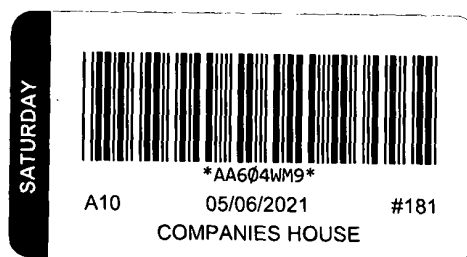


Charity registration number 1094668

Company registration number 4493731 (England and Wales)

**THE NEW NORTH LONDON SYNAGOGUE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2020**



THE NEW NORTH LONDON SYNAGOGUE

LEGAL AND ADMINISTRATIVE INFORMATION

	Nicola Tiefenbrun	(Retired as member of Council and Appointed Joint Chair 25 June 2020)
	Adam Berkley	
	Alison Richardson	
	Colin Grazin	
	Debra Virchis	
	Harriet Oppenheimer	
	Karen Horowitz	
	Mark Flenner	
	Martin Burstyn	
	Nicola Tiefenbrun	
	Paul Orchover	
	Richard Gold	
	Ruti Amal	
	Victoria Fox	
	Mark Collins	(Appointed 16 July 2020)
	Martin Otvos	(Appointed 25 June 2020)
	Martin Ross	(Appointed 25 June 2020)
	Roger Levitt	(Appointed 25 June 2020)
	Abigail Levitt	(Retired 25 June 2020)
	Adam Wagner	(Retired 25 June 2020)
	Liron Velleman	(Retired 25 June 2020)
	Paul Harris	(Retired 16 July 2020)
Secretary	Colin Grazin	
Charity number	1094668	
Company number	4493731	
Registered office	The Manor House 80 East End Road Finchley London N3 2SY	
Auditors	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG	
Website	www.mynnls.org.uk	

THE NEW NORTH LONDON SYNAGOGUE

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THE NEW NORTH LONDON SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2020

The Trustees present their report including directors' report and accounts for the year ended 31 October 2020.

The New North London Synagogue (NNLS) is a company limited by guarantee, which is also a charity registered with the Charity Commission under registration number 1094668.

The accounts have been prepared in accordance with accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association incorporated on 24 July 2002 and, amended by Special Resolutions on 3 December 2001, 15 June 2004, 9 June 2009, 16 October 2013, 29 June 2017, 28 June 2018 and 26 June 2019, the Companies Act 2006 and the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

STRUCTURE, GOVERNANCE, AND MANAGEMENT

All Members of the Synagogue Council, which is elected by the Membership, are Directors of the Company and Trustees of the charity. Election to the Council is for a two-year period which can be renewed once only.

The Council is responsible for the strategy, and general conduct and management of the Synagogue's business. It has adopted a delegation scheme whereby, in addition to the Management Committee and Services Committee which are required under the Articles, committees have been, or are in the course of being, set up to cover different aspects of the Synagogue's activities. Each Committee has at least one Trustee representative on it and most have a non-Trustee chair. The Committees report to Council. The delegation scheme is published on the Members' portal of the website (in MyNNLS) to which all Members have on-line access. Chairs are elected on alternate years so that their terms overlap; the Treasurer is elected in even-numbered years. The Senior Rabbi and Executive Director are entitled to attend all meetings of the Council and of all Committees.

Council meets approximately ten times each year.

Trustees must be Members of the Synagogue and will typically have had a leadership role in another aspect of the Synagogue's activities or the Masorti movement, prior to election. In addition, the institution of Joint Chairs means that the continuing Chair assists an incoming Chair. There is also an informal mentoring system whereby the outgoing Treasurer assists the incoming Treasurer to understand the financial systems and processes as well as the wider responsibilities of the role of Trustee. An induction session is held for all Council members at the first Council meeting following the AGM and individual mentoring and training is offered to all Trustees according to need.

Pay for the Executive Director, being the key non-rabbinic management personnel within NNLS, is set on the basis of being within a reasonable salary range for personnel of this seniority, experience and comparable to others in similar roles in other comparable Jewish organisations. The Executive Director is accountable to the Chairs, and line manages other employees and directs day-to-day decisions as appropriate.

