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 2018

LIBERAL JUDAISM (ULPS)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Simon Benscher	
	Jackie Richards	
	Ruth Seager	
	Ed Herman	
	Rosie Ward	
	Robin Moss	
	Graham Carpenter	
	Rosalind Clayton	
	Amanda McFeeters	
	Karen Newman	(Appointed 1 July 2018)
	Rabbi Aaron Goldstein	
	Jane Ruth Drapkin	(Appointed 1 July 2018)
Secretary	Amanda McFeeters	
Charity number	1151090	
Company number	08281223	
Principal address	The Montagu Centre 21 Maple Street London W1T 4BE	
Auditor	HW Fisher Acre House 11-15 William Road London NW1 3ER United Kingdom	
Bankers	National Westminister Bank Plc Baker Street Branch PO Box 2BA 69 Baker Street London W1A 2BA United Kingdom	

LIBERAL JUDAISM (ULPS)

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LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE PERIOD ENDED 31 DECEMBER 2018

The trustees present their report and accounts for the year ended 31 December 2018.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable in the UK and Republic of Ireland (FRS 102)"(as amended for accounting periods commencing from 1 January 2016).

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, re-elected July 2018)
Ruth Seager (previously Vice Chair, elected as Deputy Chair July 2018)
Karen Newman (Vice Chair, Elected July 2018)
Rosie Ward (Treasurer)
Amanda McFeeters
Ed Herman (Re-elected July 2018)
Jackie Richards
Robin Moss
Graham Carpenter (Re-elected July 2018)
Ros Clayton
Jane Drapkin (Elected July 2018)
Rabbi Aaron Goldstein (Chair of the Conference of Rabbis and Cantors)
Tamara Schmidt (Resigned July 2018)
Amelia Viney (Resigned July 2018)
David Hockman (Resigned July 2018)

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.

LIBERAL JUDAISM (ULPS)
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FOR THE PERIOD ENDED 31 DECEMBER 2018

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.

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 2018 have been assessed against these detailed objectives, and are presented later in this report with planned activities to meet objectives in 2019.

LIBERAL JUDAISM (ULPS)
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FOR THE PERIOD ENDED 31 DECEMBER 2018

Overview of achievements and performance

The last year was another very successful one, which saw Liberal Judaism expanding its outreach and influence and undertaking a groundbreaking fundraising initiative under the branding of The Home for Your Jewish Story.

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

Biennial Weekend

For the first time in its history, the Biennial Weekend was completely sold out with more than 300 delegates representing 37 communities and eight countries and not one spare room in the St Johns Hotel, Solihull, which hosted the conference. One third of the delegates were attending their first ever Biennial.

Keynote speaker Rabbi Danny Freelander, the president of the World Union For Progressive Judaism, praised Liberal Judaism's work welcoming mixed-faith families, patrilineal Jews and Jews by choice, its outreach work setting up new communities in far-flung areas and its consistent campaigning for equality including LGBTQI+ rights.

He then laid down a challenge for Liberal Judaism to shout about these successes, move towards an even more inclusive and open Judaism and never be cowed by criticism that may come from the Orthodox world.

Other speakers at the Biennial Weekend included Reuven Marko and Anna Kislanski, the chair and chief operating officer of the Israel Movement for Reform and Progressive Judaism (IMPJ), Samia Diab and Student Rabbi Dahlia Shaham from Israel's Leo Baeck Education Centre and Gillian Merron, the chief executive of the Board of Deputies of British Jews.

Delegates were also able to experience Liberal Judaism's new draft Shabbat morning service, led by its creators – Rabbis Elli Tikvah Sarah and Lea Mühlstein.

Many Liberal Jews - including the movement's president Rabbi Dr Andrew Goldstein - were also among the 350 delegates and speakers from 28 countries assembled in Prague to celebrate the Biennial Conference of the European Union for Progressive Judaism (EUPJ).

Liberal Judaism fundraising dinner

Another highlight of 2018 was the first fundraising dinner for a generation.

Guests were able to enjoy the splendour of Goldsmiths' Hall and a fascinating insight into leadership from guest speaker Julia Middleton, CEO and Founder of Common Purpose, a British charity that runs leadership programmes around the world.

But even more importantly, they were able to celebrate the long history of Liberal Judaism's youth movement with members and leaders from throughout the decades mingling, swapping anecdotes and enjoying the photos and stories placed around the venue. Many of the guests were under 25 and part of today's LJY-Netzer generation.

