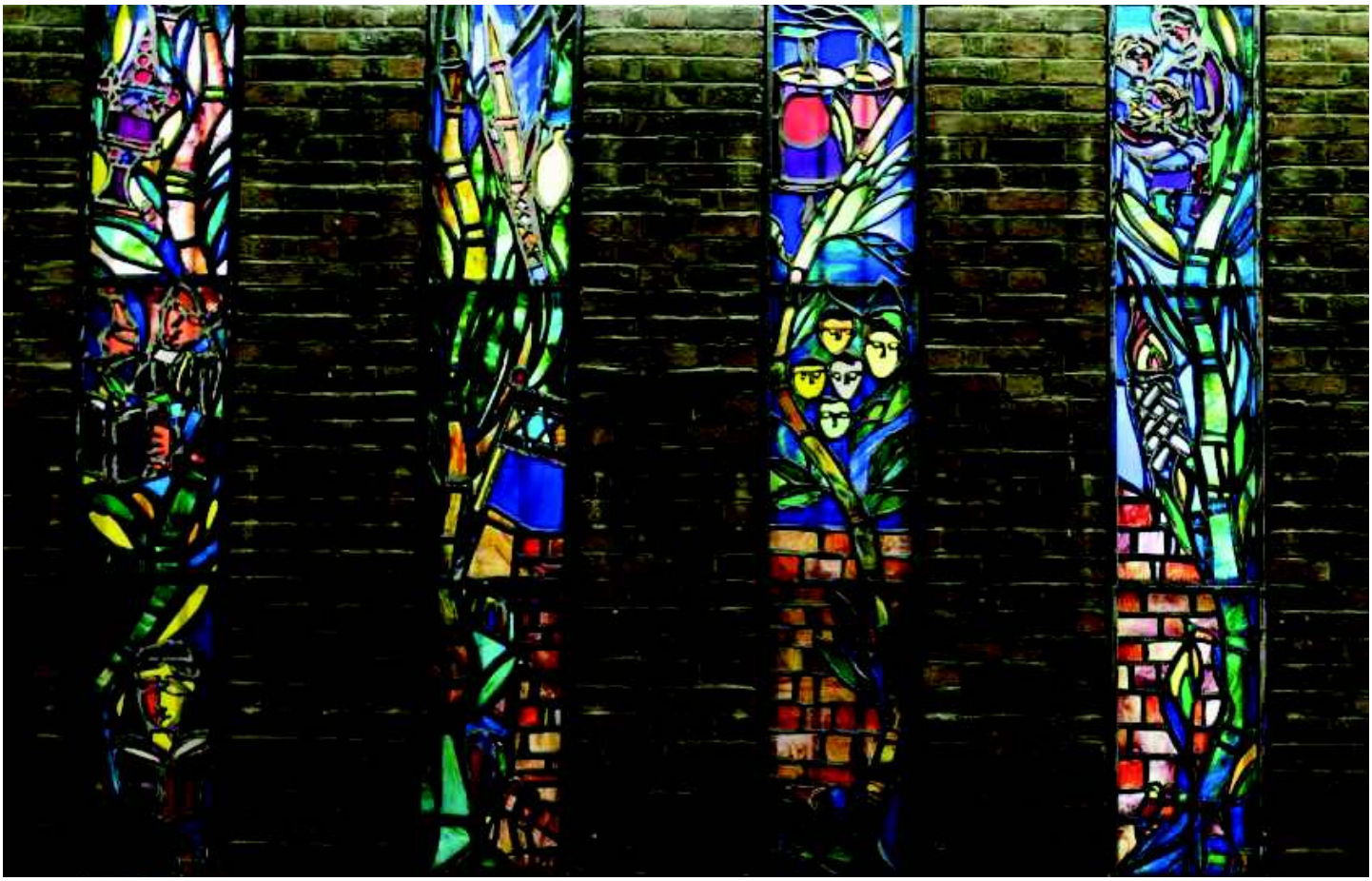
Alyth

To pray. To learn. To live. Together.

Annual Report 2014



Alyth
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Partner Communities
Leo Baeck Education Centre, Haifa, Israel
Kerch Jewish Community, Crimea

Registered Charity No. 247081

Chairman's Report

Looking back on my first year as Chairman of Alyth, I feel privileged and proud to be leading our vibrant community. The scope of activities and engagement of so many of our members every week in the life of the community is truly amazing. We estimate that around 800 members engage on a weekly basis. We welcome each and every person who comes to Alyth for prayer, music, education, social activities, meetings and events. We also welcome many visitors to Alyth and ensure that they too enjoy our hospitality and warmth.

In January 2014 Cantor Cheryl joined the Clergy Team and Cindy Summers joined us as head of our Kindergarten. We are delighted that both Cantor Cheryl and Cindy have settled into their respective roles and are very much a part of the Alyth family. Our Clergy team is an integral part of all that we do at Alyth. Their focus on the work that they do and on ensuring members are welcomed, listened to and supported, is inspiring. They lead not only within the community but outside as well, serving as trustees, governors and activists across a broad range of organisations. Thank you, Mark, Josh and Cheryl for your dedication and commitment to us all.

Our professional and staff teams continue to support the work that is being done. In his role as Community Director, Adam has begun to streamline our operations and ensure that the administrative and caretaking support in the running of the synagogue is of the highest quality. Our much loved, (now heading toward retirement) Director of Music, Viv, has continued to be at the heart of music and drama at Alyth whilst at the same time partnering with Cantor Cheryl as she has become so much a part of the community. Lynette has embraced her role as Welfare and Life Cycle Director and is constantly finding ways to deepen the way we care for everyone in the community, especially those in need and who are vulnerable.

The Galim team has been hard at work all year, delivery outstanding programmes on Sunday mornings, Friday nights (Ruach) and across the range of youth and education activities that happen throughout the year. With the changing landscape in education and more and more children attending Jewish Day Schools, we are constantly looking at how best to meet the diverse needs of our young children and teens.

Thank you to all the professionals and members of the staff team who work tirelessly to ensure that Alyth is an exciting, busy and welcoming community.
I am grateful to the members of Executive and Council who engage with all that we do and are an invaluable source of support to the honorary officers and myself. The discussion and debate around the table is always respectful and informed and continues to ensure that we follow a path that has Alyth at its very heart.

The annual review is an opportunity for us to look back at the year, celebrate our wonderful community and share some key facts about Alyth. The new layout of this Annual Review is based on the design of our exciting new website. Please do click on www.alyth.org.uk and explore the website. We have also taken the opportunity to shorten the reports from the many committees, groups and clubs that are active in Alyth and hope that this gives you a flavour of what it takes to make Alyth the wonderful and engaging community that we are.

2015 is well underway and already we have much to do and much to look forward to. As we reflect on the year that has past and look forward to the coming months and years, I feel blessed that our community is strong and safe and hope that you will all join me in building a community that is more inspired and engaged than ever before.

President's Report

It seems unbelievable that this is my last Presidents report. Can anyone remember 2009? It seems aeons ago. Actually only 6 years and the year Robbie Jackman, Chairman at the time, asked if I would accept the role of President. I was shocked, amazed, speechless and also very honoured, to be considered as worthy to head this dynamic community.

However, after Robbie picked me up from the floor, I was left with the problem of not knowing what a President actually does. I consulted my wonderful predecessor Jeffery, who gave me a few pointers, but ended by telling me "everyone does it their own way". So that's what I've done. I made up my own brief; To be less involved with day to day affairs, but around in case there was some sort of disagreement or dispute that needed an outside view. To hold the history of Alyth, as far as possible. To be available as a calm slightly detached person. To be one of the friendly, caring concerned faces of Alyth and to be an ambassador for Alyth and for the wider Reform movement.

To try to sum up all the achievements and changes of the last six years would take too long but I would like to highlight one or two. Perhaps the biggest change has been finishing our sanctuary, the Bimah, the Ark doors and now the wonderfully lit Halter windows. I won't mention the one small issue still outstanding!