None of the Trustees has any beneficial interest in the company. All of the Trustees are Members of the company and guarantee to contribute £1 in the event of a winding up.

THE NEW NORTH LONDON SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

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FOR THE YEAR ENDED 31 OCTOBER 2020

The following Honorary Officers and Council Members have been in post since June 2020:

Honorary Officers

Joint Chair	Harriet Oppenheimer (from 16 July 2020)
Joint Chair	Nicola Tiefenbrun (from 25 June 2020)
Vice Chair	Harriet Oppenheimer (until 16 July 2020; then became temporarily vacant when Harriet Oppenheimer stood up to become Joint Chair)
Treasurer	Mark Flenner
Secretary	Colin Grazin

Council Members:

Adam Berkley
Alison Richardson
Debra Virchis
Karen Horwitz
Mark Collins (Co-opted on 16 July 2020)
Martin Burstyn
Martin Otvos
Martin Ross
Paul Orchover
Richard Gold
Roger Levitt
Ruti Amal
Victoria Fox

The following Council Members were in post from November 2019 until June 2020 (unless otherwise stated), when they stood down from these positions.

Council Members:

Abigail Levitt
Adam Wagner
Liron Velleman
Paul Harris (Stood down on 16 July 2020)

THE NEW NORTH LONDON SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2020

OBJECTIVES AND ACTIVITIES

Who we are?

New North London Synagogue (NNLS) is a thriving Masorti community in North London with a Membership having grown by 10% over the last eight years to in excess of 3,300 today. NNLS is the largest Masorti Synagogue in the UK, and one of the leading congregations of any denomination of Judaism in the country. Based at its purpose-built premises in Finchley, N3, NNLS sits at the cutting edge of contemporary Jewish life, constantly striving to develop and enhance Judaism for its Members and sharing its values and ideas with wider society.

The charity was established by a charitable trust deed on 10 November 1974. A new trust deed was approved on 9 June 1998. By Special Resolutions in October 2013, the dual structure of both NNLS the Unincorporated Association and NNLS the Company was changed into a unitary structure with new Articles of Association, being subject to the minor change in June 2019, and are the Articles of Association currently in effect.

The charity's objects are to further the objectives and to conduct the activities of NNLS under the direction of its Council.

What we do?

The Synagogue is active on many fronts in support of its continuing objectives, in the areas of religion, pre-school, youth and adult education, welfare, culture, charity, social action and interfaith initiatives.

We aim to facilitate and deepen our engagement with each Member of our community and to also engage with communities and the society around us. It is our responsibility to do our best so that no one is left to feel lonely or ignored, and this has been a particular priority for us through this past year of managing the Covid pandemic. We want to celebrate life together and to be present for one another in quiet solidarity in times of sorrow.

At the same time, we have responsibilities to the wider Jewish community in this country and beyond. Social action initiated by our community expresses our involvement in the key issues which confront both Jewish and wider society in areas including poverty, loneliness, social injustice, the environment and refugees.

Year-round, we offer a wide variety of:

- Shabbat and festival services within a **traditional, open-minded, pluralist environment**;
- an **OFSTED¹ pre-school nursery** for 36 children (now also incorporating a forest school and breakfast club elements). Our pre-school nursery was closed for the initial 2.5 months of lockdown from end March 2020, but thereafter, following a phased return, managed to remain open for the rest of year, against all the odds;
- excellent **formal and informal Jewish learning opportunities for our young people** aged 4 - 18, and numerous leadership opportunities for our teens;
- an extensive range of **adult learning courses and social and cultural events**;
- **pastoral care** provision for community Members in need from the Pastoral Care Coordinator, the Rabbinic Team and a wider group of experienced and compassionate volunteers;
- opportunities for Members to engage in many different **outward facing projects**, seeking to make a difference to various local, national and international causes.

