

Together we are 30

Annual Review 2021



30Years
OF LIVINGNESS

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Our vision

Our vision is that people with learning disabilities live in an inclusive world where they are valued equally. Our aim is to ensure that people with learning disabilities have the same opportunities as everyone else, so they can live independently in their local community.

Our mission

Our mission is to create a community in which Jewish young people and adults with learning disabilities and/or autistic spectrum disorders thrive and have equal opportunities to live the lives they choose.

We are guided by the following goals:

- To provide environments that are fit for purpose physically, socially and spiritually; warm and welcoming; create accessible educational and employment opportunities in which our Members can flourish; and nurture enterprise and innovation to empower our Members to achieve their ambitions and to focus on their abilities.
- To encourage and support our Members to have a fulfilled social life and participate and be active within the wider community.
- To enable the families of our Members to live their lives knowing that their children have a future full of potential with Langdon by their side every step of the way.
- To facilitate collaborative partnerships between Members, their families and other stakeholders so that people with learning disabilities and/or autistic spectrum disorders can lead independent and fulfilled lives.



A word from the Chairman

Throughout the pandemic, Langdon adapted quickly, and last year we worked to get back to normal life. Some Members struggled during that period, as many people have, but mental health issues are more prevalent for people with learning disabilities.

In 2021, Langdon has grown and developed considerably so that we are focused on long-term outcomes as opposed to short-term issues. For the last couple of years we have put a lot of work into strategy, improving our levels of care within the organisation. We also continued to work with other organisations and charities such as Kisharon, in order to achieve better outcomes for our Members.

I am so very grateful to everyone who contributed to our fundraising efforts in 2021. Our first matchfunding campaign was a huge success raising over £1m. Times now are much more challenging with interest rates rising, inflation is increasing and there is huge pressure on households. We look forward to your continued support in the future, to help us serve the needs of those who need us.



Nigel Henry
Chairman



A word from our Chief Executive

It is with deep pride and admiration of Langdon Members that I write this introduction, at the end of 2022 to our Annual Review of 2021. Whilst the vaccine offered hope our Members were still faced with another year of lockdowns, Covid restrictions and uncertainty. Covid was tough for all of us, but for adults with learning disabilities and autism, their ability to navigate the world is, at the best of times, so much more difficult. This period has tested them, and our Members have demonstrated how incredibly resilient they are.

Throughout 2021, we continued to balance the need to keep our Members safe with them having as much in person contact with their immediate families. Our aim was to ensure that they were isolated as little, and engaged as much, as possible. I want to thank our families, staff and volunteers for helping us to achieve this.

Over the course of 2021 we focused on broadening the range of activities on offer. This included the development of ideas for a new employment scheme which came to fruition in early 2022 as we launched the Wohl Employability Programme generously funded by The Wohl Legacy. This has meant that since coming out of Covid restrictions we have been able to begin to support our Members to re-visit and evaluate where they would like to be in terms of future skills development and career

opportunities. We look forward to developing this service in the coming years.

During 2021, we forged much stronger relationships with partner organisations, namely Kisharon. In 2019, we jointly commissioned the Cordis Bright report to identify future needs and demands for learning disability services in the community over the next 10 to 15 years. It was an exciting project to be part of and has helped us formulate our collective plans for the future. It clearly identified that our ability to meet needs and demand is going to be predicated on greater partnership working. Following extensive work across both organisations, this has brought us to the exciting place we are today – the intention to create a merged organisation with Kisharon.

Finally, I want to say a huge thank you to all those involved in supporting the first ever Langdon match funding campaign. Raising an incredible £1m, meant that we were able to continue to support our Members to be their very best selves and live their best lives.

Neil Taylor
Chief Executive



Introduction from a Member

I'm Hadley and I would like to welcome you to our 2021 Annual Review.

I have been a Langdon Member for 16 years and love being a part of the Langdon community. I am very happy because I have recently secured a paid job as a cleaner! I like to be independent and at home I do my own washing and ironing and like to cook. I hope you enjoy reading about what happened at Langdon in 2021.

Hadley Clowd
Langdon Member



Employment

At Langdon, it is fundamental to our core principles that Members have the same opportunities as their peers, can develop professional skills and experience the fulfilment that comes from working.

There was a great deal of uncertainty for Members who wondered whether their jobs would still be available after being furloughed, so it was hugely positive that not one of our Members lost their job and 39 were in paid employment by the end of 2021.

In early 2021, whilst some offices were closed and Members were either not working or working fewer hours, we moved our employment support online., Workshops on Zoom were offered to improve the employability of our Members. Some Members took online courses that developed their presentation skills during the pandemic, and updated their CVs in preparation for when we emerged from the lockdown. Throughout the pandemic it was paramount for our Members that we kept in contact with them, helping them to navigate any new rules that their employers brought in, and then helping to ease them back into the work place.