The evening raised money for the LJY-Netzer bursary fund – which helps young people attend Liberal Judaism youth events whatever their financial situation – and the new Liberal Judaism Education Hub, which launched in January 2019.

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE PERIOD ENDED 31 DECEMBER 2018

Fundraising Strategy

Liberal Judaism seeks to be an active force for good in the lives of Jewish families and communities - and is implementing a fundraising strategy to make the movement the home for even more Jewish stories. Five goals have been identified for monies raised:

1. Ensure every young person who wants to participate in a LJY-Netzer event is able to.
2. Expand and diversify our publications, including our inspiring and transformative Liberal liturgy for the 21st century.
3. Make sure young adults see Liberal Judaism as part of their future, and see their future in Liberal Judaism.
4. Support our wonderful communities in working together, developing resources, sharing products and creating platforms for collaboration.
5. Build our reserves to enable us to make our unique contribution to the regeneration of the Jewish community confidently and creatively.

As well as trying to build the national movement and its communities, Liberal Judaism continued to fight for some of the most vulnerable in British and global society throughout 2018.

Social Justice

Sanctuary Sukkot events took place at Liberal Synagogues around the country, with many communities winning pledges from their local councils to accept and support at least five child refugees each year, for the next 10 years.

There was another victory when the British Government dropped a major barrier to bringing these child refugees to the UK, in a victory for Liberal Judaism and its partners in Safe Passage.

Meanwhile work continued on turning part of South London Liberal Synagogue into a flat for a refugee family through the work of the Abraham's Tent project, while members of Wessex Liberal Jewish Community were part of an interfaith consortium buying a house in Bournemouth for the same purpose.

Liberal Jewish leaders including senior rabbi, Rabbi Danny Rich, and vice president Rabbi Harry Jacobi were among more than 1,000 people who gathered in London to commemorate the 80th anniversary of the Kindertransport and highlight the need to do the same again for today's children fleeing war and terror.

There were many other poignant anniversaries in 2018, not least the 80th anniversary of the pogrom which swept through Germany and Austria on the night of the 9th November 1938, commonly known as Kristallnacht.

The day was marked with services, talks and events at Liberal synagogues around the UK, with rabbis also attending a commemoration in Berlin as guests of the German Government.

The Holocaust was also commemorated when 67 men, women and children – including many from Northwood & Pinner Liberal Synagogue – took part in a wild river swim in the Czech Republic in memory of an incredible woman who survived the Shoah.

The large group swam down the River Elbe in Kolín, Prague, as part of the first ever Hana Greenfield Memorial Swim. It was also the first time in 80 years that anyone has swam in the river, which has been the subject of a two decade long clean-up campaign.

Other causes supported by Liberal Judaism in 2018 ranged from campaigning for a Living Wage to fighting antisemitism to raising awareness of domestic violence.

The movement also kept up its proud stance on equality, especially LGBTQI+ rights, including calling for true trans equality and speaking out against anti-gay laws in the Commonwealth.

Following the success of heritage projects including Rainbow Jews and Rainbow Pilgrims, Liberal Judaism's latest oral history project will examine the revolutionary heritage of the movement, from its inception in the early 1900s to the present day.

Lily's Legacy: The Radical History and Heritage of Liberal Judaism in Britain will research, document, map and showcase more than 115 years of Liberal Judaism by means of oral history, photography, film, publications, digital and other interactive media. It launched in November 2018 with the project scheduled to be completed by May 2020.

Once more Liberal Judaism continued to bring Judaism to parts of the country others cannot reach.

One of many examples saw Lincolnshire Jewish Community fill its ancient synagogue for the region's first Jewish coming of age ceremony for more than 700 years as Jodie Renaud celebrated her batmitzvah.

York Liberal Jewish Community also celebrated another first, when the first Liberal Judaism gender-neutral B'nei Mitzvah took place – a milestone for the movement that won positive headlines around the world.

Interfaith relations were key to Liberal Judaism and its communities in 2018 – whether teaming up with other faiths to combat racism, joining together to celebrate each other's festival's or working together in social action on Mitzvah Day.

Volunteering was 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. During Israel Tour, members hiked to one of the highest points in the country to raise money for orphans and neglected children.

Highlights of the LJY-Netzer year including a bustling Israel Tour, many fun weekends and events and action-packed summer and spring camps.

In terms of PR and communications, 2018 was another very strong period for Liberal Judaism. 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.

