

7431950

Trustees' Annual Report
& Financial Statements 2012
5772-5773



The movement for
REFORM JUDAISM

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The Movement for Reform Judaism
(A Company Limited by Guarantee)
Trustees' Annual Report and Financial Statements
for the
Year Ended 31 December 2012
5772-5773

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Company Limited by Guarantee
Company Number: 07431950

Registered Charity
No: 1139806

The Movement for Reform Judaism

The Trustees (who are also Directors of the charity for the purposes of the Companies Act) present their Annual Report together with the audited Financial Statements of the Movement for Reform Judaism (the Company) for the year ended 31 December 2012.

The Trustees confirm that the Annual Report and Financial Statements of the Company comply with the current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

The Company, a registered charity (number 1139806) company limited by guarantee (number 07431950) was incorporated on 8 November 2010

Objectives

The objectives of the Movement are to promote and foster Judaism and to promote any charitable purpose calculated to further the welfare of the Jewish people in the UK, in Israel or elsewhere in the world.

Vision

A British Jewish community, with the Reform Movement at its heart, that reaches out to many people and enables them to renew and enrich their lives and Jewish identity by engaging with Jewish faith and values, and working with the wider community to help repair the world.

Aims

- To promote the interpretation of Jewish teaching and practice in relation to contemporary life.
- To promote and co-ordinate the education and religious instruction of Jews.
- To promote and co-ordinate the spiritual life and general welfare of Jewish youth and encourage and co-ordinate Youth Organisations among Constituents.
- To promote and assist in the establishment and nurturing of congregations of Jews.
- To assist in the exploration of, or initiation of, other forms of Jewish religious community
- To promote the Leo Baeck College, and/or other institutions, for the study of Judaism and the training of rabbis, teachers, staff and voluntary leaders.
- To promote the Beit Din to whom the Movement shall refer (*inter alia*) all questions relating to the Jewish status of members and prospective members of Constituents and Associate Congregations.
- To promote the Rabbinic Association known as the Assembly of Reform Rabbis UK to which the Movement shall refer for guidance on matters relating to the practice of Judaism.
- To publish and/or revise prayer books, liturgical writings and literature on subjects of Jewish interest.
- To promote burial and cremation schemes for Constituents and Associate Congregations
- To promote and nurture Jewish cultural and welfare activities.
- To participate in the work of the wider Jewish community.
- To foster greater understanding among Jews.
- To foster greater understanding between Jews and non-Jews.

The Trustees confirm that they referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives each year.

The charity's affairs are governed by its Memorandum and Articles of Association which allow for any activities covered by the charity's objectives with no specific restrictions. The liability of the members in the event of the Company being wound up is limited to a sum not exceeding £10.

Governance

The Trustees of the charity are also the Directors of the Company for the purpose of company law and any reference to Trustees is therefore also to Directors, collectively known as the Board. Those who served during the year were.-

Chair of the Movement	Ms Jenny Pizer	(re-elected 24 June 2012)
Vice-Chair	Mr David Tilles	(re-elected 24 June 2012)
Vice-Chair	Chair of Assembly of Reform Rabbis UK	
	Currently: Rabbi Mark Goldsmith	
Treasurer	Mr Paul Winter	(re-elected 24 June 2012)
Other Elected Members.	Mr Jonni Berger	(re-elected 24 June 2012)
	Mr Jonathan Bergwerk	(re-elected 24 June 2012)
	Ms Noeleen Cohen	(re-elected 24 June 2012)
	Mr Gary Copitch	(re-elected 24 June 2012)
	Mr David Karat	(re-elected 24 June 2012)
	Mr Jonathan Lewis	(re-elected 24 June 2012)
	Ms Laura Marks	(retired 24 June 2012)
	Ms Julia Markson	(re-elected 19 June 2011)
	Mr Keith Price	(re-elected 24 June 2012)
	Mr Adrian Simon	(re-elected 24 June 2012)
	Mr Robert Weiner	(elected 24 June 2012)

The members of the Board are elected each year, in accordance with the provisions of the Articles of Association, by the Movement Council which is made up of delegates from each constituent synagogue together with representatives from various organisations as detailed in the Articles of Association. Each new Board member is provided with an induction pack and is introduced to the work of the Movement by other Board members and the senior Movement staff.

The Board is responsible for the overall management and control of the charity and meets at least four times a year. The work of implementing the policies and plans agreed by the Board is carried out by the lay leaders and the staff team.

Sub-Committees of the Board and Council include the Finance Advisory Committee which reviews the annual budgets, financial and management accounts, the Rabbinic Remunerations Working Party, the Remunerations Committee and the Board Development Group.

Reserves Policy and Risk Management

The Trustees have considered the risks faced by the charity and have taken appropriate steps to address the related issues. Significant risks to income mainly arise from our dependence on fundraising from individuals and the ability of our communities to pay their Assessment Fee. Internal risks are reduced by the implementation of procedures for authorisation of all transactions and projects.

The reserves policy is set to ensure that total unrestricted funds (including designated funds) should exceed the value of tangible fixed assets by £250K. These actual free reserves at 31 December 2012 were £1K above this figure.