Despite the challenges, some Members found working from home beneficial to their circumstances and this has opened up their options with the possibility of hybrid working in the future. After lockdown came to an end Members were fortunately able to return to their routines and benefit from the sense of purpose work provides enabling them to approach new opportunities with a sense of confidence, pride and independence.

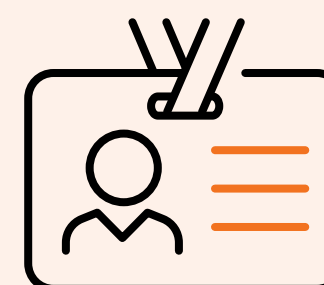
“

“I like having a job because it keeps me occupied, it keeps me busy, keeps me on my toes. We protect properties that’s closed down, painting, building furniture. I come home very tired and achy, but I like it. I like the hard work. I actually love working because it keeps myself occupied and busy.”

Joel learns valuable life skills through his work.

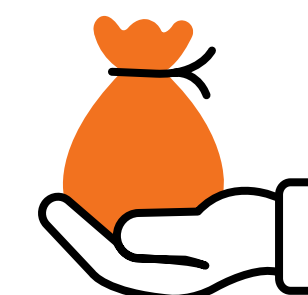
74%

of our Members
in work related
activities*



48%

of our Members
are in paid work



*Both paid and voluntary opportunities

New Chapters

New Chapters is Langdon's social enterprise that sells second-hand books, CDs and vinyl online from a 3,000 square-foot warehouse in Harrow. It offers Members of all abilities the chance to work and volunteer, building their skills in communication, time-keeping and problem-solving, and paving the way for their progression into employment beyond the Langdon community.

While the hub was shut during the pandemic, the Langdon team found ways for Members to work from home including dropping books and computers at their houses so that they could continue selling. This was the first time many had worked from home and for some individuals it proved highly successful and opened up the possibility of hybrid-working going forward. As restrictions eased in 2021, Members were thrilled to be able to resume work at New Chapters in-person. The return to their routine and the social interaction it provides was greatly beneficial to their mental health.

To protect Members with underlying health conditions who were still self-isolating, an additional temporary hub was opened at Maccabi House in Edgware in March. This enabled those living in shared housing locally to work in bubbles without the need to risk public transport.

Last year saw a record number of sales, as many people had spent the lockdowns decluttering their homes and others purchased more books online while leisure activities stayed shut. At the peak, 300 books were being purchased a day. It was thanks to the dedication of the Members that these orders could be fulfilled.

New Chapters also took on two young people under the Government's Kickstart scheme, offering six months of work experience to train and help them into the workplace.

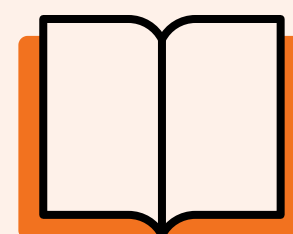
“

“It's lovely, I work there a lot every Thursday now. I'm a good worker there, I do lots of shredding.”

- Ariella

51,000

books listed on
our Amazon site



£8,170

book sales
per month*



Supported Living

Langdon provides support to 114 Members and manages flats and shared houses for Members in Jewish communities both in Manchester and London.

Leaving home and starting to live independently is a major milestone and life change for anyone, particularly our Members, and the additional pressures presented by the pandemic were tackled by Langdon's person-centred support that is unique for each individual.

With the ongoing challenges posed by Covid in 2021, it was especially necessary for Langdon to have a keen awareness of every individual's needs, and to retain an integrated approach with all areas of their life including employment, housing and their mental health. Face-to-face visits remained throughout the year, but where our Members were self-isolating they continued to be supported virtually through video calls.

Since many workplaces remained closed it was important to keep our Members busy and informed about what was happening. A wealth of easy-read material was created to help them navigate the fluctuating Covid regulations.

To keep our Members, their families, and staff safe, a Covid testing centre was opened in Maccabi House for which staff underwent extensive training. This prevented spread within the Langdon community. When the opportunity to be vaccinated arose, our Members and staff were keen to protect themselves and those around them, and felt much more secure as a result. The team ensured that anyone who had been shielding because they were medically vulnerable could safely travel to vaccination sites.

A big Seder night was the joyous event that marked the transition when things started slowly to return to normal, as everyone came together for the first time since coming out of lockdown.