It is now well established that we are a congregation of many voices, of many Minyanim catering for differing views. We have assembled an amazing stable of Professional staff, a strong creative Clergy team and now education, youth and clerical teams to be proud of. We have a council of young and dynamic lay-leaders and with the launch of the refreshed rebranding, Alyth can continue to show the world it's modern forward looking face.

As President I have tried and hopefully added, to the friendly, welcoming, caring atmosphere of Alyth. I have been very proud to hold the post and to watch the community grow. I have been given so much love and respect it has been very humbling for me. So, though I might be retiring, I know that in your new President, Peter Backman, the role is in very safe hands.

Pray with us

"We believe that prayer is central to a meaningful Jewish life. We aim to create opportunities for worship that are intellectually rich, grounded in Jewish tradition and inspiring for all."

In 2014 we continued the programme of development of our Shabbat Services as we seek to respond to the diverse needs of the Alyth community.

Our **Erev Shabbat service** is now one of the most well-attended and inspiring services in UK synagogue life. Over the year we continued to develop the service, thinking about how to use different chair layouts, and the role of our Children's Choir and Youth Singers, alongside the clergy team.

On Shabbat morning, our **classical service**, as every year, hosted B'nei Mitzvah, pre-wedding blessings, birthdays and anniversaries, as well as supporting those experiencing a bereavement and marking a Yarzheit. It continues to offer a high-quality service, with accompaniment from our wonderful volunteer choir, and sermons from our clergy and guest preachers.

Kollot has continued to become embedded in the life of the community, and is now the primary prayer space for a large number of our members, who also have the opportunity to read Torah and deliver a Dvar Torah. We are grateful to Justin Wise, who regularly leads the service with the clergy, and to John and Peter for their role as shamashim. Gratitude, too, to the **Big Bang** musicians, who continue to inspire and entertain in this very special monthly service.

Innovation in tefillah remains one of Alyth's greatest features. In 2014, our **Tefillah Lab** included Shira u'Shtikah, Terrifying Tefillah, Supertots, Healing services and a Cheshbon HaNefesh service for Ellul. 2014 also saw the first of our Third Space services for Young Adults, run in conjunction with FRS.

Finally, a word for our wonderful, lay-led **Sunday Shacharit** service, which meets every Sunday for tefillah, followed by bagels and warm company.

Our services do not run with clergy alone. We are grateful for the support of all who help to make our services work, and especially our choir, lay-readers and wardens . In 2014 the warden team expanded into a much larger group, trained and supported by Michael, Nicola and Selina, who have our gratitude for all their efforts.

Learn with us

We believe that Jewish learning is central to a meaningful Jewish life. We aim to create opportunities for study that are intellectually rich, grounded in Jewish tradition and inspiring for all – both accessible, grown-up Jewish learning, and learning that nurtures and challenges our young people.

Jewish learning is at the heart of communal Alyth life every year, and 2014 was no different.

Our regular learning programmes continued to offer accessible, intellectually challenging learning for our diverse congregation - those coming new to Judaism, those for whom learning is central to their lives, and for those going through the life-cycle . These include our weekly **Gateway** and **Talmud** classes, special **Ruach Parents sessions** parallel with our Bar/Bat Mitzvah programme, our **Marriage course** and **Rosh Chodesh** group.

Other highlights of the year included:
Shabbat Shiurim: 25 different shiurim before the Shabbat morning service over the year, including text study on Midrash, Bible and Talmud; theological discussion; sessions on subjects as diverse as Women in Judaism and Christianity; the Orthodox liturgy and Ours; Jews of the Caribbean; and Jewish Chaplains in the German Army in WW1.

Learning for the Jewish Calendar: Special community learning programmes for Ellul and the High Holy Days, and Preparing for Pesach.

One-off learning sessions including: high-level Jewish study (such as an evening on Rabbi Ishmael's 13 Hermeneutical Principles and What is the Talmud and why does it matter?), Israel based learning, Interfaith learning, sessions on Jewish ethics and more.

Trips to the National Gallery and British Museum

A wonderful **Scholar-in-Residence** programme, in which we welcomed one of the world's foremost scholars, the Jewish feminist theologian Rabbi Professor Rachel Adler.

Learn with us - Youth & Education

Galim is the Education and Youth Department of the synagogue.

Galim provides a learning and Jewish engagement programmes for ages 4 – 18, led by a dedicated and ambitious team of educators.

Together we celebrate the festivals with art and crafts, singing, storytelling and other activities.

Our desire is for our children to love coming to learn at Alyth and for them to benefit from the knowledge and skills they acquire and to inspire a journey of learning and living for each of them.

Kef Zone is our Wednesday Club that was developed in September 2014. It acts as an umbrella brand for clubs run by the Galim department, Upbeat Drama run by Jane Gordon, Children's Choir run by Cantor Cheryl and Alyth's Children's Theatre.

For every festival, the department ran a **Festival Tea** for under 7s and their families to celebrate, come together and partake in festival themed activities. The teas last an hour and are usually very well attended with a range of 10-15 families.

Spring Days ran during the Pesach holidays for 34 children in Reception—Year 5. The week consists of Pesach themed activities designed, created and led by madrichim who are trained in house at Alyth as well as opt in activities including football, drama, designing your own puppet show, circus skills, story telling, Pesach games and singing songs.

Summer Days runs the week before Summer Madness and helps create the most thriving month of the year for the department. The activities and the layout of the week is run in a very similar manner to Spring Days to create the 'Days package' including similar activities and including original madrichim led programmes.

Sukkot Sleepout along with Summer Madness is one of the long standing events in Alyth youth's history. Sukkot Sleepout provides children with the opportunity to experience and empathise with the homeless and what it is like to sleep outside while raising money for Homeless Action in Barnet.

Summer Madness is the highlight of the department's summer. It has been running for 23 years and is always a popular residential trip. With chanichim and madrichim combined, approximately 50 young Alyth members attend Summer Madness and spend 5 days together in Northampton in August. During the week we partake in many activities including: site led activities and peulot that madrichim have written and planned, drama, arts and crafts, raft building, wide games, movie nights and much more.

Ruach residentials are an integral part of the B'nei Mitzvah process. The main aim of these residentials is social bonding and as you can see from the numbers, they are always well attended and very successful. With thanks to JJBS whose grant made it possible.
Year 6: 28 attendees in March
Year 7: 33 attendees in November
Year 8 : 20 attendees in October (international)

The **Hadracha Course** runs in Year 9 and 10 – 5 sessions in year 9 and 10 sessions in year 10. In 2014 there were 9 participants on the Year 10 course and 13 on the Year 9 course. The department is developing an advanced hadracha course for those in Year 12 and 13.

Sunday Morning Galim is a nourishing space for young people to build, develop and explore their Jewish identity. Learning is achieved through dynamic, multi-sensory classroom experiences where both the building of knowledge and a solid peer group are equally valued.

There are 134 students enrolled on this provision ranging from 4-12 years of age. The programme is staffed by 6 teachers with David-Yehuda Stern. Teachers are supported by a team of approximately 25 trained madrichim. Attendance has been strong throughout the year and we have seen increased parent engagement thanks in part to initiatives such as the re-launched Galim Parents Group.

This year students have explored a range of topics and in doing so engaged in many unique experiences including: building their own Chanukiah, Mezuzah and Tallitot making and taking

part in professional-led Israeli dance classes. In addition to our regular Jewish Studies and Hebrew sessions, students have also enjoyed some great festival themed mornings, and we regularly have members of the Clergy come in and run assemblies for the students.

We require all staff to hold a valid DBS and to attend regular training programmes during the course of the year. They receive regular feedback and are supported by the professional Galim Team. For the second year running we brought in a group of professional educators from our community to observe, support and provide feedback to each of our teachers. This space provides staff the opportunity to discuss successes and challenges with an experienced education professional and for us to observe and develop best class practice

There are approximately 82 members enrolled on the **Ruach**, our Bar & Bat Mitzvah programme. The programme is staffed by David-Yehuda Stern, Alice Goldsmith and Sophie Langsford with support from 6 trained madrichim and 20 B'nei Mitzvah mentors.

