Alyth

To pray. To learn. To live. Together.

Trustees Report and Financial Statements for the Year Ended 31 December 2016

North Western Reform Synagogue (known as ALYTH)

Registered Charity Number: 247081

Alyth

North Western Reform Synagogue (known as ALYTH)

Trustees Report and Financial Statements
Year Ended 31 December 2016

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North Western Reform Synagogue (known as ALYTH)

Legal and Administrative Information
Year Ended 31 December 2016

Address
Alyth Gardens
London
NW11 7EN

Honorary Solicitor
Lawrence Radley LLB
Reed Smith LLP
Broadgate Tower
20 Primrose Street
London EC2A 2RS

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

Investment advisers
GAM London Limited
20 King Street
London SW1Y 6QY

Bankers
NatWest Bank
45 Tottenham Court Road
London W1T 2G

North Western Reform Synagogue (known as ALYTH)

Legal and Administrative Information
Year Ended 31 December 2016

Members of Council

Members	
Noeleen Cohen*	Chair. Appointed May 2016
Russell Baum*	Vice Chair. Appointed May 2016
Peter Backman	President. Appointed May 2015
Steve Miller	Vice-president. Retired May 2016
Colette Levy	Vice-president
Rolfe Roseman	Vice-president.
Margaret Harris	Vice-president. Appointed May 2016
Mark Harris	Previous Chair. Retired from Executive May 2016
Michael Simon*	Senior Warden

Elected Members	
David Brown*	
Howard Bogod	Retired as Treasurer (July 2015)
Irit Burkeman	Elected to Council May 2016
Jo Chadwick	Retired May 2016
Mark Ebner	Treasurer. Co-opted July 2016
Nicola Feuchtwang*	
David Finlay	Elected to Council May 2016
Jackie Goymour	
Caronne Graham	Elected to Executive May 2016
Sue Haskel*	
Paul Jonas	Retired May 2016
Gary Lipman	Appointed June 2016
David Leigh	Retired May 2016
Clare Lubin	
Arieh Miller	Elected to Executive May 2016
Nicky Minter-Green*	Elected to Executive May 2016
Fran Moscow	
Michael Overlander*	Elected to Executive May 2016
Dan Rosenfield*	Retired from Executive May 2016
Lanny Silverstone*	Honorary Secretary
Honor Small	
Ruth Smilg*	
Joseph Brown	Co-opted as representative for Youth. Retired May 2016

*Trustees of the charity and members of Executive.
The title to the Synagogue building in Alyth Gardens is held by the trustees of North Western Reform Synagogue.

Alyth

North Western Reform Synagogue (known as ALYTH)

Legal and Administrative Information
Year Ended 31 December 2016

Clergy

Rabbi Mark Goldsmith	Rabbinic Partner
Rabbi Josh Levy	Rabbinic Partner
Rabbi Maurice Michaels	Rabbi
Rabbi Colin Eimer	Rabbi

Senior Staff

Lynette Sunderland	Welfare and Lifecycle Director
Adam Martin	Community Director
Cindy Summer	Head of Kindergarten
Katie Hainbach	Head of Music and Arts.
Sarah Langsford	Fundraising & Development Coordinator
Samantha Brunner	Youth & Education Hub Coordinator

Representatives to the Board of Deputies of British Jews

Annabelle Daiches
Michael Daiches
John Fulcher
Jackie Naftalin
Noam Tamir

Representatives to Reform Judaism (RJ)

Paul Winter	Treasurer of RJ
Paul Langsford	Appointed to RJ Board June 2016

Representatives to the Jewish Joint Burial Society

Hilary Roer	Appointed December 2016
Steve Miller	Alternate

Organisations with which Alyth is affiliated:

EUPJ – European Union for Progressive Judaism
WUPJ – World Union for Progressive Judaism
IMPJ – Israel Movement for Reform & Progressive Judaism
Board of Deputies of British Jews
Pro Zion (Progressive Judaism in Israel)
Zionist Federation of Great Britain
Citizens UK

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Report of the Trustees for the year ended 31 December 2016

1. Basis of Preparation of Financial Statements

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 2016. 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" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2015).

2, Highlights of the Year

- The development of the building and sharing our vision for the project were a key focus in 2016. We held four community consultations and had meetings with our neighbours. The planning application was submitted to Barnet Council and our plans were approved in March 2017.
- We celebrated with 42 children and their families, their becoming *B'nei mitzvah*. Our rabbis officiated at weddings, celebrating with 13 newly married couples and we continued to welcome new converts to Judaism into our community.
- This year we marked 25 years of dedicated service with our Director of Welfare and Lifecycle – Lynette Sunderland.
- Early years education continued to grow and develop. The Alyth Kindergarten and our partner Day Care Centre are both full, thriving centres of Jewish education and care for young families.
- The Youth and Education Hub ran residential camps over the summer and for our b'nei mitzvah year, as well as running day schemes over Pesach and in the summer; engaging over 100 of our under 18's. In October half term, a group of teens went to Budapest and the Alyth Youth Singers went to Scotland.
- We came together for the High Holy Days at Alyth and in the tent on Sternberg Centre site. The outstanding programme of prayer, learning and being together as a community highlighted all that makes Alyth so special.
- Adult education continued to grow. We welcomed 14 guest speakers/teachers in 2016, 50 of our members attended Limmud, and we were well represented at the European Union for Progressive Judaism Biennial Conference in London.
- Alyth members joined other faith communities at the Citizens UK Mayoral Assembly at the Olympic Stadium to hear the election manifestos of London Mayoral candidates. Sadiq Khan and Zac Goldsmith. We also held our third Kosher Iftar, celebrating Ramadan with Muslim neighbours and friends
- 2016 marked the 25th anniversary of the Alyth Sukkot Sleepout. Originally conceived to enable our young people to understand the meaning of homelessness, the annual 'sleepout' has raised many thousands of pounds for Homeless Action in Barnet.

3. Our Values

In order to achieve its objectives, the Synagogue is committed to the advancement of Reform Judaism and to play its part in the teaching of Progressive Jewish values.

Alyth is a vibrant and welcoming community where we embrace prayer (Tefillah) and learning. We practice a shared Judaism that is innovative and Inclusive and that engages with the world around us.

At Alyth everything we do is built together from a shared set of values.