“

“When I can mobilise my left hand it helps me feel more normal. It helps me feel like I don't have a disability, even though I know I do, But it feels like I can do what most other people can do. When I first moved to London I was too scared even to go to the shop around the corner on my own. Now I'm 'ok, I need to get out the house, do you need anything from the shop?' Langdon encouraged me to do things that I never thought I would be able to do. It gives me freedom. I can make my own choices.”

- Claudia



Good

CQC rating for London and Manchester



78

properties managed by Langdon in London and Manchester



265,500+

hours of support

Housing

Comfortable and suitable long-term accommodation is essential to our Members' wellbeing. In 2021, at Langdon we followed our strategic aim to provide increasing numbers of Members with a quality home for life. Our Members have different requirements and preferences like everyone else, so we also worked to ensure that each Member is catered for individually.

There were 114 people with a home in Langdon accommodation or who are part of our supported living programme in 2021, an increase from 100 the previous year. Members living in Langdon homes have the benefit of a good standard of accommodation, and Langdon Foundation enables housing to be available for individuals whether or not they have the financial means to contribute towards their own home.

In 2021, we professionalised our services in terms of how we operate, including greater integration with the care team and finances, which puts our Members first in terms of affordability. Developments have been made in ensuring Langdon is a 'quality landlord'. Welcome packs including a questionnaire were designed to listen to and deliver every Member's individual needs, from where they want to live to whether they prefer house-sharing.

We are undertaking an extensive refurbishment programme to bring our housing up to the high standard we expect for our Members. The works mean bright and welcoming homes for our Members to be proud of, with more space to cook and entertain family and friends.



Langdon College

Langdon College has two campuses, in London and Manchester, that offer bespoke education for young Jewish people aged 16 to 24 with learning disabilities, social anxiety and autistic spectrum disorders.

After a challenging year in which Members sadly suffered significant bereavement and had to adapt to having their lessons on Zoom, 2021 offered a welcome return to face-to-face education for the entire year. Students resumed their in-person development of skills in literacy, maths, IT, employment and social, enabling them to progress towards the world of work and independent living. Online learning continued for our most vulnerable students and to comply with Covid isolation rules.

2021 was a year of recovery and re-engagement as Langdon eased Members back into their routine, focused on their wellbeing and helped them to deal with grief. A new project called The Active Mile enabled learners from across both campuses to walk a mile a day so that they could benefit from being outside in the fresh air after the day's lessons had finished, and a newly installed worry box encouraged all students to voice their worries so that Langdon could address any concerns.

External work placements also resumed, with students gaining invaluable experience at Transport for London, libraries and nurseries, while day trips included a visit to the Jewish Museum Manchester. Students continued to study for the NCFE Qualification in developing enterprise skills which is designed to give learners a basic introduction into the main principles of enterprise, and to take part in an activity where they can sell their individual creations some of which are for sale online at Etsy.

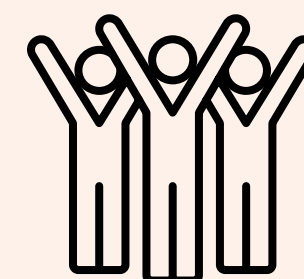
Despite the difficulties faced by our young learners throughout Covid, Langdon was delighted to see that attendance last year among our 39 students was extremely high. As part of their college experiences this year, nine students completed an Employability exam and two completed an Enterprise exam, while seven students were successful in their maths and English qualifications.

“

“This is my second year at Langdon College. Since I joined Langdon college, I have been completing travel training as part of my studies. I now walk to Langdon College and get the bus home independently. I follow health and safety while on the bus and feel so proud to get the bus home independently, I did not know I could do it.

This year I go to work experience for a whole day as a caretaker at a local school. Langdon College is helping me achieve my dream as a paid caretaker. Going to work is my favourite part of my week.”

- Chaim



39

students across College in the last Academic year



7

moved to a mixture of supported living, voluntary work and further study



Langdon Brady

Langdon Brady provides weekly specialist youth clubs and school holiday schemes for nine to 20 year-olds. These offer a unique environment where Jewish children with learning disabilities and / or autism can develop essential social communication skills, have fun and make lifelong friendships. For many it is their first experience of feeling included. Gaining confidence and independence helps Members to thrive in other social settings including school. Equally important, their siblings and families gain valuable opportunities for respite.

Those whom we support typically feel anxious about changes to their routines. Coming out of the pandemic presented further challenges for Members newly accustomed to online sessions, who then needed to build up their confidence to socialise and go out in public once again and be as involved in activities as they were before.