Achievements in 2018 and Planned Activities for 2019

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 2018 we:

- Improved the advertising and process of recruitment for members of the Board of National Officers, including creation of further role descriptions
- Performed a simple governance review of Liberal Judaism, using PQASSSO, to identify areas of development, achieving level 1 status and working towards level 2.
- Offered training for new trustees in our communities on safeguarding and offered a range of practical courses through Educare.
- Supported our existing Alliance projects and developed student Chaplaincy through a new project, Progressive Jewish Student
- 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

In 2019 we will:

- Implement the Progressive Jewish Students programme across the UK, including the recruitment of a student worker
- Support community leaders on specific issues identified through the annual returns process, including on Health and Safety, GDPR and safeguarding.
- Offer senior community leaders one to one support with issues of concern and areas where strategic support is needed
- Develop a leadership track for the Biennial in 2020 and support leadership track participants from the Biennial in 2018.
- Set a fund to support volunteer development opportunities across the movement
- Continue with the PQASSO review, completing level 2

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 2018 we:

- Offered access to world class educators at Biennial
- Developed informal learning through events in the Montagu Nights programme
- Worked on an Alliance project to develop a learning programme for Safeguarding, including policy writing and implementation for different levels within the community
- Promoted the use of Educare through Liberal Judaism for community leaders
- Worked 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, touring this resource across the north of England
- Raised funds to continue to develop high quality session planning and learning for LJY-Netzer, enabling us to use external trainers and new resources

In 2019 we will:

- Develop the Liberal Judaism Resource Bank to make it a more user-friendly site to find learning resources and support, identifying funding to support this process and implementing feedback from users
- Launch the education hub, offering a weekly range of classes at the Montagu Centre on a wide range of topics, delivered by rabbis and leading educators
- Develop a rabbinic library at the Montagu Centre, accessible to students and clergy
- Support LJY-Netzer with resource development, integrating with Liberal Judaism resources and linking educators and opportunities

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 2018 we:

- Trialled the Shabbat morning service from the new siddur across all of our communities, gathering feedback from communities and members
- Ran sessions at Biennial that gave access to elements of the new siddur, including a deeper exploration of the theological thinking behind the text
- Ran a track at Biennial on liturgy, including a Rabbinic Conference led session on the theology of liturgy
- Developed opinion pieces and liturgical responses across a range of Jewish media outlets
- Developed rabbinic conference to enable more space for liturgical development and theological thinking

In 2019 we will:

- Plan the next part of new siddur, working on feedback and conversations from the Shabbat morning service
- Develop a project plan to receive and process feedback from across the community about the new siddur and show how this feedback has been integrated into the process and liturgy
- Offer a theology course at the Montagu Centre as part of the education hub, streaming this online to enable wider participation
- Continue to explore opportunities for our rabbis to write liturgical and opinion pieces across Jewish and non-Jewish media

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 2018 we:

- Developed an exhibition for Biennial and beyond, titled 'My Jewish Story', to highlight the diversity and range of Liberal Judaism's membership
- Developed our partnership with Reform Judaism as part of the Alliance to improve outreach work on campus
- Delivered a sold out Biennial where 37 Liberal Jewish communities were represented: one third of participants had not attended before and a number of these delegates participated on a leadership track supported by the NLPS trust for Progressive Judaism
- Developed Liberal Judaism website and social media to build community and connection and services.
- Organised pulpit swaps and rabbinic cover to build a sense of community partnership in communities that are close either in size or location

In 2019 we will:

- Launch a new membership scheme in partnership with communities for those under 40 and not attached to any community
- 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.
- Continue to organise pulpit swaps, community matching and rabbinic cover to build cohesive relationships between communities

- Explore new ways to match community volunteers with those in similar roles across the movement

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 2018 we:

- Developed resources for communities to support the implementation of GDPR
- Delivered safeguarding training to a range of community leaders and supported the development of high quality safeguarding policies and procedures for all communities
- Included an inclusion track on Biennial
- Signposted members to high quality training and support available within and outside the Jewish community.

