in

our local authority income. Norwood will also guarantee a minimum hourly rate for support workers, set above the industry benchmark, for the next four years. Meanwhile, a level of pay protection will be offered for a limited period of time to those staff who will be most affected by salary reductions.

Details of this were presented to affected staff last month and members of the Unite union were due to vote on the proposals at the end of January to take effect from April this year.

The revised proposals are possible because local authorities have now indicated they are prepared to stagger their cuts over four years and Norwood is optimistic that their fee reductions will be less harsh than originally outlined. The charity has also been able to draw upon extra income generated following a special appeal made at the Annual Dinner in November.

Norma Brier, Norwood Chief Executive, said: "For us, consultation means just that. We have listened very carefully to the concerns of our valued frontline support staff and as a result have sought to minimise the impact of any reductions in salaries.

"The need to cut our costs is as imperative as ever, but we were nevertheless, pleased to announce more positive proposals to our staff."

Call Norwood Direct on 020 8809 8809

It is now even simpler to contact Norwood following the launch of a new easy to remember telephone number for members of the public. The number will be the first port of call for all initial enquiries to the organisation and will make it easier for people to find the right person to speak to.

All calls to the new number are answered by reception staff at one of Norwood's main centres across London and the South East. Using a new digital telephone system, staff will direct calls to the appropriate service.

However, if you know the direct number of the person you wish to contact, you should continue to use it.

Celebrating the festivals

The Jewish festivals are always special times at Norwood for the people who use its services.

Over Rosh Hashanah, at the start of the High Holy Days, people were supported to attend their local synagogues, and feast on traditional meals. On Yom Kippur, the Day of Atonement, around 40 people attended a special service at the synagogue at Ravenswood.

Succot saw each Ravenswood home build and decorate their own succah, while Rabbi Zaden hosted a special tea party attended by around 50 people in the main succah. Meanwhile, the new Jewish Community Secondary School (JCoSS) shared its celebrations with some residents from Norwood homes in north London.

During Chanukah, Norwood held a number of parties for people who use its adults' and children's services. Once again, JCoSS opened its doors to Norwood for a sit down meal and disco for 200 guests. Elsewhere, around 40 young people from the Unity recreational group and Buckets & Spades short-break service celebrated with a party at the Kennedy Leigh Family Centre, although a dinner dance at Ravenswood had to be cancelled because of the snowy weather.



Amanda Strong and Lorraine Lakin at the JCoSS Chanukah party



Mendel Weiss lights the Menorah



Jewel in the crown

Eat your heart out Tiffany's! Norwood has launched its own online shop selling jewellery made by adults with learning disabilities. www.norwood.org.uk/gifts carries a wide range of one-off bracelets, brooches, earrings, necklaces and rings hand-crafted at jewellery workshops held at the RD Crusader WorkHub in Stanmore.

The initiative is a social enterprise project which allows people to gain important employment-based skills and to become involved with the website. The product range, which also includes canvases painted by people who attend Norwood art sessions, has already proved very popular and there are plans to add additional items and extend the project to include Ravenswood.

Linda Looney, Life Long Learning Project Development Manager, said: "This project is in its infancy, but as it grows our aim is to generate enough money from the sale of items so that the people who make them can earn an income.

"We also hope to teach people the necessary skills to enable them to run the business with our support. This is a vital step on the road towards greater independence, which will hopefully encourage people to set up their own businesses in the future."

The WorkHub has also recruited three people with learning disabilities to carry out domestic duties within the building and, thanks to an Access to Volunteering grant, the Supported Employment team has been able to give travel training to two volunteers at the Norwood shop in Stanmore. Meanwhile, a budgeting course to teach important financial skills to people with learning disabilities has been launched.



*Miriam Goodman
at a jewellery
workshop*

David's back in work

When David Greenfield left a long-term job at a sports shop in north-west London, he was desperate to get back into employment. He was out of work for nine months but, through the help of Norwood's Supported Employment team, he eventually found a job at Bushey Cemetery last July.



David Greenfield

His previous post had been unpaid, which bothered David as he knew he had more to offer, if he was given the chance. His Job Coach, Alina Wunsch, helped him look for vacant posts, complete applications and prepare for interviews.

David, 58, who lives in Norwood residential accommodation in Hendon, loves his new job. He works every Tuesday from 10am until 4pm and his duties include grounds keeping and administration.

"It can be tiring but it is a good job," said the avid Arsenal fan. "I like getting paid and it means I can do the things I want to do in my spare time."

- *The next time you have a vacancy in your company, why not call the Supported Employment team on 020 8809 8809?*

Hendon Family Support now offering counselling

Norwood's Family Support team in Hendon has extended its services to provide counselling to children and young people in north-west London and Hertfordshire. The new aspect of the service is responding to a significant need identified by Hendon's Family Support social workers and managers.

Counsellor Julie Glassman, who has worked for Norwood for over three years, was recruited to set up the service in Hendon. Julie, like other Norwood counsellors, combines creative, play and talking therapies in her work. She has found that children and young people engage well with this method of working and look forward to attending sessions.

The counselling service offers children and young people a confidential and non-judgmental place where they can express themselves about anything in their lives they may find worrying or upsetting. Consequently, they may be able to cope better in difficult situations, gain self-esteem, feel more empowered and generally more upbeat. The family of the child or young person may also receive support which brings about further positive change.

The new Hendon-based service will echo the positive direct counselling work which Norwood has delivered to children and young people in Hackney and Redbridge over the last 10 years.

service news: the difference we make



Helping young people along life's journey

Most teenagers find the journey from adolescence into adulthood a difficult one. For young people with learning disabilities, the transition is even more challenging and needs to be carefully planned by working with professionals using a person-centred approach.

"Preparation for transition should start at age 14 and will continue until 19 or, if necessary, until 25," according to Norwood's Transition Social Worker, Daniela Rodrigues. "Transition involves working with a child's school to plan for their future. However it also covers a lot of other issues such as finding a job, further education, relationships, housing, money, and your child's hopes and dreams for the future."

Norwood offers a range of Transition services to support young people and will increase its focus on this area over the next year. Daniela liaises and works together with other services within Norwood to help the young person to reach their full potential in an enjoyable way. The young people also benefit from Norwood's recent launch of new services (see box below).

Education and Employment

- The Karten CTEC Centre in Ravenswood, in partnership with Reading College and Addington School, provides a 'Links' course to help 15 and 16 year olds with complex needs or autism to enter adult education.
- In London, Binoh has established a post-16 transition programme offering a BTEC Workskills qualification and a variety of work experience placements, to prepare young people with special educational needs for employment or further study.
- The WorkHub in Stanmore provides a range of support including work preparation, work experience, internships, social enterprise and supported employment.

Housing and Support

- The Supported Living team works closely with young adults to help them decide their own living arrangements, providing as little or as much support as needed.
- The Charity's Placement Advisor offers a 'brokerage' service to enable the young person to decide on their package of support.
- Norwood's Adult Social Worker helps families deal with the anxieties surrounding the move into adulthood.

