

Charity Registration No. 1151090

Company Registration No. 08281223 (England and Wales)

**LIBERAL JUDAISM (ULPS)**

**ANNUAL REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2017**

## LIBERAL JUDAISM (ULPS)

### LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	Simon Benschoter Jackie Richards Ruth Seager Amelia Viney Ed Herman Tamara Schmidt Rosie Ward David Hockman Robin Moss Graham Carpenter Rosalind Clayton Amanda McFeeeters Karen Newman Rabbi Aaron Goldstein	(Appointed 4 July 2017) (Appointed 4 July 2017) (Appointed 21 November 2017) (Appointed 20 July 2017)
<b>Secretary</b>	Amanda McFeeeters	
<b>Charity number</b>	1151090	
<b>Company number</b>	08281223	
<b>Principal address</b>	The Montagu Centre 21 Maple Street London W1T 4BE	
<b>Auditor</b>	H W Fisher & Company Acre House 11-15 William Road London NW1 3ER United Kingdom	
<b>Bankers</b>	National Westminster Bank Plc Baker Street Branch PO Box 2BA 69 Baker Street London W1A 2BA United Kingdom	

## **LIBERAL JUDAISM (ULPS)**

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The trustees present their report and accounts for the year ended 31 December 2017.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the Charity's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (as amended for accounting periods commencing from 1 January 2016)".

**Objectives and activities**

The principal objective of Liberal Judaism is to promote religion by teaching and to advance the beliefs and practices of Liberal and Progressive Judaism generally.

Liberal Judaism provides religious, educational, youth, cultural and social activities and materials both to its constituents and members. It develops, assists and supports new groups and congregations. It supports in both finance and personnel the work of other associated bodies including the Leo Baeck College and the World Union for Progressive Judaism.

Liberal Judaism publishes prayer books, pamphlets, newsletters, statements of belief and other publications of wider Jewish interest. It speaks out on issues relating to Judaism generally, Liberal Judaism specifically and responds to matters of a social and ethical nature.

The trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to guidance published by the Charity Commission in regards to public benefit in deciding what activities the charity should undertake.

**Strategic objectives**

In 2014 the Board of National Officers commissioned a major research and development project which aimed to work with a wide range of stakeholders to set a strategy for Liberal Judaism for the next five years. After a year-long consultation with members and stakeholders from all communities, levels of engagement and age groups, a number of objectives were identified which were considered to be crucial elements of the organisation achieving the principal objective, as well as the aim articulated in the organisation's publicity material:

*Liberal Judaism is the dynamic, cutting edge of modern Judaism. It is an active force for good in lives of Jews and wider society.*

These objectives break down into eight overall headings:

1. Leadership
2. Education and Learning
3. Theology and Liturgy
4. Membership
5. Community Care and Volunteering
6. Communications
7. Israel
8. Liberal Judaism as Political Judaism

Under each of these headings, detailed objectives were outlined; outcomes from these objectives are set on an annual basis by staff and the Board of National Officers. The achievements of the organisation in 2017 have been assessed against these detailed objectives, and are presented later in this report with planned activities to meet objectives in 2018.

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**Overview of achievements and performance**

Over the last year, as we celebrated 115 years of Liberal Judaism, the movement once more expanded its membership, its outreach and its influence both within and outside of the Jewish community.

Liberal Judaism also continued its remit of providing education, religious and community services to its constituents and to wider Anglo Jewry.

Liberal Judaism's flagship event for 2017 was the Day of Celebration, held at Northwood & Pinner Liberal Synagogue (NPLS). The conference saw 250 impassioned Jews of all ages, and representing 32 different communities, debating everything from fighting antisemitism to how to use faith as a force for good.

Tackling the theme 'Is Liberal Judaism Political Judaism?', once again Liberal Judaism and its members didn't shy away from difficult conversations, informed debate and new ideas.

The event's keynote speakers were Reverend Rose Hudson-Wilkin – chaplain to both the Queen and the Speaker of the House of Commons – and Lord (Alf) Dubs, who came to Britain on the Kindertransport in 1939 and is a renowned campaigner for today's refugees.

Both spoke passionately on the need for Liberal Jews to use their influence to get involved with politics and try and make a difference in society.

The other key highlight of 2017 was Liberal Judaism's inaugural fundraising concert, the first time such an event has been held in the movement's 115 year history.

The event – which took place at The Liberal Jewish Synagogue – saw world-renowned musicians David Dolan, Abigail Dolan and Thomas Carroll receive a standing ovation for their programme of classical music and improvisation. It also included a champagne reception, raffle and silent auction.

Liberal Judaism's rabbis, officers and members also played a leading role in the World Union for Progressive Judaism (WUPJ) Connections 2017 Conference.

The Biennial event was this year held in Jerusalem and was attended by Liberal Judaism's senior rabbi, Rabbi Danny Rich, chair Simon Benscher, president Rabbi Dr Andrew Goldstein, director of strategy and partnerships Rabbi Charley Baginsky, vice president Rabbi Harry Jacobi, officers Robin Moss and Graham Carpenter, Rabbis Richard Jacobi and Lea Mühlstein and others from the movement.

Lea, Robin and Graham all delivered well-received sessions, while Harry made history by attending for more than 70 years – his first conference dating back to 1946 with Rabbi Dr Leo Baeck.

Liberal Judaism joined with Jews around the world in celebrating the 100th anniversary of the Balfour Declaration with a series of events around the country.

The movement also continued to bring a Judaism that is both modern and authentic to people and communities away from London and the usual Jewish bubbles.

The first ever combined service of Liberal Judaism's northern communities took place in York, attended by around 120 people. The year also saw the first batmitzvah in Preston for half a century, the first ever Liberal Judaism Shabbat service in Leeds and Rabbi Mark Solomon addressing the Scottish Parliament in his capacity as rabbi for Sukkat Shalom: Edinburgh Liberal Jewish Community.

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The whole movement's commitment to all forms of social action continued to gather pace in 2017, often working alongside those of other faiths.