In 2019 we will:

- Deliver a day of celebration with the theme 'If I am only for myself...' with a focus on how communities can, and do, support their members in a variety of ways and can empower support for others outside the community
- Continue to signpost the best community resources through the resource bank, social media and Council meetings.
- Continue to promote safeguarding best practice, running training events as part of the Alliance
- Work on improving inclusion and access to our events

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 2018 we:

- Live streamed as many sessions at Biennial as possible
- Promoted Liberal Judaism, using the 'The Home for Your Jewish Story' platform in a range of locations and media
- Worked with the PR and Comms teams in other communal organisations to increase our reach and make our shared voice louder
- Set up a monitoring system to assess the impact of social media and the website; identifying the most useful channels and methods of communication
- Redesigned Liberal Judaism ketubot to include options for same sex couples and non-binary couples

In 2019 we will:

- Live stream as much of the Day of Celebration as possible
- Advertise the new passport scheme for adults under 40 in the mainstream media
- Continue to promote the Home for Your Jewish Story across different platforms and to different audiences
- Increase our use of technology to deliver learning sessions and improve access to meetings and events using conferencing technology

- Promote our new education hub using advertising and promotional materials in a range of resources targeted at students, young adults and professionals
- Assist LJY-Netzer to upgrade their website

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 2018 we:

- Continued to use the Israel desk to build and develop partnerships with progressive Jewish organisations in Israel
- Co-ordinated events in the UK for our partner progressive movements in Israel
- Offered resources and support to communities and contribute to communal events around the 70th anniversary of the founding of the state of Israel
- Worked to bring high-quality speakers, representing key Israeli organisations, to deliver sessions at Biennial, including Rabbi Danny Freedlander, Reuven Marko and Anna Kislanski
- Delivered a progressive Birthright tour for young Liberal Jews
- Built relationships with partner organisations in Israel, including IMPJ, Leo Baeck Educational Centre Haifa, the Sir Charles Clore Centre (AKKO), Arzenu and WUPJ

In 2019 we will:

- Build towards the 2020 World Zionist Congress elections, campaigning to encourage synagogue sign up to enable a progressive vote across our community
- Develop our relationships with Israel partners across Jewish community, inside the progressive community and with partners like Israel Bonds and the Israeli embassy
- Develop our gap year programme, Shnat, to make it accessible to a greater number of participants, encouraging more young people to participate
- Review our work on Israel /Diaspora relationships

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 2018 we:

- Implemented the review of social justice work conducted by Citizens UK and Liberal Judaism
- Started to bring together a new social justice leadership group to lead on social justice work and training across the movement
- Continued to fund a Social Justice Worker, in conjunction with Citizens UK to develop Liberal Judaism's programme of social action
- Supported Liberal Judaism communities in their social action work, linking up and publicising action, particularly around refugees

- Led a successful Community Sponsorship application, in partnership with West London Synagogue, South London Synagogue and the Abraham's Tent project, the first synagogal movement to do so.

In 2019 we will:

- Continue to develop the Social Justice leadership group as a way of linking up and inspiring social justice across the movement
- Continue to fund a Social Justice Worker, in conjunction with Citizens UK to develop Liberal Judaism's programme of social action
- Support Liberal Judaism communities in their social action work, linking up and publicising action

Fundraising

In 2018 Liberal Judaism implemented a fundraising strategy that is building a 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 2018 we delivered our first gala dinner at the Goldsmiths Hall, in London, with an emphasis on supporting the development of young people in our movement, through LJY-Netzer and programming for young adults. The event was a success, connecting us with new donors and re-connecting us with former LJY-Netzer participants who haven't engaged with movement events in recent times.

We plan to run events for Friends of Liberal Judaism in 2019, alongside our longstanding Patrons' Dinner. We will be developing a plan to build an endowment fund for Liberal Judaism which will be provide a stable income stream in the future, as well as specifically raising funds for our education hub and to support young adults in their Liberal Jewish journey.

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. For the current financial year a deficit of £7,046 was recorded; this is compared to a surplus of £31,053 in 2017.

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 eighth year, 31st December 2018, some 87% had been repaid.

At the year-end reserves were £609,790 (2017: £616,836), consisting of £63,551 general unrestricted funds (2017: £81,698), £513, 626 designated funds (2017: £505,525) and £32,613 restricted funds (2017: £32,613).

Income

Total income was up by some £90,773 from 2017 (£1,793,589 in 2017). Income increased across several areas of the organisation from 2017, including youth and Kadimah income (£53,888), outreach and rabbinic services (£45,041) and other income, including grants (£56,918). There was a decrease in income in other areas – cemetery scheme income (£6,792) and congregational subscriptions (£2,769), mainly due to annual variations in membership. Increases were due in part to larger tours and events and some significant grant applications, including a new Heritage Lottery Fund project.