Leisure

- In-Betweeners is a new group for 16 to 25 year-olds initiated by young people. The group plans its own activities and meets on alternate Sundays during term time.

If you ask me ... Kylie Chambers

Kylie Chambers, 20, attends the In-Betweeners, which is a Norwood recreational group for young people and adults with disabilities.



What is your name?

Kylie Chambers.

What three words best describe you?

Friendly, happy and cheeky.

What super power do you wish you had?

To fly – like supergirl.

What is your favourite book or film and why?

Les Miserables, because I love singing and dancing.

Who's your favourite popstar and why?

Kylie Minogue, she's great.

What do you like to do when you get together with your friends?

Watching DVDs, chatting and swimming.

What is your ambition?

Get a job and work in Sainsbury's.

What are your hobbies?

Dancing, music, singing, theatre and swimming.

What makes you happy?

Being at home.

What do you enjoy doing at In-Betweeners?

Going out on trips, meeting friends of my own age. I love In-Betweeners.

Working together with Jewish Blind & Disabled

Norwood's partnership work with the small independent charity, Jewish Blind & Disabled (JBD), was recently highlighted in the appeal film shown at the Annual Dinner in November. It features the story of 40-year-old Marc Freedman, who has mild learning and physical disabilities, on his journey towards greater independence. The film shows how Norwood's Supported Living team and JBD found Marc his own flat in one of JBD's unique purpose built blocks of state-of-the-art mobility apartments.

Marc is now happily settled in his flat in Mill Hill where the 24 hour a day, seven day a week support available from JBD's on-site house managers, together with the daily visits from a Norwood support worker, mean that he is able to live an independent life that otherwise would have been no more than an impossible dream. Norwood and JBD will be looking at further opportunities for collaboration this year.



Get on your bike with Norwood

Cycling enthusiasts from across north London have been enjoying life on two and three wheels, thanks to a project run by Norwood's Life Long Learning team.

Working with a range of partner organisations, Norwood organised a cycling scheme, Get on Your Bike 2010, for more than 300 adults with learning disabilities in Redbridge, Barnet and Harrow. The aim of the project was to teach people cycling proficiency, to have fun on a bike and learn new skills, including bike maintenance.

Participant Benji Lanskrone said: "I was very apprehensive about attending the cycling project but I am glad I did it

because I hadn't ridden a bike since I was a little boy."

The project, which has received additional funding for 2011, also gave four staff members the opportunity to train as cycle instructors. This will ensure the continuation of Get on Your Bike in Harrow and Redbridge later in the year. The funding has allowed Norwood to buy bikes for two participants and one staff member.

The Life Long Learning team also ran an animation project in partnership with arts charity Community Focus, during which participants created a short film titled *The Uncomfortable Story of the Lovely Chap and the Magical Bed*.



Benji Lanskrone

Parents Apart workshops

Norwood is now holding regular workshops at the Kennedy Leigh Family Centre in Hendon to help parents understand the emotional impact of divorce and separation on their children and themselves. Parents Apart explores ways to improve communication between ex-partners and children and provides practical and emotional support for parents living apart.

Each two hour session is led by Relate-trained Norwood staff. The next session is on Wednesday, 23 February (1.30pm or 7.30-9.30pm). Contact Melissa Janet on 020 8457 4745. All enquires will be treated in the strictest confidence.



Lawrence Black completes the 400m walk in style

Silver and bronze for Black

He triumphed at the regional qualifiers, saw off fierce competition at a national level and has now taken Europe by storm. One of Norwood's many track and field stars, Lawrence Black, picked up two medals after being chosen to represent Great Britain at the 2010 Special Olympics European Games.

Not only was Lawrence the oldest competitor at the event in Poland in September, but he had only just recovered from a serious foot injury which had put his participation in doubt. Lawrence, a resident at Ravenswood, picked up a silver in the 400 metre walk and bronze in the shot put.

PSRP welcomes first pupils

It's been years in the planning, but the Pears Special Resource Provision (PSRP) finally welcomed its first pupils in September. The PSRP is a unique facility based at the new Jewish Community Secondary School (JCoSS) in Barnet which will cater for the individual needs of 50 children with autistic spectrum conditions.

Inspired and developed by Norwood in partnership with JCoSS and the London Borough of Barnet, the PSRP is equipped with a variety of teaching environments and therapeutic spaces. These include sensory rooms, a hydrotherapy pool, speech therapy and music therapy spaces and a replica of a one-bedroom flat to help prepare older students for independent living.

There are also quiet spaces for children indoors and outdoors, as well as a sensory garden, activity areas, woodland and a climbing wall. Under the leadership of David Wilson, Director of the PSRP, specialist staff support students to learn alongside fellow pupils in the main school.

Norma Brier, Chief Executive of Norwood, said: "The PSRP allows JCoSS to provide a truly inclusive Jewish education to children of all abilities – a first in the UK – and will provide its students with the support they need to achieve their full potential."

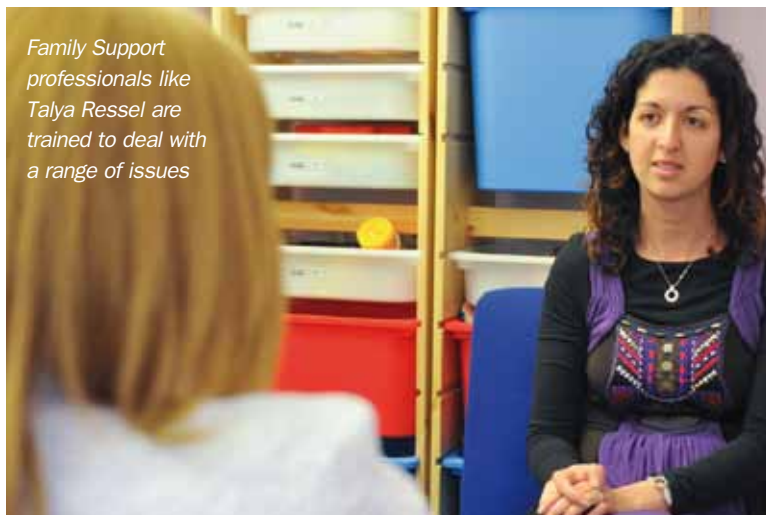
As part of Norwood's specialist education and therapy provision, an Occupational Therapist from Binoh is available to provide support to PSRP pupils and discussions are currently underway about further developing this partnership.



The Jewish Community Secondary School is home of the PSRP

service news: the difference we make

Family Support professionals like Talya Ressel are trained to deal with a range of issues



Norwood expands into Hertfordshire

Norwood has launched a new Family Support service for families living within the growing Jewish community in Hertfordshire, to meet the increasing demand for its services.

Since October, registered Norwood professionals have been based at the Allum Lane Community Centre in Elstree each Wednesday morning to offer a range of practical and emotional support services. We are currently helping over 50 local families and receive new referrals almost every week.