The topics covered on a Friday evening are Social Justice and Ethics, Prayer and Shabbat and The Jewish Journey . Our sessions have been joined by guest educators such as Ben Salamon (Tzedek's Education Programme Coordinator) and Dalia Lyons from the Artisan Tallit Co.

We continue to run Ruach Parents Sessions, which are led by the Clergy and are aimed at parents whose children attend the Friday night programme. The sessions are designed to help support and build parent's Jewish knowledge and confidence during the B'nei Mitzvah experience.

We currently have very strong attendance at the Friday Night Service from both students and parents. Approximately 85% of students attending the Friday evening programme attend the service each week.

Learn with us - Early Years

Alyth Kindergarten

Under the leadership of Cindy Summer, the Alyth Kindergarten is now very much part of the synagogue community and works far more closely with the clergy and the Galim team. The creation of Supertots, held once a term, strengthens ties with the community and is led by Rabbi Mark, Tor Alter and Cindy Summer.

Keeping parents involved in the learning of their children is very important to us and we do this by having a Parent Forum which meets once per half-term and a weekly newsletter which is presented in a new style along with a personal email written by Cindy. This has resulted in happy parents and Cindy's 'open door' policy has increased the positive relationships with parents.

We have taken on two work placement students with special needs. This tangible inclusion is very important for both staff and also for the children to see.

The structures of the Kindergarten have also changed. The school year has been increased from 34 to 36 weeks, more in line with other schools. A new teaching structure empowers the Teacher Team Leader to take full control and responsibility for their children, their parents and the classroom. Long Days lessons are now themed, with a Teacher Team Leader, making the programme more attractive. This has resulted in numbers of attendees increasing to 36. More flexible afternoon sessions mean parents can choose from 1 to 3 days (non-consecutive).

Shofar Daycare Nursery

Over the past year we have been involved in the creation of a dynamic, new, Jewish Daycare Nursery for babies and children aged six months to five years old in Finchley.

Shofar is an inspiring collaboration between Alyth and Finchley Reform Synagogue (FRS). The aim is to build a daycare nursery that provides families with the highest quality daycare in a creative, caring, stimulating, Reform Jewish environment.

The new, purpose designed space at the Sternberg Center in N3 will be filled with fantastic activities and resources to allow children to grow and develop both indoors and out.

Shofar is due to open in late Autumn 2015.

Be with us - Synagogue Groups

We believe that nothing is more important in the life of a Jewish community than the relationships that we build and the welcome that we can give to one another.

Prayer and learning are a central part of Jewish life, but they are not enough. To be a community is to share a wider range of interests and activities with one another – to be a genuine Jewish community centre.

There are many groups and clubs that meet regularly at Alyth (and sometimes outside):

Thursday afternoon **Bridge** is flourishing. We have a core of regular attendees who come with a smile whatever the weather! Our players are able to come without a prior commitment or a partner. As a by product of these afternoons, organised by Sheila and Michael Angel we have raised nearly £8,000 for synagogue funds.

The **Cycling Community**, organised by Laurence Mendoza, continues to provide friendship and exercise for Alyth members spanning our community in age and ability with their monthly rides (and more regular rides in the summer).

Our new **Coffee House Poetry** group of 20 members meets every other month to share and discuss poetry.

The **Alyth Ramblers** have been on six day rambles in the Chilterns and Hertfordshire area throughout the year. They have also rambled for longer periods at their weekend away in Shropshire in July and a week in Israel in the Galilee in May.

The Alyth **Senior Club**, organised by a team of volunteers, is our 60s plus club for members of the synagogue or parents of synagogue members with approximately 25-30 members attending the Monday afternoon meetings. The programme (speakers, music, current affairs discussion, quizzes etc.) starts at 14:00 and lasts for just under an hour, followed by an excellent tea prepared by Synagogue members. Several outings are organised every year. In July the club visited the Green Dragon Pub in London Colney for a Pub Lunch; in August Afternoon Tea was enjoyed at the West Lodge Park Hotel and in March this year the club attended a musical show at the Wyllyotts Theatre in Potters Bar.

Mothers, fathers, grandparents, carers and toddlers have enjoyed playing with toys and having a sing-a-long on Monday mornings at our **Toddler Group**.

Alyth is now offering five **Yoga** classes a week; three general classes, one pregnancy class and one mellow yoga class, all taught by experienced yoga teacher Maxine Levy. Rabbi Mark and Maxine have created **Kavannah Yoga** to explore fresh ways of cultivating a personal spiritual practice. Rabbi Mark reads from selected Jewish texts and Maxine interweaves this with traditional yoga postures, movement, breathing and meditation techniques. These sessions have been run at Alyth, JW3 and at Limmud. Yoga has also been added to the Sunday Morning Galim curriculum to help explore Shabbat morning prayer.

Be with us - Tekiyah Fundraising Events

As part of the Alyth 80 celebrations the **Alyth 80 Comedy Night,** compered by Bennett Arron, featured comedians Lee Nelson, Mark Maier and Francine Lewis. 150 attended a hilarious evening raising £1,000.

The **Alyth 80 Cookbook Launch** gave members a chance to see 'A Life in Food', our cookbook. The launch included a chocolate demonstration by celebrity chef and chocolatier David Mendes and grand birthday bake off. Guests were treated to a supper of dishes cooked from recipes included in the cookbook. Competitors were asked to bake an Alyth birthday cake and guests were able to sample all the entries. The overall winner was Valentina Vukadonovic. Cookbooks are still available for purchasing.

Our **Annual Quiz Supper** was held in November. This popular event attracted 254 guests who enjoyed a fish and chip supper and seven hilarious rounds of questions. The event included an auction and a raffle which raised £9,000.

Be with us - Music and Drama

Music and drama is at the heart of Alyth. Ours is a community that sings together with the music of our diverse services, and the joyful singing of young and old. Under the guidance of our Director of Music of over 30 years, Viv Bellos MBE, Alyth has become famous throughout the world for our adult and youth choirs, and is known as a place in which all are encouraged to sing. This love of music and singing infuses every aspect of communal life.

Our **Synagogue Choir** has 16 dedicated members which expands to 28 for the High Holy Days. The choir brings music and song to all Shabbat morning classical and festival services

Our **Singing for Pleasure** choir consists of 30 members who regularly rehearse together and delight the residents of the many homes that they sing at through out the year..

The **Alyth Choral Society** gives three concerts a year, including one with professional orchestra & soloists. Its vibrant music director, Robin Osterley, together with its energetic chorus master, Viv Bellos MBE, work wonderfully together to create a varied and exciting programme which encompasses an extensive repertoire. The choir had a wonderful bonding trip in Paris where they visited the Rue Copernic Synagogue, and established links between the synagogues. An away day workshop at Latimer Place with music director, chorus master and accompanist, Kelvin Thomson, helped to focus the choir on singing techniques which helped the choir to create a marvellous performance of Handel's Esther in December.

The **Centre for Jewish Music and the Arts**, which is housed at Alyth, put on its annual **Jewish Music Fair** in April. There were 90 participants attending 27 workshops on all aspects of Jewish Music given by some of the country's leading Jewish musicians. It also put on outings to English Touring Opera performances of Handel's Ottone, Donizetti's Siege of Calais, the National Gallery Making Colour Exhibition, the Knitwear Exhibition at the Fashion Museum

Alyth Youth Singers has 22, 13 – 15 year olds who rehearse once a week and sing once a month in the Erev Shabbat service. They are also invited to sing at other events throughout the year including the Barnet Council Holocaust Memorial Day commemoration, the 70th anniversary of liberation of Auschwitz in Westminster Abbey and this year's trip took them to Dublin.

In addition to the wonderful spirit that their singing brings to a monthly Erev Shabbat services, the **Children's Choir** builds the childrens' confidence, teaches teamwork, and provides a lot of fun whilst learning Jewish music with friends.

