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 2015

# LIBERAL JUDAISM (ULPS)

## LEGAL AND ADMINISTRATIVE INFORMATION

| | | |
|---|---|---|
| **Trustees** | Lucian Hudson | |
| | Simon Benscher | |
| | Jackie Richards | |
| | Ruth Seager | |
| | Dr Howard Cohen | |
| | Amelia Viney | |
| | Ed Herman | |
| | Tamara Schmidt | |
| | Rosie Ward | |
| | David Hockman | |
| | Robin Moss | |
| | Graham Carpenter | (Appointed 7 July 2015) |
| | Benjamin Herman | |
| **Secretary** | Dr Howard Cohen | |
| **Charity number** | 1151090 | |
| **Company number** | 08281223 | |
| **Principal address** | The Montagu Centre<br>21 Maple Street<br>London<br>W1T 4BE | |
| **Auditor** | HW Fisher & Company<br>Acre House<br>11-15 William Road<br>London<br>NW1 3ER<br>United Kingdom | |
| **Bankers** | National Westminister Bank Plc<br>Baker Street Branch<br>PO Box 2BA<br>69 Baker Street<br>London<br>W1A 2BA<br>United Kingdom | |

# LIBERAL JUDAISM (ULPS)

## CONTENTS


| | Page |
|---|---|
| Trustees report | 1 - 10 |
| Statement of trustees' responsibilities | 11 |
| Independent auditor's report | 12 - 13 |
| Statement of financial activities | 14 |
| Balance sheet | 15 |
| Statement of cash flows | 16 |
| Notes to the accounts | 17 - 31 |

**LIBERAL JUDAISM (ULPS)**
**(A COMPANY LIMITED BY GUARANTEE)**
**TRUSTEES REPORT**
***FOR THE YEAR ENDED 31 DECEMBER 2015***

The trustees present their report and accounts for the year ended 31 December 2015.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association 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) (effective 1 January 2015).

**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 Benscher (Chairman, elected July 2015)
Lucian Hudson (Deputy Chairman, elected July 2015)
Jackie Richards (Vice Chair)
Rosie Ward (Treasurer)
Dr Howard Cohen (Company Secretary)
Ed Herman
David Hockman
Robin Moss
Tamara Schmidt
Ruth Seager
Amelia Viney
Graham Carpenter (Appointed July 2015)
Rabbi Alexandra Wright (Co-Chair of Rabbinic Conference, appointed July 2015)
Rabbi Richard Jacobi (Co-Chair of Rabbinic Conference, appointed July 2015)
David Pelham (Resigned July 2015)
Rabbi Charley Baginsky (Chair of Rabbinic Conference, resigned July 2015)

The trustees of Liberal Judaism, known as Officers, are recruited based on the 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 complied with their duty in section 17 of the Charites Act 2011 to have due regard to guidance published by the Charity Commission.

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.

**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 paid due regard to guidance issued by the Charity Commission 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 2015 have been assessed against these detailed objectives, and are presented later in this report with planned activities to meet objectives in 2016.

**Overview of achievements and performance**

The last year saw a large number of successes and high points for Liberal Judaism, as the movement continued its remit of providing education, religious and community services to its constituents and to the wider community.

Three hundred Liberal Jews from more than 30 communities gathered at The Liberal Jewish Synagogue for the Day of Celebration in June. Delegates – whose ages ranged from a four-month-old baby to members in their 90s – heard from keynote speakers Rabbi Miri Gold and Anat Hoffman, as discussion on Israel took centre stage. A diverse and eclectic range of presenters, from both Israel and the UK, also included Reut Michaeli, Nir Cohen and Rabbis Harry Jacobi, Alexandra Wright and Sandra Kviat.

This flagship event showcased Liberal Judaism at its best. A sizeable but friendly crowd came together to discuss an issue, the Israel/Diaspora relationship, that can be divisive and controversial, but which all agreed needs to be examined and thought about. It was also the first ever Liberal Judaism event to be streamed live on the internet, with members watching via a live feed in America, Italy, Germany, the Czech Republic and all over the UK.

The Day of Celebration was supplemented by a South West Regional Shabbaton, which brought together many Jewish communities in the area, and Sunday Seminars on bereavement, Israel and a range of other topics requested by members. Speakers from the Day of Celebration also visited a number of communities around the UK, allowing them to address a wider Liberal Jewish audience.

Liberal Judaism's youth movement, LJY-Netzer, enjoyed a year to remember – with ground-breaking campaigns, innovative education and incredible events, tours and camps.

LJY-Netzer's summer Europe Tour, held jointly with the Reform youth movement RSY-Netzer, took a new and unique route – with those in school year 12 visiting the former Yugoslavia for the first time, as well as Austria. Young Liberals also joined the call for action at the 2015 United Nations Climate Change Conference in Paris, France.

Other key moments in the LJY-Netzer year saw 135 young Liberal Jews on Machaneh Kadimah summer camp, a thriving Israel Tour and five members joining the March of the Living, the annual educational program bringing students from all over the globe to Poland, in order to study the history of the Holocaust.