Members of Norwood's Family Support teams are trained to deal with a wide range of issues, including abuse, bereavement, parenting concerns, divorce and separation, and financial hardship. The teams also support families with a child who has a disability or learning difficulty and helps young people with disabilities in their transition from children's to adult services.

- To make an appointment or speak to a member of the Family Support team, please phone 020 8809 8809.

Shops show community spirit

Unemployed people are being given the chance to learn new skills and improve their chances of finding a job, thanks to a partnership project between Norwood's retail team and an employment charity.

Under the initiative, Norwood's two shops in Golders Green are offering work experience placements to jobseekers referred by the Finchley Central branch of the Careers Development Group. The scheme, which has so far benefitted five people, is specifically aimed at the long-term unemployed. Over a four to 13 week period, participants are given vital retail experience by shop staff.

Meanwhile, Norwood's shop in Edgware is working closely with other local businesses to boost trade in the town. Shop manager Anna Fernandes, has voluntarily agreed to open the shop until 7pm on Thursday evenings as part of a drive by the Edgware Business Forum to encourage shoppers to visit the area. The shop also took part in a special Halloween celebration during which a number of stores arranged spooky games, activities and sweets for younger customers in fancy dress.

Elliott is new Trustee

The Board of Trustees welcomed new member Elliott Goldstein, Managing Director of Anouska Hempel Design. Elliott has made valuable contributions to a number of communal organisations and is a former Chair of Limmud. He will have responsibility for overseeing Norwood's approach to marketing and communications.



Elliott Goldstein

David Ereira has stepped down as Deputy Chairman of Norwood following the end of his term in office. David, who has become Chairman of the Advisory Council, will be replaced by existing Trustee, Julia Chain.



Norwood Adoption Party

Norwood adoption party

More than 40 adopted children and their families were invited to Norwood's Somers Family Centre in Hackney in November for an annual celebration organised by Norwood's Adoption team. During the party, the children were kept entertained with magic, games and a mini-disco led by Mr Marvel, a craft table and the centre's new sensory room.

Earlier in the month, Norwood marked National Adoption Week by appealing for new adopters to provide homes for hundreds of disadvantaged children in the wider community.

Norwood is currently searching for couples and single applicants who are willing to provide a loving and supportive family for children aged five and over, sibling groups or children from complex and diverse backgrounds. Many of the children will have experienced neglect and will be of school age. Some will have disabilities or other needs while others will require placements with their brothers or sisters.

- For more information, please contact 020 8420 6909 or e-mail adoption@norwood.org.uk



Service news in Plain English

NORWOOD

Changes in adults' services

- Norwood will receive less money from Government and is therefore having to make big changes to its adults' services.



Celebrating Jewish culture

- Norwood organised lots of fun activities to help children and adults celebrate Rosh Hashanah, Succot and Chanukah.



It's easier to contact Norwood

- Norwood has a new telephone number: 020 8809 8809.
- This will make it even easier for people who need Norwood's help to speak to the right person.



Norwood gift shop

- Norwood has a new shop on the internet which sells lots of gifts, such as jewellery and paintings, made by adults with learning disabilities.
- Eventually, the people who make the items will earn money and help run the business.



David Greenfield's new job

- David Greenfield was very frustrated when he couldn't find work.
- Norwood helped him to find a job at Bushey Cemetery and he is really happy.



Counselling service gets bigger

- Counselling is when people can talk about their problems with a trained professional.
- Young people are now able to speak to a counsellor at the Kennedy Leigh Family Centre in Hendon.



New services for young people

- Norwood has lots of services for young people which help them decide what they want to do in the future.
- Norwood helps young people to find a job, a college course or place to live and also helps them make decisions about their money.



If you ask me ... Kylie Chambers

- Kylie Chambers loves going to the In-betweeners group, where she meets new friends and goes on trips.



Jewish Blind & Disabled

- Norwood made a film which showed how it worked with another charity called Jewish Blind & Disabled to find Marc Freedman his dream home.



Get on Your Bike

- Norwood is helping people with learning disabilities to learn how to ride a bike and other skills.
- It has also run lots of other exciting projects over the summer and one group of people made their own animated film.



Lawrence's medal success in Poland

- Ravenswood resident Lawrence Black went to Poland to take part in the Special Olympics European Games.
- He was very happy when he won a silver medal in the 400 metre walk and a bronze medal in the shot put.



Parents Apart

- Norwood has a new group which helps families going through divorce or separation.



Pears Special Resource Provision opens

- The Pears Special Resource Provision helps school children with autism.
- Norwood helped build the PSRP at the new Jewish Community Secondary School which opened in September.



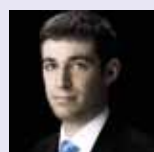
Helping families in Hertfordshire

- More families in need are being helped by Norwood thanks to a new service in Hertfordshire.



Adoption party

- Adoption is when children who need new homes are found a loving family.
- Norwood held a party for all the children who it has helped to be adopted.
- Norwood wants more people to help it find new homes for children.



Elliott is new Norwood Trustee

- Elliott Goldstein has been made a Norwood Trustee.
- The Board of Trustees makes important decisions about Norwood.



Charity shops are helping the community

- Norwood's charity shops are helping people who are finding it hard to get a job to learn new skills.

fundraising news: the funds we raise

£3.3million raised at Annual Dinner



Norwood President Richard Desmond, Joy Canfield, Sarah Ferguson and Simon Cowell



Chief Executive Norma Brier addresses guests

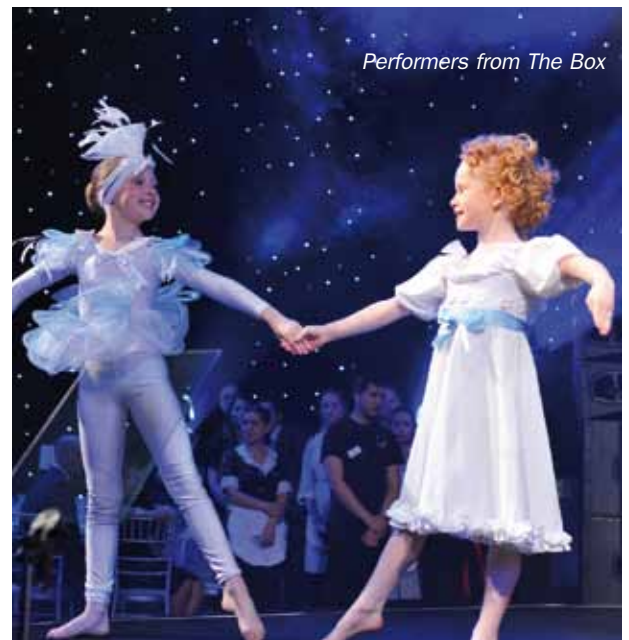
An unbelievable total of £3.3million was raised at the Norwood Annual Dinner in November. The event was attended by more than 1,300 guests, including the Chief Rabbi, Lord Sacks, and Norwood Patron Simon Cowell. Thousands more were able to access our first 'Digital Dinner' through live online feeds posted on Norwood's Twitter, Facebook and YouTube pages.