¹ rated "Good" upon re-inspection in 2019

THE NEW NORTH LONDON SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2020

Some facts and figures highlighting some of the amazing achievements during the year:

- **High Holydays 2020:** against all the Covid odds, we provided



A phone call before Rosh Hashanah to every Member



23 in-person services



11 live-streamed services



Pre-Rosh Hashanah, Yizkor, pre-Kol Nidrei and post-Neilah online Zoom services and multiple Zoom and in-person pre Rosh Hashanah Selichot services



13 Taste of the High Holydays short films



Rosh Hashanah and Yom Kippur special Lockdown Machzorim



Rosh Hashanah issue of our bi-annual Kehila Magazine



A remarkable additional "Open the Gates" High Holyday Companion publication

- **B'nei Mitzvah:** Prior to lockdown in March 2020, we celebrated 28 b'nei mitzvah; and, since the end of March, we celebrated a further 30 b'nei mitzvah in all sorts of creative ways on Zoom, as well holding a few much smaller in-person bar and bat mitzvah services in the Synagogue building
- **Fundraising:** raising a record £136,700 in the High Holyday Appeal, up over £30,000 from the previous year!
- **Tikkun Olam:** participating for a second year in the Winter Night Shelter, offering shelter to 20 homeless guests over a 10-week period; and, building up our Food Bank project with approximately 30 different NNLS member neighbourhoods donating monthly to Finchley and Burnt Oak foodbanks
- **Environmental Activities:** worked closely with EcoSynagogue to re-launch the full Synagogue Audit Survey
- **Volunteering:** engaging well over 300 of our Members in significant volunteering roles through all aspects of community life pre-Covid. Through lockdown, we continued to engage many Members on various projects; for example, c.75 Members came forward to help with our pastoral Clusters of Care project – each volunteer regularly checking in with six of our older and/or more vulnerable members

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FOR THE YEAR ENDED 31 OCTOBER 2020

- **Office Team:** further enhancing capacity within the administrative team, with the appointment of an outstanding Office Manager, Joanne Beaumont
- **Programming:** cultural programming highlights included, pre-Covid, continuing to achieve monthly audiences of 100+ to our acclaimed Intermezzo and Forum events; and, within days of lockdown starting, we started moving all programming online; a variety of new online social and cultural programming came to life including Covid Island Discs, The Tuesday Club, and regular Sunday evening quizzes devised and run by Members
- **New Burial Scheme:** following extended negotiations, agreement was reached with the Jewish Joint Burial Society, being our new Members' burial scheme, providing wider options (including woodland burial and options for mixed-faith and same-sex couple families), for our members. (All current members of the Western Burial Scheme were given the option to maintain existing arrangements, or switch to JJBS)

What is our strategy, and what strategic goals were achieved?

We continued the implementation of our Strategic Plan for 2018-2022:

New strategy for 2018-2022:	
Strengthening our Rabbinic team	
We will continue to be led by an inspirational Rabbinic Team in all areas of our communal life, and we will increase the capacity of this team to at least the equivalent of three full time Rabbis.	<i>The Rabbinic Team capacity now stands at close to 3 full-time Rabbis. Since September 2020, we have had the added benefit of Student Rabbi, Anthony Lazarus as our 4th Year Leo Baeck College rabbinic intern. The Rabbinic Team provided truly exceptional support over this past year of Lockdown, in spite of having to work in quite new and innovative ways, and against the significant pressures and strain that Covid 19 put on so many across the community</i>
Operations	
We will increase the effectiveness of how we manage our daily operations, giving it the right amount of resource and attention so that the smooth running of our shul supports our staff and everyone in the community.	<i>Our appointment of Joanne Beaumont as Office Manager in October 2019 has been an invaluable addition to the team, in particular (but not limited to) her dealing with our online High Holyday booking system was second to none – and her efficiency has provided crucial office support to the professional team, improving the overall running of the Synagogue.</i>
Services and Spirituality	
We will focus on how we manage organic change in our services while preserving the pluralist nature of our community and tolerance. We will continue creating and developing the vibrancy of all services, so that our Members will want to come together in prayer more often.	<i>The Services Committee's strategic review initiated last year was forced to go on hold in light of Covid-19; instead, immense efforts were made to build online pre-Shabbat Kabbalat Shabbat and post-Shabbat Havdallah services, in parallel with smaller, Covid-secure in-person services at points during the year when these were allowed and considered appropriate to run; as noted above, huge amounts of energy was also put into delivering a very different, but massively appreciated series of High Holyday services, with the extensive range of in-person and streamed offerings</i>