- 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.
- We believe in equality and inclusion as religious principles. We include everyone equally irrespective of gender, ability, race, wealth, age and sexual orientation.
- We believe that Judaism is best when it is shared with a diverse group of people. Ours is an accessible, grown up Judaism that nurtures and challenges our young people. It is both a Judaism for families and one that responds to the individual.
- 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.
- We believe that prayer and Jewish learning are central to a meaningful Jewish life. We aim to create opportunities for worship and study that are intellectually rich, grounded in Jewish tradition and inspiring for all.
- We are committed to innovation in the sacred task of creating an engaging Judaism. Sometimes we get things wrong and when we do, we learn from this too.
- We believe in a Judaism that is utterly engaged with the world around us, both within the Jewish people and in the wider community.
- We work as a respectful, collaborative partnership of professionals and lay leaders, working together for the good of our community and the individuals within it.

Together we create a Kehilla K'dosha, a sacred community.

Alyth, in common with many charities, relies on the contributions made by the many volunteers who work alongside the professional staff in all areas of synagogue life. Volunteers support the work of the professional staff by helping with the organisation and planning social events and meals for different groups of members, providing support on outings for all ages, visiting members and making phone calls. Lay leaders volunteer as members of Council and Executive and work collaboratively with the Rabbis, professionals and staff team to create a vibrant, dynamic and community focused home for all our members.

4. Review of Activities

Alyth is the leading Progressive Jewish community in the UK, with the range and quality of activities of a large synagogue and the feel and warmth of a local community.

Our members enjoy a range of activities and programming that meet the diverse needs of our 3,400 members. The relationships that we build and the welcome and care that we give to one another, are central to all that we do.

Alyth is a community that offers Jewish engagement in many different ways. We offer diverse, engaging prayer, social and cultural activities for young children, teens, families, young adults and anyone in the 0 to 90+ age groups.

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.

The prayer needs of our community are diverse. In order to meet these needs, we hold a number of services over Shabbat, on festivals and the High Holy Days. Services include a Friday night (*Kabbalat Shabbat*) service that is one of the most inspiring and well-attended services in the UK today. On Saturday morning we have our Classical Service in which we host a bar or bat mitzvah most weeks. There are alternative services most Saturdays: *Kollot* – the 'sound of voices', our family friendly Big Bang service and Kuddle up Shabbat – an early service for parents with very young children. We also have creative services one Shabbat a month, which appeal to a broad range of members and allow us to try new things. There is a regular, lay-led Sunday *Shacharit* (morning) service.

Alyth is led by a dynamic, dedicated and professional rabbinic team, which consists of two full-time and two part-time rabbis. Rabbis Mark Goldsmith and Josh Levy work closely together in a rabbinic partnership to manage, inspire and lead the community. Our Rabbis are innovative, dynamic and and committed to building engaging and meaningful relationships with our members across the community. Rabbi Colin Eimer and Rabbi Maurice Michaels both work as part time members of the rabbinic team, providing a high quality of rabbinic, pastoral and teaching support. Our services do not run with clergy alone. We are grateful for the support of our volunteer choir, lay service leaders and readers, and a star team of wardens who ensure that the community prays, sings and learns together week after week.

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.

Learning is at the very heart of all we do at Alyth. Opportunities to learn together are accessible, intellectually rich, grounded in Jewish traditions and inspiring for everyone.

We offer learning for those who are new to Judaism, those who want to increase their Jewish knowledge and those for whom learning is central to their lives. Different stages in members' Jewish journeys provide different opportunities to learn – before getting married, whilst at school, as a family, preparing for b'nei mitzvah and all the way through our adult lives.

Learning at Alyth:

Alyth Kindergarten:

Under the leadership of Head Teacher, Cindy Summer, supported by Deputy Head, Tor Alter, the Alyth Kindergarten is now very much a part of the synagogue community and works closely with our Rabbis and the Youth and Education Hub team. Alyth Kindergarten provides a high quality of learning and care for children aged 2 to 4. The secure, creative and educationally sound environment supports the development of independent, sociable, learning ready little people.

In recognition of this excellent work, the Kindergarten was awarded 'Outstanding' by OFSTED in 2015. We are extremely proud of Cindy and Tor and the team for their collaborative and hardworking efforts that resulted in this recognition and grateful to them for their continued commitment to the standards of care and excellence that have been set.

There were many highlights this year. As well as singing for the elderly and celebrating the festivals, children from the Kindergarten are at the heart of the JOY programme – bringing older members of the community and kindergarten children together on a regular basis to chat, read and sing together. The youngest children were introduced to the Bounce Back resilience programme that is focused on developing confidence and self esteem from a very early age .On Fridays, parents are invited to come in to sing and welcome in Shabbat with their children.

Shofar Daycare Nursery

Over the past year we have been involved in the creation of a dynamic, new, Jewish day care 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). This exciting new venture opened in November 2015. Shofar provides families with the highest quality day care in a creative, caring, stimulating, Reform Jewish environment.

The new, purpose designed space at the Sternberg Centre near Finchley Central is staffed by a dedicated team, led by Sharon Lee, an experienced and committed Head Teacher. The centre is filled with a range of activities and resources that allow children to grow and develop whilst receiving the highest quality care.

Youth & Education Hub:

Our Youth and Education Hub was restructured in the summer of 2015. It provides learning and Jewish engagement programmes for ages 4 – 18, led by a dedicated and ambitious team of educators. Sunday Morning Galim is a nourishing space for young people to build, develop and explore their Jewish identity. Learning is achieved through experiential learning in the classroom, where both the building of knowledge and a solid peer group are equally valued.

The B'nei Mitzvah programme (Ruach) runs on a Friday evening and provides an opportunity for those approaching their b'nei mitzvah to build their knowledge of and relationship to Judaism. This transitional time allows our young people to develop their Jewish identity and prepare to take on the responsibilities of young adults in the community.

There are regular weekday activities for our youth. These include summer and winter residential camps, weekends away for different age groups, festival related activities, as well as music and drama groups for every age. Groups of teenagers travelled to Budapest, Dublin and Israel. These trips are transformational in the lives of many of our children, enabling them to share experiences with their peers, make new connections and meet Progressive Jewish communities around the world.

Drama groups include: PACT (Preparatory Alyth Children's Theatre) for ages 4-7; ACT (Alyth Children's Theatre) for ages 7-13 and AAPA (Alyth Academy of Performing Arts) for ages 13-18. This past year, ACT put on a fantastic performance of Peter Pan. The Academy performance of "Gentleman Prefer Blondes" showcased not only the acting talent in the community but the staging skills too.