Liberal Jewish communities are at the core of the Liberal Jewish mission - offering services, education and pastoral support on a daily or weekly basis. Many communities enjoyed key anniversaries in 2015, from Stevenage Liberal Synagogue turning five to Brighton & Hove Progressive Synagogue celebrating 80 years. After almost a year of holding services, York Liberal Jewish Community was officially accepted as a full member of Liberal Judaism – bringing Judaism back to a city that previously had no real Jewish identity for more than 40 years.

The last year has seen Liberal Judaism's communities, rabbis and members featured on TV and radio, as well as in print and online press – covering national, regional and religious publications. The Observer ran a lengthy feature on York Liberal Jewish Community, while Liberal Judaism's Student & Young Adult Chaplain, Rabbi Leah Jordan, starred on Songs of Praise. Other diverse media covering Liberal Judaism included the Daily Mirror, Jewish Chronicle, Jewish News, The Times, Jerusalem Post, Haaretz and The Huffington Post.

Liberal Judaism, through its leaders and members, was also active in social action and key campaigns. Liberal Judaism led the fight to allow more Syrian refugees into the UK, and provide them with a welcome and support on arrival. Rabbis – including Liberal Judaism's senior rabbi, Rabbi Danny Rich, and Holocaust survivor Rabbi Harry Jacobi – were at the forefront of campaigning on refugees, working with people from all faiths and none.

Liberal Judaism's Surat-Shaan Knan took part in Israel's first-ever parliamentary transgender consultation in June. Twilight People project manager Surat was invited after attending the LGBT Leadership Conference 2015 in Tel Aviv. Liberal communities all over the country were also actively involved in Mitzvah Day, with Northwood and Pinner Liberal Synagogue's 'Refugees Are Welcome' event winning the Mitzvah Day Award for Interfaith Partnership of the Year.

Prime Minister David Cameron wrote to Lucian J Hudson, after the two met at 10 Downing Street. Lucian, Liberal Judaism's deputy chair, was part of a delegation of leaders from community group Citizens UK, who held talks with Mr Cameron. They discussed a range of issues of concern from the Living Wage to resettlement of refugees to Holocaust education.

Liberal Judaism continued to support students around the UK with a full chaplaincy service, including regular visits, egalitarian services, learning seminars and packs sent to help students celebrate Shabbat and Jewish festivals.

Finally, Liberal Judaism continued to play a full and important role in both the Jewish Leadership Council and the Board of Deputies of British Jews. Stuart MacDonald was elected as treasurer of the Board of Deputies, with Gabriel Webber also being voted onto the executive committee.

**Achievements in 2015 and planned activities for 2016**

**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 2015 we:**

- Supported emerging leaders through training and the development of networks.
- Increased the sharing of skills and ideas across Rabbinic Conference and the Board of National Officers (BoNO) by developing relationships and opportunities for dialogue.
- Developed the Alliance for Progressive Judaism, building partnerships and shared activities with the Movement for Reform Judaism.
- Worked with Citizens UK to offer community organiser training to community leaders.
- Included community volunteering as a requirement within LJY-Netzer youth leadership training.
- Played a full and important role in both the Jewish Leadership Council and the Board of Deputies of British Jews. Stuart MacDonald was elected as treasurer of the Board of Deputies, with Gabriel Webber also being voted onto the executive committee.

**In 2016 we will:**

- Develop a training and induction programme for BoNO and share this on the Liberal Judaism Resource Bank.
- Develop the Emerging Leaders Network, including a new liturgy and music leadership track at the Liberal Judaism Biennial Conference.
- Offer leadership skills development for LJY-Netzer members at the Biennial, using conference speakers to help mentor them.
- Continue to develop Alliance projects, including an Israel Desk.
- Make minutes of meetings readily available through the new Liberal Judaism website.

**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 2015, we:**

- Developed and relaunched the Liberal Judaism Resource Bank, with a greater volume of materials, including session plans and detailed learning content, available to communities.
- Offered Sunday Seminars, on topics including bereavement and Israel, to all Liberal Judaism members.
- Offered a range of sessions through our Learning Network for cheder/religion school heads and teachers, with topics including safeguarding and teaching about the Holocaust.
- Developed community learning packs for special events, including the LAFTAs – the biannual video competition for youth – at the Day of Celebration.

- Experimented with new ways to access learning with Young Adults – including the warm supportive learning forum Takum Progressivi, as well as the use of webinars.
- Continued to support students around the UK with a full chaplaincy service, including regular visits, egalitarian services, leaning seminars and packs sent to help students celebrate Shabbat and Jewish festivals.

**In 2016, we will:**

- Continue to increase the scope and depth of materials on the Resource Bank in partnership with rabbis and communities.
- Offer a community learning pack to all Liberal synagogues and congregations, culminating in the production of a project at the Liberal Judaism 2016 Biennial Conference.
- Offer sessions through the Liberal Judaism Learning Network on topics including supporting children and young people with additional needs.
- Develop a child protection session and briefings for Council members and heads of cheder.
- Develop learning for young people through webinars and video presentations, produced by LJY-Netzer.
- Develop learning sessions for students and young adults through Chaplaincy.