The Trustees are of the opinion that net assets held are sufficient to meet the charity's financial obligations.

The Finance Advisory Committee met twice during the year. This committee is made up of representatives from several synagogues and has again proved to be an excellent forum for discussing the major financial issues faced by the Movement.

Statement of Trustees' Responsibilities

The Trustees (who are also Directors of the Movement for Reform Judaism for the purposes of company law) are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards. (United Kingdom Generally Accepted Accounting Practice).

Company and Charity Laws require the Trustees to prepare Financial Statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources including the income and expenditure of the charitable company for that period. In preparing these Financial Statements the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the charity's Statement of Recommended Practice (SORP);
- prepare the financial statements on a 'going concern' basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping accounting records which disclose with reasonable accuracy at any time, the financial position of the charitable company and which enables them to ensure that the Financial Statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Investment Powers and Policy

The funds of the Movement not required for immediate application shall be invested in such manner as the Board shall from time to time determine. The Treasurer maintains control over all the funds of the Movement.

Related Charities

The Movement for Reform Judaism is an association of 42 Reform congregations throughout the United Kingdom. There are also three other connected charities which are not under the control of the Movement for Reform Judaism. Details of material transactions with these charities are shown in Note 14 to the financial statements.

Provision of Information to Auditors

Each of the persons who is a Trustee at the time when this Trustees' Report is approved has confirmed that;

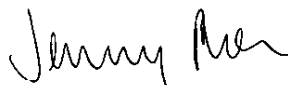
- so far as the Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable company's auditors in connection with preparing their report and to establish that the charitable company's auditors are aware of that information.

Auditors

Nyman Libson Paul was re-appointed as auditor at the Annual General Meeting 24 June 2012.

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415a of the Companies Act 2006.

For and on behalf of the Trustees



Jenny Pizer - Chair
Date: 23 May 2013

Key Highlights 2012

- In January 2012, the year started with the arrival of Laura Janner-Klausner as Movement Rabbi, providing a public face for Reform Judaism in the UK, both within and beyond the community. Since then, Rabbi Laura has been a regular on BBC radio and television and has been quoted extensively in the national press, significantly raising the Movement's profile.
- In March, the Movement piloted its first Haggadah in a dozen shuls and many homes across the country ready for launch at Pesach 2013.
- In April and May, the Movement finalised its strategic plan, committing the Movement to focusing its time and limited resources on developing communities and promoting Reform values. The plan was unanimously approved at the Movement's Annual General Meeting in June during Chagigah.
- In April, Rabbi Jacqueline Tabick was appointed Convenor of the *Beit Din*. The MRJ *Batei Din* saw an increase in numbers, 144 (110 in 2011) adult candidates for conversion and 32 (39) minors. 10 (14) *gittin* were issued. For the European *Beit Din*, 62 (44) adults and 4 minors were accepted for conversion and one *get* was issued. In November the UK and European *Batei Din* welcomed their 200th convert for the year, equivalent to the creation of a whole new community.
- Rabbi Dr Tony Bayfield, President, represented the Movement at the Queen's Diamond Jubilee celebrations.
- In June Libby Burkeman was appointed as the first Informal Education Director, heading up the Movement's Youth Department. As well as taking responsibility for RSY-Netzer, she heads up Jeneration, MRJ's student and young adult initiative.
- The Movement's hugely successful Biennial Conference, Chagigah, attracted over 250 delegates and saw the launch of L'Chaim; an adult education programme conceived and written by Rabbi Josh Levy and further developed by Rabbi Laura and others on behalf of the Movement - to help members explore and articulate their beliefs.
- The first L'Chaim facilitators' residential seminar took place in Huddersfield with participants from a range of northern communities.
- The summer was, as ever, dominated by RSY-Netzer's summer events. Numbers on Israel Tour continued to climb and the 2012 Tour group was the largest for a decade. The youth movement has firmly established itself as the UK's second largest provider of Israel summer programmes.
- Numbers on RSY-Netzer's UK summer activities also continued to climb. Shemesh summer camps were a huge success – with Day Camp for 5-11 year olds introducing RSY-Netzer to nearly seventy new youngsters in London and Manchester.
- RSY-Netzer's 2012 pre-university Shnat gap year programme saw fourteen young adults depart for Israel.
- Jeneration attracted dozens of young adults to a wide variety of new term events including a joint RSY-Netzer/LJY-Netzer 'on campus' weekend in Cambridge.
- Jeneration ran a seminar for 6th form students to help them prepare for life on university campus.
- The Board of Deputies held their elections a few weeks later at which time MRJ was able to celebrate Laura Marks becoming Senior Vice-President, the first member of the Reform Movement for a generation to hold this position. In addition, the overall proportion of Reform Deputies rose to 30% of the total Board.