Lifelong learning	We will continue to encourage everyone to deepen their Jewish learning, recognising that NNLs learning exists alongside many other sources of Jewish learning. We will nurture grass roots initiatives and support our Members to come together proactively in groups to create their own learning opportunities. Launched at Rom Kippur 2019, the year's extensive programme of learning involving themes "Insiders/Outsiders" and "The Gender Agenda" prior to Lockdown starting included 11 short-term courses and 10 one-off sessions and seven different ongoing weekly, monthly or quarterly group learning opportunities. We also had the privilege of hosting Rabba Tamar Elad-Applbaum from Kehilat Zion in Jerusalem as a visiting scholar. And, additionally, a full programme of Family Learning was also introduced. And, within days of Lockdown starting, we moved all ongoing programming – wherever possible – online, via Zoom. Despite being confined to our homes, NNLs lifelong learning has gone from strength to strength through this period, and has enabled us to engage with a range of international scholars we otherwise would not have accessed, including Rabbi Ari Green and Rabbi Bradley Shavit Artson. Well over 300 Members engaged with lifelong learning at some point through the year.
Pastoral Care	We will widen pastoral care in the community and raise awareness of what we offer. We will strengthen our professional team with an additional staff member to bring skills, experience, capacity and co-ordination, and to support and train further groups of volunteers. Following our appointment of Deborah Golend as our first Pastoral Care Coordinator in early 2019, significant in-roads were made in this area over this past year that pre-Covid, included: running events on the themes of dementia and adolescent mental health respectively; the setting up of robust pastoral care structures to manage to scale and diversity of our community; development of a new Chessed pastoral care volunteers team, with associated training; just as Lockdown started, Deborah built a new, enhanced pastoral care initiative called 'Clusters of Care', to which more than 70 member volunteers came forward to act as cluster volunteers contacting 450-500 of our older and more vulnerable members; and, ahead of the High Holydays, a phone-tree was set up with the goal of contacting every member household prior to Rosh Hashanah; during Covid, the following three new support groups were set up: a) a group for frontline health and social care professionals; b) a wellbeing and resilience group for members across the community more generally; and c) a group for those struggling within the 16-18 year old cohort. During this year, the new Pastoral Care Committee, reporting in to Council was also formed.
Tikkun Olam	We will build on the strong interest and volunteering passion for Tikkun Olam amongst many in the community. We will help people work together and share information on projects and find ways for these projects to integrate with other facets of shul life. The second hosting at NNLs of the 10-week Winter Night Shelter cycle in partnership with Together in Barneet/Homeless Action Barneet ran from December 2019, the monthly collection for Finchley Food Bank and Barneet Oak Women's Group ran through the year with significant increased engagement in this project through Lockdown; in addition, many NNLs members engaged on an individual basis in Covid-related community projects, including delivering meals to hospital staff, and making masks and visors for various organisations and individuals; prior to Lockdown the Green Team ran further Farmers' Markets and topped our game with various new recycling initiatives for members to engage in.