## 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 seek points of connection proactively beyond classical forms of religious engagement.

**In 2015, we:**

- Started consultation on the development of a new Siddur for Liberal Judaism, the beginning of a decade-long process that will result in a new prayer book.
- Developed the opinion and comment areas of the new Liberal Judaism website to give space for a range of voices and ideas.
- Provided regular opinion pieces for the Jewish press outlining Liberal Jewish theology and practices, as well as blogs and articles for wider media.
- Developed messages about equilineal descent through the co-Chairs of Rabbinic Conference.

**In 2016, we will:**

- Continue to work on the new Siddur, rolling out a study pack to all Liberal Judaism communities.
- Engage with the liturgy and theology at the Biennial Weekend, which has the theme of 'Thinking Outside the Book'.
- Add more resources on the Resource Bank to support different festivals, identifying new and innovative practice.
- Develop a student Siddur for use by student minyanim, supported by the Liberal Judaism Chaplain.
- Commission and publish theological comment pieces onto the new website

## 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.

**In 2015, we:**

- Supported new communities and old, welcoming the affiliation of York Liberal Jewish Community and supporting others to strengthen and grow.
- Offered sessions on community development at the South West Regional Shabbaton and the Day of Celebration.
- Launched Twilight People and Ritual Reconstructed, both of which highlighted the role of LGBTQI+ members of the Liberal Jewish, and wider faith, communities.

**In 2016, we will:**

- Develop Resource Bank materials that reflect current best practice across the movement.
- Develop an internal and external communications plan to show how Liberal Judaism welcomes people from all walks of life, as well as their partners and families.
- Welcome affiliation from at least one new community.
- Communicate directly with members – and others – on how Liberal Judaism can support them, and their families, through all stages of the lifecycle.

## 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 2015 we:**

- Offered a series of Sunday Seminars, including one on the subject of bereavement with a session delivered by Cruse Bereavement Care.
- Developed pages for the Resource Bank based on feedback from the communal leaders.
- Made the Resource Bank an open resource for all community members, which can be accessed via the new Liberal Judaism website.
- Delivered a learning session for rabbis on the topic of safeguarding vulnerable adults.

**In 2016 we will:**

- Develop volunteering resources for the Resource Bank, in conjunction with Liberal Judaism communities and the Jewish Volunteering Network.
- Signpost community resources via the LJ eBulletin and communications with Council.
- Promote the Resource Bank to communities via all social media channels, Council meetings and the Biennial.

## 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.

**In 2015 we:**

- Developed a PR and Communications strategy for Liberal Judaism.
- Worked on a new, and upgraded, Liberal Judaism website.
- Built the Liberal Judaism social media channels, attracting particularly strong followings and engagement on Facebook and Twitter.

- Gained regular press coverage throughout the media, with our rabbis, leaders and members appearing on TV, radio and in print and online. Highlights included features in The Observer and The Daily Mirror, as well as appearances on Songs of Praise and BBC News.

**In 2016 we will:**

- Launch the new Liberal Judaism website.
- Support communities to work with the Jewish media more effectively through the provision of sessions at Biennial and Council with journalists and other specialists, making information from these sessions available on the Resource Bank.
- Develop a crisis communications plan.
- Continue to develop our relationship with key partners in the Jewish and national media, offering a Liberal Jewish voice on a wide range of contemporary issues.

## 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 2015 we:**

- Ran a hugely successful Day of Celebration on the theme of Israel. This was attended by more than 300 people representing 30 Liberal Jewish communities, who heard speakers including Rabbi Miri Gold, Anat Hoffman from IRAC, Reut Michali from Hotline for Refugees and Migrants, and Nir Cohen from World Zionist Organisation. Organisations supporting the event with workshops and resources included New Israel Fund, Yachad, JW3, UJIA, Leo Baeck College and the Centre for Study of Jewish Culture at Durham University.
- Speakers from the Day of Celebration also visited a number of communities around the UK, allowing them to address a wider Liberal Jewish audience.
- Communicated with party political leaders in the UK, outlining the views of members of Liberal Judaism on Israel.
- Engaged a Shin Shin (young Israeli) to work with LJY-Netzer on Israel programming and education.

**In 2016 we will:**

- Create an Israel desk, as part of the Alliance for Progressive Judaism, which will focus on education, engagement with our members and the coordination of Reform and Liberal messages. This post will also work with the Israel Movement for Progressive Judaism and our many partners in Israel.
- As part of the Alliance for Progressive Judaism, offer a Birthright trip to Israel for young Jewish people who have not been before or not engaged with Israel since tour at 16.
- Develop Shnat, our gap year programme in Israel to appeal to more young people, offering different options for engagement.
- Develop learning and education resources for LJY-Netzer on Israeli culture, politics and identity and Hebrew language skills.
- Support Liberal Jewish rabbis and leaders to continue to speak out in the media on Israel and Zionism from a Liberal Jewish perspective.
- Work with partners in Israel to support the development of Progressive Judaism there.

