NORTH WEST SURREY SYNAGOGUE REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2013

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# REPORT AND FINANCIAL STATEMENTS 31st MARCH 2013

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# SYNAGOGUE INFORMATION

# The Synagogue Council ( Board of Trustees )

juyi	le council ( board o	Thustee	5)			
	Name			Appointed	by:	
	Dennis Lewis		President	AGM		
	Ann Antrich		Chairman	AGM		
	Anthony Sheppard		Vice Chair	AGM		
	Miriam James		Vice Chair	AGM		
	Sharon Barnett		Hon. Secretary	AGM		
	Peter Kammerling		Hon.Treasurer	AGM		
	Alison Benjamin		Senior Warden	AGM		
	Liz Gluckman			AGM		
	Bev Harris			AGM		
	Sarah Harris			AGM		
	Susan Keisler			AGM		
	Jennifer Jankel			AGM	to	04 Nov 2012
		then		Council	from	27 Nov 2012
	Martin Motz			AGM	to	04 Nov 2012
		then		Council	from	27 Nov 2012
	Jonathan Ralston			AGM	to	04 Nov 2012
	Penny Rochman			AGM	to	04 Nov 2012
		then	<i></i>		from	27 Nov 2012
	Dianne Snapper			AGM		
	Charles Somers			AGM		
	Marilyn Glicker			AGM	to	04 Nov 2012

Custodian Trustees (for synagogue assets) T Barth SR Benjamin P Glicker D Lewis

Minister	Rabbi Jaqueline Tabick
Address	Horvath Close Rosslyn Park, Weybridge Surrey KT13 9QZ
Charity Commission No.	256232
Independent examiner	J Mendlesohn FCA DJM Accountants LLP 4th Floor, Brook Point 1412 High Road Oakleigh Park London N20 9BH
Bankers	Lloyds TSB

Weybridge, Surrey

North West Surrey Synagogue is a member of the The Movement for Reform Judaism and is represented on the Board of Deputies of British Jews.

# REPORT OF THE SYNAGOGUE COUNCIL FOR THE YEAR ENDED 31 MARCH 2013

The Synagogue Council presents its report with the Synagogue's accounts for the year to 31 March 2013. The Synagogue's report and accounts will be laid before the members at the Annual General Meeting to be held on 3 November 2013.

## Structure, governance and management

The Congregation of the North West Surrey Synagogue is a charity registered with the Charity Commissioners for England and Wales, and is governed by its Constitution adopted on 30 October 2005 and amended as at 3 February 2008.

The charity is managed by a Council of Trustees. Trustees are elected at the Annual General Meeting but may also be co-opted during the year. Meetings of the Council of trustees are held at approximately 6 weekly intervals.

The Constitution requires the Synagogue Council to prepare accounts for each financial year which give a true and fair view of the state of affairs of the Synagogue and the surplus or deficit of the Synagogue for the period. In preparing those accounts, the Synagogue Council are required to:

Select suitable accounting policies and apply them consistently Make judgements and estimates that are reasonable and prudent State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Synagogue will continue.

The Synagogue Council is also responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Synagogue.

The Synagogue Council has reviewed the major risks to which the Synagogue is exposed and is satisfied that systems are in place to mitigate our exposure to the major risks.

## **Objectives and activities**

The objects of the Synagogue are to provide and maintain a Synagogue for the purpose of public worship and of advancing religious, educational and charitable activities. The Synagogue's mission statement called 'Seeking Our Way' has been distributed to all members; further copies are available by application to the Synagogue's office.

The Synagogue is affiliated to the Movement for Reform Judiasm and is guided by their practices whilst maintaining its independence under the constitution.

## Achievements and performance

A Review of Activities of the Synagogue is circulated to all members together with the trustees report and accounts prior to the Annual General Meeting. Additional copies are available by application to the Synagogue's office.

The Synagogue continues to rely on donations from members as subscription income together with the related tax recovery are not sufficient to cover its costs (which are carefully managed). The size of the membership would need to be increased by approximately 20% for the costs to be covered without the need for additional donations.