South London Liberal Synagogue's plan to turn part of the shul into a flat to house a refugee family made headlines across the UK and Israel and has now raised enough funds that building work can begin.

Rabbi Danny Rich helped to build a sukkah inside East London Mosque, assisted by a refugee family and local Muslim leaders, as part of an event to launch a new foundation for those fleeing Syria.

Many community events – including a fun day at Ealing Liberal Synagogue, a South Bucks Jewish Community relay and a two-day 103km walk by Southgate Progressive Synagogue's Rabbi Yuval Keren – raised thousands of pounds for good causes.

Mitzvah Day was another opportunity to show Liberal Judaism at its best, as communities and members worked with Muslims, Christians and people of all other faiths and none, all around the country, in a series of good deeds from cooking for the homeless and vulnerable to visiting care homes to picking litter and tidying areas of local beauty.

Liberals were honoured at the Mitzvah Day Awards, as Nottingham Liberal Synagogue won the Mitzvah Day 365 Award for its Salaam Shalom Kitchen, while East London & Essex Liberal Synagogue member Sonia Muscovitch was named Outstanding Mitzvah Day Individual for her work with Langdon. Northwood & Pinner Liberal Synagogue was a runner-up in the Outstanding Interfaith Partnership category.

Volunteering was also a key strand of Liberal Jewish work all year round, with members of all ages giving their time to help others.

This included many young Liberal Jews, who volunteered and fundraised through LJY-Netzer, as well as their schools, universities and Jewish societies.

Twelve members of LJY-Netzer received a v100 certificate for recording 100 hours of time helping others, while leader Lauren Keiles won the World Union of Jewish Student's Emerging Jewish Leadership Award.

Members of LJY-Netzer also raised £645 for South London Liberal Synagogue's refugee flat project, by collectively completing a marathon on their Machaneh Kadimah summer camp.

LJY-Netzer also sent its largest ever delegation of young people on Israel Tour, with 49 participants and five leaders spending a month in the country, as well as running hugely successful spring and summer camps, leadership training and weekend events.

Liberal Judaism's ground-breaking LGBTQI+ work continued in 2017 with campaigns, seminars and the launch of Rainbow Pilgrims – a landmark project that discovers the hidden history of LGBTQI+ migrants in the UK past and present.

Liberal Judaism also made history by becoming the first Jewish movement in the world to offer ketubot especially written for same sex couples and those who prefer a non binary or gender neutral format.

Thanks to funding from the NLPS Trust, a range of initiatives were created or extended in 2017 including the provision of bursaries to LJY-Netzer participants and the continuation of the popular student packs project.

In terms of PR and communications, 2017 was another very strong period for Liberal Judaism.

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The movement kept a high media profile throughout the year with regular news stories, pictures and commentary in the Jewish press and local newspapers, as well as crossing over into the national and mainstream media.

Finally, the Alliance for Progressive Judaism – formed by Liberal Judaism and the Movement for Reform Judaism – appointed Carrie Shaw as its Israel Desk coordinator. This was a ground-breaking year of building partnerships, making communities aware of the resources available to them and beginning to help develop the relationship between Liberal Judaism communities and IMPJ communities.

**Achievements in 2017 and Planned Activities for 2018**

**1. Leadership**

- Responsive leadership model which seeks to drive change, whilst empowering and encouraging engagement across the movement.
- Developing partnerships that enable, support and nurture leadership at all levels.
- Supporting a diverse leadership that represents all parts of the Liberal Jewish community.

**In 2017 we:**

- Performed a simple governance review of Liberal Judaism, using PQASSO, to identify areas of development
- Developed the induction programme for BoNO
- Started to work on developing a better understanding of the needs of Chairs and Treasurers, and experimented with different ways to deliver support
- Developed role descriptions for some Liberal Judaism Officer posts.
- Continued to develop Alliance projects, including the joint delivery of Chaplaincy support.

**In 2018 we will:**

- Improve the process of electing members of the Board of National Officers, making this more transparent and using best practice within our sector
- Continue to work with Chairs and Treasurers to offer opportunities to share knowledge and develop skills
- Offer training for new trustees in our communities
- Maintain our commitment to supporting our existing Alliance projects and developing new strands
- Work with LJY-Netzer to develop leadership mentoring and support in the community

**2. Education and Learning**

- To offer strong and meaningful Liberal Jewish education across all generations.
- To share good educational practice and resources across the movement.

**In 2017 we:**

- Developed community learning on the topic of political Judaism via the LAFTAs in the run up to the Day of Celebration and with sessions on the day for all ages
- Offered a range of learning opportunities at the Montagu Centre, including lunchtime mishnah sessions led by a range of rabbis.
- Included learning resources in student packs and Shabbat packs that covered a range of topics, supporting these with visits from the Liberal Judaism chaplain.
- Continued to offer the Melton programme and develop other partnership opportunities for learning, including in partnership with Reform Judaism
- Raised funds to continue to develop high quality session planning and learning for LJY-Netzer

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**In 2018 we will:**

- Invite world class educators to Biennial to deliver educational sessions to members
- Continue to explore different formats for delivering learning, including online provision
- Develop informal learning through events in the Montagu Nights programme
- Develop the Liberal Judaism Resource Bank to make it a more user-friendly site to find learning resources and support
- Work on an Alliance project to develop a learning programme for Safeguarding, including policy writing and implementation for different levels within the community
- Promote the use of Educare through Liberal Judaism for community leaders
- Work in partnership with the Board of Deputies to create a Jewish Living Exhibition with resources based on the practice of Liberal Judaism for the first time

**3. Theology and Liturgy**

- To offer relevant, responsive, inspiring and diverse ritual and liturgy that meets the contemporary needs of our community.
- To continue to develop an authentic Liberal Jewish theology.
- To proactively seek points of connection beyond classical forms of religious engagement.