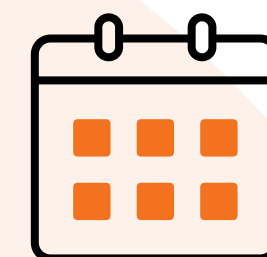
After a substantial period of virtual delivery of our services, Langdon Brady's clubs and activities resumed in-person in the Springtime of 2021. The most momentous time came when our annual Summer holiday scheme returned, after having been cancelled during the pandemic, bringing everyone back together. On this two-week scheme, 22 Members enjoyed trips to Whipsnade Zoo and Adventure Island, in Southend-on-Sea, when they weren't based at our youth centre in Maccabi House. The winter holiday scheme took place in December, with Members visiting the Tottenham Hotspur stadium as well as taking part in activities. Over 50 children attended a very lively, fun packed Langdon Brady Chanukah party.

Two new Langdon Brady groups were introduced in 2021. A nine to 11-year-olds group on Sundays and a 19-plus 'transition' group that provides a place for young people with learning difficulties to explore what their independence means to them.

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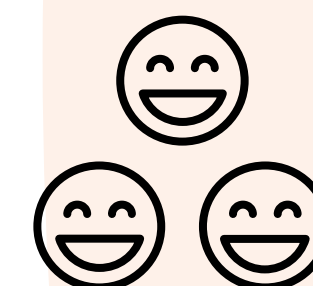
“I come here on Thursdays and also in the holidays. It's a nice safe and friendly place to be. Having lots of nice people to see and talk to.”

- Yael



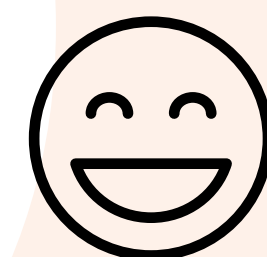
108

club sessions



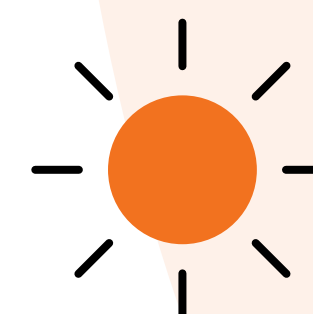
3

external volunteers



2

volunteers who had graduated Langdon Brady Club



3

holiday schemes including our brand new Half Term schemes



Social

Taking part in social activities and socialising with friends allows our Members to feel an active part of the Langdon community, and is vital to Langdon's mission to enable our Members to live independently.

For the earlier months of 2021, activities continued online, creating positive experiences for our Members across Manchester and London that made them feel part of one community. Virtual drop-in coffee meetings and lunches, healthy eating sessions, challah bakes and yoga classes,

In Springtime, when the restrictions eased and face-to-face activities were possible once again, Members were keen to be reunited with their friends. Some sessions such as cookery continued online and others became hybrids to ensure that activities remained accessible to all Members.

In Manchester, the Garden Project expanded enabling Members to also participate in sensory arts and crafts, such as making concrete stepping stones and firebricks. These outdoor activities offered new, creative opportunities, which appealed to a wider range of Members.

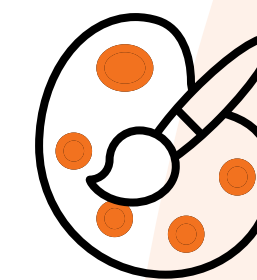
Members have always taken an active role in planning and leading activities, sharing their passions with other Members. One of our Members offers guitar lessons and another runs popular cookery sessions.

Towards the end of 2021, a new role of Head of Social Care Programming was created which will enable us to expand and enhance the opportunities available to Members in line with our organisational strategy.



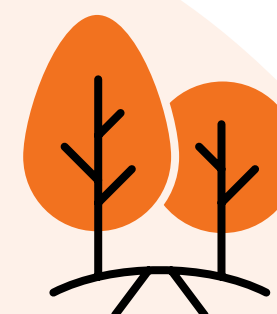
4,800

hours of yoga,
relaxation and
exercise classes



210

arts & craft boxes
delivered to Members
during lockdown



3

trees planted for
Tu B-Shvat



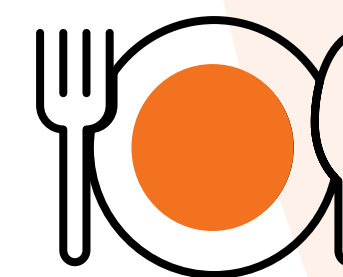
10

festival parties



200

hours of Friendship
Circle activities



1,000

virtual dinners
eaten together



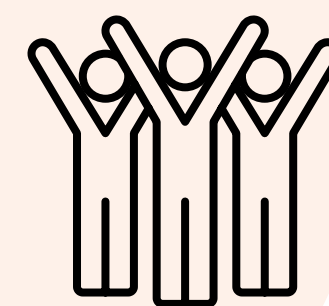
Volunteering

Volunteers underpin the vital work we do at Langdon to support Members to live independent lives. It is with the help of our volunteers that we can offer fulfilling and meaningful experiences that enrich the lives of our Members.