We have two inspiring MUSIC groups for our young people: Kids Choir, for anyone aged 4-12 and our hugely popular, life affirming Alyth Youth Singers, open to anyone aged 13 -18 who loves to sing. This past year they have sung at Holocaust memorial events, at the Citizens UK Mayoral Assembly at the Olympic Park as well as at many of our Jewish old age homes and at festival celebrations

Adult Learning:

There are many learning opportunities at Alyth that meet the needs and interests of our members. They provide a welcoming space for learning together in a spirit of shared enquiry with people who care about what others have to say and where questioning is valued and welcome.

Weekly shiurim and studying Torah are central to our adult learning. Our "Jewish Essentials" programme has been well received by those on our conversion course as well as into the wider community. The course aims to bring together a wider group of people who wish to consolidate a lifetime of learning or who are new to Judaism. This year saw the introduction of regular "Progressive Rabbinic Decision Making" sessions and the "Alyth Biblical Book Club". The Talmud Class continues to meet regularly to study and discuss these ancient texts and interpretations. In April, a group of 35 people from the Talmud Class travelled to Israel for an inspiring week of learning.

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.

Alyth is a community that cares. There is no greater joy than living as part of a community that offers support when we are failing and shares our joy and success in happy times. Our Director of Welfare and Life Cycle, Lynette Sunderland is a dedicated professional who has created a culture of care and commitment to people at every age and stage of their life journey. Care is built into the fabric of everything we do at Alyth.

This past year, we continued to care for the older members of our community as well as those who have special needs and disabilities. Activities included regular gatherings to talk about the news [Jews, news and schmooze], to socialise and to share meals at our regular ***Bayit Cham*** lunches and Friday night communal dinners. We continued to extend a warm welcome to those with special needs from JAMI (The Jewish Association for Mental Illness) and Jewish Care's Shalom Centre. The **Monday Club** has been running for over 40 years providing a regular, friendly meeting space for people with learning difficulties.

Our Rabbis, Director of Welfare and Community Director accompanied many members through a range of lifecycle events. This past year we celebrated 13 weddings, 42 B'nei Mitzvah, welcomed dozens of new babies into the community and supported many families through the loss of a loved one. Illness in all its guises is an inevitable part of communal life, and giving care and support to those who are ill and their families, is at the core of Alyth.

Alyth is at the forefront of caring for our own and in the wider community. This year our Director of Welfare and Lifecycle, Lynette Sunderland was a key contributor to the "Care in Community" initiative introduced at Chagigah (Reform Judaism's biennial conference) in June.

Our professional team, as well as members of the community, is on hand to support those who are not well. Our ongoing commitment to dealing with mental illness and helping individuals to cope with the related complexities, continues to be a key area of focus for the team. Our professional staff are leading in the initial stage of developing a programme of support and guidance for those in our community experiencing mental health issues.

This year we celebrated 25 Years at Alyth with our dedicated Director of Welfare and Lifecycle, Lynette Sunderland. Having grown up at Alyth, Lynette has a deep sense of understanding of Alyth. She delivers outstanding care and support to members of the community with a wide range of needs, across the many age groups within the community. Mazel tov Lynette.

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

To be a community is to share a broader range of interests and activities, in addition to prayer and learning. At Alyth we do this with enthusiasm, a sense of fun and always, inclusiveness. We sing, act, cycle, ramble, paint, cook, eat, meditate and go on outings together. We share the joy of the moment and find time to listen to one another's stories.

What do we do?

Our building is full every day of the week with our many groups and clubs running activities for members across the community. We also welcome non-members to a range of activities knowing that it is an opportunity to socialise and enjoy time together.

Every week our Kindergarten children join with our seniors to enjoy music, chatting and a snack under the guidance of Kindergarten Head Cindy Summer and the **JOY Programme** (Joining Old and Young).

The **Alyth Meditation Group** continues to provide a warm and welcoming space in the synagogue. Offering a time to practice mindfulness and meditation, the group continues to grow and provide regular opportunities for reflective, spiritual practice.

Clubs include our **Senior Club** for over 60's which is organised by a team of dedicated volunteers and meets at Alyth on Mondays. The programme of events includes speakers and outings. This year they have welcomed a number of speakers and had a number of musical performances.
The Coffee House Poetry Group and **Alyth Film Club** meet to read, watch, listen and share ideas. The **Bridge Club**, **Toddler Group** and regular **Yoga** classes continue to run at Alyth. As well as pregnancy yoga and mellow yoga classes, the Kavanah Yoga continues to bring a Jewish flavour to this ancient practice, offering a chance to combine reading text and practice breathing, movement and meditation.

The **Alyth Cycling community** and **Alyth Ramblers** are always on the move. Both groups explore cycle routes and walks in the area outside London. The Alyth Ramblers did regular walks in and around the UK, as well as their annual walk in Israel.

Music is at the very heart of Alyth. Our Head of Music and Arts, Katie Hainbach has brought her passion for music to Alyth. She has worked with the Alyth Youth Singers (AYS) and the Kids Choir embracing their love of singing and being together. Katie works closely with the synagogue choir to develop their repertoire and their voices. Our choirs for young and old continue to bring music to every part of the community. Opportunities to learn new music at our "new music evenings" have been warmly received and has introduced a range of music to members of the community beyond the choir. The Alyth Youth Singers toured Scotland in October and continue to perform at events both in Alyth and in the wider community.

The Alyth Choral Society, made up of members and non-members, performed three concerts this past year. A spring concert with works by Bob Chilcott and Julian Dawes, Schubert and Friends in the summer and Handel's Samson in December 2016.

Once again the **Tekiyah Fundraising Group** ran a successful Supper Quiz in November. This has become a much anticipated, fun filled evening that generates much needed funds for our building project. The group also organised a fashion show to raise money and to bring together women of all ages from across the local Jewish community. These projects together raised £7,000.

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.

Our **Refugee Drop In for recent refugees** provides a safe, welcoming space hosted by Alyth volunteers on the last Sunday of every month. The sessions are attended by refugees from countries including Eritrea, Ethiopia, Afghanistan, Angola, Democratic Republic of Congo and Syria. They are welcomed into the synagogue building, offered a meal and chance to chat and meet old and new friends. They also receive advise on accessing services, courses for study, grants, CV writing and interview skills, as well as a chance to practice English.

Once again this year we participated in the **Together in Barnet Night Shelter**, in partnership with Golders Green Parish Church. We were also recently 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. We participated in Mitzvah Day in November, making food for the night shelter, running an intergenerational reading programme and helping in the newly opened Kisharon shop.