2014 saw the resurgence of **Alyth Academy of Performing Arts** with 16, 13 – 15 year olds working on a production of the Musical '13' for performances over the May 2015 Bank Holiday weekend. **Alyth Children's Theatre**, the junior version of Academy, put on a hugely successful production of Oliver in June. Whilst **PACT - Upbeat Theatre**, the preparatory version of ACT, allowed 8, 3 - 7 year olds to take part in an introduction to the disciplines of putting on shows this group give a short performance each term.

Act with us

We believe in a Judaism that is utterly engaged with the world around us, both within the Jewish people and our wider community.

To be Jewish is to care about the world around us and to take responsibility for it. Alyth is home to the social awareness and activism that Judaism demands of us.

From our willingness to have difficult conversations about Israel to our work to support our twin community in Kerch in the Crimea; from our volunteer-led monthly refugee drop-in and winter homeless shelter, to our work to enable those with mental illness to enjoy Jewish life; from our campaigning work for social justice to the extraordinary contributions of our members to life in the wider community – Alyth is a community engaged in the world around us.

For the third year we participated in the **Together in Barnet Night Shelter**, in partnership with Golders Green Parish Church. We were also part of the team that planned and volunteered for the Christmas Shelter which ran for four days from Christmas Eve, working with the team at FRS who hosted the Shelter. Over 30 volunteers from Alyth and Golders Green Parish Church came together to provide a three course home-cooked meal, companionship and conversation, as well as safe, warm overnight accommodation for a group of 16 homeless men and women each week

Over the course of the Together in Barnet Shelter this year, 60 guests used the Shelter; by the end of the Shelter more than 20 guests had been found homes. When they are housed, each guest receives a Starter Pack of basic household goods (such as pots and pans, a toaster and a kettle), which are being funded this year by the generosity of Alyth through the High Holy Days Appeal.

Our **Interfaith** programme continued to grow with our series of conversations with members of St Edward the Confessor Catholic Church. One such discussion was on the controversial topic of Covenant. This was hosted by the Church and we were given a very interesting tour of this historic place. An innovation of the year was to host an Iftar, the name given to the breaking of fast each night during Ramadan. We welcomed 30 members of the Muslim community as the first Synagogue to do this and garnered coverage on press, radio and TV. For our contribution to Interfaith Week we organised on behalf of Barnet Multifaith Forum and Barnet Womens Interfaith Network an evening at the Town hall with Dr Harriet Crabtree, the Director of the Interfaith Network of the UK and other members of the IFN Executive, including Rabbi Maurice.

50 infirm, housebound or unwell members of Alyth were visited by one of a team of more than 20 volunteers who deliver **care packages** at Sukkot and Purim.

6 **Bayit Cham** lunches were held for an average 25 people after the Shabbat morning service, cooked and hosted by a team of volunteers.

The **Kerch Committee** held a fundraiser and screening of the film "The Return". Unfortunately due to the current conflict, no organised official trips have been able to take place but around £20,000 has been sent to our twinned community in Kerch.

Our **Monday Club**, organised by Dennis Sher, had 38 sessions, providing social activities for people with learning difficulties.

6 **Shalom Suppers**, organised by Zvia Klier were held in 2014. Regularly feeding 70 people from JAMI and the Shalom Centre who join us for Shabbat services and for a Shabbat evening meal cooked by a team of volunteers. *With thanks to Hampstead Garden Suburb Trust for their support.*

The **Monthly Drop in for Recent Refugees**, organised by Debbie Rose and Cheryl Brodie, continued to help approximately 40 clients each month. A large group of volunteers from the Alyth community provide a place to meet, to gain help with British bureaucracy, to knit, and to eat and enjoy.

The 2014 **High Holy Days Appeal** raised over £55,000. Thank you to everyone who donated. The selected charities will be coming to Alyth to tell us more about their work over the coming months. The charities we are supporting this year include the Clergy Charitable Fund, Welfare Fund, Alyth Weekend Away Fund, Kerch Jewish Community, Leo Baeck Education Centre, Haifa, Parents Circle-Families Forum, Meketa, The Bike Project, Together in Barnet Night Shelter, Opening Doors with Age Concern. Please go to our website to find out more about these charities.

Alyth is always engaged with **Israel** but never scared of dealing with Israel's complexities. In 2014 the Synagogue programme included a number of encounters which opened up Israeli society through the eyes of trusted interpreters. Through sermons in our services, open fora, panel discussions and talks at the Synagogue and in members' homes we heard from Rabbi Gilad Kariv (Executive Director of the Israel Movement for Progressive Judaism), Anat Hoffman (Director of the Israel Religious Action Center and leader of Women of the Wall), Rabbi Ofek Meir (Deputy Director of our twin community, the Leo Baeck Center in Haifa) and Lian Najami, an inspiring Israeli Arab student leader. We heard about the strains in Israeli society and work to rectify them from Mercavim, an organisation which works to build Israeli civil society. They brought an Ethiopian Israeli leader, a Charedi leader and a leader of Israeli Arabs to the Synagogue to debate and help us to understand their views of Israel's potential. From our own community Dr Keith Kahn Harris helped us to consider how we speak to each other about Israel, with a talk based on his 2014 book, "Uncivil War". David Janner-Klausner helped consider the end of a generation of heroes in Israeli politics following the death of Ariel Sharon.

Two annual events kept us connected to Israel. We commemorated Yom HaZikaron and celebrated Yom HaAtzmaut. Alongside the dance and party organised by the hardworking Alyth Israel Committee chaired by John Cohen, we also showed powerful films made by the students of the Tel Aviv University Film School and held discussions and an Israel party for our youngest members. Teenage Madrichim from the Leo Baeck Center joined Alyth's youth leaders through the late summer for Summer Madness and Summer Days camps bringing Israel to our Youth Department.

The summer was overshadowed by the Israel – Gaza conflict. Alyth was a safe space to talk about our concerns and learn about the conflict. We held a panel discussion with the leaders BICOM, Yachad and the Movement for Reform Judaism and also open fora before our Shabbat evening services so that members could share their concerns with our Clergy.

Intelligent, deep and thoughtful engagement with Israel remained the hallmark of Alyth's Israel work.

Live with us

Alyth is built on a foundation of mutual care in which we share one another's joys and sorrows and accompany one another through our life journeys.

One of the greatest joys of Jewish life is to live as part of a caring community – one that supports us when we are falling, and shares our joys in happy times.

Alyth is a place of care: led by a dedicated Director of Welfare and Life Cycle, ours is a community in which we care for one another through illness, bereavement, and the many challenges of life – providing practical and emotional support – meals, transport, company, and a listening ear for those who need. To care is built into the fabric of everything we do.

The **Shul Shuttle** made approximately 25 journeys a week to bring members to services and events.

A group of 16 men and women make up our **Chevra Kadisha** - attending and performing tahara (body washing) for the dead prior to burial or cremation.

Six members making up the **Bereavement Call Group** made regular calls to all those who have been bereaved.

Our new monthly **Shabbat B'Yachad** provided an average of 30 people the opportunity to share the spirit of Shabbat together following the Erev Shabbat Service.

A five part **Marriage Course** for about to be, or newly married couples, with sessions on: The Jewish Home, Putting together a Jewish Wedding Ceremony, Resolving Conflict in your Marriage.

Our new **News Views Coffee & Schmooze** provided 15 people with a fortnightly space to chat about the news.

Two **Young at Heart Days** were attended by approximately 25 people who enjoy a day of activities including singing, mellow yoga, films and more.