**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 2015 we:**

- Worked with Citizens UK on the Sanctuary campaign, which aimed to increase the number of Syrian refugees accepted by UK councils with actions in Birmingham, Norfolk, Finchley, Kingston and Lambeth.
- Supported the establishment of the National Refugee Welcome Board, with Rabbi Danny Rich appointed as a co-Chair.
- Were instrumental in the establishment of Tzelem, a rabbinic call for social and economic justice, alongside other Jewish movements and in alignment with the Child Poverty Action Group.
- Continued to give our vocal support to the Living Wage Campaign, working internally to encourage Liberal Jewish communities to become Living Wage employers.
- Followed Rabbi Danny Rich's evidence to the Assisted Dying Commission with practical support for Lord Falconer's Assisted Dying bill.

**In 2016 we will:**

- Continue to work closely with Citizens UK, particularly on the issue of refugees.
- Fund a Social Justice Worker, in conjunction with Citizens UK and Middlesex University Students' Union, to develop Liberal Judaism's programme of social action.
- Develop social action resources for the Resource Bank.
- Continue to seek partners inside and outside the Jewish community to work with on matters of social justice.
- Support Liberal Judaism communities in their social action work, linking up and publicising action.
- Continue to support the Faith Leaders for Dignity in Dying group.

**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 £26,108 was recorded; this is in comparison to a deficit of £24,883 in 2014.

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 fifth year, 31st December 2015, some 63% had been repaid.

At the year-end reserves were £643,323 (2014: £617,215), consisting of £104,414 unrestricted funds (2014: £73,164), £485,133 designated funds (2014: £462,433) and £53,776 restricted funds (2014: £81,618).

**Income:**
Total income was up by some £15,021 from 2014 (£1,600, 162 in 2014: £1,615,183 in 2015). An increase was seen in cemetery income (£525,878 in 2015: £407,927 in 2014),due to a high number of non-member funerals during the year. There were small decreases in income from LJY-Netzer activities and congregational subscriptions and a decrease of £34,921 in outreach and rabbinic services; this was due to a temporary increase in income in 2014 (£227,249) caused by the collection of monies owed from 2013.

The Council of Patrons continues to prove invaluable for raising funding for projects and development work, alongside other projects to raise funding for specific initiatives, including the development of a new Siddur for Liberal Judaism. There was a small decrease of £2,005 in funds raised from donations and legacies compared to 2014; fundraising costs were also slightly higher (2015: £8,397; 2014: £9,891). There will be a focus on donor recruitment and retention in 2016.

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 and the Arts and Humanities Research Council (AHRC).

**Expenditure:**
In 2015 total income increased by £15k, but expenditure decreased by almost £36k. (2015: £1,589,075; 2014: £1,625,045). There were decreases in expenditure across most activities, with small increases in education, cemetery services and support costs that can be explained by the pattern of activities delivered during the year.

Expenditure in 2015 includes a provision for pension payments due of £23,812; this is due partly to changes in pension administration associated with auto-enrolment.

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; in 2015, the staff team have continued to deliver projects on or under a break-even budget. A number of contracts and service agreements were also reviewed during the year to ensure that the organisation is receiving good value for money.

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

There were no areas where financial risk had a significant impact on income in 2014-2015.

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 £2,500 per annum. Donors are thanked every year at a special dinner. In addition to this event, the staff team has worked to improve communication with donors during 2015, which has assisted retention rates. Work is underway in 2016 which will see enhanced recruitment activities to attract new donors.
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 a increased membership.
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 2014-2015, the budget target for non-member funeral income was £100,000, 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 the organisation works to deliver an efficient, caring service that is publicised discreetly and through word of mouth. Rabbi Danny Rich reviews this income stream and makes a monthly report to BoNO.

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

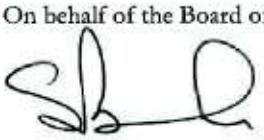
- Fraudulent activity – the organisation has a range of internal audits and controls for payment, approval and payment. These are tested annually and subject to constant review and improvement.

- Reserves – a reserves policy is being developed in 2016. This will aim to set a sensible target for reserve funding and set out steps to achieve this.
- Stock – stock management was completely updated in 2015, with the creation of new stock recording systems. 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 2016.

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. The trustees plan to review the reserves policy during 2016.

On behalf of the Board of Trustees



Simon Benscher
Trustee
Dated: 18/6/16

# LIBERAL JUDAISM (ULPS)

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

## *FOR THE YEAR ENDED 31 DECEMBER 2015*

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 accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare accounts 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 accounts, 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 accounts; and

- prepare the accounts 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 accounts 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)

We have audited the financial statements of Liberal Judaism (ULPS) for the year ended 31 December 2015 set out on pages 14 to 32. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102.