Alyth is a **member of Citizens UK**, a community organising body that works with communities to act together for social justice and the common good. Alyth members joined other faith communities at the Citizens UK Mayoral Assembly at the Olympic Park to hear the election manifestos of London Mayoral candidates, Sadiq Khan and Zac Goldsmith

Developing mutual understanding across faith communities is at the heart of our interfaith work at Alyth. In 2016 we hosted an *Iftar*, welcoming over 50 friends from Muslim communities to break their fast during Ramadan.

Rabbi Maurice Michaels has helped us to build relationships with our neighbours to foster better understanding and build local community and continued to work with the Alyth Interfaith group to build relationships across the faiths.

Alyth is always engaged with **Israel** but never afraid of dealing with Israel's complexities. In 2016 the Synagogue programme included a number of encounters which opened up Israeli society to our members. Through sermons in our services, open forums, panel discussions and talks at the Synagogue and in members' homes we heard from speakers with wide ranging views and engaged with the issues facing Israel and Israeli society today. Once again, two *Madrichim* from the Leo Baeck Education Centre in Haifa joined Alyth's youth leaders on our residential Summer Days camp, bringing the voice of Israel's youth to the heart of our Youth and Education Hub.

The annual **High Holy Days Appeal** is an opportunity for the community to donate to a range of charities that are chosen by our members. After many years of supporting a broad range of charities, the decision was made to review the High Holy Days Appeal in 2016. It was agreed that this year the appeal supported our 3 'home' charities – The Rabbis' Charitable Fund, the Alyth Welfare Fund and a Social Justice Fund that will support the work that we do in our partner communities in Israel and Kerch, and social justice initiatives closer to home. The High Holy Days Appeal raised £45,000 (2015: £62,800)

In March 2017 we held a fundraising morning as part of our Purim activities. The aim was to raise funds for 4 charities chosen by a group of members. These charities were Manna (Meir Paninm UK), JCORE (Jewish Council for Racial Equality), Bright Minds and The Bike Project.

5. Financial Review

The Executive Committee are the Trustees of the synagogue and are responsible for the management of risk faced by the Synagogue. Having reviewed the principal risks and uncertainties facing the synagogue, the Trustees are satisfied that the major risks identified have been adequately mitigated where possible. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately identified. The task of monitoring the charity's financial control systems is delegated to the Financial Advisory Committee (FAC).

The total funds at 31 December 2016 were £2.9m (2015 £3.0m). Of these the restricted funds were £2.4m (2015 £2.4m).

The income during 2016 consisted of subscriptions of £604k (2015 £609k) and donations £419k (2015 £490k). There was also income tax recoverable of £159k (2015 £168k). There was a loss in 2016 of £95k (£138k) on the net movement of funds. The trustees consider that the reflected loss is largely due to less fundraising activity during the year as the focus of the fundraising strategy has been on securing initial pledges for the building development project. Plans for the redevelopment of the building were submitted to the London Borough of Barnet. Planning permission was granted in early 2017.

With a shift in focus to fundraising for the development of the building, the trustees will continue to monitor expenditure and look for new sources of funds (grants and trusts) to support the ongoing programming needs of the community. It was noted that subscription income had fallen marginally. The trustees will continue to monitor the demographic profile of members to identify shifts in payment of subscriptions.

The Synagogue was a member of a multi employer defined benefit scheme which has subsequently now converted to a defined contribution scheme. The deficit in the scheme was apportioned in early 2013 over the member charities. For Alyth the share of the deficit was calculated initially at the rate of £5,922 per annum plus 3% to be paid over 10 years, but the most actuarial recovery plan has extended the payment period by a further 2 years until 2025. A provision of £48,236 is carried in the accounts in respect of future payments.

The Synagogue is a member of the Jewish Joint Burial Society (JJBS). It is a requirement that every member of the synagogue contributes to the JJBS. For £48 per annum (2015 £47) every full member is entitled to a burial at Cheshunt Cemetery or a cremation, normally held at Golders Green Crematorium. During 2016 £100k (2015 £105k) was collected from the members and £101k (£105k) was transferred to the JJBS. There is a restricted funds which is set aside to help with any shortfall required to pay for a funeral.

6. Investments

Policy: The current investment policy was agreed in July 2013 and will be reviewed in 2017. The Synagogue invests funds so as to generate reasonable long term growth commensurate with the need to finance its long term expenditure requirements and to protect the Synagogue's capital against the risk of inflation. The investment policy, agreed with the investment manager, is to invest so as to generate long term capital appreciation over the full investment cycle, typically five years, with a target level of volatility of approximately half of the world equity markets. The policy requires equity exposure to be held in a range between 40% and 60% of the investment portfolio subject to ongoing discussions with the investment managers

For the majority of 2016, GAM were the investment managers on a discretionary basis. In line with the current policy of reviewing investment managers on a three year cycle, in July 2016 the FAC met with and received presentations from three fund managers: GAM, Investec and Cazenove. After much discussion it was decided that on this occasion, due to Investec's large exposure to and experience of charity investment portfolios, Investec would be appointed to manage Alyth's investments on a discretionary basis. The transfer process commenced in November 2016 and was completed in April 2017. Investec have now taken all the responsibility previously held by GAM. The investment manager is responsible for asset allocation and for making investments through a carefully selected group of both internal and external fund managers. A number of restrictions have been given to Investec including those that avoid excessive portfolio concentration; alternative investments such as hedge funds are not permitted and foreign exchange transactions are only permitted for hedging currency risk and not for speculation. The Total Expense Ratio (TER) should be less than 1.25%

The investment performance is considered regularly by the Finance Advisory Committee (FAC) that meets four times per year. The FAC and Executive have discussed whether they should identify social, environmental or ethical areas in which the synagogue should not invest. However as they have selected an investment manager that invests in a broad range of funds rather than individual equities, only an immaterial percentage of the fund might be invested indirectly in any company which might conflict with the Synagogue's principles and it has therefore been agreed that ethical restrictions would not be necessary.

Performance As at 31 December 2016 the Synagogue held an investment portfolio of £1,035k (2015 £959k). The total return before expenses for 2016 was 8.1% (2015 1.5%) compared with the benchmark for 2016, which rose by 10.8%. The performance of the portfolio was below the industry standard, in part due to the requirement for lower risk assets.