**In 2017 we:**

- Continued to work on the development of a new siddur and liturgy for Liberal Judaism, including the delivery of an education pack and consultation with members
- Prepared the theological content of Biennial 2018, looking at creating a rich choice of services ranging from classical Liberal Jewish to experimental styles.
- Continued to effectively use Jewish media to publish a range of pieces reflecting Liberal Jewish theology
- Ran a music day on the same weekend as the Day of Celebration, including a national competition for a new piece of liturgical music

**In 2018 we will:**

- Trial the Shabbat morning service from the new siddur
- Run sessions at Biennial that will give access to elements of the new siddur and enable participants to feed into siddur development
- Run a track at Biennial on liturgy, including a Rabbinic Conference led session on the theology of liturgy
- Develop opinion pieces and liturgical responses in the Jewish media
- Develop rabbinic conference to enable more space for liturgical development and theological thinking

**4. Membership**

- To widen the parameters of membership and engagement within Liberal Jewish communities.
- To build a sense of membership beyond one community or location.
- To see retention as equally important as growth.

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**In 2017 we:**

- Used the Liberal Judaism website and social media to build community and connection for Liberal Jews in a wide variety of locations, using these resources to stream events and services.
- Developed community matching around specific issues like music, and organised pulpit swaps and rabbinic cover to build a sense of community partnership in communities that are close either in size or location

**In 2018 we will:**

- Develop a new series of leaflets, written by members of rabbinic conference, which will outline Liberal Jewish thought on a range of contemporary and relevant issues.
- Starting with the JPR research on non-affiliated Jews, develop a new membership scheme in partnership with communities for those under 40 and not attached to any community
- Develop an exhibition for Biennial and beyond, titled 'My Jewish Story', to highlight the diversity and range of Liberal Judaism's membership
- Develop our partnership with Reform Judaism as part of the Alliance to improve outreach work on campus

**5. Community Care and Volunteering**

- To tackle changes within community demographics and volunteering, proactively and as a whole community.
- To inform and support the implementation of the practical, legal and moral obligations that Liberal Judaism communities are required to adhere to.

**In 2017 we:**

- Encouraged more of our youth leaders to use the VFifty/Vinspired accreditation scheme to recognise their participation.
- Included an element of community volunteering for all of our young leaders as an integral part of their leadership training
- Continued to signpost the best community resources through the resource bank, social media and Council meetings.
- Started work on improving inclusion and access to our events
- Continued to support engagement with Mitzvah Day within Liberal Judaism communities, seeing an increased level of participation

**In 2018 we will:**

- Develop resources for communities to support the implementation of GDPR
- Deliver safeguarding training to a range of community leaders and support the development of high quality safeguarding policies and procedures for all communities
- Include an inclusion track on Biennial as part of a wider piece of work that will audit our access and inclusion across the movement, including all events and services
- Signpost members to high quality training and support available within and outside the Jewish community.

**6. Communications**

- To set the agenda as a proactive, dynamic movement with a variety of voices supporting a vision of Liberal Judaism and its place in the world.
- To communicate clearly and effectively on a local, national and international level.

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**In 2017 we:**

- Continued to develop our relationships with the Jewish and non-Jewish media, with articles and opinion pieces across a range of printed and non-printed sources
- Continued to review and update the website, improving the user experience and ensuring it was compliant with EU Cookie regulations
- Made it easier to receive donations online, using BT MyDonate and connecting it to the website and ebulletin
- Increased publicity about our fundraising activities, supporting new fundraising events and implementing a new communications strategy for fundraising
- Set up a Liberal Judaism Instagram account and launched it at the inaugural fundraising concert

**In 2018 we will:**

- Live stream as many sessions at Biennial as possible
- Promote Liberal Judaism, using the 'The home for your Jewish story' platform in a range of locations and media where we might not be expected to be present
- Work with the PR and Comms teams in other communal organisations to increase our reach and make our shared voice louder
- Assist LJP-Netzer to upgrade their website
- Set up a monitoring system to assess the impact of social media and the website; identifying the most useful channels and methods of communication
- Redesign Liberal Judaism ketubot to include options for same sex couples and non-binary couples

**7. Israel**

- To develop and communicate a vision of what it means to be a Progressive Zionist organisation.
- To shift the paradigm of a relationship with Israel that is grounded in mutuality and the sharing of resources and relationship.

**In 2017 we:**

- Worked with the Jewish Leadership Council on the communal response to the anniversary of the Balfour Declaration.
- Through our Israel desk, supported communities to plan events for the anniversary of the Balfour declaration, as well as promoting events through the Alliance.
- Built relationships with partner organisations in Israel, including IMPJ, Leo Baeck Educational Centre Haifa, the Sir Charles Clore Centre (AKKO), Arzenu and WUPJ
- Continued to work with a Shin Shin, and any other resources available to LJP-Netzer, to support high quality Israel education for our young members
- Actively participated in the World Union for Progressive Judaism conference in Jerusalem, sending the largest Liberal Judaism contingent ever.
- Increased Liberal Judaism representation at leadership level in the World Union for Progressive Judaism, including a Liberal Judaism rabbi leading the World Union Conference flagship service.

**In 2018 we will:**

- Continue to use the Israel desk to build and develop partnerships with progressive Jewish organisations in Israel

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- Co-ordinate events in the UK for our partner progressive movements in Israel
- Offer resources and support to communities and contribute to communal events around the 70<sup>th</sup> anniversary of the founding of the state of Israel
- Work to bring high-quality speakers, representing key Israeli organisations, to deliver sessions at Biennial
- Develop our gap year programme, Shnat, to make it accessible to a greater number of participants
- Deliver a progressive Birthright tour for young Liberal Jews

**8. Liberal Judaism as Political Judaism**

- To speak out on every issue that conflicts with a Liberal Jewish ideal of social justice, without fear and without being politically partisan.
- To promote a Liberal Judaism that is prophetic, vocal about issues of social inequality, mindful of the needs of minorities and is called to serve the needs of the community around us as well as the community we are within.