All funds continue to show surpluses.

# REPORT OF THE SYNAGOGUE COUNCIL FOR THE YEAR ENDED 31 MARCH 2013 (Cont'd)

## **Future developments**

The Synagogue and community are committed to the maintenance and expansion of the religious, educational and charitable activities.

## Accounts

The Synagogue's accounts appear on pages 5 to 11 of this report.

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees:

With them

H P Kammerling: Hon Treasurer

And Artrich

A Antrich: Chairman Dated 3rd June 2013

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NORTH WEST SURREY SYNAGOGUE

I report on the accounts of the Synagogue for the year ended 31 March 2013, which are set out on pages 5 to 11.

#### Respective responsibilities of trustees and examiner

The charity's trustees consider that an audit is not required for this year (under section 43(2) of the Charities Act 1993 (the Act) and that an independent examination is needed.

It is my responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under section 43(7)(b) of the Act, whether particular matters have come to my attention.

#### Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the Synagogue and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

#### Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements
  - to keep accounting records in accordance with section 41 of the Act; and
  - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

J Mendlesohn FCA Chartered Accountant

DJM Accountants LLP 4th Floor, Brook Point 1412 High Road Oakleigh Park London N20 9BH

Dated: 16/0/ 2013

# STATEMENT OF FINANCIAL AFFAIRS FOR THE YEAR ENDED 31 MARCH 2013

FOR THE YEAR ENDED 31 MARCH 201	3				
		Unrestricted	Restricted	Total funds	Total funds
	Notes	funds	funds	2013	2012
	12	£	£	£	£
INCOMING RESOURCES					
Incoming resources from generated funds					
Voluntary Income	3a	246,628	46,762	293,390	256,764
Activities for generating funds	3b	21,717	12,334	34,051	22,816
Investment income	3c	3,507	4,535	8,042	6,818
Incoming resources from charitable act	ivities	271,852	63,631	335,483	286,398
Other incoming resources	3d	0	0	0	0
Total incoming resources		271,852	63,631	335,483	286,398
RESOURCES EXPENDED					
Direct charitable expenditure					
Rabbinic salary & expenses	4a	75,832	0	75,832	88,373
Education	4b	30,384	õ	30,384	15,821
Movement for Reform Judaism affiliation		25,989	0	25,989	25,382
Premises costs and insurance	4c	36,426	0	36,426	30,363
Administration costs	4d	40,290	0	40,290	40,353
Services and festivals		1,790	0	1,790	687
Board of Deputies		745	3,086	3,831	3,682
Fundraising costs		11,840	0	11,840	3,733
Charitable donations		0	23,253	23,253	23,033
Other direct charitable expenditure	12	0	35,867	35,867	27,752
Total resources expended	7-	223,296	62,206	285,502	259,179
NET INCOMING RESOURCES					
BEFORE TRANSFERS		48,556	1,425	49,981	27,219
Gross transfers between funds	10c	(22,336)	22,336	0	0
NET MOVEMENT IN FUNDS	-	26,220	23,761	49,981	27,219
Funds brought forward 1 April 2012		19,938	810,736	830,674	803,455
FUNDS CARRIED FORWARD AT 31 MARCH 2013	-	46,158	834,497	880,655	830,674
	-				000,014

# **BALANCE SHEET AS AT 31 MARCH 2013**

BALANCE SHEET AS AT 31 MARCH 2013					
		Unrestricted	Restricted	Total funds	Total funds
	Notes	funds	funds	2013	2012
		£	£	£	£
Fixed assets Tangible fixed assets	7	315	393,865	394,180	403,957
	<i>'</i>	010	000,000	001,100	100,001
Current assets					
Debtors and prepayments	8	25,087	0	25,087	18,031
Cash at bank and in hand		91,216	440,632	531,848	472,693
	•	116,303	440,632	556,935	490,724
Creditors: amounts falling due within one year	9	70,460	0	70,460	64,007
within one year	9	70,400	0	70,400	04,007
Net current assets	:- :-	45,843	440,632	486,475	426,717
Total assets less current liabilities		46,158	834,497	880,655	830,674
Creditors: amounts falling due after one year		0	0	0	0
Net assets		46,158	834,497	880,655	830,674
	2.1				
Funds of the charity					
Unrestricted		46,158	0	46,158	19,938
Restricted	10	0	834,497	834,497	810,736
		46,158	834,497	880,655	830,674