- Together with Leo Baeck College, RSY-Netzer and Jeneration, MRJ organised a joint *tikkun leil* Shavuot with the Reform communities of Alyth, Finchley, Hendon, Radlett & Bushey and Sha'arei Tsedek (North London Reform). Other Shavuot programmes took place across the Movement including at West London, Kol Chai & Middlesex New, Edgware, Bournemouth, Brighton, Glasgow, Manchester, Menorah and Sinai.
- With the support of the Community Development Team, new Rabbis were recruited and inducted across the UK – Rabbi Andrea Zanardo at Brighton; Rabbi Haim Shalom at Menorah; Rabbi Celia Surget at Radlett & Bushey and Rabbi Nancy Morris at SWESRS.
- Rabbi Laura attended the World Economic Forum's civil society consultation meeting in Geneva.
- We published educational resources designed for our youth leaders and students for Yom Kippur and Chanukah. Further publications are being produced for all other major festivals.
- The Movement achieved its £630k fundraising target for the year with its annual dinner and special events for lawyers and those working in the financial services sector
- October saw the announcement of the appointment of Sarita Robinson as Northern Communities Development Worker - the role will support and empower the Movement's synagogues in the North
- Amos Oz spoke to an audience of 200 people at the Sternberg Centre in November on the subjects of Israel and Jewish Identity and he also introduced his new book 'Jews and Words' that he has written together with his daughter, Fania
- November saw Reform communities take part in Mitzvah day across the UK including Sinai (Leeds), Menorah, Southport, Edgware, Alyth, Kol Chai, Middlesex New, North West Surrey, Radlett & Bushey, Finchley and SWESRS
- The year concluded with Rabbi Laura and others flying the Reform flag at the annual Limmud conference: teaching, debating and exploring our Judaism with others from right across our communities.
- The Rabbinic Assembly had two retreats (*Kallot*) this year. The first was a Writing *Kallah* where Rabbis worked separately and together on articles and sermons and on sections of the new *Haggadah*. The second focussed on High Holydays and on questions around services and the *machzor*. The Assembly agreed unanimously to concur with legislation supporting equal marriage for same sex couples
- Significant consultation prior to investing in a new community-based membership database due to be piloted in 2013 in response to a number of communities no longer being supported by their current systems
- Working with Rabbis and community Chairs to improve the definitions of rabbinic work to assist in rabbinic recruitment and objective setting
- The Rabbinic Remuneration Working Party embarked on a thorough review of the current scale-based system.
- The Northern Network of communities began discussions on pooling their resources in geographical hubs to improve delivery of services to their members.
- Along with Liberal Judaism, we began discussions with the Leo Baeck College on restructuring our funding of them and helped in designing the reinvigorated curriculum for rabbinic students.

Grants

We are extremely grateful for the support we have received from the following organisations:



Children's Aid Committee



Community Security Trust
(CST)

EI AI



H&T Clients
Charitable Trust



Investec



Jack Petchey Foundation



Jewish Child's Day

Joint Jewish Burial Society

Paul Balint Charitable Trust



Pro Zion



Shoresh Charitable Trust



The Sir Sigmund Sternberg
Charitable Foundation

The Movement for Reform Judaism Strategic Priorities and Future Plans

In June 2012 the Movement for Reform Judaism approved its strategic priorities for 2013-15 focussing on 6 key areas:

- 1. Provide a voice for Reform Judaism** by establishing and promoting a positive narrative about beliefs and values, and helping communities and individuals to identify with and feel pride in these values
- 2. Support and develop communities** through education, training, the provision of services (from Beit Din to IT), consultancy and advice and sharing best practice (to attract members, transform *chederim* etc)
- 3. Educate and involve our young people** so they are proud of their Reform Jewish identity and find ways to express it, through their communities or RSY-Netzer.
- 4. Train and develop leaders**, ensuring high performing, highly motivated Rabbinic, lay and professional leaders
- 5. Engage Reform-minded young adults** (18-35) to grow their self-confidence, enabling them to become the next generation of leaders, activists and participants
- 6. Operate effectively** to ensure the people and financial resources are available to deliver these priorities, at the required standards, at as low cost as ethically possible

From these 6 key areas there was agreement on specific targets for the Movement to focus on as part of its future plans and these were to be the focus for 2013.

REFORM VALUES

Explore and articulate values

- Roll out the *L'Chaim* project across our communities (*L'Chaim* is a specially commissioned adult education programme, designed to help individuals and communities explore their understanding of 'Reform values')
- Capture the findings of the project and identify practical ways of expressing them through public statements, literature and campaigns
- Work with the Assembly of Rabbis to develop a team to visit communities to educate members about, and promote, Reform values
- Provide the infrastructure to enable more and more people to sign up to Reform values through an efficient, consistent and compassionate Beit Din

Influence the national debate

- Ensure that Reform Judaism is represented at political and communal events and that the Reform viewpoint is fully integrated into all Jewish communal organisations
- Support leading Progressive deputies on the Board of Deputies to create a platform for the Reform voice and values
- Play an active part in the World Union for Progressive Judaism and the European Union of Progressive Judaism, as well as supporting the work of the Israel Movement for Progressive Judaism

Communicate more effectively with members

- Make better use of new technologies - our website and social media - to engage with members and to act as a one stop shop for promoting the work of communities
- Publish and distribute a final version of the new Reform Movement Haggadah incorporating feedback from the pilot.