Community Statistics

Executive

President:	Brenda Freedman
Vice-Presidents:	Edward Cohen
	Gillian Epstein (until May 2014)
	Colette Levy (from May 2014)
	Steve Miller
Chairman:	Harriet Radley (until May 2014)
	Mark Harris (from May 2014)
Vice-Chairman:	Mark Harris (until May 2014)
	Noeleen Cohen (from May 2014)
Hon Secretary:	Noeleen Cohen (until May 2014)
	Lanny Silverstone (from May 2014)
Hon Treasurer:	David Leigh (until May 2014)
	Russell Baum (from May 2014)
Senior Wardens:	Selina Gellert (until May 2014)
	Michael Simon (from May 2014)

Council Members for:

The Building and Health and Safety:	Michael Overlander
Youth and Education:	Caronne Graham
Human Resources:	Lanny Silverstone
Music:	Russell Raphael (until May 2014)
	David Leigh (from May 2014)
Membership:	Jackie Miller (until May 2014)
	David Brown from May 2014)
Kindergarten:	Nicola Feuchtwang
Welfare:	Mark Harris (until May 2014)
	Julia Simmonds (from May 2014)
Youth Representatives:	Jemma Mendoza and Harry Stern (to May 2014)

Staff

Clergy Team:	Rabbi Mark Goldsmith
	Rabbi Josh Levy
	Cantor Cheryl Wunch
	Rabbi Maurice Michaels
Community Director:	Adam Martin
Welfare and Life Cycle Director:	Lynette Sunderland
Director of Music:	Viv Bellos
Kindergarten Headmistress:	Cindy Summer
Head of Youth Engagement:	Josh Moritz (to December 2014)
Head of Education:	David Yehuda Stern
Head of Youth:	Sam Brunner (from February 2014)
Hebrew Co-ordinator:	Inbal Zafir (to July 2014)
Fundraising & Development Co-ordinator:	Sarah Langsford
Administration & Support: Team	Farah Josephs
	Lisa Kagan
	Lesley Lass
	Rupert Villiers (to March 2014)
	Bonnie Lemer (from April 2014)
Facilities Team:	Alan Lee
	Bob Morley
	Robert Kimemia (to July 2014)
	Ben Anazodo (from July 2014)

Representatives to the Board of Deputies of British Jews

Jeremy Baum, Jackie Naftalin, Laurence Radley, Noam Tamir, Marketa Zvelebil

Representatives to the Movement for Reform Judaism

Robert Weiner, Paul Winter, Noeleen Cohen (to March 2014)

Jewish Joint Burial Society

Colin Joseph (Sexton), Brenda Freedman (Governor), Steve Miller (Alternate), Clare Lubin (Treasurer)

Executive Attendance – January to December 2014

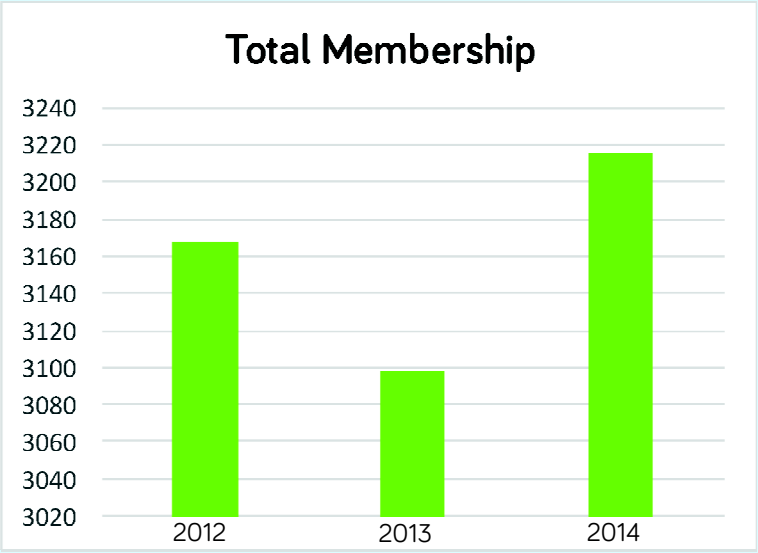
Name	Number of Attendances	Possible Attendances
Dr Selina Gellert * [1]	3	4
Mrs Harriet Radley *	3	4
Mr Russell Raphael *	3	4
Mrs Julia Simmonds **	5	7
Mr Michael Simon ** [1]	6	7
Mr Russell Baum	6	7
Mr David Brown	7	11
Mrs Noeleen Cohen	7	11
Dr Nicola Feuchtwang	8	11
Mrs Caronne Graham	9	11
Mr Mark Harris	11	11
Mr David Leigh	9	11
Mr Michael Overlander	8	11
Mr Lanny Silverstone	10	11

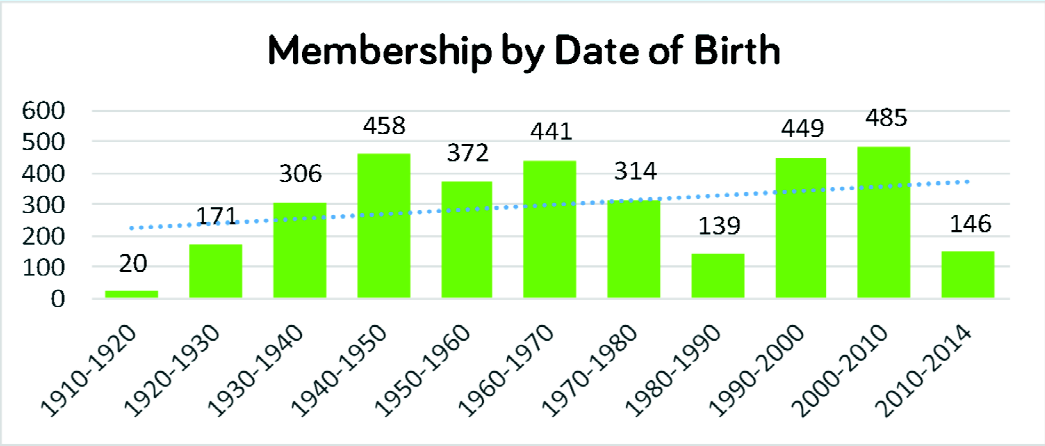
Council Attendance – January to December 2014

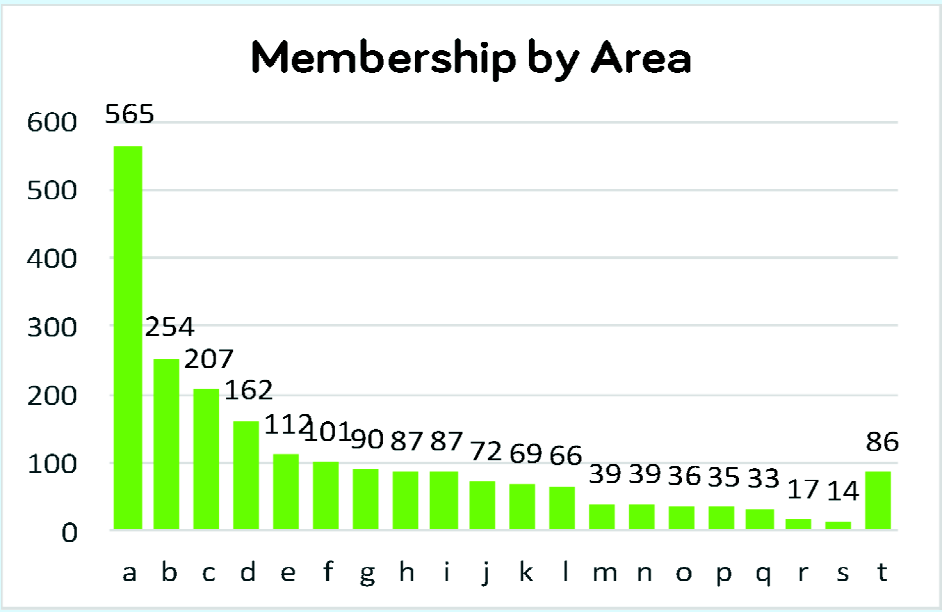
Name	Number of Attendances	Possible Attendances
Mrs Gillian Epstein * [2]	2	5
Dr Selina Gellert *	4	5
Mrs Sara Glaser *	0	5
Mr Russell Raphael *	2	5
Mr Robert Weiner *	5	5
Mrs Ruth Wellin *	4	5
Mrs Jo Chadwick **	3	6
Mrs Colette Levy ** [2]	2	6
Mrs Clare Lubin **	6	6
Mr Russell Baum	10	11
Mr Howard Bogod	7	11
Mr David Brown	7	11
Mr Edward Cohen	8	11
Mrs Noeleen Cohen	10	11
Dr Nicola Feuchtwang	10	11
Mrs Brenda Freedman	6	11
Mrs Caronne Graham	11	11
Mr Mark Harris	11	11
Mrs Sue Haskel	6	11
Mr Paul Jonas	10	11
Mr David Leigh	11	11
Mr Arieh Miller	9	11
Mrs Jackie Miller	5	11
Mr Steve Miller [2]	3	11
Mr Nicky Minter	3	11
Mrs Fran Moscow	9	11
Mr Michael Overlander	8	11
Mrs Harriet Radley [4]	9	11
Mr Dan Rosenfield	8	11
Mr Lanny Silverstone	11	11
Mrs Julia Simmonds	8	11
Mr Michael Simon ** [1]	6	11
Mrs Ruth Smilg	7	11