**In 2017 we:**

- Continued to fund a Social Justice Worker, in conjunction with Citizens UK and Middlesex University Students' Union, to develop Liberal Judaism's programme of social action
- Conducted a review of social justice work across the movement and started to work on implementing the recommendations made
- Supported Liberal Judaism communities in their social action work, linking up and publicising action, particularly around refugees

**In 2018 we will:**

- Implement the review of social justice work conducted by Citizens UK and Liberal Judaism
- Bring together a new social justice leadership group to lead on social justice work and training across the movement
- Bring together social justice work across communities, developing and promoting models within different communities to increase impact across the movement

**Fundraising**

In 2017 Liberal Judaism implemented a fundraising strategy that begin building foundation for Liberal Judaism as 'The Home for Your Jewish Story' This has enabled us to think of fundraising priorities in the context of this narrative, sharpening our focus and enabling a process of setting our funding goals.

In 2017 we successfully developed a fundraising concert of music at the LJS, which included beautiful music from world renowned musicians. At this event we also ran a silent auction for the first time in our recent fundraising history and introduced a young friends and patrons scheme, with the aim of widening the range of donors and relationships across the movement.

In 2018 we will be focussing on developing the new young friends and patrons scheme, and will be offering a gala dinner as well as our annual patrons dinner. This is the first time we will be running a fundraising dinner, as our Patron's dinner is intended as a thank you for our ongoing supporters. The emphasis of the dinner will be on celebrating our youth work and raising funds for LJS-Netzer, reconnecting people who may have been out of touch since their youth movement days.

During 2018 we will also be developing a community patrons scheme and working on increasing awareness of legacy giving.

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**Structure, governance and management**

Liberal Judaism (ULPS) is established as a charitable company limited by guarantee and is a registered charity with the Charity Commission (No 1151090). The charity's affairs are governed by its Memorandum and Articles of Association which allows for any activities covered by the charity's objectives with no restrictions. In the event of the company being wound up the maximum each member will contribute will be £1.

The trustees, who are also the directors for the purpose of company law, and who served during the year:

Simon Benschoter (Chairman)

Ruth Seager (Vice Chair)

Rosie Ward (Treasurer)

Dr Howard Cohen (Company Secretary; resigned July 2017)

Amanda McFeeters (Company Secretary; elected July 2017)

Ed Herman

David Hockman

Jackie Richards

Robin Moss

Tamara Schmidt

Amelia Viney

Graham Carpenter

Ros Clayton (Elected July 2017)

Karen Newman (Appointed November 2017)

Rabbi Richard Jacobi (Co-chair of Rabbinic Conference; resigned July 2017)

Rabbi Alex Wright (Co-chair of Rabbinic Conference; resigned July 2017)

Rabbi Aaron Goldstein (Chair of the Conference of Rabbis and Cantors, appointed July 2017)

The trustees of Liberal Judaism, known as Officers, are recruited on the basis of skills that they can offer where gaps exist in the trustee group. Consideration is also given to the representation of a cross section of Liberal Judaism's membership on the Board of National Officers.

Officers can be co-opted during the year by the Board of National Officers, for their election to be confirmed at the AGM or Council, or can stand at the AGM for direct election. Officers serve three- year terms. The trustees' induction and training programme is reviewed regularly. The Board of National Officers delegate day-to-day decision making on matters relating to employment of staff, PR and business planning to the Chief Executive, Rabbi Danny Rich.

The Board of National Officers meet eleven times during the year to consider strategic and business matters that have an impact on the organisation. The Board of National Officers are mandated to make decisions on these matters by the Council, which meets quarterly and is comprised of representatives from all member communities.

There are no related organisations.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

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**Financial review**

**General**

The Chief Executive is delegated by the Board of National Officers (BoNO), to generate funds that enable the delivery of a range of services whilst maintaining tight controls on spending. At financial year-end a surplus of £31,053 was recorded; this is in comparison to a deficit of £57,540 in 2016.

At the end of 2010, Liberal Judaism purchased an extension to Edgwarebury Cemetery, borrowing in excess of £190,000 from six constituent communities who participate in the burial scheme. The loans were for a minimum of 5 years and a maximum of 10 years, and by the end of the seventh year, 31st December 2017, some 78% had been repaid.

At the year-end reserves were £616,836 (2016: £585,783), consisting of £81,698 general unrestricted funds (2016: £43,837), £505,525 designated funds (2016: £489,333) and £32,613 restricted funds (2016: £52,613).

**Income**

Total income was up by some £186,383 from 2016 (£1,793,589: £1,607,206 in 2016). Income increased across all areas of the organisation from 2016, including in the areas of cemetery scheme income (increase of £111,298), youth income (increase of £12,502), congregational subscriptions (decrease of £440), outreach and rabbinic services (decrease of £12,139) and other incoming resources (decrease of £9,721) This is due to an increase in activities and an increase in uptake of services, including a higher number of participants in LJY-Netzer events.

**Expenditure**

In 2017 total expenditure increased by £97,790. (2017 £1,762,536: 2016 £1,664,746). There were increases in expenditure from 2016 on youth activities (£46,447) and funeral and cemetery costs (£46,538) due to an increase in activity in both areas, and linked to an associated increase in income.

Staffing costs also rose (£67,151) but were covered in part by increased grant income. Depreciation was also £8,755 higher than 2016; this was due to an adjustment in the way this was calculated.

LJ staff are very aware that LJ's success is in no small part dependent on their maintaining tight financial control on their own particular projects; wherever possible, projects are run on the basis of break even or small surplus budgets. A number of contracts and service agreements were reviewed during the year to ensure that the organisation is receiving good value for money.

The pay and remuneration of all staff, including senior management personnel, is set annually through a review process conducted by the Board of National Officers. This process includes a review of salaries for similar positions in other non-profit organisations, particularly in the Jewish charity sector, and rabbinic contractual arrangements recommended by the Liberal Judaism Rabbinic Conference.

**Fundraising**

Liberal Judaism manages all fundraising internally and did not use external agencies or fundraisers in 2017. Fundraising is overseen by the Director of Strategy and Partnerships, Rabbi Charley Baginsky, with support from the Events Manager, Tom Rich. The key elements of the fundraising strategy are a Patron's scheme for donors paying £2,500 per annum and above, a Friends scheme for donors giving less than £1,500 per annum, one off donations and grant funding from a range of sources.