COMMUNITY DEVELOPMENT

Improve service provision to communities

- Source, develop and implement a new IT database (assuming demand from communities)
- Work with communities that are struggling with change and major issues to help them create recovery plans
- Appoint a Community Educator to work with communities and *Cheder* heads, Directors of Education and Youth Workers to better understand their needs and help them to source support
- Pilot the provision of music support to two communities and create a biennial Movement-wide music conference in July 2013
- Work with Northern communities to provide the infrastructure to support their development
- Set up a community annual satisfaction survey of MRJ services in conjunction with their annual returns, log results and benchmark spending across communities
- In partnership with existing communities, set up a new communities group to consider developing new communities and planning more strategically for demographic change.

Facilitate communities to learn inspirational ideas from each other and MRJ staff

- Create forums, newsletters and regular seminars for community leaders for the sharing of inspiring practice
- Create regional networks of communities to encourage sharing resources
- Plan and deliver the Northern communities conference in 2013 and start planning Chagigah 2014.

Research and help to implement new and alternative community models

- Establish a working group of community leaders, professionals and rabbis to consider whether virtual communities might successfully provide gateways to full community membership and, if so, how to introduce them
- In partnership with existing communities, set up a new communities group to consider developing new communities and planning more strategically for demographic change.

LEADERSHIP

Quality rabbinic learning

- Work with LBC to help identify and recruit future rabbis (based on the agreed requirements of the Movement)
- Work with LBC to ensure that the new LBC programme takes account of individual students' needs and circumstances, and delivers the skills and experiences that communities require.

A motivated and skilled rabbinic leadership

- Pilot an improved process for rabbinic recruitment in two communities, dependent on the opportunities which arise
- Work with LBC to arrange placement of their students and complete career development discussions with 4th and 5th year students
- Work with LBC and Assembly of Rabbis to develop Rabbinic In Service Training (RIST) and to heighten a commitment to continued professional development with 10 rabbis.

A motivated and skilled lay leadership

- Develop a skills framework for lay leaders, which will build on existing skills, and support them better in their role
- Develop and pilot a leadership programme for existing and potential community lay leaders
- Develop and expand the existing shaliach tzibbur training programme (i.e. which will help to develop a cadre of lay leaders who can lead services and educate to a high level).

RSY-NETZER AND YOUTH

Increase participation youth engagement

- Maintain a minimum of 5 Israel tours, with over 400 young people to attend Shemesh (summer camps) and increased attendance at Sheleg (winter camp)
- Increase the percentage of children from Reform synagogues attending RSY-Netzer events by 5 per cent
- Increase RSY-Netzer leaders' participation in synagogue youth activities
- Continue and develop at least one further day camp for 5-10 year olds, in partnership with a community or number of communities

Ensure quality education

- Extend Hadracha training to any young person working in a Reform community, and include in the Hadracha course training on working with synagogues
- Increase the number of over-18s participating in events following completion of RSY Netzer's Course Hadracha
- Ensure that all Shemesh leaders are trained through *Chalutz*

Enabling Reform youth to engage, embrace and evolve their ideology

- Increase participation on RSY-Netzer Veidah (Conference)
- Initiate a campaign led by young people on at least one social action issue

JENERATION AND YOUNG ADULTS

Identify and develop leaders

- Seek to engage 40 students with potential in leadership training
- Run a successful second Student Life seminar for year 12s and their parents
- Provide quality support for the graduates of the 2012 seminar into university

Support students at university

- Encourage existing bogrim to consider the establishment of an independent student organisation modelled on RSY-Netzer
- Find ways to engage RSY-Netzer bogrim in Jeneration as they move to university
- Create a progressive chaplaincy framework proactively reaching out to students on the six most populous Jewish campuses
- Establish and maintain a database of all Reform students and year 13s

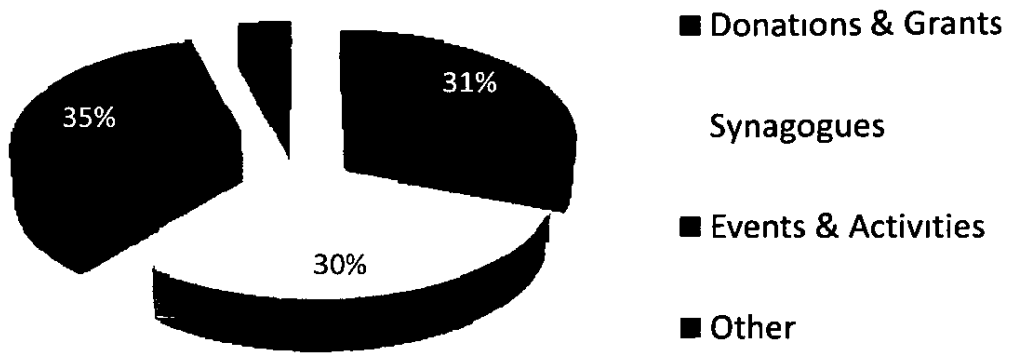
Support those in mixed-faith relationships

- Increase by 20% attendance at mixed-faith events such as "I'm Jewish My Partner Isn't" and the "DIY Wedding Workshop" .