1 Senior Warden
2 Vice President
3 President
4 Immediate Past Chairman
* To May 2014
** From May 2014

We would like to thank everyone who has volunteered in 2014







a - HGS, Golders Green, Temple Fortune
b - Finchley
c - HGS & East Finchley
d - Hampstead & Swiss Cottage
e - Highgate
f - North Finchley & Totteridge
g - Mill Hill
h - Cricklewood & Childs Hill
i - Muswell Hill
j - Watford, Borehamwood & Radlett
k - Harrow Stanmore & Edware
l - Hendon
m - Crouch End
n - West Hampstead
o - St Johns Wood
p - Barnet, Southgate & Enfield
q - Islington & Camden Town
r - Frien Barnet
s - Abroad
t - Other

Approved | signed

Charity number: 247081

NORTH WESTERN REFORM SYNAGOGUE

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2014

NORTH WESTERN REFORM SYNAGOGUE

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2014

Trustees

M Harris, Chair
N Cohen, Vice Chair
L Silverstone, Hon. Secretary
R Baum, Hon. Treasurer
M Simon
D Brown
D Leigh
C Graham
N Feuchtwang
M Overlander
J Simmonds

Charity registered number

247081

Principal office

Alyth Gardens
London
NW11 7EN

Independent auditors

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

Bankers

National Westminster Bank Plc
104 Tottenham Court Road
London
W1A 3AW

Santander Plc
2 Triton Square
Regents Place
London
NW1 3AN

REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2014

Administrative details (continued)

Solicitors

Reed Smith
Broadgate Tower
20 Primrose Street
London
EC2A 2RS

Clergy Team

Rabbi M Goldsmith

Rabbi J Levy

Rabbi M Michaels

Cantor C Wunch

TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014

The Trustees present their annual report together with the audited financial statements of North Western Reform Synagogue (the charity) for the year ended 31 December 2014. The Trustees confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

Structure, governance and management

- **Constitution**

The charity is constituted by a Deed of Trust dated 23 February 1966 and is registered with the Charity Commission under charity number 247081. The Deed of Trust has been amended in subsequent years, the latest amendment being in December 2008.

- **Method of appointment or election of Trustees**

Trustees are elected to the Board annually in May for terms of up to three years (renewable) in accordance with the provisions of the Trust Deed.

- **Policies adopted for the induction and training of Trustees**

On joining the Board, new Trustees are provided with an informal training session with an existing Trustee.

- **Organisational structure and decision making**

The charity is adminstered by a Board of unpaid Trustees (Executive Members). The Board is responsible for the overall management and control of the Synagogue and meet at least eleven times a year. The work of implementing most of the policies is carried out by a number of committees who are directly responsible to the Board.

- **Risk management**

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

Objectives and Activities

- **Policies and objectives**

The North Western Reform Synagogue is a constituent of the Movement for Reform Judaism. Reform Judaism, is an informed and questioning, compassionate and egalitarian expression of a unique faith and culture, rooted in the tradition of the Torah, yet in dialogue with modernity.

The North Western Reform Synagogue exists in order to sustain and develop a Jewish centre for its members based on Jewish values and ethics, to meet its members' religious and communal needs, and to contribute to the wider Jewish and non-Jewish communities.

- **Strategies for achieving objectives**

The Synagogue is committed to the advancement of the Reform Tradition and to playing its part in the development of the Progressive teaching of Judaism as a constantly evolving tradition.

- **Activities for achieving objectives**

Each year the trustees review the objectives and activities to ensure they continue to reflect the aims of North Western Reform Synagogue. In carrying out this review the trustees have considered the Charity Commission's general guidance on public benefit.

- **Volunteers**

In common with all charities the Synagogue is heavily reliant on the contributions made by a number of volunteers.

Achievements and performance

- **Review of activities**

The principal activities of the charity in the year continued to be that of the provision of religious services, education, welfare and cultural activities.

- **Investment policy and performance**

The Trustees' investment powers are governed by the Trust Deed, which permits the charity's funds to be invested in a wide range of securities and assets.

The Board's investment policy is to aim for capital stability and safe long term growth commensurate with planned spending needs from time to time.

The Trustees will continue to manage the charity's investments in conformity with this policy and the trust deed.

Financial review

- **Principal risks and uncertainties**

The Board of Trustees is responsible for the management of the risks faced by the Synagogue. The task of monitoring the charity's financial control systems and risk management processes is delegated to the Financial Advisory Committee. Risks are identified, assessed and controls established as appropriate. Consequentially the Trustees are satisfied that the major risks identified are mitigated.

- **Reserves policy**

The Trustees' policy with regard to free reserves has been to set a target for such reserves equal to 25% of the projected subscription income (and income tax recoverable) of a typical year. Accordingly the Board sets a budget each year which aims to break-even.

TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 DECEMBER 2014

- **Asset cover for funds**

The notes to the financial statements set out an analysis of the assets attributable to the various funds. The trustees are of the opinion that these assets are sufficient to meet the charity's obligations.

Plans for the future

- **Future developments**

The charity will continue with the provision of religious services, education, welfare and cultural activities for the foreseeable future.

Trustees' responsibilities statement

The Trustees 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).

The law applicable to charities in England & Wales 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 of the charity for that period. 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 judgments and accounting 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;
- 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 proper accounting records that are sufficient to show and explain the charity's transactions and 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 Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

This report was approved by the Trustees on 20 April 2015 and signed on their behalf by:

R Baum
Trustee

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF NORTH WESTERN REFORM SYNAGOGUE

We have audited the financial statements of North Western Reform Synagogue for the year ended 31 December 2014 set out on pages 8 to 21. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

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 opinion we have formed.

Respective responsibilities of Trustees and auditors

As explained more fully in the trustees' responsibilities statement, the Trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditors under section 144 of the Charities Act 2011 and report to you in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

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

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2014 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 applicable to Smaller Entities; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF NORTH WESTERN REFORM SYNAGOGUE

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 financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements 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.

Nyman Libson Paul

Chartered Accountants
Statutory Auditors

Regina House
124 Finchley Road
London
NW3 5JS
20 April 2015

Nyman Libson Paul are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2014

	Note	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
INCOMING RESOURCES					
Incoming resources from generated funds:					
Voluntary income	2	1,147,566	107,065	1,254,631	1,268,946
Investment income	3	9,915	1,302	11,217	10,666
Incoming resources from charitable activities	4	323,352	68,078	391,430	353,041
TOTAL INCOMING RESOURCES		1,480,833	176,445	1,657,278	1,632,653
RESOURCES EXPENDED					
Costs of generating funds:					
Costs of generating voluntary income	5	-	9,835	9,835	11,083
Investment management expenses	6	3,381	-	3,381	1,542
Charitable activities	7	1,529,924	208,184	1,738,108	1,782,455
Governance costs	9	4,320	-	4,320	4,320
TOTAL RESOURCES EXPENDED		1,537,625	218,019	1,755,644	1,799,400
NET RESOURCES EXPENDED BEFORE TRANSFERS		(56,792)	(41,574)	(98,366)	(166,747)
Transfers between funds	17	1,416	(1,416)	-	-
NET RESOURCES EXPENDED BEFORE INVESTMENT ASSET DISPOSALS		(55,376)	(42,990)	(98,366)	(166,747)
Gains and losses on disposals of investment assets	13	1,096	-	1,096	68,606
NET RESOURCES EXPENDED BEFORE REVALUATIONS		(54,280)	(42,990)	(97,270)	(98,141)
Gains on revaluations of investment assets		16,339	3,651	19,990	17,475
NET MOVEMENT IN FUNDS FOR THE YEAR		(37,941)	(39,339)	(77,280)	(80,666)
Total funds at 1 January 2014		718,832	2,522,143	3,240,975	3,321,641
TOTAL FUNDS AT 31 DECEMBER 2014		680,891	2,482,804	3,163,695	3,240,975

The notes on pages 10 to 21 form part of these financial statements.