During Covid we had an influx of volunteers from around the world who supported Members virtually, but last year we needed to recruit local volunteers to run the many activities of our newly bolstered programme. Without our volunteers, sessions in arts and crafts, cookery, gardening, martial arts and Hebrew would not be possible. Volunteers are also integral to our social enterprise New Chapters, at which many Members work, and our youth club Langdon Brady.

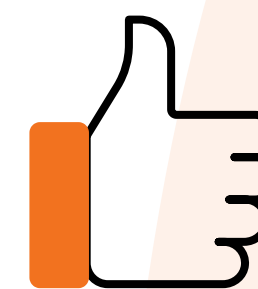
Last year, focus was also directed towards improving the integration of our volunteer culture at Langdon. Developments were made in establishing structures and systems to support people with their volunteering journey and to ensure consistency across our offerings. We compiled a handbook including how volunteers would be supported with one-to-one meetings, the dos and don'ts and DBS checks as all our staff receive.

Our volunteers feel that they benefit from gaining practical work experience and building their CV, while they enjoy sharing their skills and passions as well as giving back to the community.



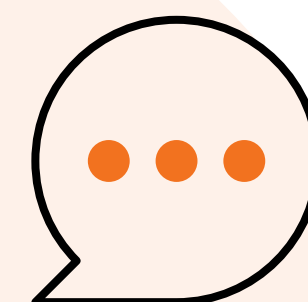
130

registered
volunteers



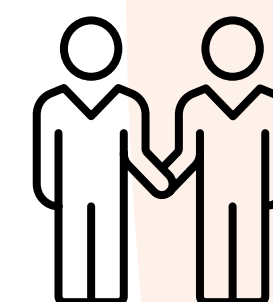
50

regular
volunteers



300+

volunteer
enquiries



12

buddies providing
over 200 hours of
volunteer time



2,000+

hours of volunteer
time provided



Jewish Culture

Langdon Members come from a range of Jewish backgrounds and levels of observance. Langdon's Jewish ethos and culture empower each of our Members to practise Judaism however they choose. The breadth of our programmes is such that there is something for everyone.

Jewish cultural training took place in 2021 for staff across London and Manchester, with workshops covering aspects of Jewish daily life from Shabbat to Kashrut. Our support workers help Members to keep kosher and host their own Friday night dinners and Shabbat lunches with the Langdon community. In 2021, Langdon distributed accessible Siddurs, donated and developed by JWeb, to Members, while easy-to-read guides have been produced for festivals to enable Members to follow services easily.

Our varied programme of activities to support Jewish culture across Manchester and London included cookery sessions, hamantaschen-baking, quiz and crafts for Purim, and making Sukkah decorations. For Yom Ha'atzmaut, Members enjoyed designing an Israeli flag and making blue-and-white muffins.

For many of the festivals, special parcels were distributed to all Members' homes including apples, honey and dippers for Rosh Hashanah, and chocolate coins, dreidels and a doughnut voucher for Chanukah.

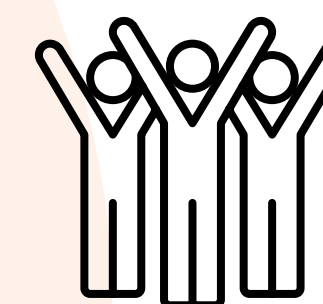
At Tu Bishvat, a tree was planted in Manchester in memory of our Member Andrew, who very sadly passed away during the pandemic.

Throughout 2021, Langdon Members were supported to practice their Judaism and enjoy being together once again as part of the Jewish community.



8

Jewish Cultural
learning activities



100

staff involved



Fundraising

Last year marked our first in-person fundraising events since the pandemic. A golf day in Hartsbourne, Bushey, raised over £50,000, whilst over 45 people including six of our Members took part in a bike ride in Wales, raising an amazing £135,000.

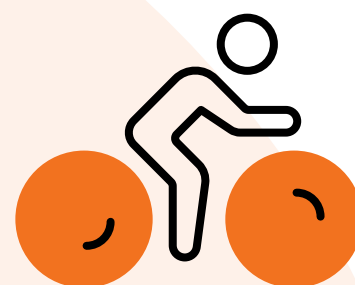
“One of the best parts of the ride is to see the change in the Members and how they grow,” said Velo participant Geoffrey Berger. “This is one of the reasons to go on the ride: to see the difference it makes to the Members, how they love it, how it changes them.”

Our major fundraiser of the year, in October 2021, was our match funding campaign Livingness Live! which raised more than £1m from community donations and match funders. We are so very grateful to our many Ambassadors, match funders and sponsors who helped enable Members to live their very best independent lives and be their best selves.