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2020

Communities within community	
We will build on the pilot scheme of neighbourhood champions, growing the number of neighbourhoods included and the infrastructure and networks at the local community level. We want this to extend to all areas of communal life, including volunteering, care of the elderly, caring, hospitality, lifelong learning. Technology will help better, more tailored communication with all our Members.	<i>The numbers of neighbourhood champions established increased to nearly 30 by the end of this year; established neighbourhood champions continue to network with one another to learn from each other and share experiences of the initiative, which truly came into its own through Lockdown and generated enthusiasm for new Neighbourhood Champions to come forward in new areas; new LGBTQ+ and Racial Inclusion Groups have been formed in this year, creating further communities within community, and building on our broad inclusion agenda.</i>
Volunteering	
We will make a step change in the ethos of volunteering, building more opportunities to volunteer within our community, and welcoming all Members to deepen their involvement with the shul. We will have a clearer set of committees to organise our work, reach out to all Members and grow our future senior lay leaders.	<i>As above, a new Pastoral Care Committee has been established; and, the Tikkun Olam Committee became more bedded in – and – Trustee, Martin Ross, agreed to link to both the Tzedakah and Tikkun Olam Committees with a view to better coordination between the two committees; continued work on creating a step-change in our volunteering culture will be picked up again with rigour when Lockdown ends and normality returns.</i>
Young adults (18-30)	
We will encourage young adults to feel shared ownership in our community by building a much more deliberate approach to including and welcoming them – in our services, our committees, and also supporting and facilitating specific spaces and events targeted at and catering for young adults.	<i>In July 2020, a Young Adults Review project was launched, with the outcomes being presented to Council in January 2021; follow up on the Review outcomes will be focussed on through 2021 and meantime, Rabbi Oliver Joseph is continuing with his programming and social media work in this area.</i>
School Age Learning	
We will continue to strengthen our engagement opportunities we provide for the children and young people of our community. We will employ a youth worker to enhance our teenage provision; we will review our tefilah provision; and we will explore new ways to involve young people in these developments.	<i>Our last residential was to Skeet House in February 2020 where there were 28 participants.</i> <i>In this challenging year we have done our very best to maintain a strong connection with our teaching teams, our families, and our students and we have tried to be responsive to their changing needs.</i> <i>We worked hard to ensure that all our provision was quickly moved to being online and set up two websites with all our teaching materials. Our lessons evolved over the year as we became more familiar with some of the advantages of teaching online.</i> <i>We still managed to maintain 120 on the register for Kehilatainu and 208 at Haderech (160 pre-Bnei Mitzvah; 40 Mentors; and, eight in mentor training).</i> <i>Additionally, we have had 40 teens participate in Hadrachah Training, which is considerably more than when we have done it in person; and, 70 who joined in with a new buddying scheme</i> <i>During Covid we had over 60 Hebrew lessons per week being taught online, either in small groups or 1:1</i> <i>In Summer 2020, 120 children attended a socially distanced summer scheme at Shul</i> <i>Collaboration with Noam continues; they have continued with weekly Club throughout lockdown, taught at Haderech and on the Hadrachah courage, and they have arranged activities for each festival</i> <i>As we return to in person lessons it is now our challenge to evaluate the lessons learnt from Covid and consider how our teaching practice may change in the coming months.</i>

THE NEW NORTH LONDON SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2020

What are our goals for the coming year?

Our goals and objectives for the current year will be, as we come out of lockdown, to gradually bring our community back into our building, whilst at the same time, reflect thoughtfully on the best practice learnings from the Covid-19 Lockdown year to bring these into ongoing community life in the period ahead; we will also start the process of reviewing and renewing our Strategic Plan, noting that the current Plan runs until June 2022.

In particular, at the time of writing this report, a short feedback form was circulated to the whole community, seeking views on the best learnings from Lockdown that members would like to see us take forward into our post-Lockdown future; in addition to digesting responses to this, all Committees will schedule discussions on these same questions at upcoming meetings, that in turn will inform our path forwards; it is anticipated that the sorts of issues we will focus on include: ways in which we can continue to provide online access to those who otherwise would not be able to attend in person; enhancing our overall inclusion and welcome as a community; and continuing to build our core Chesed pastoral care volunteer team, using the wider Clusters of Care structure only as and when required

- The Education Department plan to work hard to positively re-engage families' community life post lockdown; implement the new Tefillah curriculum for Children's Services (which was forced to be put on pause); and they plan to create a working group to look at building a dedicated teen space
- In addition to taking on board the above-mentioned feedback, the professional team together with the Trustees and other members of the senior lay leadership will start the process of devising a refreshed four-year strategic plan, due to run from June 2022
- Council will give careful consideration to the effectiveness of the new Committees that have been built over the last 2+ years, to ensure their purpose is as helpful as possible to the development of each area, and serve a useful role in linking back and forth to the NNLS Council
- Following the Young Adult Review, a new Young Adults Committee is due to be formed and actions from the Review taken forward, with a view to enhancing levels of engagement with and for Young Adults within and connected to the community

PUBLIC BENEFIT

Trustees have a duty to report on the public benefit provided by their charity.