The event featured guest speaker Sarah Ferguson, Duchess of York, the Lady J Helping Hand Awards, hosted by TV presenter Kate Garraway, and performances by young dancers from The Box and singer Simon Webbe.

Due to a decrease in local government funding which will build to £4million a year, Norwood has had to cut its annual operating costs by £3million. As a result, guests and digital participants were asked to help Norwood cover a £1million gap and responded with great generosity, helping the Charity to raise an extra £600,000 on the night.

Chief Executive Norma Brier thanked guests but still appealed to the community to continue donating. "We still need the support of the whole community to raise the additional £400,000 to ensure that we do not have to cut services and that we are able to continue providing the safety net so many people rely on," she said.

During the evening, Rochelle Reindorp, who featured in the appeal film, had her dream come true when she met her idol, Simon Cowell (see front cover).



Performers from The Box

Best of Times at M&A Network Reception

Times Editor James Harding joined around 75 finance professionals for the second M&A Network Reception in October, which raised £11,000. Speaking to guests about the Government's 'Big Society' initiative, he said: "People here tonight are part of the society, committed to using their power for good causes, which is why you are here tonight supporting Norwood."



James Harding was guest speaker at the M&A Network Reception



Shoshana Turner, Kate Garraway, Esther Pearlman and Gill Fenner present the Lady J Helping Hand Awards

By George! Norwood is one of Britain's best charities

Norwood is one of the best charities in Britain, according to George Osborne. The Chancellor heaped praise on the Charity as he helped to raise an incredible £26,000 at the YN Current Affairs Reception in December. More than 250 young people attended the fundraising and networking event, sponsored by Investec Specialist Private Bank, at the riverside offices of legal firm, Norton Rose.

"For me, Norwood is one of the best charities that I've come across in Britain," he said in a post-event interview. "I think it does an absolutely brilliant job for all sorts of people who need help."

He said he hoped charities would play a bigger role in addressing some of the major social issues facing the country. "That's what we mean by the Big Society and, actually, charities and organisations like Norwood are much better sometimes than big state bureaucracies at getting to very hard to reach people who have often been failed by the system."

He added that Norwood had an important role to play in helping the Government to shape its social care policy. "Norwood has a huge depth of experience, not just from its past but what it does at present. I'd very much welcome them being part of the big policy debate."

The Chancellor was interviewed by Times columnist Daniel Finkelstein OBE on a wide range of topics before the floor was thrown open to questions from guests. The Norwood website also featured a live blog containing questions, answers, photos, tweets and video clips from the evening.



George Osborne and Daniel Finkelstein with YN Representatives



The Hope Trekkers at Mount Kilimanjaro

Challengers on top of the world

Norwood's Challenges programme continued apace during the last few months of 2010, with fundraisers scaling mountains, crossing dusty plains on two wheels, and pounding the city streets in aid of the Charity and its life-changing work.

In October, a group of 25 trekkers completed a 10 day trek to the summit of Mount Kilimanjaro in Tanzania, raising a total of £100,000 for The Hope Centre. Norwood Trustee Ian Fagelson, the driving force behind the trek, described it as the 'biggest physical challenge of my life'. It was his eighth trek in aid of The Hope Centre, which provided vital support to his son Jonathan, who has learning disabilities.

Meanwhile, in October, 120 cyclists raised an outstanding £500,000 for Norwood during the Kenya Bike Ride. The following month, 14 cyclists took part in the Israel Bike Ride, where they raised £50,000. Other sporting challenges included the Royal Parks Half Marathon in October, which saw Norwood runners taking to the streets of London to raise £5,000.

2011 marks the 20th year of Norwood's Challenges and, to celebrate this milestone, Norwood is organising special bike rides in Israel - where the first international Challenge was held in 1992 - Thailand and, exclusively for YN, Croatia (see back page). Norwood also encourages people to organise their own DIY Challenges to raise vital funds.

- For more information about any of our Challenges, visit www.norwood.org.uk/challenges

News Bites

- Norwood's annual **Golf Day** in July raised a fore-midable £42,000.
- The fifth **YN Lawyers Reception**, 'I'm a celebrity, get me some privacy', held in July, raised £23,000.
- More than 100 YN donors were honoured at the second **YN Patrons Reception** in October.
- Norwood's children's services were on the receiving end of trolley-loads of new toys thanks to the 10th annual **Toy Sweep** at Brent Cross in December.
- Billionaire philanthropist Michael Hintze was the guest of honour at the fifth **Distressed Investing Dinner** in October, which raised £133,000.
- The chips were up as Norwood's inaugural **Poker Tournament** raised £80,000.

volunteering news: the support you give

Volunteering with Norwood has helped change my life

Rochelle Reindorp first started using Norwood's services at the age of 10 to help her both at school and at home. Here, she explains how a Job Coach from the Supported Employment service and volunteering for Norwood has helped changed her life.

"I found out about the Norwood Job Coach scheme when I told Daniela Rodrigues, my Transition Social Worker, that I wanted to find a job. She said there was a Job Coach at the WorkHub in Stanmore who could help me look for work and also obtain work experience through voluntary work at Norwood. I am enjoying every minute of the scheme because I feel really safe and the Job Coach helps me with my social skills, to find a job and get out of the house a lot more.

Since May last year, I have been volunteering at the Kennedy Leigh Family Centre where I do administration work. This means I help out on reception, answer the telephone, input data onto the computer, laminate documents, frank mail and deliver post to the staff. I make tea and coffee for the families and staff, use the photocopier and scan work that people need. I also greet families and operate the door for them.

Before I was introduced to my Job Coach and started volunteering at Norwood, I didn't have the confidence to do anything. When I turned up to my first day at work, I was so nervous I almost walked out, but then realised that Norwood could help me gain experience, so I stayed.

I used to be a shy, quiet and scared person who would never talk much. Volunteering has changed my life drastically and now, people say I am a person who talks and smiles all the time.

I am now happy as I love volunteering every Tuesday morning. I am grateful to have this opportunity to help out."

- Rochelle's story was featured in this year's Annual Dinner appeal film (see front cover and p9). Also, see our article on Norwood's Transition services on p5.

Rochelle Reindorp at the Kennedy Leigh Family Centre



Gateway to independence

The Gateway Project is an initiative to help people with learning disabilities and mental health issues into volunteering and work experience placements. The scheme involves a range of community charities, including Norwood, who all offer placements in their organisations.

Gateway is currently accessed by around 100 people, including those who have been out of work and may lack confidence re-entering the job market.

Gloria Stoll, Norwood's Volunteer Co-ordinator at Kennedy Leigh, is a member of the Gateway committee which helps to identify placement opportunities throughout Norwood.