“

“One of the best parts of the ride is to see the change in the Members and how they grow,”

- Geoffrey Berger, Velo participant



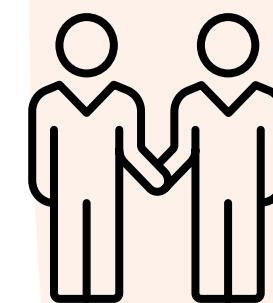
45

Langdon Velo
cyclists



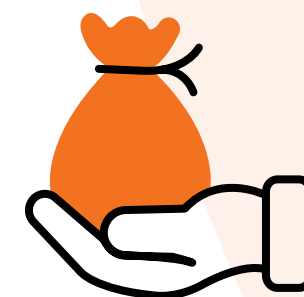
6

films created



44

crowdfunder
match funders



£1.6m

raised



Looking ahead

During 2021, Langdon Members contended with more change as they had to readjust to life shifting from online to in-person once again. Thanks to the tireless work of the team and volunteers who adapted quickly to developments, Langdon continued to demonstrate flexibility and resilience in responding to the individual needs of our Members, many of whom flourished and discovered new hobbies and strengths.

Despite the challenges, Langdon maintained its mission to enable its Members to live their best lives independently. This is what we call Livingness. Staff have assisted Members in all areas of their independent lives from keeping Kosher and cooking meals for friends in their own homes, to understanding the changing regulations throughout Covid, and developing the skills needed for finding and maintaining fulfilling work opportunities and friendships.

In order to provide Livingness long into the future, we set out a three-year strategy in 2020 which has started to make considerable impact.

We continue to develop and equip our workforce to be able to respond to a more diverse range of mental health needs, changing complex learning disabilities and be prepared for working with an ageing population. We have expanded the capacity of the Social Work team with planned recruitment of student social workers and a student Occupational Therapist.

In 2021, we invested in our organisational capacity to provide long-term sustainable housing, increasing the number of Members who are living in a 'home for life' in their community. We began to ensure that existing accommodation is fit for purpose and suitable to adapt to the changing needs of individual Members as they grow older, through an annual review.

Developments have been made to ensure that Langdon is a 'quality landlord' through the design of standardised easy-

read tenancy and utilities scheme information and a new Assured Short-hold Tenancy. The apportionment of rent, service charge and utility costs is now made transparent, and regular statements of accounts are issued. A programme of works has been compiled which includes refurbishment of bathrooms in Manchester properties and installation of hoists.

We are improving our engagement with the community, to help our Members in their ability to fulfill their Livingness through activities and skills development provided by volunteers. A new volunteer handbook has been created to increase our number of volunteers, including training and development for our recruits to support Members in their engagement with activity and Jewish ethos.

We significantly expanded the range of meaningful recreational, social, Jewish cultural and educational activities available to our Members to enhance their quality of life. Our blended approach continues with in-person learning and virtual Zoom sessions, allowing Members from local communities and across the London and Manchester communities to connect.

We consulted with orthodox Langdon families to explore together how Langdon can accommodate and support orthodox Members, and we actively reached out to further orthodox communities in Manchester and Edgware to find both volunteers, who can support Jewish practice and home hospitality on Shabbat and festivals, and potential employers.

We extended the youth provision at Langdon Brady to include two new groups: nine to 11 year-olds and 19-plus. 2022 will see further expansion with a satellite group based outside the Edgware area. We are now developing a support model of transition for 16 to 17-year-olds.

We continue to identify beneficial partnerships to ensure provision for Members is sustainable and that families are given much-needed assurance for their children's futures.