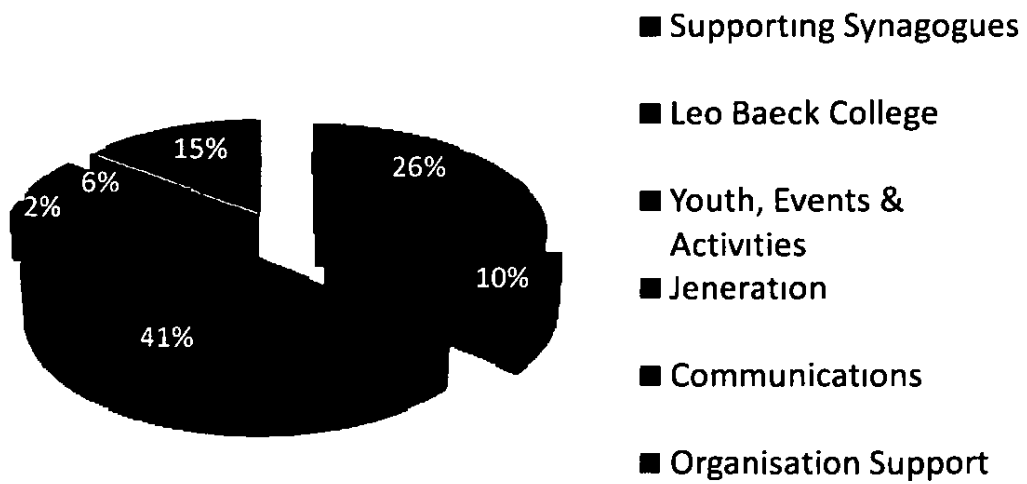
OPERATIONAL EFFECTIVENESS

- Restructure organisation around the priority areas and link staff objectives to them
- Ensure value for money from all third party providers of services
- Increase fundraising from individuals in support of core activities in the Plan which cannot be funded from synagogue subscriptions
- Fundraise against specific projects which are incremental to the Plan

How We Are Funded 2012



Where Our Funding Goes 2012



The Movement for Reform Judaism Review of Financial Position

2012 Accounts

The Financial Statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in 2005.

The total incoming resources amounted to £3,559K for the year. This represented an 8% increase (£269K) over the previous year if the transfer in from the unincorporated charity of £824k in the previous year is excluded. Grants and donations increased as a result of a grant towards The Manor House development works undertaken during the year. These were major improvements to the building which had to be completed in line with the Grade II Listed Buildings regulations.

Activities & Events showed an increase of £118K from the previous year continuing to benefit from five tours for the second consecutive year and once again an increased number of Shemesh participants; however there is a similar rise in the expenditure against this category. In 2012, Fundraising income was up by £8K which was a small increase despite a very difficult market on the back of the downturn in the financial climate. Assessment income from synagogues reduced by £20K due to tightened cashflows

Charitable expenditure during the year amounted to £3,290K. The expenses showed a 6% decrease on 2011 (£196K); this reduction was across all cost categories and reflected the continued effort to reduce the expense base

The net movement in Unrestricted Funds relating to activities in 2012 was £37K. The Restricted Funds increased by £6K and Designated Funds increased by £225K

2013 Budget

The Synagogue Assessment level will remain at 17.5% for all congregations who have agreed to pass their membership lists to the Movement for Reform Judaism. For the remainder it will stay at 20% of their subscription income, including tax refunds, but excluding that income which is received directly towards burial. It is anticipated that the level will be maintained throughout 2013.

Independent Auditors' Report To The Trustees of The Movement for Reform Judaism

We have audited the Financial Statements of The Movement for Reform Judaism for the year ended 31 December 2012 which comprise the Statement of Financial Activities, the Balance Sheet and the related Notes. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charitable company's members, as a body, in accordance with chapter 3 of part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the members, as a body, for our audit work, for this report, or for the opinion we have formed.

Respective responsibilities of Trustees and Auditor

As explained more fully in the Trustees' Responsibilities Statements set out on page 4, the Trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

Our responsibility is to audit and express an opinion on the Financial Statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors

Scope of the audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the Financial Statements sufficient to give reasonable assurance that the Financial Statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed, the reasonableness of significant accounting estimates made by the Trustees and the overall presentation of the Financial Statements. In addition, we read all the financial and non-financial information in the Trustees' Report to identify material inconsistencies with the audited Financial Statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on Financial Statements

In our opinion the Financial Statements.