"The Gateway project has proved so very useful in providing new volunteering opportunities to the wider community and supporting people in their preparation to enter the workplace," she said.

- For more information about the Gateway Project, please contact Angela Cooper at angela.cooper@jamiuk.org

Young volunteer numbers continue to rise

Each year, the Jewish Volunteering Network (JVN) and JLGB host a series of Volunteering Fairs for sixth formers at Jewish schools in London. Norwood is one of several charities to showcase their volunteering opportunities with the aim of attracting young people.

Fairs were held last year at Hasmorean High School, JFS, King Solomon and Immanuel College and 75 students aged 16 to 18 expressed an interest in volunteering at Norwood.



Volunteers out in force for Mitzvah Day

Mike Freer, MP for Finchley & Golders Green, and a team of Barnet Councillors were among the many volunteers who took part in Norwood's Mitzvah Day activities in November. The group gave a lounge and hallway at Norwood residential accommodation in Finchley a much-needed coat of paint.

Mike Freer said: "For me, helping on the day meant for once I could put my words into action! It also allowed me to provide some practical support to Norwood, an organisation that does wonderful work. Mitzvah Day also means more than popping a cheque in the post as it reminds us that every day someone, somewhere needs a helping hand."

At Norwood's Kennedy Leigh Family Centre in Hendon, members of Edgware Reform and Norris Lea synagogues painted a mural, cleaned toys and prepared refreshments for an 'Antiques Roadshow' event. Meanwhile, other members of Edgware Reform Synagogue and Cheder students put their creative skills to the test as they made Chanukah cards for Norwood residents.

Elsewhere, members of Maidenhead Reform and Wimbledon synagogues helped make Chanukah decorations at Ravenswood, while students at King Solomon High School cleaned toys at Norwood's Leonard Sainer Family Centre in Redbridge.

Norwood itself also got involved in the spirit of Mitzvah Day by organising a 'collectathon' of hats, scarves and gloves at the Kennedy Leigh Family Centre in aid of World Jewish Relief.



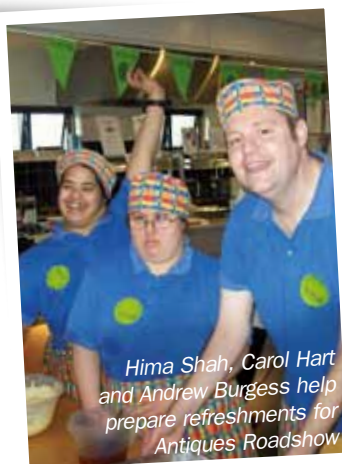
Cllrs Melvin Cohen, Graham Old, Andrew Harper, Dean Cohen, Daniel Seal with Norwood Chief Executive Norma Brier and Mike Freer MP



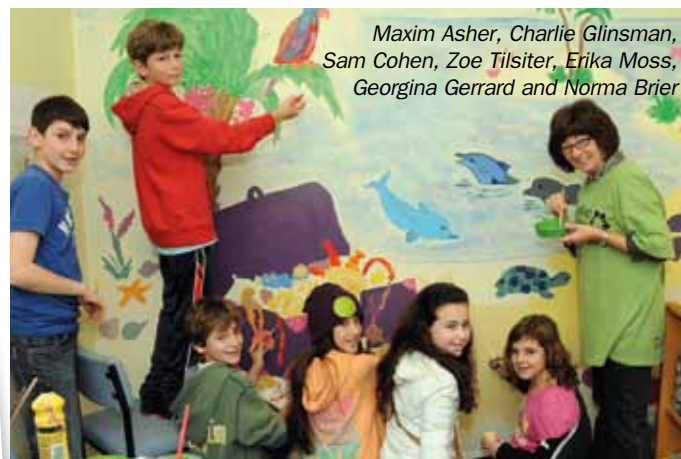
Erika Moss, Zoe Tilsiter and Georgina Gerrard also help prepare refreshments



Volunteers make Chanukah decorations at Ravenswood



Hima Shah, Carol Hart and Andrew Burgess help prepare refreshments for Antiques Roadshow



Maxim Asher, Charlie Glinsman, Sam Cohen, Zoe Tilsiter, Erika Moss, Georgina Gerrard and Norma Brier

Increasing volunteering within Jewish community

Norwood, along with Jewish Care and the Manchester Federation of Jewish Services, ran a highly successful one day seminar in London in December. The event saw 46 delegates from 18 organisations explore the increasing importance of volunteering within the Jewish community.

One of the speakers, Dr Keith Khan-Harris, Lecturer and Honorary Research Fellow, Birkbeck College, presented compelling statistics concerning Jewish

community demographics and the challenge that they present.

"The Jewish voluntary sector is faced with ever greater pressure to meet the 'Big Society' agenda at a time of increased financial strain," he said.

The key note speaker was John Ramsey, head of volunteering at Age UK.

Afterwards, Andrea Kelmanson, a Norwood Trustee with responsibility for

volunteering, said it was important for Jewish organisations to come together to discuss issues of common concern.

"Like most other organisations and charities within the community, Norwood will be ever more reliant on the support of its dedicated volunteers, so raising the profile of volunteering in the current climate can only be a good thing," she added.

- To volunteer for Norwood, call 020 8809 8809.

staff news: the job we do

A Day in the Life ... Paul Looney, Norwood Job Coach



Paul Looney



Paul with Simon Marks

"I have been a Norwood Job Coach for three years and no two days are ever the same.

A large part of my role is to identify opportunities in the job market for the people who use our services and would like to work. These opportunities can be paid or voluntary placements, but all have the same objectives, to build upon a person's confidence and independence.

Once a job has been identified, I find someone who would like to take up the job placement and will work very closely with this person in order to make sure they are comfortable and confident to fulfil the role and the tasks involved without me.

This could involve 'travel training' a person and accompanying them to make sure they are able to use public transport and know the route into work, informing them about what to wear and what time to get to work as well as teaching them to use photocopiers, till registers or other equipment relevant to their job.

On a typical day I would liaise with employers to make sure they are happy with their employee. I also meet with new employers to ensure they understand the needs of people with learning disabilities in the workplace. Most of the people who use our services and begin a new job, often have a three to four week trial placement and I am always present to make sure that everything runs smoothly.

The position of a Job Coach is incredibly people orientated and I am always on the move! The most enjoyable parts of my job are the 'eureka moments' when a person I am coaching learns to do something on their own and is able to function independently in their job.

I think the Job Coaching scheme is exceptionally valuable in enhancing a person's independence and confidence to perform a job, which in turn has a positive effect on their self esteem and life outside of work."

- For more information about opportunities for employers, contact the Supported Employment team on 020 8809 8809

Finance team get stuck in to service roles

Since its launch in July 2009, an initiative which gives non-operational staff the opportunity to work directly in an operational role has proved a success across the organisation. Around 80 members of staff have taken part in the scheme so far.