Approved by the Board of Trustees (The Synagogue Council) on 03 June 2013 and signed on its behalf by:

Hlk Van

H P Kammerling: Hon. Treasurer

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A Antrich: Chairman

The notes on pages 7 to 11 form part of these accounts

# NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2013

#### 1 BASIS OF PREPARATION

#### Basis of accounting

These accounts have been prepared on the basis of historic cost in accordance with Accounting and Reporting by Charities - Statement of Recommended Practice (SORP 2005) and with Accounting Standards and with the Charities Act 1993.

## Change in basis of accounting

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

#### Changes to previous accounts

No changes have been made to accounts for previous years.

# 2 ACCOUNTING POLICIES

## Incoming resources

## **Recognition of incoming resources**

These are included in the Statement of Financial Activities (SoFA) when the charity becomes entitled to the resources, the trustees are virtually certain they will receive the resources and the monetary value can be measured with sufficient reliability.

## Incoming resources with related expenditure

Where incoming resources have related expenditure (as with fundraising income) the incoming resources and related expenditure are reported gross in the SoFA. Fundraising costs represent the amount actually expended by the charity and do not include goods and services donated by the fund raisers as these are in the main unquantifiable.

# Grants and donations

Grants and donations are only included in the SoFA when the charity has unconditional entitlement to the resources.

# Subscriptions

Subscriptions are included on the basis of those due for the current year after making allowance for any amounts that are unlikely to be collected.

## Tax reclaims on donations and gifts

Incoming resources from tax reclaims on unrestricted income are included in the SoFA at the same time as the income to which they relate.

# Gifts in kind, donated services and facilities and volunteer help.

These are generally not included in the accounts.

## Investment income

This is included in the accounts when receivable.

## **Expenditure and liabilities**

## Liability recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

#### Assets

## Tangible fixed assets for use by the charity

These are capitalised if they can be used for more than 3 years and cost at least £300 and are valued at cost.

# NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2013

#### ANALYSIS OF INCOMING RESOURCES 3

fundsfunds2013 $\pounds$ $\pounds$ $\pounds$ <b>3a</b> Voluntary IncomeSubscription Income (net)128,1870Tax recovery on subscription income38,5370Donations and gifts72,64320,482Tax recovery on donations and gifts7,2615,193Tax recovery on donations and gifts7,2615,193Funeral Scheme018,67418,674Board of Deputies excluding tax recovery02,4132,413 <b>246,62846,762293,3902</b>	l funds 2012 £ 27,292 32,763 53,135 14,046 16,993 2,535 56,764 funds 2012
$\hat{\Sigma}$ $\hat{\Sigma}$ $\hat{\Sigma}$ $\hat{\Sigma}$ <b>3a</b> Voluntary IncomeSubscription Income (net)128,1870128,1871Tax recovery on subscription income38,537038,5371Donations and gifts72,64320,48293,1251Tax recovery on donations and gifts7,2615,19312,454Funeral Scheme018,67418,67418,674Board of Deputies excluding tax recovery02,4132,413Unrestricted Restricted Total fundsTotalfundsfunds2013 $\hat{\mathcal{E}}$ $\hat{\mathcal{E}}$ SbActivities for generating funds1,87001,870Education income1,87001,870Synagogue magazine2570257Services2730273Fundraising15,522015,522	£ 27,292 32,763 53,135 14,046 16,993 2,535 56,764 funds 2012
3a         Voluntary Income           Subscription Income (net)         128,187         0         128,187         1           Tax recovery on subscription income         38,537         0         38,537         1           Donations and gifts         72,643         20,482         93,125         1           Tax recovery on donations and gifts         7,261         5,193         12,454           Funeral Scheme         0         18,674         18,674           Board of Deputies excluding tax recovery         0         2,413         2,413           246,628         46,762         293,390         2           Unrestricted Restricted Total funds         Total funds         2013         £         £         £           Subaction income         1,870         0         1,870         1,870         5         1,870         5         1,870         5         1,870         5<	27,292 32,763 33,135 14,046 16,993 2,535 56,764 funds 2012
Subscription Income (net)       128,187       0       128,187       1         Tax recovery on subscription income       38,537       0       38,537       0         Donations and gifts       72,643       20,482       93,125       12,454         Tax recovery on donations and gifts       7,261       5,193       12,454         Funeral Scheme       0       18,674       18,674         Board of Deputies excluding tax recovery       0       2,413       2,413         Unrestricted Restricted Total funds funds       2013         £       £       £       £         Synagogue magazine       257       0       257         Services       273       0       273         Fundraising       15,522       0       15,522	32,763 53,135 14,046 16,993 2,535 56,764 funds 2012
Subscription Income (net)       128,187       0       128,187       1         Tax recovery on subscription income       38,537       0       38,537       0         Donations and gifts       72,643       20,482       93,125       12,454         Tax recovery on donations and gifts       7,261       5,193       12,454         Funeral Scheme       0       18,674       18,674         Board of Deputies excluding tax recovery       0       2,413       2,413         Unrestricted Restricted Total funds funds       2013         £       £       £       £         Synagogue magazine       257       0       257         Services       273       0       273         Fundraising       15,522       0       15,522	32,763 53,135 14,046 16,993 2,535 56,764 funds 2012
Tax recovery on subscription income       38,537       0       38,537         Donations and gifts       72,643       20,482       93,125         Tax recovery on donations and gifts       7,261       5,193       12,454         Funeral Scheme       0       18,674       18,674         Board of Deputies excluding tax recovery       0       2,413       2,413         Unrestricted Restricted Total funds funds         £       £       £       £         Services       257       0       257         Services       273       0       273       0       273         Fundraising       15,522       0       15,522       0       15,522	32,763 53,135 14,046 16,993 2,535 56,764 funds 2012
Donations and gifts Tax recovery on donations and gifts Funeral Scheme Board of Deputies excluding tax recovery $72,643$ $20,482$ $0$ $18,674$ $18,674$ $2,413$ $20,454$ $2,413$ Z46,628 $46,762$ $293,390$ $293,390$ $2$ $2$ Matrix $246,628$ funds $46,762$ funds $293,390$ $2013$ $£$ $£$ $2$ Activities for generating funds Education income Synagogue magazine Services Fundraising $1,870$ $273$ $15,522$ $0$ $273$	53,135 14,046 16,993 2,535 56,764 funds 2012
Funeral Scheme Board of Deputies excluding tax recovery018,67418,674 $246,628$ $46,762$ $293,390$ $2$ Unrestricted Restricted Total funds fundsTotal $1,870$ 0 $1,870$ Synagogue magazine Services Fundraising $257$ 0 $257$ $273$ 0 $273$ Fundraising	16,993 2,535 56,764 funds 2012
Funeral Scheme Board of Deputies excluding tax recovery       0       18,674       18,674         246,628       46,762       293,390       2         Unrestricted Restricted Total funds       Total funds         3b       Activities for generating funds       £       £       £         Synagogue magazine       257       0       1,870       1,870         Services       273       0       273         Fundraising       15,522       0       15,522	2,535 56,764 funds 2012
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	<b>56,764</b> funds 2012
Unrestricted Restricted Total funds Total funds 2013£ £ £3b Activities for generating fundsEducation income1,87001,870Synagogue magazine2570257Services2730273Fundraising15,522015,522	funds 2012
funds         funds         2013           £         £         £         £           3b         Activities for generating funds         1,870         0         1,870           Education income         1,870         0         1,870           Synagogue magazine         257         0         257           Services         273         0         273           Fundraising         15,522         0         15,522	2012
funds         funds         2013           £         £         £         £           3b         Activities for generating funds         1,870         0         1,870           Education income         1,870         0         1,870           Synagogue magazine         257         0         257           Services         273         0         273           Fundraising         15,522         0         15,522	2012
£         £         £         £           3b         Activities for generating funds         1,870         0         1,870           Education income         1,870         0         1,870           Synagogue magazine         257         0         257           Services         273         0         273           Fundraising         15,522         0         15,522	
3b         Activities for generating funds           Education income         1,870         0         1,870           Synagogue magazine         257         0         257           Services         273         0         273           Fundraising         15,522         0         15,522	
Education income1,87001,870Synagogue magazine2570257Services2730273Fundraising15,522015,522	£
Synagogue magazine         257         0         257           Services         273         0         273           Fundraising         15,522         0         15,522	
Services         273         0         273           Fundraising         15,522         0         15,522	2,015
Fundraising 15,522 0 15,522	624
	374
Other 3,795 12,334 16,129	12,657
	7,146
21,717 12,334 34,051	22,816
	funds
funds funds 2013	2012
$\frac{\pounds}{2}$	£