The section above entitled 'Objectives and Activities' sets out the Synagogue's objectives and reports on activity and successes in the financial year, as well as explaining the plans for the current financial year. The Synagogue's work benefits in the first instance persons of the Jewish faith who wish to be actively involved in Synagogue activities, but through its sponsorship of involvement in charitable giving and social action by its Members, and through its interfaith and other outreach activity, it also benefits many other classes of people including individuals in need.

The Trustees, having given careful consideration to the Charity Commission's general guidance on public benefit and in particular to its supplementary guidance on the advancement of religion for the public benefit, have concluded:

1. That the aims of the Synagogue continue to be charitable and that there is a moral and ethical framework which is promoted by the religious work of the organisation;
2. That the aims and the work done in pursuance of them give clearly identifiable benefits to the public including, both indirectly and directly, to individuals in need;

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2020

3. That the benefits are for the public, and are not unreasonably restricted in any way (including not by ability to pay); and,
4. That there is no significant detriment or harm arising from the aims or activities.

FINANCIAL PERFORMANCE

The charity's principal source of funds is from membership subscriptions and education charges, which enable it to meet its main objectives of conducting the activities of the New North London Synagogue. In addition, the charity receives substantial donations from time to time, much of which is for specific Restricted Fund activity. We keep close financial controls, budgeting at the start of the year and carefully reviewing any unexpected costs arising. Activities are budgeted as far as possible to recover their own incremental cost.

In spite of the impact of Covid-19 and the resultant Lockdown, the financial resilience of the Synagogue has been robust thanks in part to a determined focus by the Trustees and Council. A number of immediate and important actions were taken to protect Members' funds and the longer-term future of NNLS. Namely, we established a delegated Trustee sub-committee to monitor and assess the developing financial impact of Lockdown on NNLS and its finances. Meeting weekly, this sub-committee worked closely with the Executive Management team to guide and manage NNLS through such unprecedented times. A number of challenging initiatives were introduced such as furloughing certain members of staff, establishing a Hardship Fund as a dedicated restricted fund, carefully reviewing expenditure items as well as postponing certain planned expenditure. The Lockdown closure of the Synagogue and the subsequent move to online provision also meant certain large expenditure items such as venue hire during the High Holydays were no longer possible and income usually received from hall hire with regard to simchahs was also postponed. The impact on the Synagogue could therefore have been very challenging, but careful and collective management of these challenges, both on the income and expenditure side, has seen the Synagogue navigate to a financial surplus.

The Audited Report and Accounts for the year ended 31 October 2020, which are to be put to Members at the AGM on 24th June 2021, resulted in a net surplus before transfers of £44,568 in respect of the unrestricted income funds received of £1,656,744. Restricted fund movements in the year have resulted in a surplus of £67,402, and at the year end the Synagogue held funds for specific restricted fund purposes of £187,539.

Unrestricted Funds are in the main those received from membership subscriptions, education charges, social functions, and donations for the running of the Synagogue itself. Restricted Funds are those received and utilised only in accordance with the donors' wishes, for specific purposes such as the Destitute Asylum Seekers fund; the Community Development Project; the Ecclesiastical Salaries fund; the Tikkun Olam fund; the Eco Synagogue fund; the Synagogue Artwork/Stained Glass Window fund; the External Wall Trees fund; the Kibbutz fund; the JTree fund; the Winter Night Shelter fund; and the Rabbis' Discretionary Funds.