A number of staff from the finance team have been trading their calculators for something a little less numerical. Sajida Alhaddad-Kadiiry and Antenet Thavarajah both spent the day at the Norwood Nursery in Hendon, where they helped with the children at lunchtime, took part in sing-a-longs and playtime. Sajida said: "It is only when you experience at first hand in any placement that you realise what is really involved, how difficult it is and you can then appreciate the service that Norwood provides."

Meanwhile, Shushma Karia chose to support children staying at Buckets & Spades, and Jeyan Thiyagarajah spent a day at Unity North East, shadowing casual support workers and accompanying the young people on a visit to Whipsnade Zoo.

Philip Bunt Director of Corporate Services, accompanied two people living in Norwood residential accommodation in Hendon to an Arsenal game. "The placements need to make a real difference to our service users and need to be challenging for our staff that are trading places," he said. "This is a great scheme which helps staff to experience Norwood's work at first hand, so that they appreciate the value and benefit of our services."



Finance team members Antenet Thavarajah, Shushma Karia, Sajida Alhaddad-Kadiiry and Jeyan Thiyagarajah

New appointments

Two new faces have joined the senior management team at Ravenswood. Nigel Bolton will work alongside Emma Wilkinson as a Business Manager responsible for the 14 services in Berkshire and Brighton. Julie Goodyear has been appointed as Business Manager responsible for Life Long Learning across the whole of Norwood.

For over 20 years, Nigel has managed legal advice and support services, including residential and independent living support for people with learning disabilities and mental ill-health. Before joining Norwood, he was Business Development Manager for Prospect Housing and Support Services.

Julie qualified as a registered nurse in learning disabilities in 1986 and has worked with adults and children with learning disabilities in a variety of settings, including residential, supported living, day services and colleges. She was previously Learning Director at Richmond Adult Community College (RACC).



Nigel Bolton



Julie Goodyear



Profile: Karen Goodman, Head of Children's Services



Karen Goodman

Karen Goodman joined Norwood as Head of Children's Services in July. Karen has worked in children's social work throughout her career, both in the public and voluntary sector. She was previously Head of Service for Unaccompanied and Asylum Seeking Children for Kent County Council. In her spare time, Karen is a trustee for a number of different charities, including the Jewish Council for Racial Equality, and also enjoys family life, especially taking her grandchildren swimming.

What is your vision for the future of Norwood's children's services?

During my six months in position I have met so many wonderful people and trying to remember all the names of the staff, children and volunteers has been a real test of my memory. I have been overwhelmingly impressed by the quality of Norwood's children's services and it has been a good learning curve. I think it is a hard job for the voluntary sector to keep up with the constantly changing times of the outside world. My vision is to guarantee the sustainability of Norwood's children's services for centuries to come and also ensure they maintain the highest quality.

What do you do on a typical day?

I am privileged to say that no two days in my job are ever the same and that is one reason why I enjoy my job so much. One day, I could be on a national platform speaking at a conference, while the next I could be meeting with a troubled family, visiting Charedi women at a Summer Scheme or cutting a ribbon at a Toys R Us store for Norwood's Chanukah Toy Sweep!

What drives you most in your job?

I am driven by making genuine changes and improvements. I have a deep rooted commitment to meeting the needs of vulnerable people and the people who use Norwood's children's services.

If you had a superpower what would it be?

I would like the super power to have impeccably neat handwriting. My hand writing is so illegible that sometimes I can't even read it!

Staff SNAP up new coaching scheme

SNAP (Spurs Norwood Altogether Project) was launched in May 2009 as part of a three year project with the Tottenham Hotspur Football Foundation to give the children, young people and adults who use Norwood's services, the opportunity to access football and multi-sport activities.

To ensure the continuation of the project at the end of the three year funding period, Norwood is encouraging staff, volunteers and service users to train as professional coaches. This will allow Norwood to establish its own team of qualified instructors to lead its sports based activities. Currently, 12 members of staff are taking part in a Football Level 1 Coaching course run by Middlesex FA.

Luke Marson, part-time Caretaker at the Somers Family Centre in Hackney, took part in a coaching course last year. "I enjoyed learning how to set up and adapt a training session for the people who Norwood support, and I am looking forward to using my coaching qualification to introduce fun and exciting sport activities for the children, young people and adults who use Norwood's services," he said.

- For information on becoming a qualified Level 1 coach please email SNAP@norwood.org.uk



Norma Brier helps to serve food at the Chanukah party

Helping out for Chanukah

Head office staff got out from behind their desks to lend a hand and ensure the Chanukah party at JCoSS went with a bang. Jewish Cultural Manager Shoshana Bloom drafted in dozens of helpers from Broadway House for a range of tasks, including table decoration and table service.

Patrons

Patron Her Majesty The Queen

Patron of Children's Services Cherie Blair

President Richard Desmond

Chief Executive Norma Brier

Honorary Life Presidents

Sir Trevor Chinn CVO, Clive Marks OBE,

Sir Evelyn de Rothschild, Carol Sopher

Trustee Board Bernie Myers (Chair), Julia Chain (Deputy Chair), Andrew Viner (Treasurer), Gary Sacks (Fundraising Chair), Ian Fagelson, Linda Goldberg, Elliott Goldstein, David Goldstone, Ronnie Harris, Neville Kahn, Andrea Kelmanson, Beverly Taylor.

Advisory Council David Ereira (Chair), Professor Simon Baron-Cohen, Max Caller CBE, Rabbi Dr Jeffrey Cohen, Ruth Fasht OBE, Gill Gallick, Dr Danya Glaser, Gillian Howard, Ruth Levere, John Libson, Jack Rabinowicz, Dr Valerie Sinason, Sir Harry Solomon, Michael Teacher, Dr Richard Trompeter.

Benefactors

The Milly Apthorp Charitable Trust
Lily Bluston Settlement
The Estate of Marc Bolan
The Clore Duffield Foundation
The A B David Memorial Fund
Sir Evelyn & Lady de Rothschild
Richard Desmond
The Dorset Foundation
Sir Philip & Lady Green
Richard Harris & Esther Isaacs
The Carole & Geoffrey Lawson Foundation
Natalie & Ian Livingstone
Susan & Leo Noé
The Pears Foundation
Lindsay & Gary Sacks
The Estate of Ingeborg Schubert
The Helene Sebba Charitable Trust
K C Shasha Charitable Foundation
Sobell Foundation
Mrs Phyllis Somers
The Tager Family
The Wolfson Family Charitable Trust
The Wolfson Foundation

Platinum Patrons

The Maurice Ezra Bekhor Charitable Fund
Simon Cowell
The Foyle Foundation
Michele & Keith Freedman
The Robert & Rena Lewin Charitable Trust
The Rothschild Foundation
The Samuel Sebba Charitable Trust