From 31 December 2016 to 31 March 2017 the portfolio has risen by 2.4% to £1,058,988 compared to a +3.0% change in the benchmark; the IA Mixed Investment 20-60% Shares Average in GBP. The slight underperformance of the portfolio relative to the benchmark was due to the currency hedging positions which removed much of the gains seen by other assets.

7. Reserves Policy

The trustees aim to maintain sufficient general and contingency reserves so as to be able to meet unexpected operating costs of the synagogue and to contribute to such contingencies as the maintenance of the building. The free reserves at 31 December 2016 amounted to £646k (2015 £648k). This compares to the annual spend on staff salaries of £883k (2015 £917k) and the total outgoings excluding JJBS contributions of £1,885k (2015 £1,899k). The free reserves include £246k (2015 248k) that has been allocated to various projects and causes but these allocations are internal and can be changed by the Trustees.

The restricted funds of £2.9m (2015 £3.0m) predominantly comprise the value of the land on which the building sits. No formal valuation has been carried out. There are additional reserves of £496k (2015 £539k) the use of which is mandated by trust deeds.

8. Plans for the Future

2017 looks set to be an exciting year for the community. At the forefront of our activities will be a fundraising programme that will enable us to raise the £4.5million needed for the development of our building. Led by our Rabbinic Partners, Rabbis Mark Goldsmith and Josh Levy, we have built a vibrant, thriving, and innovative community that has been vital to the Jewish lives of so many of our members. To continue to inspire and engage our members, we want to have a building in which we have spaces to be together in prayer and learning, and where we come to socialise and laugh and find ways to make the world a better place. It is our vision for Alyth to be home to generations of members, new and old, who love being part of a welcoming Jewish community that meets their spiritual, communal and educational needs.

The ongoing operations and core activity of the synagogue continue to be a priority. We are looking forward to welcoming Hannah Kingston, the newest member of our Rabbinic Team. Hannah will join us in time for the High Holy Days in 2017. As well as regular rabbinic duties, Hannah will support the work of our Rabbinic Partners to expand the reach and range of Jewish experience that we can offer our members. We look forward to welcoming Hannah and continuing to build the community with our dynamic rabbinic team.

Volunteer engagement and the development of our lay leadership continues to be a priority. In 2017 we plan to update and review the Synagogue governance and propose a path into leadership that is aligned with the demands of the full work and family lives of our members, balanced with a desire to lead and volunteer.

To do this we must ensure that we resource the work of the community with the people, talent and skills that enable us to continue to serve the community and meet the diversity of needs within it.

2017 will be another busy year at Alyth. The development of the building is our priority as we begin the fundraising activities in the first quarter of the year. We believe that with the support of every member of the community, we will raise the funds needed to build an Alyth that meets our needs today and creates the foundation of a Jewish home for future generations of inspired Reform Jews in the heart of the community.

9. Constitution and Purpose

Alyth is constituted by a Deed of Trust dated 23 February 1966 and registered with the Charity Commission under charity number 247081. The most recent major amendment was in May 2008 and since then a minor update in May 2015.

The synagogue is a Congregation of the Jewish Religion, whose purpose is the pursuance of Reform Judaism in the spheres of public worship, and religious, educational, cultural, social and charitable activities.

It is a member of 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. Alyth is committed to the advancement of the tradition of Reform Judaism and to playing its part in the development of the Progressive teaching of Judaism as a constantly evolving tradition.

Alyth exists in order to sustain and develop a Jewish centre for its members based on Progressive Jewish values and ethics, to meet its members' religious and communal needs, and to contribute to the wider Jewish and non-Jewish communities. The purpose of Alyth as set out in our constitution is the development of Reform Judaism in the spheres of public worship and religious education, cultural, social and charitable activities.

In April 2015 a framework was adopted to achieve a shared sense of values. This emphasises that nothing is more important in the life of a Jewish community than the relationships that are built and the welcome that is given to one another. It strives for equality, inclusion and mutual care. Prayer and Jewish learning are central and the aim is to create opportunities for worship and study.

10. Structure, Governance and Management

The Synagogue Council is responsible for the overall policy and direction of the Synagogue and the overall religious and ritual direction of the Synagogue. Council currently consists of 26 members, 8 of whom are ex-officio. Members are elected annually in May for terms of 3 years (renewable). A Rabbi attends the meetings and there is often a nominated youth representative. There are normally 11 Council meetings held per year. Any other member or senior employee of the synagogue may attend the meetings.

The Executive Committee carries out the management of the affairs of the Synagogue. Members of Executive are responsible for implementing the policies and direction of the Synagogue as determined by Council. They manage the staff, operations and the financial affairs of the Synagogue. They delegate much of the day to day work of the Synagogue to the staff but remain responsible for supervision of the work. Council retain oversight of the Executive Committee.

All members of the Executive Committee are also members of Council. There are currently 11 members of the Executive Committee and they meet 11 times per year, monthly except for August. Members of the Executive Committee are trustees of the Synagogue for the purposes of the Charity Commission.

There are a number of sub-committees that represent most areas of synagogue life including prayer, building, finance, youth and education, welfare, security and kindergarten. These committees report to the Executive Committee through members of the Executive who hold a particular portfolio or to Council.

There is an informal induction programme for those coming on to Council for the first time. New members of Council may meet with the Chair who takes them through the key aspects of the constitution and governance structure. It is our intention to develop a more formal and robust programme for induction on to both Council and Executive. The Constitution requires all members to have sat on Council for at least 12 months in the previous 5 years before they are eligible for election to Executive.

In shaping the objectives for the year and planning the activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'. They aim to engage with the outside world, both within the Jewish people and in the wider community. To this end the synagogue engages in a wide range of activities with other faith groups and community based organisations. These activities enable the congregation to develop relationships with and gain a better understanding of the local and wider community and to help those less fortunate than ourselves.

The two most senior employees are rabbis whose remuneration is set with reference to the Rabbinic Scales provided by Reform Judaism. Salaries in general are reviewed with reference to RPI and changes in average earnings.

11. Trustees Responsibility 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;
- 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.

The report was approved by the Trustees on 2nd May 2017 and signed on their behalf by:

Noeleen Cohen
CHAIR / 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 2016 set out on pages 22 to 40. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The financial statements have been prepared in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statements of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has been withdrawn.

This has been done in order for the accounts to provide a true and fair view in accordance with the Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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.

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

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 2016 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 Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and in other respects the requirements of the Charities Act 2011.