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2012, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to smaller entities, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Independent Auditors' Report
To The Trustees of
The Movement for Reform Judaism (cont'd)**

Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remunerations specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the Financial Statements in accordance with the small companies regime and take advantage of the small companies exemptions in preparing the Trustees' Report



Jennifer Pope
(Senior Statutory Auditor)

For and on behalf of
Nyman Libson Paul
Chartered Accountants
Statutory Auditors
Regina House
124 Finchley Road
London
NW3 5JS

Date. 23 May 2013

The Movement for Reform Judaism

Statement of Financial Activities

Incorporating Income and Expenditure Account for the year ended 31 December 2012

		Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2012	Total Funds 2011
	Note	£'s	£'s	£'s	£'s	£'s
INCOMING RESOURCES						
Incoming Resources from generated funds						
Voluntary income:						
Grants & donations	2	752,099	128,150	224,967	1,105,216	916,166
Transfer from unincorporated charity	15					824,153
Investment Income						
Interest Income		886	-	-	886	544
Incoming Resources from charitable activities						
Synagogue Services						
Synagogue Assessments	3	1,052,998	-	-	1,052,998	1,073,272
Activities and Events		100,938	1,145,808		1,246,746	1,129,186
Movement Development						
Activities and Events		-	-	-	-	1,666
Services to related organisations		153,235	-	-	153,235	133,945
Other Charitable activities		-	-	-	-	35,500
Total Incoming Resources		£ 2,060,156	£ 1,273,958	£ 224,967	£ 3,559,081	£ 4,114,432
RESOURCES EXPENDED						
Costs of generating funds						
Fundraising, Publicity & Publications	4	206,566	-	-	206,566	224,776
Charitable Activities	5	1,720,628	1,267,493	-	2,988,121	2,892,996
Governance Costs	6	95,655	-	-	95,655	88,802
Impairment Loss		-	-	-	-	279,494
Total Resources Expended		£ 2,022,849	£ 1,267,493	-	£ 3,290,342	£ 3,290,342
Net Income for the year		£ 37,307	£ 6,465	£ 224,967	£ 268,739	£ 628,364
Fund Balances brought forward at 1st January 2012		£ 248,078	£ 247,688	£ 132,598	£ 628,364	-
Fund Balances carried forward at 31st December 2012		£ 285,385	£ 254,153	£ 357,565	£ 897,103	£ 628,364

The Notes on pages 18 to 22 form part of these Financial Statements

The Movement for Reform Judaism Balance Sheet

As at 31 December 2012

Balance Sheet
Company Number 07431950

As at 31 December 2012

	Note	2012 £'s	2012 £'s	2011 £'s	2011 £'s
Fixed Assets					
Tangible Assets	8		391,938		72,724
Current Assets					
Stock of Publications		62,650		79,705	
Debtors	9	104,047		202,197	
Cash at Bank and in Hand		<u>730,290</u>		<u>586,856</u>	
		896,987		868,758	
Creditors Amounts falling due within one year	10	<u>391,822</u>		<u>313,118</u>	
Net Current Assets			505,165		555,640
Net Assets			<u>£ 897,103</u>		<u>£ 628,364</u>
Funds					
Restricted Funds	11		254,153		247,687
General - Designated Funds	12		357,565		132,599
Unrestricted Funds			285,385		248,078
			<u>£ 897,103</u>		<u>£ 628,364</u>

The Financial Statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for smaller entities (effective April 2008)

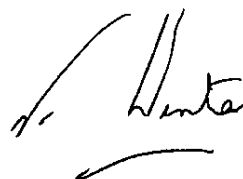
The Notes on pages 18 to 22 form part of these Financial Statements.

Company Number 07431950

Approved by the Board of Trustees on 23 May 2013 and signed on its behalf by



Jenny Pizer
Chair



Paul Winter
Treasurer

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2012

1 Accounting Policies

a Basis of Preparation of Financial Statements

The Financial Statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The Financial Statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in March 2005, applicable accounting standards and the Companies Act 2006.

b Incoming Resources

i Assessment Income

Assessment income is credited to the income and expenditure account on an accruals basis.

ii Grants & Donations

1) All incoming grants and donations are credited on a receivable basis.

2) All outgoing grants and donations are debited on a payable basis.

c Allocation of Costs

Expenditure is charged to the Statement of Financial Activities on an accruals basis as a liability is incurred and is classified as follows:

i Cost of Generating Funds – this comprises all costs incurred with attracting voluntary income to finance the charitable objectives.

ii Charitable Expenditure – this comprises all expenditure incurred in the delivery of activities and services.

iii Support Costs – this comprises central costs which are allocated to the charitable activities and governance costs on a basis consistent with the use of the resources.

iv Governance Costs – this comprises all costs associated with meeting constitutional and statutory requirements.

d Tangible Fixed Assets

Depreciation is provided at the following annual rates in order to write-off each asset over its estimated useful life:

Furniture and equipment - 20% reducing balance.

e Building Development

The building development fund represents the cost of major improvement to the Manor House building at the Sternberg Centre. This fund will be depreciated annually over 50 years.

f Stocks

Stock of publications are valued at the lower of cost or net realisable value.

g Taxation

The Movement for Reform Judaism is a registered charity and therefore is not liable for income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

h Pensions

A money purchase scheme is provided for all qualifying staff and costs are charged to the Statement of Financial Activities as they are incurred.