Corporate Patrons

Amlin UK
Aston Chase
AXA
Bay Media Limited
Cambra Styles
Charles Tyrwhitt Shirts
City & Docklands Property Group
C J O'Shea Group Ltd
CP Plus
Derwent London
Earlrow
Endermol
Galliard Homes
Gordon Brothers Europe
Halcyon Gallery
Ingram Winter Green
Investec Specialist Private Bank
Knight Frank
Latham & Watkins
Linklaters LLP
Property Week
Reed Smith
Savills
SGPB Hambros
Solomon Taylor & Shaw

Patrons

Norman Agran
Phoebe Agran
Lord Alliance CBE
Ruth & Henry Amar
Barry & Simone Angel
Celia & Edward Atkin
Sharon & Edward Azouz
Adrienne & Harvey Baker
Pauline & Barry Beck
Big Lottery Fund
Bertie Black Foundation
Stanley & Zeldia Black
Sir Victor & Lady Blank
Linda & Tony Bloom
Janet & Stephen Brook
William Browder & Maria Vlasova
The Burkeman Family
Susan & John Burns
Nicholas Candy
The Alfred Caplin Charity Settlement
Irving Carter & Family
The Casey Trust
The Childwick Trust
Sir Trevor Chinn CVO & Lady Chinn
The City Bridge Trust
Sir Ronald & Lady Cohen
Sheila & Denis Cohen Charitable Trust
Cecilia Colman
Tom Conti
The Harold & Daphne Cooper Charitable Trust
The Sidney & Elizabeth Corob Charitable Trust
Erika & David Crocker
Malcolm Dagul
Barbara & Mick Davis
Rita & Stanley Davis
Suzanne & Henry Davis
Suzi & Andrew Davis
The Dellal Foundation
Jonathan Dennis
Sheila & Alan Diamond
Dollond Charitable Trust
Lloyd Dorfman CBE & Sarah Dorfman
Freddie & Marion Durst
Bernie Ecclestone
Graham Edwards
Esfandi Charitable Foundation
Eliane & Nabil Fattal
Priscilla & Alan Fenton
Beverley & Jonathan Feuer

Barbara & Stanley Fink Foundation
Nick Fisher
Sally & Danny Fisman
Gail & Michael Flesch
The Flow Foundation
Benita & Gerald Fogel
The Football Foundation
The Oliver Ford Trust
Joyce & Norman Freed
Sarah & Bernard Fromson
Brenda & Alfred Garfield
Jackie & Michael Gee
Sarah & Nick Gold
Alison & Avi Goldberg
Michelle & Jonathan Goldberg
Carolyne & Michael Goldhill
Grete & Jack Goldhill
Adele & Michael Goldstein
Edna & Peter Goldstein
The David Goodman Charitable Trust
The Go Play Foundation
Martin Gore
Caroline & Philip Green
Jahnene & Jonathan Green
Green/Lawson Family
The Philip Green Memorial Trust
Sharon & Daniel Green
Gerald Gundle Philanthropic Trust
Maureen & Michael Haltrecht
Harris Charitable Trust
Karen & Andrew Harris
Loretta & Ronnie Harris
Lord & Lady Harris of Peckham
Richard & Alex Hatter
Lynda & Albert Hay
Morven & Michael Heller
The J Isaacs Charitable Trust
Linda & Michael Jacobs Charitable Trust
Frances & Dick James Charitable Settlement
Susan & Stephen James
Jewish Youth Fund
Stanley Thomas Johnson Foundation
Susan & Neville Kahn
Lord Kalms & Lady Kalms MBE
Myrna & Isaac Kaye
The Estates of the Late Charles & Ellen Kempster
The Kennedy Leigh Charitable Trust
Marcia Kilgore & Thierry Boue
The Kirschel Foundation
Frances & Nathan Kirsh
Gerald Kraftman
The Kyte Charitable Trust
Candy & Gary Landesberg
The Lawson Family
The Leslau Family
Vivien & Mostyn Levein
Alison & Miles Levy
The Ralph Lewy Charitable Company
Alicia & Steven Lewis
The Bernard Lewis Family Charitable Trust
The Cecil & Hilda Lewis Charitable Trust
Maisey & Raphael Lewis Charitable Trust
Stanley & Zea Lewis Family
The Loftus Charitable Trust
The Lourie Family Trust
Beverley & Ian Marcus
Fraser & Rhonda Marcus
Adrienne & Clive Marks
The Maurice Marks Charitable Trust
Wendy & David Meller
Philippa & Richard Mintz
Diana & Allan Morgenthau
Suzette & David Morris
Jill & Brian Moss OBE
Sandra & Bernie Myers
Louise & Hilton Nathanson
Neil & Alison Ostrer
The Doris Pacey Charitable Foundation
Martin Paisner
Elizabeth & Daniel Peltz
Pentagon Capital Charitable Foundation
Mary-Anne & Tony Phillips-Page
Ruth & Michael Phillips
Sara & Paul Phillips
Judy Piatkus & Cyril Ashberg
The Presidents Club Limited
Sheila & Anthony Rabin
Ramar Charitable Trust
The Raven Charitable Trust
Alex & Clive Reid
Reuben Family
Howard Reuben & Barbara Wettreich
Jamie & Joey Ritblat
Sir John & Lady Ritblat
Bianca & Stuart Roden
The Gerald Ronson Foundation
The Rose Foundation
Lesley & Murray Rosen
David & Ruth Rosenberg
Elliot & Sue Rosenberg
Ian & Emma Rosenblatt
Anne & Daniel Rubin
The Rubin Foundation
Elizabeth & Irvine Sellar
Melanie & Michael Sherwood
The Maurice & Hilda Shifrin Charitable Trust
Andrée & Howard Shore
Rebecca & Simon Silver

Sir Harry & Lady Solomon
Brenda & Sidney Solomons
Rosalyn & Nicholas Springer
The Lord & Lady Steinberg
Simon & Ingrid Sterling
Sandra & Michael Teacher
Laura & Barry Townsley
Alexandra & David Tucker
Anna & Paul White
The Wigoder Family Foundation
The Harold Hyam Wingate Foundation
The Maurice Wohl Charitable Foundation
Dr Edward & Mrs Nadine Wojakovski
Hilda & Marc Worth
Anita & Poju Zabludowicz

Corporate Friends

Brett Palos Investments
Coutts & Co
Howard Kennedy Solicitors
Jayroma (London) Ltd
Mainetti
Premier Portfolio Financial Services Ltd