Expenditure
In 2018 total expenditure increased by £128,872. There were increases in expenditure from 2017 on youth activities (£14,074), outreach and community work (£50,945) and funeral and cemetery costs (£29,817) and rabbinic development (£18,111) due to increased activity in all areas. Staffing costs also rose (£69,674) but were covered in part by increased grant income and from income raised from secondments and rabbinic fees. General office running costs and travel and subsistence costs decreased.

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.

There was an increase in fundraising expenses of £15, 925 during 2018, which was due to additional costs incurred by the inaugural Liberal Judaism fundraising gala dinner in November 2018.
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 2018, although a robust complaints process is publicised.

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 Jewish Children's Holiday Fund, The Heritage Lottery Fund and Netzer Olami. These grants totalled £181, 791 in 2018.

Risk - significant events, risk and uncertainties

There were no areas where financial risk had a significant impact on income in 2018.

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. A new Friends scheme for donors making a contribution of less than £2,500 per annum was launched in late 2017 and has increase income from smaller regular 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 2018.
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 £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.

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 not achieved in 2018; efficiencies will be made to make this achievable in 2019.
- 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 2019.

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.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

On behalf of the Board of Trustees

Simon Benscher
Trustee
Dated: 04/09/2019

LIBERAL JUDAISM (ULPS)

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2018

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 2018 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 2018 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 financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements 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.

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.

HW Fisher

Andrew Rich (Senior Statutory Auditor)
for and on behalf of HW Fisher

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

26/9/19

LIBERAL JUDAISM (ULPS)

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2018

Current financial year

	Notes	Unrestricted funds general 2018 £	Unrestricted funds designated 2018 £	Restricted funds 2018 £	Total 2018 £	Total 2017 £
Income from:						
Donations and legacies	3	138,005	-	-	138,005	193,539
Charitable activities	4, 18	1,564,539	-	181,791	1,746,330	1,600,044
Investments	5	27	-	-	27	6
Total income		1,702,571	-	181,791	1,884,362	1,793,589
Expenditure on:						
Raising funds	6	27,489	-	-	27,489	11,564
Charitable activities	7	1,682,128	-	181,791	1,863,919	1,750,972
Total resources expended		1,709,617	-	181,791	1,891,408	1,762,536
Net (outgoing)/incoming resources before transfers		(7,046)	-	-	(7,046)	31,053
Gross transfers between funds		(11,101)	11,101	-	-	-
Net (expenditure)/income for the year/ Net movement in funds		(18,147)	11,101	-	(7,046)	31,053
Fund balances at 1 January 2018		81,698	502,525	32,613	616,836	585,783
Fund balances at 31 December 2018		63,551	513,626	32,613	609,790	616,836

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)

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2018

Prior financial year

	Notes	Unrestricted funds general 2017 £	Unrestricted funds designated 2017 £	Restricted funds 2017 £	Total 2017 £
Income from:					
Donations and legacies	3	193,539	-	-	193,539
Charitable activities	4, 18	1,519,131	-	80,913	1,600,044
Investments	5	6	-	-	6
Total income		1,712,676	-	80,913	1,793,589
Expenditure on:					
Raising funds	6	11,564	-	-	11,564
Charitable activities	7	1,650,059	-	100,913	1,750,972
Total resources expended		1,661,623	-	100,913	1,762,536
Net (outgoing)/incoming resources before transfers		51,053	-	(20,000)	31,053
Gross transfers between funds		(13,192)	13,192	-	-
Net (expenditure)/income for the year/ Net movement in funds		37,861	13,192	(20,000)	31,053
Fund balances at 1 January 2017		43,837	489,333	52,613	585,783
Fund balances at 31 December 2017		81,698	502,525	32,613	616,836

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 2018

	Notes	2018 £	2018 £	2017 £	2017 £
Fixed assets					
Tangible assets	**12**		624,031		639,598
Current assets					
Stocks	**14**	23,288		33,579	
Debtors	**15**	298,017		314,130	
Cash at bank and in hand		84,281		113,652	
		405,586		461,361	
Creditors: amounts falling due within one year	**16**	(419,827)		(484,123)	
Net current liabilities			(14,241)		(22,762)
Total assets less current liabilities			609,790		616,836
Income funds					
Restricted funds	**18**		32,613		32,613
Unrestricted funds					
Designated funds	**19**	513,626		502,525	
General unrestricted funds		63,551		81,698	
			577,177		584,223
			609,790		616,836

The financial statements were approved by the Trustees on 19th June 2019.