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
7 May 2017

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 2016

	Note	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
INCOME FROM:					
Donations and legacies	2	1,237,480	44,481	1,281,961	1,373,843
Charitable activities	3	385,436	49,072	434,508	397,735
Investments	4	14,206	2,858	17,064	16,737
TOTAL INCOME		1,637,122	96,411	1,733,533	1,788,315
EXPENDITURE ON:					
Raising funds	5	5,654	2,304	7,958	9,714
Charitable activities	6	1,714,217	170,877	1,885,094	1,899,296
TOTAL EXPENDITURE		1,719,871	173,181	1,893,052	1,909,010
NET EXPENDITURE BEFORE INVESTMENT GAINS/(LOSSES)		(82,749)	(76,770)	(159,519)	(120,695)
Net gains/(losses) on investments	12	53,884	10,857	64,741	(17,821)
		(28,865)	(65,913)	(94,778)	(138,516)
Transfers between Funds	16	27,365	(27,365)	-	-
NET MOVEMENT IN FUNDS		(1,500)	(93,278)	(94,778)	(138,516)
RECONCILIATION OF FUNDS:					
Total funds brought forward		648,183	2,376,996	3,025,179	3,163,695
TOTAL FUNDS CARRIED FORWARD		646,683	2,283,718	2,930,401	3,025,179

The notes on pages 25 to 40 form part of these financial statements.

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2016

	Note	£	2016 £	£	2015 £
FIXED ASSETS					
Tangible assets	11		1,804,850		1,848,598
Investments	12		1,034,925		958,887
			2,839,775		2,807,485
CURRENT ASSETS					
Debtors	13	82,911		94,917	
Cash at bank and in hand		212,292		311,035	
		295,203		405,952	
CREDITORS: amounts falling due within one year	14	(156,341)		(137,387)	
NET CURRENT ASSETS			138,862		268,565
TOTAL ASSETS LESS CURRENT LIABILITIES			2,978,637		3,076,050
Provisions for Liabilities	15		(48,236)		(50,871)
TOTAL NET ASSETS			2,930,401		3,025,179
CHARITY FUNDS					
Restricted funds	16		2,283,718		2,376,996
Unrestricted funds	16		646,683		648,183
TOTAL CHARITY FUNDS			2,930,401		3,025,179

The financial statements were approved by the Trustees on 7 May 2017 and signed on their behalf, by:

Trustee

The notes on pages 25 to 40 form part of these financial statements.

STATEMENT OF CASH FLOW
FOR THE YEAR ENDED 31 DECEMBER 2016

	Note	2016 £	2015 £
Cash flows from operating activities			
Net cash used in operating activities	18	(75,510)	(149,670)
Cash flows from investing activities:			
Purchase of investments		(11,297)	(361,792)
Purchase of tangible fixed assets		(11,936)	(2,880)
Net cash used in investing activities		(23,233)	(364,672)
Change in cash and cash equivalents in the year		(98,743)	(514,342)
Cash and cash equivalents brought forward		311,035	825,377
Cash and cash equivalents carried forward	19	212,292	311,035

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2016

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and Charities Act 2011.

North Western Reform Synagogue constitutes a public benefit entity as defined by FRS 102.

1.2 Going concern

The trustees have reviewed the circumstances of the charity and consider that adequate resources continue to be available to fund its activities for the foreseeable future. The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.3 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.

1. ACCOUNTING POLICIES (continued)

1.4 Income recognition policies

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Trust that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Subscription income is recognised over the membership year, starting from the date of receipt.

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

Rental income is recognised over the period in which it is earned.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. They comprise central costs, including salaries 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.

Costs of generating funds comprises all costs incurred in attracting voluntary income to finance its charitable objectives, and those incurred in trading activities that raise funds.

Governance costs are costs relating to meeting the constitutional and statutory requirements of the charity.

1. ACCOUNTING POLICIES (continued)

1.6 Tangible fixed assets and depreciation

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. 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

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the balance sheet date, unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Gains/(losses) on investments' in the statement of financial activities.

1.8 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.10 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

1. ACCOUNTING POLICIES (continued)

1.12 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.13 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.

1.14 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.

1.15 Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires the use of judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for income and expenditure during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Tangible assets
Tangible assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on the number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.
Impairment of debtors.

Accruals
An estimate of accruals at the year end are made based on invoices received after the after the year end and work undertaken which has not been invoiced based on quotations or estimates of amounts that may be due for payment.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2016

2. DONATIONS AND LEGACIES

	Total funds 2016 £	Total funds 2015 £
Subscriptions	603,565	609,301
Donations	419,241	490,679
Income tax recoverable	158,866	168,488
Burial Society fees	100,289	105,375
	1,281,961	1,373,843

In 2016, of the total income from donations and legacies, *£1,239,316* (2015: £1,295,447) was to unrestricted funds and *£42,645* (2015: £78,396) was to restricted funds.

3. CHARITABLE ACTIVITIES

	Total funds 2016 £	Total funds 2015 £
Services and festivals	67,551	81,724
Education	21,642	24,861
Youth	51,833	75,899
Kindergarten	256,683	186,378
Lettings	32,451	24,894
Other income	4,348	3,979
	434,508	397,735

In 2016, of the total income from charitable activities, *£385,436* (2015: £333,409) was to unrestricted funds and *£49,072* (2015: £64,326) was to restricted funds.

4. INVESTMENT INCOME

	Total funds 2016 £	Total funds 2015 £
Dividends receivable	16,975	16,365
Interest receivable	89	372
	17,064	16,737

In 2016, of the total investment income, *£14,206* (2015: £13,766) was to unrestricted funds and £2,*858* (2015: £2,971) was to restricted funds.