The Building Fund and Sinking Fund are run as separate Designated Funds. The Building Fund has been managed separately, again under close financial control. The Sinking Fund (renamed the Building Sinking Fund) is amounts set aside for repairs, maintenance and refurbishment to the Synagogue's building and its plant and machinery over the coming years. Just prior to the end of this financial year, a full five-year preventative planned maintenance survey was commissioned - the delivery of the recommendations will assist with future Building Sinking Fund planning and implementation.

At the date of this report, seven full-time and 12 part-time (combined equating to nearly 15 full-time equivalents) professionals support the pastoral, welfare, cultural and administration needs of the Synagogue and the community. In addition, Gan Alon and the Education Department programmes have 27 nursery staff and teachers and a further 39 teenagers who act as assistant teachers. We are extremely grateful for the contribution of all the staff to the Synagogue.

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The high level of activity within the Synagogue every day has been maintained by a large majority of our Members paying full fees and by generous donations from some Members, often marking life-cycle events. The majority of Members pay their subscriptions by direct debit, which aids our financial management. We carefully monitor the number of Members who cannot pay the full fees, since this is a key element of the overall balance of our income and expenditure. Due to the financial impact of Covid-19 and Lockdown on a number of our Members we have, where necessary, agreed subscription breaks and flexible payment terms. We continue to review late payment of fees and other items owing and have robust controls and procedures in place to manage any potential impact.

FUNDRAISING

The charity undertakes fundraising activity to our Members via direct mail, email and direct contact at events. We are committed to ensuring that we are completely open and transparent about our fundraising, the causes that we support, and allocation of the funds raised.

The charity's main fundraising activities focus on the two key appeals at the High Holydays and at Passover, when appeals are made for Members to support a number of external charitable causes. A Tzedakah (Charities) Committee is in place, with two volunteer member Joint Chairs and four other volunteer Members. Prior to each appeal, the Committee puts a call out to NNLS Members to nominate charities they would like the community to support; nominations are considered by the Committee, and as part of this process, the financial accounts of the nominated causes are scrutinized. The Tzedakah Committee then puts forward its recommendations to Council, who formally approve the chosen causes for each appeal. Once decided, details of the chosen charities are published to the community and Members can choose whether or not to donate to one or more of the appeal causes. Funds raised will be passed on to the chosen charities with Gift Aid relief claimed by NNLS on their behalf where possible. Care is taken throughout the process to ensure the fundraising is not done in an intrusive manner. Members who wish not to be contacted are clearly indicated on our database, and Members' data is not passed on to the chosen charities unless permission is expressly given by each individual Member.

Other smaller scale fundraising campaigns are done during the year (e.g. at some of the other Jewish festivals), as well as some direct requests of Members for specific donations to NNLS itself, such as to mark a life-cycle event; this would never, however, be conducted in a coercive manner.

The charity is committed to high standards in fundraising, and to being:

- clear, honest and open
- respectful
- fair and reasonable
- accountable and responsible, and, to
- conforming with recognised fundraising standards

Within the last 12 months, we did not receive any complaints about our fundraising activities, nor did we work with professional fundraisers.

RESERVES POLICY

It is the policy of the Charity that Unrestricted Funds which have not been designated for a specific purpose ("the free reserves") should be preferably maintained at a level equivalent to between 2 and 6 months of Unrestricted Funds expenditure (UFE) amounting to between £268,500 and £805,000. The unrestricted funds at 31 October 2020 amount to £809,448 which is slightly above the required level, this is due to reduced religious, educational costs and staff overtime during the Lockdown. The free reserves may from time to time fall below this level, but the Trustees were comfortable provided that unrestricted cash resources were at least equal to three months of UFE. The position is also regularly reviewed.