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Respective responsibilities of trustees and auditor**

As explained more fully in the statement of trustees' responsibilities set out on page 11, the trustees, who are also the directors of Liberal Judaism (ULPS) for the purposes of company law are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

The trustees have elected for the accounts to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditors undersection 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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

**Scope of the audit of the accounts**

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charitable company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited accounts and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

**Opinion on accounts.**

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2015 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

## TO THE MEMBERS OF LIBERAL JUDAISM (ULPS)

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

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the accounts; or
- the accounts are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

HW Fisher & Company

**Andrew Subramaniam (Senior Statutory Auditor)**
**for and on behalf of HW Fisher & Company**

**Chartered Accountants**
**Statutory Auditor**
Acre House
11-15 William Road
NW1 3ER
United Kingdom

25/7/16

HW Fisher & Company is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

# LIBERAL JUDAISM (ULPS)

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

### *FOR THE YEAR ENDED 31 DECEMBER 2015*

| | Notes | Unrestricted funds general £ | Unrestricted funds designated £ | Restricted funds £ | Total 2015 £ | Total 2014 £ |
|---|---|---|---|---|---|---|
| **Income from:** | | | | | | |
| Donations and legacies | 3 | 113,458 | - | - | 113,458 | 115,463 |
| Incoming resources from charitable activities | 4 | 1,417,927 | - | 83,711 | 1,501,638 | 1,484,646 |
| Investments | 5 | 87 | - | - | 87 | 53 |
| **Total income** | | 1,531,472 | - | 83,711 | 1,615,183 | 1,600,162 |
| **Expenditure on:** | | | | | | |
| Raising funds | 6 | 9,891 | - | - | 9,891 | 8,397 |
| Charitable activities | 7 | 1,498,873 | - | 80,311 | 1,579,184 | 1,616,648 |
| **Total resources expended** | | 1,508,764 | - | 80,311 | 1,589,075 | 1,625,045 |
| **Net incoming/(outgoing) resources before transfers** | | 22,708 | - | 3,400 | 26,108 | (24,883) |
| Gross transfers between funds | | 8,542 | 22,700 | (31,242) | - | - |
| **Net income/(expenditure) for the year/ Net movement in funds** | | 31,250 | 22,700 | (27,842) | 26,108 | (24,883) |
| Fund balances at 1 January 2015 | | 73,164 | 462,433 | 81,618 | 617,215 | 642,098 |
| **Fund balances at 31 December 2015** | | 104,414 | 485,133 | 53,776 | 643,323 | 617,215 |

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 2015*

| | Notes | 2015 £ | 2015 £ | 2014 as restated £ | 2014 as restated £ |
|---|---|---|---|---|---|
| **Fixed assets** | | | | | |
| Tangible assets | 11 | | 654,460 | | 651,018 |
| **Current assets** | | | | | |
| Stocks | 13 | 25,465 | | 25,482 | |
| Debtors | 14 | 106,727 | | 68,932 | |
| Cash at bank and in hand | | 79,132 | | 151,754 | |
| | | 211,324 | | 246,168 | |
| **Creditors: amounts falling due within one year** | 15 | (222,461) | | (279,971) | |
| Net current liabilities | | | (11,137) | | (33,803) |
| **Total assets less current liabilities** | | | 643,323 | | 617,215 |
| **Income funds** | | | | | |
| Restricted funds | 17 | | 53,776 | | 81,618 |
| Unrestricted funds | | | | | |
| Designated funds | 18 | 485,133 | | 462,433 | |
| General unrestricted funds | | 104,414 | | 73,164 | |
| | | | 589,547 | | 535,597 |
| | | | 643,323 | | 617,215 |

For the financial year ended 31 December 2015 the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements were approved by the board of directors and authorised for issue on 15/6/16 and are signed on its behalf by:

.....

Simon Benscher
**Trustee**

**Company Registration No. 08281223**

# LIBERAL JUDAISM (ULPS)

## STATEMENT OF CASH FLOWS

### *FOR THE YEAR ENDED 31 DECEMBER 2015*

| | Notes | 2015 £ | £ | 2014 £ | £ |
|---|---|---|---|---|---|
| **Cash flows from operating activities** | | | | | |
| Cash (absorbed by)/generated from operations | 21 | | (32,976) | | 6,071 |
| **Investing activities** | | | | | |
| Purchase of tangible fixed assets | | (11,233) | | (5,290) | |
| Interest received | | 87 | | 53 | |
| **Net cash used in investing activities** | | | (11,146) | | (5,237) |
| **Financing activities** | | | | | |
| Repayment of borrowings | | (28,500) | | 99,893 | |
| Repayment of bank loans | | - | | (119,020) | |
| **Net cash used in financing activities** | | | (28,500) | | (19,127) |
| **Net decrease in cash and cash equivalents** | | | (72,622) | | (18,293) |
| Cash and cash equivalents at beginning of year | | | 151,754 | | 170,047 |
| **Cash and cash equivalents at end of year** | | | 79,132 | | 151,754 |

## 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.

### 1.1 Accounting convention

These 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 of Recommended Practice for charities applying FRS 102, the Companies Act 2006 and UK Generally Accepted Accounting Practice as it applies from 1 January 2015. The charity is a Public Benefit Entity as defined by FRS 102.