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Simon Benscher
Trustee

Company Registration No. 08281223

LIBERAL JUDAISM (ULPS)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2018

	Notes	2018 £	2018 £	2017 £	2017 £
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	23		(12,408)		40,227
Investing activities					
Purchase of tangible fixed assets		-		(8,845)	
Interest received		27		6	
Net cash generated from/(used in) investing activities			27		(8,839)
Financing activities					
Repayment of borrowings		(16,901)		(18,992)	
Net cash used in financing activities			(16,901)		(18,992)
Net (decrease)/increase in cash and cash equivalents			(29,282)		12,396
Cash and cash equivalents at beginning of year			113,563		101,167
Cash and cash equivalents at end of year			84,281		113,563
Relating to:					
Cash at bank and in hand			84,281		113,652
Bank overdrafts included in creditors payable within one year			-		(89)

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, and 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.

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 Accounting policies **(Continued)**

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, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost 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 high residual value

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 costs 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.

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.

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.

2 Critical accounting estimates and judgements **(Continued)**

3 Donations and legacies

	Unrestricted funds general 2018 £	Unrestricted funds general 2017 £
Donations and gifts	138,005	158,416
Legacies receivable	-	35,123
	138,005	193,539
Donations and gifts		
Donations - General	23,553	76,866
Council of Patrons	99,068	81,550
Friends	2,872	-
Other	12,512	-
	138,005	158,416

An extraordinary one-off donation of £50,000 was received in 2017

4 **Charitable activities**

	Cemetery scheme income 2018	Youth and Kadimah income 2018	Congregational subscriptions 2018	Outreach and Rabbinic services 2018	Other incoming resources 2018	Total 2018	Total 2017
	£	£	£	£	£	£	£
Income derived from charitable activities	-	392,608	466,189	198,713	171,451	1,228,961	1,075,883
Other income	517,369	-	-	-	-	517,369	524,161
	517,369	392,608	466,189	198,713	171,451	1,746,330	1,600,044
Analysis by fund							
Unrestricted funds - general	517,369	330,443	466,189	152,541	97,997	1,564,539	1,519,131
Restricted funds	-	62,165	-	46,172	73,454	181,791	80,913
	517,369	392,608	466,189	198,713	171,451	1,746,330	1,600,044

4 Charitable activities

(Continued)

For the year ended 31 December 2017

	Cemetery scheme income	Youth and Kadimah income	Congregational subscriptions	Outreach and Rabbinic services	Other incoming resources	Total 2017
	£	£	£	£	£	£
Income derived from charitable activities	-	338,720	468,958	153,672	114,533	1,075,883
Other income	524,161	-	-	-	-	524,161
	524,161	338,720	468,958	153,672	114,533	1,600,044
Analysis by fund						
Unrestricted funds - general	524,161	282,979	468,958	135,990	107,043	1,519,131
Restricted funds	-	55,741	-	17,682	7,490	80,913
	524,161	338,720	468,958	153,672	114,533	1,600,044

5 Investments

	Unrestricted funds general 2018	Unrestricted funds general 2017
	£	£
Interest receivable	27	6

6 Raising funds

	Unrestricted funds general 2018	Unrestricted funds general 2017
	£	£
Patrons dinner	11,312	11,564
Fundraising dinner	16,177	-
	27,489	11,564

7 **Charitable activities**

	Youth activities	Outreach and community work	Lifecycle and cemetery services	Rabbinic development	Total 2018	Total 2017
	2018	2018	2018	2018		
	£	£	£	£	£	£
Staff costs	166,640	222,186	111,093	55,547	555,466	499,726
Depreciation and impairment	4,670	6,228	3,113	1,556	15,567	16,764
Local projects	-	66,288	-	-	66,288	15,650
Youth expenditure	312,155	-	-	-	312,155	294,748
Funeral costs	-	-	128,819	-	128,819	123,105
Cemetery running costs	-	-	176,299	-	176,299	149,974
Other costs	-	68,542	-	43,185	111,727	89,741
	483,465	363,244	419,324	100,288	1,366,321	1,189,708
Grant funding of activities (see note 8)	-	10,909	-	192,191	203,100	201,112
Share of support costs (see note 9)	84,534	112,710	56,356	28,178	281,778	345,542
Share of governance costs (see note 9)	3,816	5,088	2,544	1,272	12,720	14,610
	571,815	491,951	478,224	321,929	1,863,919	1,750,972
Analysis by fund						
Unrestricted funds - general	509,650	418,497	478,224	275,757	1,682,128	1,650,059
Restricted funds	62,165	73,454	-	46,172	181,791	100,913
	571,815	491,951	478,224	321,929	1,863,919	1,750,972