Our financial year

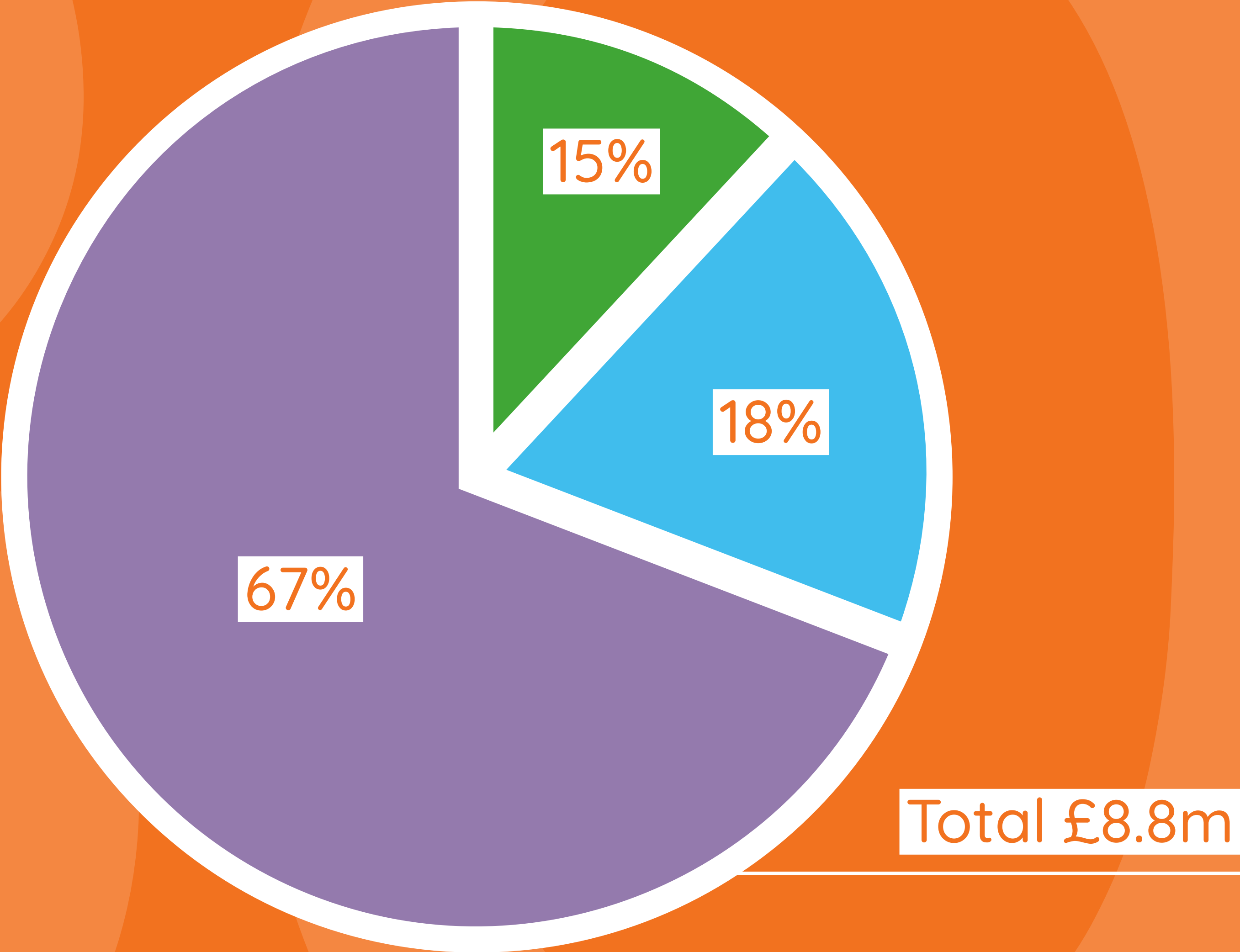
Our income and expenditure are finely balanced and the continuing impact of changes to minimum wage rates without comparable increases in statutory funding continues to challenge that budget.

The trustees and the management team continue to review controllable costs to give the charity financial stability.

Our fundraising efforts are key in supporting the employment services and social activities that Langdon provides to help empower the independence of those we support.