The accounts have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

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

The accounts have been prepared on the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

These accounts for the year ended 31 December 2015 are the first accounts of Liberal Judaism (ULPS) prepared in accordance with FRS 102, The Financial Reporting Standard applicable in the UK and Republic of Ireland. The date of transition to FRS 102 was 1 January 2014. The reported financial position and financial performance for the previous period are not affected by the transition to FRS 102.

### 1.2 Going concern

At the time of approving the accounts, 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 accounts.

### 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.

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.

Unrestricted funds are general funds that can be used in accordance with the charitable objectives at the discretion of the trustees.

### 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.

**1 Accounting policies** **(Continued)**

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.

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.

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

**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 generating 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 | 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 indefinate 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 and intangible 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 Accounting policies** **(Continued)**

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset for which the estimates of future cash flows have not been adjusted.

If the recoverable amount of an asset is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. An impairment loss is recognised immediately in income/(expenditure for the year, unless the relevant asset is carried at a revalued amount, in which case the impairment loss is treated as a revaluation decrease.

Recognised impairment losses are reversed if, and only if, the reasons for the impairment loss have ceased to apply. Where an impairment loss subsequently reverses, the carrying amount of the asset is increased to the revised estimate of its recoverable amount, but so that the increased carrying amount does not exceed the carrying amount that would have been determined had no impairment loss been recognised for the asset in prior years. A reversal of an impairment loss is recognised immediately, unless the relevant asset is carried in at a revalued amount, in which case the reversal of the impairment loss is treated as a revaluation increase.

**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 and, where applicable, direct labour costs and those overheads 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 at 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.

**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 Financial instruments**

The Company 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 when the charity becomes party to the contractual provisions of the instrument.

Financial assets are offset, with the net amounts presented in the accounts 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 trade and other receivables 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.

**1 Accounting policies** **(Continued)**

***Basic financial liabilities***

Basic financial liabilities, including trade and other payables, 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. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade payables are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade payables are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

***Derecognition of financial liabilities***

Financial liabilities are derecognised when the company's contractual obligations expire or are discharged or cancelled.

**1.11 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 company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

**1.12 Pensions**

The charity contributes towards employees personal pension schemes.

**2 Critical accounting estimates and judgements**

In the application of the charity's accounting policies, the directors 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.

## 3 Donations and legacies

| | 2015 | 2014 |
|---|---|---|
| | £ | £ |
| Donations and gifts | 113,458 | 115,463 |
| **Donations and gifts** | | |
| Donations - General | 4,380 | 11,219 |
| Council of Patrons | 109,078 | 104,244 |
| | 113,458 | 115,463 |

## 4 Incoming resources from charitable activities

| | Cemetery scheme income | Youth and Kadimah income | Congregational subscriptions | Outreach and Rabbinic services | Other incoming resources | Total | Total 2014 |
|---|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ | £ |
| Sales within charitable activities | - | 297,617 | 451,675 | 192,328 | 34,140 | 975,760 | 1,076,719 |
| Other income | 525,878 | - | - | - | - | 525,878 | 407,927 |
| | 525,878 | 297,617 | 451,675 | 192,328 | 34,140 | 1,501,638 | 1,484,646 |
| Analysis by fund | | | | | | | |
| Unrestricted funds - general | 525,878 | 237,630 | 451,675 | 168,604 | 34,140 | 1,417,927 | |
| Restricted funds - See note 17 | - | 59,987 | - | 23,724 | - | 83,711 | |
| | 525,878 | 297,617 | 451,675 | 192,328 | 34,140 | 1,501,638 | |
| **For the year ended 31 December 2014** | | | | | | | |
| Unrestricted funds - general | 407,927 | 253,236 | 455,723 | 136,371 | 85,411 | | 1,338,668 |
| Restricted funds | - | 48,840 | - | 90,878 | 6,260 | | 145,978 |
| | 407,927 | 302,076 | 455,723 | 227,249 | 91,671 | | 1,484,646 |

## 5 Investments

| | 2015 | 2014 |
|---|---|---|
| | £ | £ |
| Interest receivable | 87 | 53 |

## 6 Raising funds

| | 2015 | 2014 |
|---|---|---|
| | £ | £ |
| Council of Patrons | | |
| Other fundraising costs | 9,891 | 8,397 |
| | 9,891 | 8,397 |
| **For the year ended 31 December 2014** | | |
| Council of Patrons | | 8,397 |