We received some large one-off donations during 2017; in addition to a Patron's donation received in 2018, there was an overall increase of £49,775 in monies received from donors. This exceeded the budget set for 2017 by £44,416. There was an increase in fundraising expenses of £3,106 during 2017, which was due to additional costs incurred by the inaugural Liberal Judaism fundraising concert in November 2017. This concert included the launch of the new Friends scheme, as well as a successful silent auction.

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All donors are contacted through person to person fundraising, with contact limited to prevent intrusion and pressure. Fundraising communications are managed with regard to the General Data Protection Regulation. No complaints about fundraising were received in 2017, although a robust complaints process is publicised. In 2018 Liberal Judaism will register with the Fundraising Regulator.

In addition to the generosity of our Patrons and donors, a number of specific grants were received from the NLPS Trust for Progressive Judaism, the UJIA, the Children's Aid Committee, Jewish Child's Day, The Jewish Youth Fund, The Heritage Lottery Fund and Netzer Olami. These grants totalled £100,913 in 2017.

**Risk - significant events, risk and uncertainties**

There were no areas where financial risk had a significant impact on income in 2017.

The most significant financial uncertainties and risks experienced by Liberal Judaism relate to the availability of different funding sources, all of which have different vulnerabilities. These risks are managed using a variety of strategies:

1. **Donors** – this funding stream is always open to variation, with the Liberal Judaism Council of Patrons making up the majority of donations through a minimum contribution of £2500 per annum. Donors are thanked every year at a special dinner. A new Friends scheme for donors making a contribution of less than £2500 per annum was launched in late 2017. An annual fundraising event was launched in November 2017, which also increased one-off donations.
2. **Collection of Congregational Fees** - in a challenging economic climate, affiliation fees can be affected, as lower membership fees are collected by communities. Liberal Judaism is working with member communities to support development and growth, which will lead to increased membership. Income from congregational fees remained consistent in 2017.
3. **Grants** - Liberal Judaism accesses grants from a range of funders to develop and deliver core programmes (LJY-Netzer) and new projects. Project work can be delayed until suitable funding is awarded, so it is important that Liberal Judaism maintains good relationships with funders and identifies new funding opportunities.
4. **Sale of Services** - a range of services are sold to member communities (mainly rabbinic support) and to non-members (mainly funeral services). In 2017 the budget target for non-member funeral income was £88,000, which was exceeded, but this target is something that the organisation has limited control to achieve. To mitigate this risk, the targets are kept at a sensible level and reduced year on year – from £100,000 in 2016 - and the organisation works to deliver an efficient, caring service that is publicised discreetly and through word of mouth.

Other financial risks that could have an impact on Liberal Judaism include:

- Fraudulent activity – the organisation has a range of internal audits and controls for payment, approval and payment. These are tested annually and subject to constant review and improvement.
- Reserves – a reserves policy was developed in 2017 that aims to set aside £20,000 per annum. This was achieved in 2017.
- Stock – stock levels are reviewed against sales and gifts every 6 months.

There are no additional major risks, uncertainties or events which anticipated or forecast for 2018.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months' expenditure. The trustees consider that reserves at this level will ensure that in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

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On behalf of the Board of Trustees



Simon Benscher

Trustee

Dated: 30/04/2018

## **LIBERAL JUDAISM (ULPS)**

### **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

**FOR THE YEAR ENDED 31 DECEMBER 2017**

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The trustees, who are also the directors of Liberal Judaism (ULPS) for the purpose 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 Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# LIBERAL JUDAISM (ULPS)

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF LIBERAL JUDAISM (ULPS)

#### Opinion

We have audited the financial statements of Liberal Judaism (ULPS) (the 'charity') for the year ended 31 December 2017 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

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 2017 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the accounts section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the accounts in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

#### Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' Report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

## **LIBERAL JUDAISM (ULPS)**

### **INDEPENDENT AUDITOR'S REPORT (CONTINUED)** **TO THE MEMBERS OF LIBERAL JUDAISM (ULPS)**

#### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which 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' remuneration 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 and from the requirement to prepare a strategic report.

#### **Responsibilities of trustees**

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: <http://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

#### **Use of our report**

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 auditors' 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 charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

*H W Fisher & Company*

Andrew Rich (Senior Statutory Auditor)  
for and on behalf of H W Fisher & Company

Chartered Accountants

Statutory Auditor

Acre House

11-15 William Road

London

NW1 3ER

United Kingdom

4/9/18

## LIBERAL JUDAISM (ULPS)

### STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2017

	Notes	Unrestricted funds general	Unrestricted funds designated	Restricted funds	Total 2017	Total 2016
<b>Income from:</b>						
Donations and legacies	3	193,539	-	-	193,539	108,641
Charitable activities	4	1,519,131	-	80,913	1,600,044	1,498,544
Investments	5	6	-	-	6	21
<b>Total income</b>		<b>1,712,676</b>	<b>-</b>	<b>80,913</b>	<b>1,793,589</b>	<b>1,607,206</b>
<b>Expenditure on:</b>						
Raising funds	6	11,564	-	-	11,564	8,458
Charitable activities	7	1,650,059	-	100,913	1,750,972	1,656,288
<b>Total expenditure</b>		<b>1,661,623</b>	<b>-</b>	<b>100,913</b>	<b>1,762,536</b>	<b>1,664,746</b>
<b>Net incoming/(outgoing) resources before transfers</b>		<b>51,053</b>	<b>-</b>	<b>(20,000)</b>	<b>31,053</b>	<b>(57,540)</b>
Gross transfers between funds		(13,192)	13,192	-	-	-
<b>Net income/(expenditure) for the year/ Net movement in funds</b>		<b>37,861</b>	<b>13,192</b>	<b>(20,000)</b>	<b>31,053</b>	<b>(57,540)</b>
Fund balances at 1 January 2017		<b>43,837</b>	<b>489,333</b>	<b>52,613</b>	<b>585,783</b>	<b>643,323</b>
<b>Fund balances at 31 December 2017</b>		<b>81,698</b>	<b>502,525</b>	<b>32,613</b>	<b>616,836</b>	<b>585,783</b>