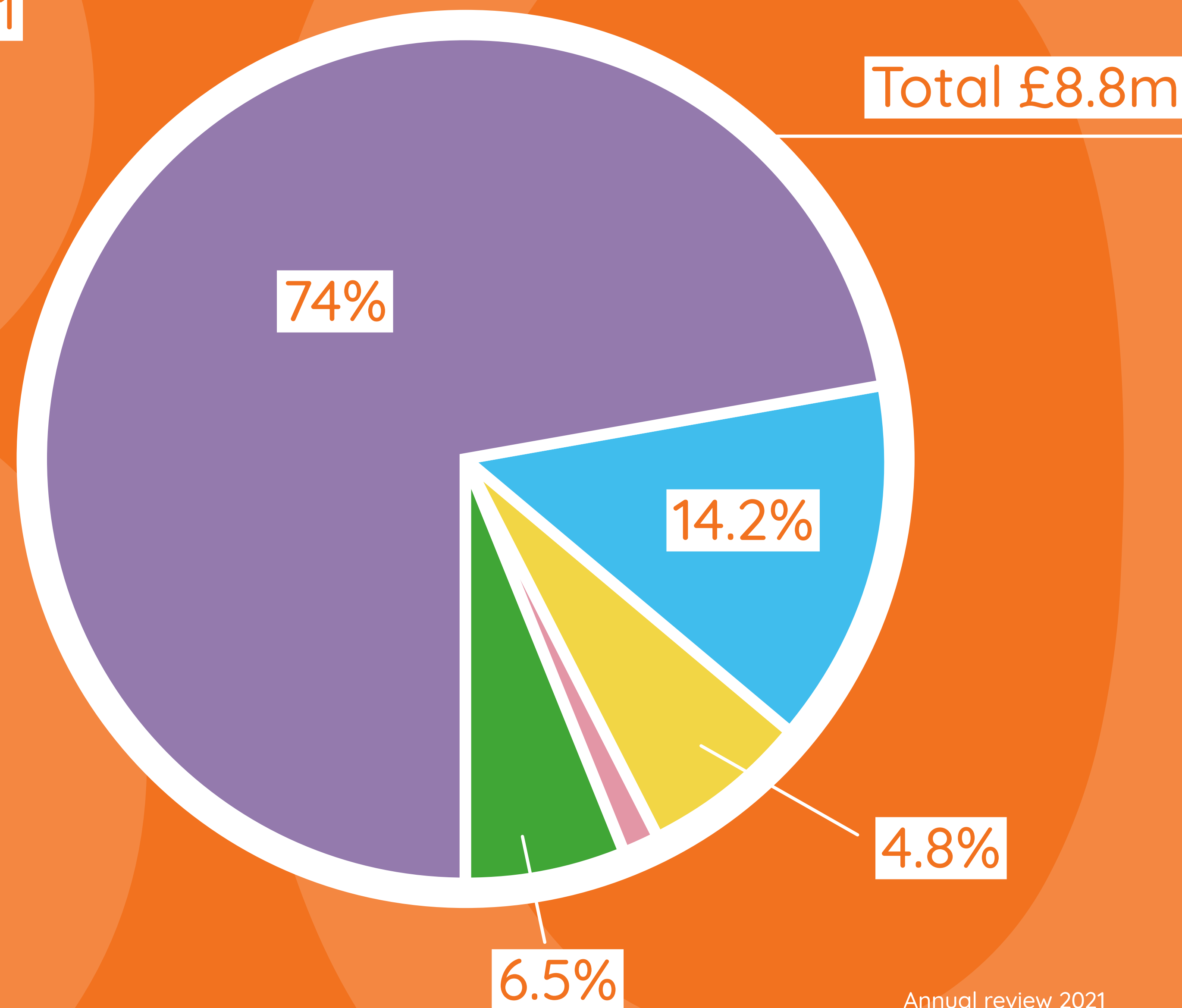
Where our money came from in 2021:

£5.9m	Fees and grants for supported living
£1.6m	Fundraising
£1.3m	Fees and grants for education



How we spent our money in 2021

£6.51m	Supported living
£1.25m	Education
£0.57m	Employment services
£0.42m	Fundraising
£0.05m	Social activities



Employers

Langdon would like to thank all the companies and organisations who have given employment and work experience to our Members.

These jobs make such a big difference to the lives of Langdon Members, giving them the confidence and self-esteem to live far more independent lives.

London

2nd Chane	Hendon
Accura Accountants	East Finchley
Age Concern Charity Shop	Borehamwood
Alexander Elliston Marks	Stanmore
All Aboard	Edgware
Aylth	Golders Green
Basilian Café (Aspire Gym)	Stanmore
Beyond Autism	London
Blurred Global	Old Street
Borehamwood Shul	Borehamwood
Brent Cemetery Services	Brent (Council)
Brotherton Real Estate Ltd	Oxford Circus
Camden Jewish Museum	Camden
Compass Catering - Queens College	London
Everyman Cinemas	Hampstead
FUSION Students	Elstree
Grunberg Accountants	Colindale
Hard Rock Hotel	Marble Arch
Immanuel College	Bushey
Impex Russell	London Colney
Jewish Care	Edgware
JGift	Hendon
John Lewis	Brent Cross

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Kisharon
Langdon
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MENCAP Harrow
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Norwood
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Pennywells
Princess Alexandra Home (Jewish Care)
R B Maintenance
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Ronly LTD
Royal Botanic Kew Gardens
Seed
Strettons
Superdrug
Tesco
The Camden Society
Vue Cinema
Warner Bros
WH Smith

Marylebone
Hendon
Elstree
Finchley
City of London
Harrow
Edgware
Stanmore
Finchley
Borehamwood
Stanmore
Finchley
Finchley
Belsize Park
Richmond
Edgware
Leytonstone
Edgware
Watford
Camden
Swiss Cottage
Radlett
Edgware

Manchester

All Aboard	Salford
Heathlands Village (FJS)	Prestwich
LA Kiddicare	Prestwich
Quality Save	Prestwich
Sainsbury's	Salford
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We are grateful to every individual who works hard in an entirely voluntary capacity to help steer and support Langdon.

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