### 7 Charitable activities

| | Youth activities | Outreach and community work | Lifecycle and cemetery services | Rabbinic development | Total | Total 2014 |
|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ |
| Staff costs | 128,945 | 196,362 | 34,834 | 54,533 | 414,674 | 417,125 |
| Depreciation and impairment | 2,337 | 3,116 | 1,558 | 780 | 7,791 | 18,804 |
| LBC | - | - | - | 173,611 | 173,611 | 161,334 |
| Local projects | - | 30,968 | - | - | 30,968 | 62,319 |
| Youth expenditure | 234,853 | - | - | - | 234,853 | 263,749 |
| Cemetery services | - | - | 101,387 | - | 101,387 | 67,002 |
| Cemetery running costs | - | - | 144,750 | - | 144,750 | 161,567 |
| Other costs | - | 57,581 | - | 30,653 | 88,234 | 90,228 |
| | 366,135 | 288,027 | 282,529 | 259,577 | 1,196,268 | 1,242,128 |
| Share of support costs (see note 8) | 110,421 | 147,229 | 73,614 | 36,807 | 368,071 | 359,700 |
| Share of governance costs (see note 8) | 4,454 | 5,938 | 2,969 | 1,484 | 14,845 | 14,820 |
| | 481,010 | 441,194 | 359,112 | 297,868 | 1,579,184 | 1,616,648 |
| **Analysis by fund** | | | | | | |
| Unrestricted funds - general | 421,023 | 424,935 | 359,112 | 293,803 | 1,498,873 | |
| Restricted funds | 59,987 | 16,259 | - | 4,065 | 80,311 | |
| | 481,010 | 441,194 | 359,112 | 297,868 | 1,579,184 | |
| **For the year ended 31 December 2014** | | | | | | |
| Unrestricted funds - general | 893,409 | 512,994 | 566,527 | (502,260) | | 1,470,670 |
| Restricted funds | 49,881 | 95,057 | 694 | 346 | | 145,978 |
| | 943,290 | 608,051 | 567,221 | (501,914) | | 1,616,648 |

## 8 Support costs

| | Support costs | Governance costs | 2015 | 2014 | Basis of allocation |
|---|---|---|---|---|---|
| | £ | £ | £ | £ | |
| Staff costs | 161,751 | - | 161,751 | 180,133 | |
| Office and general costs | 93,476 | - | 93,476 | 95,861 | |
| Travel and subsistence | 24,930 | - | 24,930 | 13,790 | |
| Other costs | 87,914 | - | 87,914 | 69,916 | |
| Audit fees | - | 11,125 | 11,125 | 11,220 | Governance |
| Accountancy | - | 3,720 | 3,720 | 3,600 | Governance |
| | 368,071 | 14,845 | 382,916 | 374,520 | |
| Analysed between | | | | | |
| Charitable activities | 368,071 | 14,845 | 382,916 | 374,520 | |

## 9 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 £2,142 for various expenses including travel and training costs (2014 - three were reimbursed £2,917 for travel expenses).

## 10 Employees

**Number of employees**

The average monthly number employees during the year was:

| | 2015 Number | 2014 Number |
|---|---|---|
| Managerial | 4 | 4 |
| Professional | 3 | 3 |
| Support | 3 | 3 |
| Administrative | 3 | 5 |
| Youth | 3 | 3 |
| | 16 | 18 |

**Employment costs**

| | £ | £ |
|---|---|---|
| Wages and salaries | 482,912 | 521,372 |
| Social security costs | 45,727 | 51,308 |
| Pension costs | 47,786 | 24,578 |
| | 576,425 | 597,258 |

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

| | 2015 Number | 2014 Number |
|---|---|---|
| £80,000 - £90,000 | 1 | 1 |

In relation to higher paid employees, pension contributions during the year were £10,118.
Pension costs for 2015 include accrued pension entitlement of £23,812 that has been carried over from prior years.

## 11 Tangible fixed assets

| | Freehold | Leasehold | Computer equipment | Fixtures, fittings & equipment | Scrolls | Total |
|---|---|---|---|---|---|---|
| | £ | £ | £ | £ | £ | £ |
| **Cost** | | | | | | |
| At 1 January 2015 | 513,270 | 232,000 | 214,491 | 139,596 | 1,014 | 1,100,371 |
| Additions | - | - | - | 11,233 | - | 11,233 |
| At 31 December 2015 | 513,270 | 232,000 | 214,491 | 150,829 | 1,014 | 1,111,604 |
| **Depreciation and impairment** | | | | | | |
| At 1 January 2015 | 95,944 | 87,000 | 214,258 | 52,151 | - | 449,353 |
| Depreciation charged in the year | - | 5,800 | 47 | 1,944 | - | 7,791 |
| At 31 December 2015 | 95,944 | 92,800 | 214,305 | 54,095 | - | 457,144 |
| **Carrying amount** | | | | | | |
| At 31 December 2015 | 417,326 | 139,200 | 186 | 96,734 | 1,014 | 654,460 |
| At 31 December 2014 | 417,326 | 145,000 | 233 | 87,445 | 1,014 | 651,018 |

## 12 Financial instruments

| | 2015 | 2014 |
|---|---|---|
| | £ | £ |
| **Carrying amount of financial assets** | | |
| Debt instruments measured at amortised cost | 90,690 | 51,958 |
| **Carrying amount of financial liabilities** | | |
| Measured at amortised cost | 211,190 | 257,641 |

## 13 Stocks

| | 2015 | 2014 |
|---|---|---|
| | £ | £ |
| Finished goods and goods for resale | 25,465 | 25,482 |