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# LIBERAL JUDAISM (ULPS)

## BALANCE SHEET

AS AT 31 DECEMBER 2017

	Notes	2017	2016
		£	£
<b>Fixed assets</b>			
Tangible assets	12	639,598	647,517
<b>Current assets</b>			
Stocks	14	33,579	34,754
Debtors	15	314,130	189,144
Cash at bank and in hand		113,652	101,211
		461,361	325,109
<b>Creditors: amounts falling due within one year</b>	16	(484,123)	(386,843)
Net current liabilities		(22,762)	(61,734)
<b>Total assets less current liabilities</b>		616,836	585,783
<b>Income funds</b>			
Restricted funds	18	32,613	52,613
<b>Unrestricted funds</b>			
Designated funds	19	502,525	489,333
General unrestricted funds		81,698	43,837
		584,223	533,170
		616,836	585,783

The financial statements were approved by the Trustees on 1st July 2017



Simon Benschoter  
Trustee

Company Registration No. 08281223

## LIBERAL JUDAISM (ULPS)

### STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2017

Notes	2017 £	2016 £
<b>Cash flows from operating activities</b>		
Cash generated from operations	23	40,227
		33,080
<b>Investing activities</b>		
Purchase of tangible fixed assets	(8,845)	(1,066)
Interest received	6	21
	—	—
<b>Net cash used in investing activities</b>		(8,839)
		(1,045)
<b>Financing activities</b>		
Repayment of borrowings	(18,992)	(10,000)
	—	—
<b>Net cash used in financing activities</b>		(18,992)
		(10,000)
<b>Net increase in cash and cash equivalents</b>		12,396
		22,035
Cash and cash equivalents at beginning of year	101,167	79,132
	—	—
<b>Cash and cash equivalents at end of year</b>		113,563
	—	101,167
<b>Relating to:</b>		
Bank balances and short term deposits	113,652	101,211
Bank overdrafts	(89)	(44)
	—	—

# LIBERAL JUDAISM (ULPS)

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2017

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### 1 Accounting policies

#### Company information

Liberal Judaism (ULPS) is a charitable company limited by guarantee and is a registered charity with the Charity Commission (No 1151090). Liberal Judaism aims to promote religion by teaching and advancing the beliefs and practices of Liberal and Progressive Judaism.

The registered address for Liberal Judaism is The Montagu Centre, 21 Maple Street, London, W1T 4BE.

#### 1.1 Accounting convention

The accounts have been prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102"), "Accounting and Reporting by Charities" the Statement Recommended Practice for charities applying FRS 102, the Companies Act 2006. The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The accounts have been prepared under the historical cost convention.

#### 1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives unless the funds have been designated for other purposes.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are funds that can only be used for particular restricted purposes within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

#### 1.4 Incoming resources

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Congregational subscriptions relate to monies receivable from member synagogues. Ground fees relate to monies receivable for membership to the burial scheme. Donations are received by gift aid and covenants. Such income is included in income on a receivable basis.

Funeral income relates to monies receivable from the charity's performance of funeral services and burials.

Youth and Kadimah income relates to monies receivable for the services and activities provided.

Income from grants is included in incoming resources when these are receivable.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

# **LIBERAL JUDAISM (ULPS)**

## **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)** **FOR THE YEAR ENDED 31 DECEMBER 2017**

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### **1 Accounting policies**

**(Continued)**

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

#### **1.5 Resources expended**

Resources expended are accounted for on an accruals basis and include attributable VAT, which cannot be recovered. Costs have been directly attributed to one of the functional categories of resources expended in the SOFA.

Costs of raising funds consist of council of patrons expenditure.

Expenditure relating to the charitable activities are those elements of expenditure directly and indirectly incurred in performing these activities. Costs that are not directly attributable to a specific activity have been allocated on a percentage basis, according to the time the charity devotes to each of the charitable activities.

Governance costs comprise costs for the running of the charity itself as an organisation, including fulfilling its statutory obligations.

Grants payable are included in the SOFA in the year when they are payable. There is no legal or constructive liability to pay these grants.

#### **1.6 Tangible fixed assets**

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land	Not depreciated; this includes cemetery land
Leasehold	Period of lease
Computer equipment	20% on a reducing balance
Fixtures, fittings & equipment	10% on a reducing balance
Scrolls	Not depreciated as deemed to have an indefinite life

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

#### **1.7 Impairment of fixed assets**

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

#### **1.8 Stocks**

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct materials that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured the lower of replacement cost and cost.

Net realisable value is the estimated selling price less all estimated costs of completion and costs to be incurred in marketing, selling and distribution.

# LIBERAL JUDAISM (ULPS)

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2017

### 1 Accounting policies

(Continued)

#### 1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.10 Short term debtors and creditors

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in the Statement of Financial Activities.

#### 1.11 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### *Basic financial assets*

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### *Basic financial liabilities*

Basic financial liabilities, including creditors and loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future receipts discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

#### 1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.13 Pensions

The charity contributes towards employees personal pension schemes.

## **LIBERAL JUDAISM (ULPS)**

### **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)** **FOR THE YEAR ENDED 31 DECEMBER 2017**

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#### **2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

There were no critical accounting estimates or judgements during the year.