For the year ended 31 December 2017

	Youth activities	Outreach and community work	Lifecycle and cemetery services	Rabbinic development	Total 2017
	£	£	£	£	£
Staff costs	149,918	199,890	99,945	49,973	499,726
Depreciation and impairment	5,029	6,706	3,353	1,676	16,764
Local projects	-	15,650	-	-	15,650
Youth expenditure	294,748	-	-	-	294,748
Funeral costs	-	-	123,105	-	123,105
Cemetery running costs	-	-	149,974	-	149,974
Other costs	-	46,269	-	43,472	89,741
	449,695	268,515	376,377	95,121	1,189,708
Grant funding of activities (see note 8)	-	28,430	-	172,682	201,112

7 Charitable activities (Continued)

Share of support costs (see note 9)	103,663	138,217	69,108	34,554	345,542
Share of governance costs (see note 9)	4,383	5,844	2,922	1,461	14,610
	557,741	441,006	448,407	303,818	1,750,972
Analysis by fund					
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

8 Grants payable

	Outreach and community work 2018	Rabbinic development 2018	Total 2018	Outreach and community work 2017	Rabbinic development 2017	Total 2017
	£	£	£	£	£	£
Grants to institutions:						
Leo Baeck College	-	117,250	117,250	-	119,250	119,250
Citizens UK	-	-	-	20,000	13,333	33,333
European Union of Progressive Jews	7,500	5,000	12,500	6,000	4,000	10,000
Other grants below £1,500	3,409	2,273	5,682	2,430	1,620	4,050
	10,909	124,523	135,432	28,430	138,203	166,633
Grants to individuals	-	67,668	67,668	-	34,479	34,479
	10,909	192,191	203,100	28,430	172,682	201,112

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	2018	Support costs	Governance costs	2017
	£	£	£	£	£	£
Staff costs	138,865	-	138,865	124,931	-	124,931
Office and general costs	103,437	-	103,437	124,962	-	124,962
Travel and subsistence	16,798	-	16,798	23,056	-	23,056
Other costs	22,678	-	22,678	72,593	-	72,593
Audit fees	-	12,720	12,720	-	10,500	10,500
Accountancy	-	-	-	-	4,110	4,110
	281,778	12,720	294,498	345,542	14,610	360,152
Analysed between						
Charitable activities	281,778	12,720	294,498	345,542	14,610	360,152

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year, but one of them were reimbursed a total of £149 for travel, and associated expenses (2017- three were reimbursed £4,593 for travel and training costs).

11 Employees

Number of employees

The average monthly number of employees during the year was:

	2018 Number	2017 Number
Managerial	5	5
Professional	4	4
Support	4	3
Youth	3	3
	16	15

Employment costs	2018 £	2017 £
Wages and salaries	600,504	544,313
Social security costs	57,610	50,359
Pension costs	36,217	29,985
	694,331	624,657

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

	2018 Number	2017 Number
£80,000 - £90,000	1	1

In relation to higher paid employees, pension contributions during the year were £10,498 (2017: £10,453).

Key management personnel consists of the Chief Executive and Senior Rabbi, Director of Strategy and Partnerships and Operations Director. Their total remuneration was £174,508 (2017: £174,111).

12 Tangible fixed assets

	Freehold land	Leasehold	Computer equipment	Fixtures, fittings & equipment	Scrolls	Total
	£	£	£	£	£	£
Cost						
At 1 January 2018	513,270	232,000	7,530	155,657	1,014	909,471
At 31 December 2018	513,270	232,000	7,530	155,657	1,014	909,471
Depreciation and impairment						
At 1 January 2018	95,944	104,400	3,515	66,014	-	269,873
Depreciation charged in the year	-	5,800	803	8,964	-	15,567
At 31 December 2018	95,944	110,200	4,318	74,978	-	285,440
Carrying amount						
At 31 December 2018	417,326	121,800	3,212	80,679	1,014	624,031
At 31 December 2017	417,326	127,600	4,015	89,643	1,014	639,598

13 Financial instruments

	2018	2017
	£	£
Carrying amount of financial assets		
Debt instruments measured at amortised cost	226,510	301,570
Carrying amount of financial liabilities		
Measured at amortised cost	378,209	468,258