3c Investment Income Bank Interest

		Unrestricted R	estricted	Total funds	Total funds
		funds	funds	2013	2012
24	Other incoming reserves	£	£	£	£
	Other incoming resources Gain on disposal of fixed assets	0	0	0	0
		0	0	0	0

3,507

3,507

4,535

4,535

8,042

8,042

6,818

6,818

#### 4 ANALYSIS OF RESOURCES EXPENDED

		Unrestricted Ref funds £	estricted funds £	Total funds 2013 £	Total funds 2012 £
4a	Rabbinic salary & expenses Salary	60,396	0	60.396	71,081
NI, pension and other on-costs		11,225	0	11,225	12,597
	Expenses	4,211	0	4,211	4,695
		75,832	0	75,832	88,373

# NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2013

		Unrestricted funds	Restricted funds	Total funds 2013	Total funds 2012
		£	£	£	£
4b		07.0 (0		07.0 (0	10 (00
	Salaries and NI	27,346	0	27,346 3,038	12,180
	Books and other costs	3,038 30,384	0 0	30,384	3,641 <b>15,821</b>
				00,004	10,021
		Unrestricted	Restricted	Total funds	Total funds
		funds	funds	2013	2012
		£	£	£	£
4c	Premises costs and insurance	···· ·			
	Gas & Electricity	6,024	0	6,024	4,871
	Cleaning & Housekeeping	8,056	0	8,056	7,329
	Repairs and security	14,963	0	14,963	10,470
	Insurance	7,383	0	7,383	7,693
		36,426	0	36,426	30,363
		Unrestricted	Restricted	Total funds	Total funds
		funds	funds	2013	2012
		£	£	£	£
4d	Administration costs			-	
	Salaries, fees and NI	17,019	0	17,019	17,045
	Bank charges	528	0	528	551
	Depreciation	9,777	0	9,777	12,023
	Accountancy	1,000	0	1,000	1,000
	Telephone	978	0	978	957
	Postage	1,982	0	1,982	1,359
	Stationary & photocopying Synagogue magazine	3,411	0	3,411	2,292
	Conference costs	2,408 0	0	2,408 0	3,252 0
	Software	967	0	967	782
	Sundry expenditure	2,220	0	2,220	1,092
		40,290	0	40,290	40,353
			100		20
5	DETAILS OF CERTAIN ITEMS OF EXPENDITU	RE		2013	2012
5a	Trustee Expenses		-		
	Number of trustees who were paid expenses			0	0
	Total amount paid			0	0
			=	U	0
				2013	2012
5b	Fees for examination or audit of accounts		8		
	Independent examiner's fees for reporting on the	accounts		1,000	1,000
	Other fees paid to the independent examiner			0	0
6	PAID EMPLOYEES			· · · ·	an Sei
6a	Staff costs			0010	2042
	Cross wages, poletics and have finite that			2013	2012
	Gross wages, salaries and benefits in kind			106,445	102,412
	Employer's national insurance costs Pension Costs			6,364	8,132
			-	<u>7,824</u> 120,633	9,235
				120,033	119,779

# NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2013

# 6b Average number of full-time equivalent employees in the year

			2013	2012
Rabbi			1	1
Administration			1	1
Education			2	2
		<u></u>	4	4

#### TANGIBLE FIXED ASSETS 7

		Freehold land & buildings £	Motor vehicle £	Furniture & equipment £	Total £
7a	Cost or valuation		1.1.1.1.	Engl strakture skinskalander skind	
	Balance brought forward	502,086	11,500	54,845	568,431
	Additions	0	0	0	0
	Disposals	0	0	0	0
	Transfers	0	0	0	0
	Balance carried forward	502,086	11,500	54,845	568,431

# 7b Accumulated depreciation and impairment provisions

	Basis Rate	SL 2%	SL 25%		quipment urniture
	Balance brought forward Depreciation charge for year Disposals Transfers Balance carried forward	98,764 9,457 0 0 <b>108,221</b>	11,500 0 0 <b>11,500</b>	54,210 320 0 5 <b>4,530</b>	164,474 9,777 0 0 <b>174,251</b>
7c	Net book value				
	Brought forward	403,322	0	635	403,957
	Carried forward	393,865	0	315	394,180
8	DEBTORS AND PREPAYMENTS Income tax recoverable Prepaid insurance Sundry debtors and prepayments			2013 £ 20,000 3,752 1,335 <b>25,087</b>	2012 £ 11,600 4,756 1,675 <b>18,031</b>
9	<b>CREDITORS AND ACCRUALS</b> Subscriptions received in advance Sundry creditors and accruals			30,535 39,925 <b>70,460</b>	31,268 32,739 <b>64,007</b>

# NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2013

# 10 RESTRICTED INCOME FUNDS

10a Funds held	
Fund name	Purpose
Building fund	Fund set up for purchase of building
Building maintenance reser	rve Funds set aside from income towards large building maintenance costs
Beautification fund	Funds for the enhancement of the premises
Charitable funds	Donations received for distribution to other charities
Board of Deputies	Membership fees collected on behalf of the Board of Deputies of British Jews
Special Projects fund	Donations received for special projects at the disretion of the trustees
Harry Cohen L'Chaim Fund	To enhance the services offered by the Synagogue - may be used at the discretion of the trustees
Funeral Scheme (incl JJBS	Funeral scheme membership subscriptions
Other restricted funds	Small funds for specific purposes

# 10b Movement of major funds

Tub Movement of major lunds					
	Balances				Balances
	brought	Incoming	Outgoing		carried
	forward	resources	resources	Transfers	forward
Building fund	456,701	1	0	0	456,702
Building maintenance reserve	103,093	0	6,891	31,000	127,202
Beautification fund	4,289	0	0	0	4,289
Charitable funds	1,973	22,165	23,253	0	885
Board of Deputies	436	2,963	3,086	0	313
Special Projects fund	35,263	1,046	2,200	0	34,109
Harry Cohen L'Chaim Fund	54,226	1,385	0	0	55,611
Funeral Scheme (incl JJBS)	30,947	18,674	19,948	0	29,673
Other restricted funds	123,808	17,397	6,828	(8,664)	125,713
Total funds	810,736	63,631	62,206	22,336	834,497
10c Transfers between funds	fund				
			31,000		
From Religion School General Fund to Education costs - Part cost of Senior Teacher (8,664			(8,664)		
11 TRANSACTIONS WITH RELATED PARTIES				0010	

	2013	2012
Movement for Reform Judaism - annual assessment	25,989	25,382
Trustees - payment to trustees or their immediate relatives for teaching and administration within education in accordance with		
standard pay scales: Number of trustees	6	6
Total Value	2,599	2,599