Friends

Linda & Ken Acott
Sharon & Daniel Adler
Joan & Robin Alvarez
The Paul Balint Charitable Trust
Michael & Lesley Bennett
The Herbert & Peter Blagrove Charitable Trust
The Bogod Family
The Sir Clive Bourne Family Trust
Lauren & Keith Breslauer
The Clara E Burgess Charity
David Burland
Loretta & Perry Cash
Joanne & Stephen Cohen
Wendy & Andrew Cohen
The Craps Charitable Trust
Peter Cruddas Foundation
Judy & David Dangoor
Raymond Davis & Family
Sir Harry Djanogly CBE & Lady Djanogly
Tony Eisen & Family
Joanne & David Ereira
Ettinger Family
Fellerman Family
Shyamali & Clive Fenton
The Allan & Nesta Ferguson Charitable Trust
Jacqueline & Steven Fine
The Rose Flatau Charitable Trust
Amanda & Adam Forman
Susan & Jeremy Freeman
Mark & Amanda Gershinson
Rebecca & Mark Goldbart
Sharon & Jonathan Goldstein
Susan & Richard Goldstein
The Jordan Max Goodman Charitable Trust
Lydia & Manfred Gony
Julie & Charles Gourgey
Jane & Michael Grabiner
The Grant Family
Marcia & Michael Green
Ruth & Nick Green
Vivienne & Russell Green
Lynne & Jonathan Hamme
The Spencer Hart Charitable Trust
The Dorothy Jacobs Charity
Louise & Alan Jacobs
Sue & Peter Jacobs
Geoffrey Jayson & Judith Katzler
Carolyn & Nick Joels
Miriam & Kenneth Keller
Jet & John Kelmanson
The Kenton Family
Sidney Kingsley Trust
Israel Lazarus Charitable Trust
Jennifer & Howard Leigh
Debby & David Lipkin
Hilda & Sam Marks
The Jack Mautner Charitable Trust
Caroline Miekler
Elizabeth & Ashley Mitchell
Harriet Heyman & Michael Moritz
Sandy & Paul Norman
Tony Page
Michelle & Adam Plainer
The Porter Foundation
Sara & Robert Prevezer
Clare & David Raff
Samantha & James Sanson
The Schmidt Bodner Charitable Trust
Josephine & Richard Segal
Nicky & Alex Shinder
Katie & Benjamin Shooter
Sabine & Jeremy Smouha
Michael Spencer
Gertrud Stein
Penny & Mark Steinberg
Vincent Tchenguiz
Louise & Mark Tenzer
United Charities Fund of the Liberal Jewish Synagogue
Monica & Amir Weissfisch
Weston Trust
Shelley & Merrick Wolman
The Majorie & Arnold Ziff Charitable Foundation
Laura & Stephen Zimmerman

YN Platinum Patrons

Angela & Yonni Abramson
Jeremy Brier & Louisa Clein
Daniel Dagers
Robert Desmond
Saul Doctor
Andrew Feldman
Richard Fine & Phanelia Mayall Fine
Jonathan Galloway & Esther Collins
Zac Goodman
Phillip Hyman
Kate & Daniel Ison
Daniel Lyons & Amanda Gold
Michael Lyons
James Reichman
Daniel & Michelle Samson
Rachael & Gavin Stollar
Suzanne & Joseph Tager
Steven Wayne
Andrew Wolfin

YN Patrons

Daniel Bardiger
Susan & Richard Beenstock
Oliver Belaich
Marc Bergen
Luciana Berger MP
Hugo Bieber
Jamie Binstock & Anna Slovick
Leah Brand
Nicole & Ben Braude
Ruth & David Craig
Tanya & James Crown
Lisa & Tom Crown
Gaby & Lee Dagul
Tanya & Danny Dahan
Simon Deen
Amy & Joshua Freedman
Natalie Friedler
Yoni Garson
Simone & Rob Gershon
Natasha Green
Joanne & Daniel Greenaway
Kate & Gareth Harwood
Lauren & Mark Hirschfeld
Daniel Howard
Sebastian Isaac & Sam Naffisi
Chana & Ben Kaye
Daniel Kenig
Natalie Klier
Catherine & Mark Kober
Sophie & Adam Lauffer
Tim & Katie Lipton
Lisa Mandell
Jonathan Nash
Keeley & Hadley Newman
Rob Rinder
Nick Saunders
Ted Schama
Daniel Seal
Richard & Lizzie Segal
Danielle Greenberg & Richard Sehayek
Rebecca & Dany Shafra
Danielle & Marc Shoffman
Eliot Solarz
Ellie & Adam Sprei
Nicole & Ryan Springer
Emma Stephany
Sandy Tapnack
Davinia & Jeremy Teacher
Nicholas Trompeter
Jessica Tucker
Simon & Samantha Walton
Leah & Jonathan Warren
Babette Wasserman
Mark Witzendorf

YN Friends

Lark Bieber
Philip Brainin
Zoe Chester & Marc Ingram
Amanda & James Cohen
Jonathan Dean
Charlotte Eder & Nicholas Paisner
Michelle & Neir Gigi
Adam Goldman
Helaine Gordon
Alexandra Guinle
Darren Hopkins & Kelly Binstock
Jemma & James Kattan
Jack Kirkland
Zara Landesberg
Joshua & Davina Lipman
Adam Lowenthal
Sara & Mark Maurice
Camilla & Scott Newman
Annabel & Simon Passer
Adam & Leah Pomson
Nicole & Mark Rajbenbach
Jessica & Simon Rinder
Oliver Russell & Gabriella Pearlman
Simon Saitowitz & Linsey Reay
Francesca Segal
Michelle & Michael Shrank
Rachel & Hadley Silver
Daniel Teacher
Alex Hugo Waiman
Fiona Watson
Dalya & Marc Wittenberg
Nathan Wogman
Yshai & Joelle Yavin
Gaby Young

How far will you go to change a life?

*Celebrating 20 years
of Norwood Challenges*

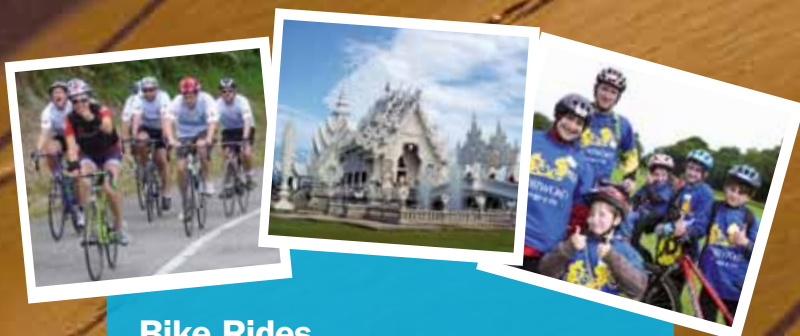
From an energising walk in London to an unforgettable bike ride in Thailand, Norwood Challenges offer a range of sponsored events for all ages and abilities.



Walks & Treks

WAGS Walk
Sahara Trek

Sept 2011
Jan/Feb 2012



Bike Rides

YN Croatia Challenge	May 2011
Junior Bike Ride	Jun 2011
Capital to Coast Cycle Challenge	Jul 2011
Northern Thailand	Oct/Nov 2011
Israel	Nov 2011
Vienna to Prague	May 2012



Marathons & Runs

Brighton Marathon
London Marathon
Community Fun Run
Royal Parks Half Marathon
New York Marathon

Apr 2011
Apr 2011
May 2011
Oct 2011
Nov 2011

Find out more!

www.norwood.org.uk/challenges

020 8420 6834

challenges@norwood.org.uk