BALANCE SHEET
AS AT 31 DECEMBER 2014

	Note	£	2014 £	£	2013 £
FIXED ASSETS					
Tangible assets	12		1,909,006		1,961,005
Investments	13		614,916		590,364
			2,523,922		2,551,369
CURRENT ASSETS					
Debtors	14	80,496		66,824	
Cash at bank		825,377		940,435	
		905,873		1,007,259	
CREDITORS: amounts falling due within one year	15	(208,805)		(254,203)	
NET CURRENT ASSETS			697,068		753,056
TOTAL ASSETS LESS CURRENT LIABILITIES			3,220,990		3,304,425
PROVISIONS FOR LIABILITIES					
Other provisions	16		(57,295)		(63,450)
NET ASSETS			3,163,695		3,240,975
CHARITY FUNDS					
Restricted funds	17		2,482,804		2,522,143
Unrestricted funds	17		680,891		718,832
TOTAL FUNDS			3,163,695		3,240,975

The financial statements were approved by the Trustees on 20 April 2015 and signed on their behalf, by:

R Baum

Trustee

The notes on pages 10 to 21 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in March 2005 and applicable accounting standards.

1.2 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

1.3 Incoming resources

All incoming resources are included in the statement of financial activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability. For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Kindergarten fees and education income are deferred as necessary to recognise them over the period to which they relate.

1. ACCOUNTING POLICIES (continued)

1.4 Resources expended

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Costs of generating funds comprises all costs incurred by the charity associated with attracting voluntary income to finance its charitable objectives.

Charitable expenditure comprises all expenditure incurred by the charity in the delivery of its activities and services.

Support costs comprise central costs including salaries, accommodation costs and other expenses related to the running of the synagogue. These costs have been allocated to charitable activities on a basis consistent with the use of the resources.

Governance costs comprise all costs associated with meeting the constitutional and statutory requirements of the charity.

1.5 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% straight line
Fixtures & fittings	-	15% straight line
Computer equipment	-	25% straight line
New Bimah	-	4% straight line

1.6 Investments

Investments are stated at market value at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

1.7 Pensions

The charity pays contributions into certain employees' own personal private pension schemes. Contributions into these pension schemes are charged to the statement of financial activities for the year in which they are incurred.

1.8 Taxation

As a charity the synagogue is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

2. VOLUNTARY INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Subscriptions	593,574	-	593,574	548,921
Donations	308,414	107,065	415,479	469,038
Income tax recoverable	150,973	-	150,973	159,255
Burial Society fees	94,605	-	94,605	91,732
Voluntary income	1,147,566	107,065	1,254,631	1,268,946

3. INVESTMENT INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Dividends receivable	5,602	1,252	6,854	6,330
Interest receivable	4,313	50	4,363	4,336
	9,915	1,302	11,217	10,666

4. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Services and festivals	18,729	68,078	86,807	74,645
Education	24,397	-	24,397	29,662
Youth	52,684	-	52,684	39,564
Kindergarten	193,940	-	193,940	180,718
Lettings	30,090	-	30,090	25,869
Other income	3,512	-	3,512	2,583
	323,352	68,078	391,430	353,041

5. COSTS OF GENERATING VOLUNTARY INCOME

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Fundraising costs	-	9,835	9,835	11,083

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014

6. INVESTMENT MANAGEMENT COSTS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Investment management fees	3,381	-	3,381	1,542

7. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities undertaken directly 2014 £	Support costs 2014 £	Total 2014 £	Total 2013 £
Services and festivals	506,400	209,869	716,269	653,781
Education	97,593	69,198	166,791	201,370
Youth	101,877	15,856	117,733	83,494
Kindergarten	202,440	68,243	270,683	260,259
Reform Movement Affiliation	126,326	-	126,326	125,500
Board of Deputies	2,475	-	2,475	3,158
Burial scheme	99,051	-	99,051	96,237
Music	57,983	24,343	82,326	71,933
Welfare	94,069	12,192	106,261	137,387
Other	50,193	-	50,193	149,336
Total	1,338,407	399,701	1,738,108	1,782,455

8. SUPPORT COSTS

	Services and festivals £	Education £	Youth £	Kindergarten £
Printing, postage and stationery	12,430	4,124	945	4,067
Cleaning materials and services	9,227	3,062	702	3,019
Lighting, heating and rates	15,659	5,196	1,190	5,124
Repairs and maintenance	15,532	5,154	1,181	5,083
Insurances	10,178	3,377	774	3,331
Security	1,804	599	137	591
Computer and IT costs	-	-	-	-
Telephone	2,459	816	187	805
Depreciation - fixtures and fittings	5,401	1,793	411	1,768
Depreciation - land and buildings	26,629	8,836	2,025	8,714
Depreciation - computer equipment	646	214	49	211
Bank charges	3,214	1,067	244	1,052
Equipment repairs	233	77	18	76
Recruitment costs	408	135	31	134
Other expenses	6,117	2,029	465	2,001
Wages and salaries	90,885	30,156	6,910	29,739
National insurance	7,726	2,563	587	2,528
Pension costs	1,321	-	-	-
	209,869	69,198	15,856	68,243

	Music department £	Welfare £	Total 2014 £	Total 2013 £
Printing, postage and stationery	1,451	727	23,744	34,595
Cleaning materials and services	1,077	539	17,626	20,683
Lighting, heating and rates	1,828	915	29,912	29,644
Repairs and maintenance	1,813	908	29,671	25,947
Insurances	1,188	595	19,443	10,796
Security	211	106	3,448	2,909
Computer and IT costs	-	-	-	7,671
Telephone	287	144	4,698	4,752
Depreciation - fixtures and fittings	631	316	10,320	10,320
Depreciation - land and buildings	3,108	1,557	50,869	50,869
Depreciation - computer equipment	75	38	1,233	5,100
Bank charges	375	188	6,140	4,951
Equipment repairs	27	14	445	646
Recruitment costs	48	24	780	1,639
Other expenses	714	357	11,683	21,714
Wages and salaries	10,608	5,312	173,610	146,357
National insurance	902	452	14,758	12,967
Pension costs	-	-	1,321	1,880
	24,343	12,192	399,701	393,440

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2014

9. GOVERNANCE COSTS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Auditors' remuneration	4,320	-	4,320	4,320

Amounts payable to the auditor comprise:

	2014 £	2013 £
Audit	4,320	4,320
Accountancy	5,760	6,965
Total	10,080	11,285

10. NET RESOURCES EXPENDED

This is stated after charging:

	2014 £	2013 £
Depreciation of tangible fixed assets:		
- owned by the charity	62,422	66,289
Auditors' remuneration	4,320	4,320
Pension costs	27,669	96,572

During the year, no Trustees received any remuneration, benefits or reimbursement of expenses (2013 - £nil).