#### **3 Donations and legacies**

	<b>2017</b>	<b>2016</b>
	<b>£</b>	<b>£</b>
Donations and gifts	158,416	108,641
Legacies receivable	35,123	-
	<hr/>	<hr/>
	193,539	108,641
	<hr/>	<hr/>
<b>Donations and gifts</b>		
Donations - General	76,866	971
Council of Patrons	81,550	107,670
	<hr/>	<hr/>
	158,416	108,641
	<hr/>	<hr/>

LIBERAL JUDAISM (ULPS)

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)  
*FOR THE YEAR ENDED 31 DECEMBER 2017*

#### 4 Charitable activities

For the year ended 31 December 2016

Unrestricted funds - general  
Restricted funds

## **LIBERAL JUDAISM (ULPS)**

### **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)** **FOR THE YEAR ENDED 31 DECEMBER 2017**

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#### **5 Investments**

	<b>2017</b>	<b>2016</b>
	£	£
Interest receivable	6	21
	<hr/>	<hr/>

#### **6 Raising funds**

	<b>2017</b>	<b>2016</b>
	£	£
<u>Council of Patrons</u>		
Other fundraising costs	11,564	8,458
	<hr/>	<hr/>
	11,564	8,458
	<hr/>	<hr/>

In 2017 these costs included an additional fundraising concert.

## LIBERAL JUDAISM (ULPS)

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2017

#### 7 Charitable activities

	Youth activities	Outreach and community work	Lifecycle and cemetery services	Rabbinic development services	Total 2017	Total 2016
	£	£	£	£	£	£
Staff costs	149,918	199,890	99,945	49,973	499,726	432,575
Depreciation and impairment	5,029	6,706	3,353	1,676	16,764	8,009
Local projects	-	15,650	-	-	15,650	59,273
Youth expenditure	294,748	-	-	-	294,748	248,301
Funeral costs	-	-	123,105	-	123,105	93,875
Cemetery running costs	-	-	149,974	-	149,974	132,666
Other costs	-	46,269	-	43,472	89,741	72,684
	449,695	268,515	376,377	95,121	1,189,708	1,047,383
Grant funding of activities (see note 8)	-	28,430	-	172,682	201,112	221,913
Share of support costs (see note 9)	103,663	138,217	69,108	34,554	345,542	371,222
Share of governance costs (see note 9)	4,383	5,844	2,922	1,461	14,610	15,770
	557,741	441,006	448,407	303,818	1,750,972	1,656,288
<b>Analysis by fund</b>						
Unrestricted funds - general	456,828	441,006	448,407	303,818	1,650,059	
Restricted funds	100,913	-	-	-	100,913	
	557,741	441,006	448,407	303,818	1,750,972	
<b>For the year ended 31 December 2016</b>						
Unrestricted funds - general	434,369	455,712	353,552	279,759		1,523,392
Restricted funds	72,701	46,315	7,745	6,135		132,896
	507,070	502,027	361,297	285,894		1,656,288

## LIBERAL JUDAISM (ULPS)

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2017

#### 8 Grants payable

	Outreach and community work	Rabbinic development	Total	2016
	£	£	£	£
Grants to institutions (8 grants):				
Leo Baeck College	-	119,250	119,250	118,620
Citizens UK	20,000	13,333	33,333	11,000
European Union of Progressive Jews	6,000	4,000	10,000	10,000
Other grants below £1,500	2,430	1,620	4,050	3,052
	<hr/>	<hr/>	<hr/>	<hr/>
	28,430	138,203	166,633	142,672
Grants to individuals (8 grants)	-	34,479	34,479	79,241
	<hr/>	<hr/>	<hr/>	<hr/>
	28,430	172,682	201,112	221,913
	<hr/>	<hr/>	<hr/>	<hr/>

The charity has opted for a disclosure exemption from providing the names of individual grant recipients and the amounts of such grants. Grants made to individuals consist of bursaries payable to Leo Baeck College Students.

#### 9 Support costs

	Support costs	Governance costs	2017	2016	Basis of allocation
	£	£	£	£	
Staff costs	124,931	-	124,931	175,237	
Office and general costs	124,962	-	124,962	79,006	
Travel and subsistence	23,056	-	23,056	16,417	
Other costs	72,593	-	72,593	100,562	
Audit fees	-	10,500	10,500	10,850	Governance
Accountancy	-	4,110	4,110	4,920	Governance
	<hr/>	<hr/>	<hr/>	<hr/>	
	345,542	14,610	360,152	386,992	
Analysed between Charitable activities	<hr/>	<hr/>	<hr/>	<hr/>	
	345,542	14,610	360,152	386,992	
	<hr/>	<hr/>	<hr/>	<hr/>	

#### 10 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year, but three of them were reimbursed a total of £4,593 for travel, conference fees and associated expenses (2016- three were reimbursed £2,565 for travel and training costs).

## LIBERAL JUDAISM (ULPS)

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2017

#### 11 Employees

##### Number of employees

The average monthly number employees during the year was:

	2017 Number	2016 Number
Managerial	5	5
Professional	4	3
Support	3	3
Youth	3	3
	15	14
	=====	=====

Employment costs	2017 £	2016 £
Wages and salaries	544,313	529,561
Social security costs	50,359	49,442
Pension costs	29,985	28,809
	624,657	607,812
	=====	=====

The number of employees whose annual remuneration was £60,000 or more were:

	2017 Number	2016 Number
£80,000 - £90,000	1	1
	=====	=====

In relation to higher paid employees, pension contributions during the year were £10,453 (2016: £10,625). Pension costs for 2016 include accrued pension entitlement of £23,812 that has been carried over from prior years.

Key management personnel consists of the Chief Executive and Senior Rabbi, Director of Strategy and Partnerships and Operations Director. Their total remuneration was £174,111 (2016: £171,506).