## 14 Debtors

| | 2015 | 2014 |
|---|---|---|
| **Amounts falling due within one year:** | £ | £ |
| Trade debtors | 89,698 | 49,712 |
| Other debtors | 992 | 2,246 |
| Prepayments and accrued income | 16,037 | 16,974 |
| | 106,727 | 68,932 |

## 15 Creditors: amounts falling due within one year

| | Notes | 2015 | 2014 |
|---|---|---|---|
| | | £ | £ |
| Loans and overdrafts | 16 | 71,393 | 99,893 |
| Other taxation and social security | | 11,271 | 22,330 |
| Trade creditors | | 62,278 | 98,192 |
| Other creditors | | 24,365 | 24,355 |
| Accruals and deferred income | | 53,154 | 35,201 |
| | | 222,461 | 279,971 |

## 16 Loans and overdrafts

| | 2015 | 2014 |
|---|---|---|
| | £ | £ |
| Other loans | 71,393 | 99,893 |
| Payable within one year | 71,393 | 99,893 |

**16 Loans and overdrafts** **(Continued)**

Loans for the purchase of Edgwarebury Cemetery Land

**17 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 2015 | Incoming resources | Outgoing resources | Transfers | Balance at 31 December 2015 |
| | £ | £ | £ | £ | £ |
| Crawley land fund | 81,618 | - | - | (31,242) | 50,376 |
| Church urban fund | - | 3,400 | - | - | 3,400 |
| Rituals reconstructed | - | 15,073 | (15,073) | - | - |
| UJIA | - | 50,645 | (50,645) | - | - |
| NLPS Trust | - | 14,593 | (14,593) | - | - |
| | 81,618 | 83,711 | (80,311) | (31,242) | 53,776 |

The Crawley land fund relates to monies received on the sale of land which was transferred to the charity by the trustees of the Crawley Liberal Jewish Community. A transfer is required at the end of each year to align the balance on the fund with the balance in the reserve bank account which holds the Crawley land proceeds. Under the terms of a further agreement with the trustees of the Crawley Liberal Jewish Community £200,000 was awarded to Brighton & Hove Progressive Synagogue for building development work. The balance is to be used by Liberal Judaism for its outreach and development work. It is intended that this money will be used over a number of years.

The Church Urban Fund awarded a grant for project work relating to women and religious activities in Camden. This project is being run by Near Neighbours. Liberal Judaism has acted as an agent for these funds, as the Near Neighbours project is too small to manage this administration.

Rituals Reconstructed is funded by the Arts Research Council, with funding managed by the Buckinghamshire New University, one of the project partners. These funds are being used with the collaboration of the members of the LGBTQI+ London Jewish community to explore and reconnect with Judaism and other faiths through ritual performance, film and community engagement activities. The money will be spent on research towards challenges to disconnection, division and exclusion in the Jewish community.

The NLPS Trust for Progressive Judaism has supported a number of Liberal Judaism's projects during 2015, including the provision of bursaries for LJY-Netzer events, student packs and outreach work.

The UJIA support the work of LJY-Netzer with an annual grant that covers staff and running costs, as well as project activities.

### 18 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:

| | | Movement in funds | | | |
|---|---|---|---|---|---|
| | Balance at 1 January 2015 | Incoming resources | Resources expended | Transfers | Balance at 31 December 2015 |
| | £ | £ | £ | £ | £ |
| Cemetery land | 462,433 | - | - | 22,700 | 485,133 |
| | 462,433 | - | - | 22,700 | 485,133 |

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.

### 19 Analysis of net assets between funds

| | Unrestricted funds | Designated funds | Restricted funds | Total |
|---|---|---|---|---|
| | £ | £ | £ | £ |
| Fund balances at 31 December 2015 are represented by: | | | | |
| Tangible assets | 88,434 | 566,026 | - | 654,460 |
| Current assets/(liabilities) | 15,980 | (80,893) | 53,776 | (11,137) |
| | 104,414 | 485,133 | 53,776 | 643,323 |

### 20 Related party transactions

**Remuneration of key management personnel**

The remuneration of key management personnel, is as follows.

| | 2015 | 2014 |
|---|---|---|
| | £ | £ |
| Aggregate compensation | 160,820 | 159,847 |

WordPearl was paid £6,000 during 2015 to move the organisation's IT systems and structures into the cloud and provide IT support. WorkPearl is jointly operated by Salvatore Giacinto and Sam Lassman, who is Rabbi Danny Rich's stepson. This contract was awarded after a competitive tendering process.

| 21 | **Cash generated from operations** | **2015** | **2014** |
|---|---|---|---|
| | | **£** | **£** |
| | Surplus/(deficit) for the year | 26,108 | (24,883) |
| | Adjustments for: | | |
| | Investment income recognised in profit or loss | (87) | (53) |
| | Depreciation and impairment of tangible fixed assets | 7,791 | 18,804 |
| | Movements in working capital: | | |
| | Decrease in stocks | 17 | 6,362 |
| | (Increase)/decrease in debtors | (37,795) | 15,547 |
| | (Decrease) in creditors | (29,010) | (9,706) |
| | **Cash (absorbed by)/generated from operations** | (32,976) | 6,071 |