	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2012	Total Funds 2011
	£'s	£'s	£'s	£'s	£'s
2 Grants and Donations					
UJIA	98,459	-	-	98,459	118,400
Jeneration	-	-	-	-	21,000
Fundraising Income	631,140	-	-	631,140	622,779
Financial Assistance	-	106,003	24,967	130,970	76,057
Others	22,500	22,147	200,000	244,647	77,930
Total Grants & Donations	£ 752,099	£ 128,150	£ 224,967	£ 1,105,216	£ 916,166

	Total 2012 £'s	Total 2011 £'s
3. Synagogue Services Assessments		
Assessment Income	1,132,100	1,159,488
Bad Debt Provision	(79,102)	(86,215)
TOTAL INCOME	£ 1,052,998	£ 1,073,273

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2012

	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2012	Total Funds 2011
	£'s	£'s	£'s	£'s	£'s
4 Cost of Generating Funds					
Fundraising Expense	143,570	-	-	143,570	165,389
Publicity	62,994	-	-	62,994	59,387
	£ 206,564	-	-	£ 206,564	£ 224,776

	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2012	Total Funds 2011
	£'s	£'s	£'s	£'s	£'s
5 Charitable Activities					
Movement Development	757,080	-	-	757,080	772,981
Synagogue Services	963,553	1,267,493	-	2,231,046	2,120,015
	£ 1,720,633	£ 1,267,493	-	£ 2,988,126	£ 2,892,996

Note - Charitable Activities include the following allocation of Support Costs

	Synagogue Services	Movement Development	Total 2012	Total 2011
	£'s	£'s	£'s	£'s
Analysis of Support Costs				
Support Staff Costs	128,189	63,136	191,325	191,231
Training Costs	(186)	(92)	(278)	349
Rent	18,457	9,091	27,548	35,919
Insurance	9,501	4,679	14,180	14,500
Printing, postage, stationery	19,636	9,671	29,307	27,937
Telephone	1,111	548	1,659	5,943
Computer Costs	12,937	6,373	19,310	11,133
Traveling	1,797	885	2,682	4,199
Depreciation	12,181	5,999	18,180	18,181
Other Costs	28,572	14,073	42,645	26,593
	£ 232,195	£ 114,363	£ 346,558	£ 335,985

	Unrestricted Funds	Restricted Funds	Total Funds 2012	Total Funds 2011
	£'s	£'s	£'s	£'s
6 Governance Costs				
Accountancy	86,973	-	86,973	81,041
Audit	8,682	-	8,682	7,761
Total Governance	£ 95,655	-	£ 95,655	£ 88,802

	Total 2012	Total 2011
	£'s	£'s
7 Staff Costs		
Wages and salaries	995,176	988,692
Social security costs	95,388	96,678
Pension costs	66,577	119,691
	£ 1,157,141	1,205,061

	Total 2012	Total 2011
Average number of employees	25	30

The emoluments of one person exceeded £60,000 for the year and fell within the band £100,000-£110,000

An executive pension plan is provided for the Chief Executive, the employer contribution was £7,295

One of the Trustees received £119 of reimbursed expenses during the year

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2012

	Building Development £'s	Furniture & Equipment £'s	Motor Vehicles £'s	Total £'s
8 Tangible Fixed Assets				
Cost				
At 1st January 2012	-	643,136	-	643,136
Additions	320,894	16,501	-	337,395
At 31st December 2012	£ 320,894	£ 659,637	-	£ 980,531
Accumulated Depreciation				
At 1st January 2012	-	570,411	-	570,411
Charge for the year	-	18,180	-	18,180
At 31st December 2012	-	£ 588,591	-	£ 588,591
Net book value				
At 31st December 2012	£ 320,894	£ 71,046	-	£ 391,940
At 31 December 2011	-	£ 72,725	-	£ 72,725

All Tangible Fixed Assets are used in the furtherance of the Chanty's objectives

	2012 £'s	2011 £'s
9 Debtors		
Other debtors	68,686	24,057
Prepayments and accrued income	35,361	178,140
	£ 104,047	£ 202,197

	2012 £'s	2011 £'s
10 Creditors		
Other creditors	109,105	52,453
Other taxation and social security	34,104	32,702
Accruals and deferred income	248,613	227,963
	£ 391,822	£ 313,118

	Movement in Funds			Balance as at 31 12 12 £'s
	Balance as at 01 01 12 £'s	Incoming £'s	Outgoing £'s	
11 Restricted Funds				
RSY- Netzer Events Subsidy Fund	88,775	106,100	78,322	116,553
RSY- Netzer Events	-	1,145,809	1,145,809	-
Jubilee Lecture Fund	1,398	-	-	1,398
Ministers Benevolent Fund	8,028	-	-	8,028
Social Action Crisis Fund	2,132	-	-	2,132
New Jewish Initiative	1,646	-	-	1,646
RSY-Netzer Social Action Fund	1,370	-	-	1,370
Human Rights Seminar	1,872	-	-	1,872
The Zege Young Adults Education Support	4,547	-	950	3,597
Lamedvavnik	46,756	-	15,232	31,524
Jack Petchey Foundation	400	-	-	400
Rissen Funds	20,000	-	-	20,000
J Kennard Funds	5,961	-	-	5,961
RMG Retirement Funds	11,332	-	-	11,332
CST Security Funds	5,000	-	-	5,000
IT Subsidy Funds	9,882	-	-	9,882
Kenya Journey Funds	5,238	-	-	5,238
Jeneration Funds	11,000	-	-	11,000
Madrichim Fee Provision	10,000	-	5,776	4,224
Education Project	12,351	12,000	14,905	9,446
Jewish Community Organiser	-	10,000	6,500	3,500
Mohelm	-	50	-	50
	£ 247,688	£ 1,273,959	£ 1,267,494	£ 254,153