14 Stocks

	2018	2017
	£	£
Finished goods and goods for resale	23,288	33,579

15 Debtors

	2018	2017
Amounts falling due within one year:	£	£
Trade debtors	221,997	298,855
Other debtors	4,513	2,715
Prepayments and accrued income	71,507	12,560
	298,017	314,130

16 Creditors: amounts falling due within one year

	Notes	2018	2017
		£	£
Bank overdrafts	17	-	89
Other borrowings		25,500	42,401
Other taxation and social security		41,618	15,865
Trade creditors		141,221	158,606
Other creditors		25,263	26,550
Accruals and deferred income		186,225	240,612
		419,827	484,123

Deferred income of £174,200 relates to ground fees (£168,520) and Rabbinic Development (£5,680) income relating to the next financial year being invoiced in advance.

Deferred income brought forward from 2017 was £228,257, all of which was released in 2018.

17 Loans and overdrafts

	2018	2017
	£	£
Bank overdrafts	-	89
Other loans	25,500	42,401
	25,500	42,490
Payable within one year	25,500	42,490

Loans for the purchase of Edgwarebury Cemetery Land

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			Movement in funds		
	Balance at 1 January 2017	Incoming resources	Outgoing resources	Balance at 1 January 2018	Incoming resources	Outgoing resources	Balance at 31 December 2018
	£	£	£	£	£	£	£
Crawley land fund	29,213	-	-	29,213	-	-	29,213
Church urban fund	3,400	-	-	3,400	-	-	3,400
UJIA	-	45,356	(45,356)	-	40,000	(40,000)	-
NLPS Trust	-	17,682	(17,682)	-	46,172	(46,172)	-
Jewish Child's Day	-	2,500	(2,500)	-	2,500	(2,500)	-
Heritage Lottery Fund	20,000	7,490	(27,490)	-	73,454	(73,454)	-
Jewish Youth Fund	-	3,000	(3,000)	-	5,000	(5,000)	-
Children's Aid Committee	-	1,500	(1,500)	-	3,000	(3,000)	-
Netzer Olami	-	3,385	(3,385)	-	9,365	(9,365)	-
Jewish Children's Holiday Fund	-	-	-	-	2,300	(2,300)	-
	52,613	80,913	(100,913)	32,613	181,791	(181,791)	32,613

18 Restricted funds **(Continued)**

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 provided a grant to support the LJY-Netzer bursary fund during 2018, as well as awarding grants to cover the costs of an educator for our Kayitz tour, the continuing provision of student packs and bursaries for student rabbis who will work in Liberal Jewish communities.

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 2018 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 leadership training for LJY-Netzer volunteers; from Jewish Child's Day and the Jewish Children's Holiday Fund to support the provision of bursaries and from Netzer Olami to support leadership development and youth participation.

The Heritage Lottery Fund awarded funding during 2018 for the end of the Twilight Pilgrims project and the beginning of the Lily's Legacy project.

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	Transfers	Balance at 1 January 2018	Transfers	Balance at 31 December 2018
	£	£	£	£	£
Cemetery land	489,333	13,192	502,525	11,101	513,626
	489,333	13,192	502,525	11,101	513,626

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 2018	Designated funds 2018	Restricted funds 2018	Total 2018	Unrestricted funds 2017	Designated funds 2017	Restricted funds 2017	Total 2017
	£	£	£	£	£	£	£	£
Fund balances at 31 December 2018 are represented by:								
Tangible assets	84,905	539,126	-	624,031	94,672	544,926	-	639,598
Current assets/(liabilities)	(21,354)	(25,500)	32,613	(14,241)	(12,974)	(42,401)	32,613	(22,762)
	63,551	513,626	32,613	609,790	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:

	2018	2017
	£	£
Within one year	6,413	6,413
Between two and five years	9,247	14,160
In over five years	462,000	465,000
	477,660	485,573

22 Related party transactions

There were no related party transactions during the year.

23 Cash generated from operations

	2018	2017
	£	£
(Deficit)/surpus for the year	(7,046)	31,053
Adjustments for:		
Investment income recognised in statement of financial activities	(27)	(6)
Depreciation and impairment of tangible fixed assets	15,567	16,764
Movements in working capital:		
Decrease in stocks	10,291	1,175
Decrease/(increase) in debtors	16,113	(124,986)
(Decrease)/increase in creditors	(47,306)	116,227
Cash (absorbed by)/generated from operations	(12,408)	40,227