## LIBERAL JUDAISM (ULPS)

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2017

12 Tangible fixed assets		Freehold land	Leasehold equipment	Computer fixtures, fittings & equipment	Scrolls	Total
Cost	£	£	£	£	£	£
At 1 January 2017	513,270	232,000	214,660	150,829	1,014	1,111,773
Additions	-	-	4,017	4,828	-	8,845
Disposals	-	-	(211,147)	-	-	(211,147)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2017	513,270	232,000	7,530	155,657	1,014	909,471
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Depreciation and impairment</b>						
At 1 January 2017	95,944	98,600	213,658	56,054	-	464,256
Depreciation charged in the year	-	5,800	1,004	9,960	-	16,764
Eliminated in respect of disposals	-	-	(211,147)	-	-	(211,147)
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
At 31 December 2017	95,944	104,400	3,515	66,014	-	269,873
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Carrying amount</b>						
At 31 December 2017	417,326	127,600	4,015	89,643	1,014	639,598
At 31 December 2016	417,326	133,400	1,002	94,775	1,014	647,517
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

## LIBERAL JUDAISM (ULPS)

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2017

		2017	2016
		£	£
<b>13 Financial instruments</b>			
<b>Carrying amount of financial assets</b>			
Debt instruments measured at amortised cost		301,570	177,594
		<hr/>	<hr/>
<b>Carrying amount of financial liabilities</b>			
Measured at amortised cost		468,258	359,439
		<hr/>	<hr/>
<b>14 Stocks</b>			
		2017	2016
		£	£
Finished goods and goods for resale		33,579	34,754
		<hr/>	<hr/>
<b>15 Debtors</b>			
<b>Amounts falling due within one year:</b>			
		2017	2016
		£	£
Trade debtors		298,855	177,131
Other debtors		2,715	463
Prepayments and accrued income		12,560	11,550
		<hr/>	<hr/>
		314,130	189,144
		<hr/>	<hr/>
<b>16 Creditors: amounts falling due within one year</b>			
		2017	2016
	<b>Notes</b>	<b>£</b>	<b>£</b>
Bank overdrafts	17	89	44
Other borrowings		42,401	61,393
Other taxation and social security		15,865	27,404
Trade creditors		158,606	81,586
Other creditors		26,550	29,898
Accruals and deferred income		240,612	186,518
		<hr/>	<hr/>
		484,123	386,843
		<hr/>	<hr/>

Deferred income of £228,257 relates to ground fees (£169,807), youth activities (£54,660) and outreach and community work (£3,790) income relating to the next financial year being invoiced in advance.

Deferred income brought forward from 2016 was £43,721, all of which was released in 2017.

## **LIBERAL JUDAISM (ULPS)**

### **NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)** **FOR THE YEAR ENDED 31 DECEMBER 2017**

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#### **17 Loans and overdrafts**

	<b>2017</b>	<b>2016</b>
	£	£
Bank overdrafts	89	44
Other loans	42,401	61,393
	<hr/>	<hr/>
	42,490	61,437
	<hr/>	<hr/>
Payable within one year	42,490	61,437
	<hr/>	<hr/>

Loans for the purchase of Edgwarebury Cemetery Land

## LIBERAL JUDAISM (ULPS)

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2017

#### 18 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			
	Balance at 1 January 2017	Incoming resources	Outgoing resources	Balance at 31 December 2017
	£	£	£	£
Crawley land fund	29,213	-	-	29,213
Church urban fund	3,400	-	-	3,400
UJIA	-	45,356	(45,356)	-
NLPS Trust	-	17,682	(17,682)	-
Jewish Child's Day	-	2,500	(2,500)	-
Heritage Lottery Fund	20,000	7,490	(27,490)	-
Jewish Youth Fund	-	3,000	(3,000)	-
Children's Aid Committee	-	1,500	(1,500)	-
Netzer Olami	-	3,385	(3,385)	-
	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
	52,613	80,913	(100,913)	32,613
	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

The Crawley land fund refers to monies received on the sale of land which was transferred to the charity by the trustees of the Crawley Liberal Jewish Community. The trustees set the condition that this fund is to be used by Liberal Judaism for its development work over a number of years.

The Church Urban Fund grant money is being held on behalf of a small local project, Celebrating Camden Women and will be released on request when their project is complete.

The North London Trust for Progressive Judaism also provided a grant to support the LJY-Netzer bursary fund during 2017, as well as ongoing support for student packs, support for rabbinic training and the cost of a PR and Communications training day in late 2016.

UJIA awarded a grant to support the work of our youth movement, LJY-Netzer; whilst this grant must be spent on youth activities, no further requirements are put in place. The payment from UJIA in 2017 included a small second year movement worker bonus.

LJY-Netzer also received grants from the Jewish Youth Fund, to support leadership development and preparation for summer events; the Children's Aid Committee, to support the provision of an educator for our summer camp, Kadimah; from Jewish Child's Day to support the provision of bursaries and from Netzer Olami to support leadership development and youth participation.

The Heritage Lottery Fund awarded funding during 2016 for Rainbow Pilgrims, some of which was drawn down in 2017 as the project continued.

## LIBERAL JUDAISM (ULPS)

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2017

#### 19 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 January 2017	Movement in funds			Balance at 31 December 2017
		Incoming resources	Resources expended	Transfers	
	£	£	£	£	£
Cemetery land	489,333	-	-	13,192	502,525
	_____	_____	_____	_____	_____
	489,333	-	-	13,192	502,525
	_____	_____	_____	_____	_____

Designated funds relate to cemetery land designated by the trustees for funerals and maintenance of cemeteries. The fund balance at the year end represents the net book value of the cemetery land less the balance outstanding on the loan for the purchase of the land at Edgwarebury.

#### 20 Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 December 2017 are represented by:				
Tangible assets	94,672	544,926	-	639,598
Current assets/(liabilities)	(12,974)	(42,401)	32,613	(22,762)
	_____	_____	_____	_____
	81,698	502,525	32,613	616,836
	_____	_____	_____	_____

#### 21 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2017	2016
	£	£
Within one year	6,413	18,089
Between two and five years	14,160	10,620
In over five years	465,000	466,500
	_____	_____
	485,573	495,209
	_____	_____

#### 22 Related party transactions

There were no related party transactions during the year.

## LIBERAL JUDAISM (ULPS)

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2017*

23 Cash generated from operations	2017 £	2016 £
Surplus/(deficit) for the year	31,053	(57,540)
Adjustments for:		
Investment income recognised in statement of financial activities	(6)	(21)
Depreciation and impairment of tangible fixed assets	16,764	8,009
Movements in working capital:		
Decrease/(increase) in stocks	1,175	(9,289)
(Increase) in debtors	(124,986)	(82,417)
Increase in creditors	116,227	174,338
<b>Cash generated from operations</b>	<b>40,227</b>	<b>33,080</b>