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2012

- 1 The RSY-Netzer Events Subsidy Fund is used to provide financial assistance to young people to enable them to participate in educational activities in Israel and on Shemesh summer activities
- 2 The Jubilee Lecture Fund was raised to pay for a special annual lecture on Reform Judaism
- 3 The Ministers Benevolent Fund is available to support Rabbis and their families in times of financial difficulty
- 4 The Social Action Crisis Fund is available to support social action emergencies
- 5 The New Jewish Initiative Fund is to support a wider Jewish response to current social action concerns
- 6 The RSY-Netzer Social Action Fund is money collected by RSY-Netzer to support a variety of Tzedakah Projects
- 7 The Human Rights Seminar Fund supports interfaith dialogue and action
- 8 The Ziege Young Adults Education Support Fund is to provide education & training help for those who wish to participate in advanced Jewish learning prior to taking up a career within the community
- 9 Lamedvavnik Fund – funds raised are used to further develop the new Movement's prayer book and supporting music resource
- 10 The Jack Petchey Foundation Fund provides awards for outstanding youth leaders in congregations in London and Essex
- 11 The Rissen Fund supports the creation of new prayer books
- 12 The J Kennard Fund provides assistance to young people going on summer schemes
- 13 The RMG Retirement Fund provides assistance to young people going on Israel Tour
- 14 The CST Security Fund assists synagogues to improve their security facilities
- 15 The IT Subsidy Fund provides assistance to young people going on Israel Tour
- 16 The Kenya Journey Fund supports the Kenya Orphan Project
- 17 The Jeneration Fund supports Young Adults on Education Trips
- 18 The Madrichim Fee Provision Fund is financial assistance for Event leaders
- 19 The Education Project Fund supports the "L'Chaim Adult Education Programme" on Reform Values
- 20 The Jewish Community Organiser Fund is to enable the creation of Jewish value-driven projects focused on social action in our communities
- 21 Mohelim Fund is a fund to support the work of those trained professionals who perform the practise of religious ritual circumcision

	Movement in Funds			Balance as at 31 12 12 £'s
	Balance as at 01 01 12 £'s	Incoming £'s	Outgoing £'s	
12 Designated Funds				
Manor House Development	97,598	200,000	-	297,598
Dilapidation Fund	25,000	-	-	25,000
Leadership Development Fund	10,000	24,967	-	34,967
	£ 132,598	£ 224,967	-	£ 357,565

The Manor House Development Fund has been set aside by the Movement Board to be used for future refurbishment cost for Movement's office facilities

The Dilapidation Fund is for ongoing long term maintenance and repairs of certain buildings at the Sternberg Centre

The Leadership Fund is to support the training and development of current and future leaders of the Movement of Reform Judaism

	Tangible Fixed Assets £'s	Net Current Assets £'s	Long Term Liabilities £'s	Total £'s
13 Analysis of Net Assets between Funds				
Restricted Funds	-	254,153	-	254,153
Designated Funds	-	357,565	-	357,565
Unrestricted Funds	391,938	(106,553)	-	285,385
	£ 391,938	£ 505,165	-	£ 897,103

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2012

14. Connected Charities

The Movement for Reform Judaism is an association of 42 Reform congregations throughout the United Kingdom

Connected charities not under the control of The Movement for Reform Judaism are the Leo Baeck College and the Manor House Trust

The contact address for these charities is

The Sternberg Centre

80 East End Road

Finchley

London

N3 2SY

During the year a grant £342,500 was paid to the Leo Baeck College

During the year a grant of £200,000 was received from the Manor House Trust in connection with the Manor House Development Fund

15. Transfer of Funds from Unincorporated Charity

During the previous year the company received funds totalling £824,153 from The Movement for Reform Judaism, an unincorporated registered charity with a Board of Trustees in common

Officer and Advisers

Solicitors

Davenport Lyons
30 Old Burlington Street
London
W1S 3NL

Bankers

National Westminster Bank Plc
3rd Floor, Lough Point
2 Gladbeck Way
Windmill Hill
Enfield
Middlesex
EN2 7JA

Auditors

Nyman Libson Paul
Regina House
124 Finchley Road
London
NW3 5JS

Life President

Sir Sigmund Sternberg KC*SG

President

Rabbi Dr Tony Bayfield CBE

Principal Address

The Sternberg Centre for Judaism
80 East End Road
London
N3 2SY

Company Limited by Guarantee

Company Number 07431950

Registered Charity

No 1139806

**www.
reformjudaism.org.uk**

**www.
rsy-netzer.org.uk**

**www.
jeneration.org**

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Email: admin@reformjudaism.org.uk**

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The movement for
REFORM JUDAISM