11. STAFF COSTS

Staff costs were as follows:

	2014 £	2013 £
Wages and salaries	776,954	717,929
Social security costs	66,814	59,323
Other pension costs	27,669	96,572
	871,437	873,824

11. STAFF COSTS (continued)

The average monthly number of employees during the year was as follows:

	2014 No.	2013 No.
Clergy and religious services	3	3
Education	9	5
Youth	2	1
Kindergarten	15	18
Music	2	2
Welfare	1	1
Administration	7	6
Fundraising	1	1
	40	37

The number of higher paid employees was:

	2014 No.	2013 No.
In the band £70,001 - £80,000	1	1
In the band £100,001 - £200,000	1	1
	2	2

12. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures & fittings £	Computer equipment £	Total £
Cost				
At 1 January 2014	2,402,902	70,055	16,336	2,489,293
Additions	-	10,423	-	10,423
At 31 December 2014	2,402,902	80,478	16,336	2,499,716
Depreciation				
At 1 January 2014	463,062	50,123	15,103	528,288
Charge for the year	50,869	10,320	1,233	62,422
At 31 December 2014	513,931	60,443	16,336	590,710
Net book value				
At 31 December 2014	1,888,971	20,035	-	1,909,006
At 31 December 2013	1,939,840	19,932	1,233	1,961,005

13. FIXED ASSET INVESTMENTS

	Listed securities £	Surplus cash £	Total £
Market value			
At 1 January 2014	569,610	20,754	590,364
Additions	29,800	(29,800)	-
Disposals	(17,100)	17,100	-
Gain on disposal	1,096	-	1,096
Revaluations	19,990	-	19,990
Dividends reinvested	-	6,847	6,847
Investment management charges	-	(3,381)	(3,381)
At 31 December 2014	603,396	11,520	614,916

Material investments

	31 December 2014 £	31 December 2013 £
GAM Star Cat Bond GBP Institutional Acc	60,206	57,231
PIMCO Total Return ETF	58,850	54,302
iShares UK Gilts 0-5 yr UCITS ETF	52,057	51,074
GAM Star Absolute Return Bond Plus GBP Inst Acc	39,565	57,815
GAM North American Growth GBP Inst Acc	62,052	58,968
iShares S&P 500 UCITS ETF Inc	69,264	57,733
GAM UK Diversified - (A) Acc	65,545	64,453
iShares FTSE 100 UCITS ETF Inc	57,856	59,156
GAM Star Continental European Equity GBP Inst GBP Inc	30,418	31,148
DB x-trackers MSCI Japan GBP Hedged TRN	33,365	31,214
	529,178	523,094

14. DEBTORS

	2014 £	2013 £
Other debtors	9,695	-
Prepayments and accrued income	38,914	33,711
Tax recoverable	31,887	33,113
	80,496	66,824

15. CREDITORS:
Amounts falling due within one year

	2014 £	2013 £
Trade creditors	73,369	75,511
Other creditors	78,318	78,382
Accruals and deferred income	57,118	100,310
	208,805	254,203

16. PROVISIONS

	Provisions £
At 1 January 2014	63,450
Released in the year	(6,155)
At 31 December 2014	57,295

Provisions

The charity is a member of a multi-employer pension scheme for charities, The Pensions Trust Growth Plan. The recent actuarial report indicated that the scheme is in deficit and that the share of the deficit attributable to North Western Reform Synagogue is £63,450. Full provision has been made for this sum and the charity has agreed a schedule of payments over a ten year period from 1 April 2013 to eliminate the deficit.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2014

17. STATEMENT OF FUNDS

	Brought Forward As restated £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Designated funds						
Access fund	4,468	3,081	(78)	-	-	7,471
Community Welfare	21,879	21,806	(22,157)	-	-	21,528
Kerch	17,073	15,416	(328)	-	-	32,161
Jewish Music Fair	-	4,073	(3,300)	-	-	773
Youth Schemes	-	44,307	(45,723)	1,416	-	-
Jack Petchey	4,418	2,200	(583)	-	-	6,035
Social Action	21,176	-	(182)	-	-	20,994
Outreach	25,585	-	-	-	-	25,585
Education	82,857	-	-	-	-	82,857
Alyth Youth Singers	4,212	8,377	(7,869)	-	-	4,720
Alyth Academy of Performing Arts	171	1,660	(1,586)	-	-	245
Sefer Torah	577	-	-	-	-	577
Alyth Ramblers	30	15,396	(15,396)	-	-	30
Refugee project	5,342	7,769	(5,800)	-	-	7,311
Contingency fund	402,157	2,010	-	-	5,862	410,029
Alyth Centre for Jewish Music	5,306	5,265	(13,036)	-	-	(2,465)
Alyth Children Theatre	835	5,724	(7,201)	-	-	(642)
	596,086	137,084	(123,239)	1,416	5,862	617,209
General funds						
General Funds	122,746	1,343,749	(1,414,386)	-	11,573	63,682
Total Unrestricted funds	718,832	1,480,833	(1,537,625)	1,416	17,435	680,891

17. STATEMENT OF FUNDS (continued)

Restricted funds						
Gladys Gebbie	173,707	10,868	(22,020)	-	2,532	165,087
Jubilee	76,788	384	(4,139)	-	1,119	74,152
Alyth Youth	75,234	-	-	(1,416)	-	73,818
Rabbi's Charitable	28,274	20,832	(21,562)	-	-	27,544
Alyth Football Clubs	9,133	31,595	(25,932)	-	-	14,796
NWRS Charitable	56,568	-	(1,602)	-	-	54,966
Freehold land & buildings	1,939,840	-	(50,869)	-	-	1,888,971
Tekiyah	162,599	44,688	(28,453)	-	-	178,834
High Holy Day Appeal	-	68,078	(63,442)	-	-	4,636
	2,522,143	176,445	(218,019)	(1,416)	3,651	2,482,804
Total of funds	3,240,975	1,657,278	(1,755,644)	-	21,086	3,163,695

SUMMARY OF FUNDS

	Brought Forward As restated £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Designated funds	596,086	137,084	(123,239)	1,416	5,862	617,209
General funds	122,746	1,343,749	(1,414,386)	-	11,573	63,682
	718,832	1,480,833	(1,537,625)	1,416	17,435	680,891
Restricted funds	2,522,143	176,445	(218,019)	(1,416)	3,651	2,482,804
	3,240,975	1,657,278	(1,755,644)	-	21,086	3,163,695

Gladys Gebbie fund represents investments of the late Gladys Gebbie and the outgoing amount is used to fund part of the Welfare Officer's salary and expenses.

Jubilee fund relates to a fund set up to provide grants out of capital for major work to the Synagogue and grants out of income to fund education activities. It originally had its own trustees and constitution.

Alyth Youth fund provides grants to the youth department and direct to individuals to assist with specific activities and purchases. It originally had its own trustees and constitution.

During the year the Trustees of the Jubilee fund and Alyth Youth Fund agreed that not enough grants were being made from the funds, in part due to the difficulties of getting the trustees together. Consequently each trustee agreed to combine the funds and retire as trustees. The Trustees of the synagogue have now become trustees of the single fund although the balances will continue to be reported separately for clarity. It is intended that as the Synagogue Trustees meet monthly there will be greater opportunity to assess fund applications and therefore better utilisation of the existing fund balances.

17. STATEMENT OF FUNDS (continued)

Rabbi's Charitable fund is an account set up by the Rabbi, which is now part of the Synagogues restricted funds. Income is obtained from donations from members and confidential payments are made to members of the Synagogue in extreme financial need at the discretion of the Rabbi and the President who are trustees of this account.

NWRS Charitable fund represents amounts collected by the High Holyday Appeal of the Synagogue and other collections which have been or will be paid to earmarked charities.

The Tekiyah fund represents monies allocated to be spent in the future by the Synagogue in relation to improvements to its buildings.

18. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2014 £	Restricted funds 2014 £	Total funds 2014 £	Total funds 2013 £
Tangible fixed assets	(50,869)	1,959,875	1,909,006	1,961,005
Fixed asset investments	610,013	4,903	614,916	590,364
Current assets	387,847	518,026	905,873	1,007,259
Creditors due within one year	(208,805)	-	(208,805)	(254,203)
Provisions for liabilities and charges	(57,295)	-	(57,295)	(63,450)
	680,891	2,482,804	3,163,695	3,240,975