5. RAISING FUNDS

	Total funds 2016 £	Total funds 2015 £
Fundraisng costs	2,304	5,141
Investment management costs	5,654	4,573
	7,958	9,714

6. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES

	Activities undertaken directly 2016 £	Support costs 2016 £	Total 2016 £	Total 2015 £
Services and festivals	435,171	255,457	690,628	772,055
Education department expenses	94,789	83,902	178,691	158,845
Youth department expenses	133,382	19,224	152,606	148,447
Kindergarten expenses	237,115	82,743	319,858	276,262
Reform Movement Affiliation	127,502	-	127,502	125,000
Board of Deputies	10,875	-	10,875	2,475
Burial scheme	101,832	-	101,832	105,757
Music department expenses	32,089	29,512	61,601	83,581
Welfare expenses	110,533	14,782	125,315	116,104
Other charitable expenses	91,112	25,074	116,186	110,770
Total	1,374,400	510,694	1,885,094	1,899,296

Amounts payable to the auditor comprise:

	2016 £	2015 £
Audit and statutory accounts	8,400	6,960
Accountancy and payroll preparation	17,640	11,280
Legal and professional fees	480	1,170
Total	26,520	19,410

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2016

7. SUPPORT COSTS

	Services and festivals	Education	Youth	Kindergarten	Music department
	£	£	£	£	£
Printing, postage and stationery	18,452	6,123	1,403	6,038	2,154
Cleaning materials and services	5,497	1,824	418	1,798	641
Lighting, heating and rates	13,212	4,383	1,004	4,323	1,542
Repairs and maintenance	36,553	12,128	2,779	11,961	4,266
Insurances	9,892	3,282	752	3,237	1,155
Security	2,612	867	199	855	305
Computer and IT costs	9,814	3,256	746	3,211	1,145
Telephone	2,426	805	184	794	283
Depreciation - fixtures and fittings	1,440	478	109	471	168
Depreciation - land and buildings	26,629	8,836	2,025	8,714	3,108
Depreciation - computer equipment	1,081	359	82	354	126
Bank charges	2,759	915	210	903	322
Equipment repairs	-	-	-	-	-
Audit fees	-	-	-	-	-
Legal and professional fees	-	-	-	-	-
Functions	-	-	-	-	-
Recruitment costs	29	10	2	9	3
Other expenses	15,629	5,186	1,188	5,114	1,824
Wages and salaries	98,399	32,650	7,481	32,199	11,485
National insurance	8,439	2,800	642	2,762	985
Pension costs	2,594	-	-	-	-
	255,457	83,902	19,224	82,743	29,512

7. SUPPORT COSTS (continued)

	Welfare	Governance	Total 2016	Total 2015
	£	£	£	£
Printing, postage and stationery	1,079	-	35,249	30,655
Cleaning materials and services	321	-	10,499	17,140
Lighting, heating and rates	772	-	25,236	26,058
Repairs and maintenance	2,137	-	69,824	12,056
Insurances	578	-	18,896	20,352
Security	153	-	4,991	4,044
Computer and IT costs	574	-	18,746	6,962
Telephone	142	-	4,634	4,579
Depreciation - fixtures and fittings	84	-	2,750	12,419
Depreciation - land and buildings	1,557	-	50,869	50,869
Depreciation - computer equipment	63	-	2,065	-
Bank charges	161	-	5,270	5,454
Equipment repairs	-	-	-	64
Audit fees	-	5,400	5,400	6,960
Legal and professional fees	-	234	234	1,170
Accountancy Fees	-	19,440	19,440	11,280
Recruitment costs	2	-	55	1,817
Other expenses	914	-	29,855	17,880
Wages and salaries	5,752	-	187,966	173,703
National insurance	493	-	16,121	17,169
Pension costs	-	-	2,594	1,612
	14,782	25,074	510,694	422,243

BASIS OF ALLOCATION OF SUPPORT COSTS

Printing, postage and stationery	Usage
Cleaning materials and services	Floor area
Lighting, heating and rates	Floor area
Repairs and maintenance	Floor area
Insurances	Per capita
Security	Per capita
Computer and IT costs	Usage
Telephone	Usage
Depreciation - fixtures and fittings	Usage
Depreciation - land and buildings	Usage
Depreciation - computer equipment	Usage
Bank charges	Transactions incurred
Equipment repairs	Usage
Audit fees	Governance
Functions	Usage
Recruitment costs	Time
Other expenses	Floor area
Wages and salaries	Time
National insurance	Time
Pension costs	Time

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2016

8. DIRECT COSTS

	Services and festivals £	Education £	Youth £	Kindergarten £	Reform Movement Affiliation £	Board of Deputies £
Direct costs	173,046	6,258	65,912	52,012	127,502	10,875
Transport Costs	-	-	-	-	-	-
Wages and salaries	211,050	84,205	61,700	170,136	-	-
National insurance	24,609	4,326	5,213	10,323	-	-
Pension cost	26,266	-	557	4,644	-	-
	435,171	94,789	133,382	237,115	127,502	10,875

	Burial scheme £	Music department £	Welfare £	Other £	Total 2016 £	Total 2015 £
Direct costs	101,832	4,370	26,217	91,112	659,136	721,592
Transport Costs	-	-	38,637	-	38,637	31,204
Wages and salaries	-	25,798	40,350	-	593,239	636,173
National insurance	-	1,710	4,253	-	50,634	53,900
Pension cost	-	211	1,076	-	32,754	34,184
	101,832	32,089	110,533	91,112	1,374,400	1,477,053

BASIS OF ALLOCATION OF DIRECT COSTS

Direct costs	Usage
Transport costs	Usage
Wages and salaries	Per capita
National insurance	Per capita
Pension cost	Per capita

9. NET INCOMING RESOURCES/(RESOURCES EXPENDED)

This is stated after charging:

	2016 £	2015 £
Depreciation of tangible fixed assets: - owned by the charity	55,684	63,288

During the year, no Trustees received any remuneration, benefits or reimbursement of expenses (2015 - £nil).

10. STAFF COSTS

Staff costs were as follows:

	2016 £	2015 £
Wages and salaries	781,205	809,876
Social security costs	66,755	71,069
Other pension costs	35,348	35,796
	883,308	916,741

The average number of persons employed by the charity during the year was as follows:

	2016 No.	2015 No.
Clergy and religious services	3	4
Kindergarten	15	14
Music	1	2
Welfare	1	1
Administration	8	7
Education	4	3
Youth	3	2
	35	33

The number of higher paid employees was:

	2016 No.	2015 No.
In the band £70,001 - £80,000	0	1
In the band £80,001 - £90,000	1	0
In the band £100,001 - £110,000	1	1

Key management includes the core management team. The total amount payable to key management for employee services was £375,550 (2015: £401,791).

11. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures & fittings £	Computer equipment £	Total £
Cost				
At 1 January 2016	2,402,902	83,358	16,336	2,502,596
Additions	-	812	11,124	11,936
At 31 December 2016	2,402,902	84,170	27,460	2,514,532
Depreciation				
At 1 January 2016	564,800	72,862	16,336	653,998
Charge for the year	50,869	2,750	2,065	55,684
At 31 December 2016	615,669	75,612	18,401	709,682
Net book value				
At 31 December 2016	1,787,233	8,558	9,059	1,804,850
At 31 December 2015	1,838,102	10,496	-	1,848,598

12. FIXED ASSET INVESTMENTS

	Listed securities £	Surplus cash £	Total £
Market value			
At 1 January 2016	947,885	11,002	958,887
Additions	276,790	(276,790)	-
Disposal proceeds	(356,409)	356,409	-
Foreign exchange loss	-	(71,369)	(71,369)
Revaluations	135,975	-	135,975
Dividends reinvested	-	6,610	6,610
Investment management charges	-	(6,255)	(6,255)
Gain on disposal	11,077	-	11,077
At 31 December 2016	1,015,318	19,607	1,034,925

13. DEBTORS

	2016 £	2015 £
Other debtors	3,000	4,500
Prepayments and accrued income	48,121	56,213
Tax recoverable	31,790	34,204
	82,911	94,917

14. CREDITORS: Amounts falling due within one year

	2016 £	2015 £
Trade creditors	75,510	50,660
Other creditors	3,581	13,418
Accruals and deferred income	77,250	73,309
	156,341	137,387

In the year, £59,270 (2015: £59,329) of Kindergarten and education income was deferred to future periods for which they relate.

15. PROVISIONS

	Provisions £
At 1 January 2016	50,871
Released in the year	(2,635)
At 31 December 2016	48,236

Provisions

The most recent actuarial report, dated January 2017 indicates a potential liability of £61,183 and the trustees will continue to monitor the provision carried in the financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2016

16. STATEMENT OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Designated funds						
Access fund	6,830	-	(750)	-	-	6,080
Community Welfare	11,794	21,124	(38,637)	12,837	-	7,118
Kerch	22,366	8,784	-	-	-	31,150
Jewish Music Fair	4,318	1,855	(2,870)	-	-	3,303
Alyth Youth Schemes	-	37,153	(36,252)	-	-	901
Jewish Music	-	-	(472)	472	-	-
Social Justice Fund	-	-	-	14,528	-	14,528
Alyth Children Theatre	(611)	6,930	(2,967)	-	-	3,352
Jack Petchey	3,803	1,650	-	-	-	5,453
Social Action	17,670	-	(5,364)	-	-	12,306
Talmud	-	33,400	(31,343)	-	-	2,057
Outreach	24,835	218	(5,018)	-	-	20,035
Education	82,857	13	(8,400)	-	-	74,470
Alyth Youth Singers	7,933	14,680	(12,489)	-	-	10,124
Acedemy of Performing Arts	(207)	7,512	(4,802)	-	-	2,503
Sefer Torah	577	-	-	-	-	577
Alyth Ramblers	-	27,492	(24,092)	-	-	3,400
Refugee project	5,365	5,738	(7,100)	-	-	4,003
Contingency fund	400,000	-	-	-	-	400,000
	587,530	166,549	(180,556)	27,837	-	601,360
General funds						
General Funds	60,653	1,470,573	(1,539,315)	(472)	53,884	45,323
Total Unrestricted funds	648,183	1,637,122	(1,719,871)	27,365	53,884	646,683

16. STATEMENT OF FUNDS (continued)

Restricted funds						
Gladys Gebbie	141,443	-	(22,961)	-	8,238	126,720
Jubilee	69,765	-	(2,988)	-	2,619	69,396
Alyth Youth	62,434	-	-	-	-	62,434
Rabbi's Charitable	39,006	8,994	(16,489)	18,050	-	49,561
Alyth Football Clubs	26,439	22,643	(24,978)	-	-	24,104
Freehold land & buildings	1,838,102	-	(50,869)	-	-	1,787,233
Teklyah	188,609	11,019	(54,896)	-	-	144,732
High Holyday Appeal Fund	4,692	49,072	-	(45,415)	-	8,349
Other restricted funds	6,506	4,683	-	-	-	11,189
	2,376,996	96,411	(173,181)	(27,365)	10,857	2,283,718
Total of funds	3,025,179	1,733,533	(1,893,052)	-	64,741	2,930,401

SUMMARY OF FUNDS

	Brought Forward £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Designated funds	587,530	166,549	(180,556)	27,837	-	601,360
General funds	60,653	1,470,573	(1,539,315)	(472)	53,884	45,323
	648,183	1,637,122	(1,719,871)	27,365	53,884	646,683
Restricted funds	2,376,996	96,411	(173,181)	(27,365)	10,857	2,283,718
	3,025,179	1,733,533	(1,893,052)	-	64,741	2,930,401

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.

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.

The High Holyday Appeal 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 or to designated funds held by the synagogue used for specified charitable purposes.

16. STATEMENT OF FUNDS (continued)

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

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds 2016 £	Restricted funds 2016 £	Total funds 2016 £	Total funds 2015 £
Tangible fixed assets	17,617	1,787,233	1,804,850	1,848,598
Fixed asset investments	559,751	475,174	1,034,925	958,887
Current assets	273,892	21,311	295,203	405,952
Creditors due within one year	(156,341)	-	(156,341)	(137,387)
Provisions for liabilities and charges	(48,236)	-	(48,236)	(50,871)
	646,683	2,283,718	2,930,401	3,025,179

18. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2016 £	2015 £
Net expenditure for the year (as per Statement of financial activities)	(94,778)	(138,516)
Adjustment for:		
Depreciation charges	55,684	63,288
(Gains)/losses on investments	(64,741)	17,821
Decrease/(increase) in debtors	12,006	(14,421)
Increase/(decrease) in creditors	18,954	(71,418)
Decrease in provisions	(2,635)	(6,424)
Net cash used in operating activities	(75,510)	(149,670)

19. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2016 £	2015 £
Cash in hand	212,292	311,035
Total	212,292	311,035

20. RELATED PARTY TRANSACTIONS

There were no transactions with related parties in the year (2015: None).

21. FIRST TIME ADOPTION OF FRS 102

It is the first year that the charity has presented its financial statements under SORP 2015 and FRS 102. The following disclosures are required in the year of transition. The last financial statements prepared under previous UK GAAP were for the year ended 31 December 2015 and the date of transition to FRS 102 and SORP 2015 was therefore 1 January 2015. As a consequence of adopting FRS 102 and SORP 2015, a number of accounting policies have changed to comply with those standards.

The policies applied under the charity's previous accounting framework are not materially different to FRS 102 and have not impacted on funds or net expenditure.