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FOR THE YEAR ENDED 31 OCTOBER 2020

FINANCE AND RISK

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

Examples of risks identified (but for which a number of appropriate prevention measures have been noted and/or implemented), include:

- **Security** - terrorism threat: steps taken to mitigate against this risk include ongoing interaction with the Sternberg Centre site professional security team (and continual review of levels of professional guarding required), who in turn are in continuous liaison with the Community Security Trust (CST) and the local police; supplementing of professional security guarding with regular volunteer security rotas; following through with various recommendations made by the CST vis-à-vis the site's perimeter walls and appropriate equipment; policies in place for emergency evacuation and invacuation (lock-ins), with drills and training as appropriate; a full 'Security' Risk Register is maintained and reviewed on an ongoing basis.
- **Safeguarding** risks: steps taken to mitigate against these risks include safeguarding policies in place both Gan Along Pre-School and the Synagogue at large; Designated Senior Persons undergo bi-annual refresher safeguarding training; and the Synagogue has a designated safeguarding trustee on an ongoing basis.
- **Health & Safety** risks: taken to mitigate against these risks include systematic building inspections built into a planned annual maintenance programme, which is reviewed annually; bi-annual independent fire risk assessment; employer's, public and product liability insurance cover in place.
- **Financial Risk**: the establishment of a Finance Committee, one of whose purpose is to oversee financial risk of the Synagogue
- **Other Risks**: a full Risk Register detailing other potential risks to NNLS is maintained and reviewed on an ongoing basis, and a new system of review in the context of regular Trustee Council Meetings is being initiated in the coming year
- **Risks Associated with Covid 19**: as at the time of writing last year's Trustees Report, we were right in the midst of the Covid-19 crisis and associated lockdown. Within last year's Trustees Report, we noted that as soon as lockdown was announced, NNLS closed down the community physically, but took steps immediately too adapt to becoming a virtual community and that steps taken to mitigate risks associated with the Covid-19 crisis included:
 - Creating a team to consider the likely and actual financial implications of the Covid-19 scenario on NNLS and monitoring impact on income and expenditure on an ongoing basis;
 - Making decisions to furlough certain members of staff as appropriate and implementing the same – liaising with our HR advisors throughout to ensure correct procedures were followed and implemented;
 - With assistance from our IT maintenance support firm, enabling all staff who were to continue working through the crisis to do so by way of remote access working from day 1 of lockdown
 - Taking advice from our insurance brokers, and from our facilities management company, as regards steps to be taken to ensure the NNLS building remains safe whilst unoccupied, and will be safe to return to in due course

Trustees continued to monitor these risks on an ongoing basis throughout this past financial year, and, as and when restrictions and lockdown were relaxed at different points in full, detailed risk assessments were undertaken and recorded for each and every activity that was re-started, each time ensuring NNLS was fully Covid compliant in line with Government Guidance at the prevailing time.

In addition to ongoing reviews of Government Guidance, the Executive Director regularly engaged in significant consultation with other Synagogues and faith-based organisations, and with Barnet Public Health; she also undertook an appropriate accredited Covid Compliance Manager course.

THE NEW NORTH LONDON SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2020

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also Directors of The New North London Synagogue for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the net movement in funds, including the income and expenditure, of the charitable company 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 judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as we are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

A resolution proposing that Haysmacintyre LLP be reappointed as auditors of the company will be put to the Members.

On behalf of the board of Trustees



Nicola Tiefenbrun
Trustee

Dated: 26 MAY 2021



Mark Flenner
Trustee

Dated: 26 MAY 2021

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE NEW NORTH LONDON

SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

FOR THE YEAR ENDED 31 OCTOBER 2020

We have audited the financial statements of The New North London Synagogue for the year ended 31 October 2020 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 October 2020 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Responsibilities of Trustees for the financial statements

As explained more fully in the Trustees' responsibilities statement set out on page 12, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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

Conclusions relating to going concern

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

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

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE NEW NORTH LONDON
SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)**

FOR THE YEAR ENDED 31 OCTOBER 2020

Other information

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Trustees' Annual Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

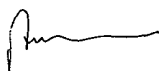
In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the strategic report and the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the Trustees' report and from the requirement to prepare a strategic report.

Use of our report

This report is made solely to the charitable company's Members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's Members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's Members as a body, for our audit work, for this report, or for the opinions we have formed.



Adam Halsey
(Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP,
Statutory Auditors

10 Queen Street Place
London
EC4R 1AG

Date: 2 June 2021

THE NEW NORTH LONDON SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 OCTOBER 2020

	Notes	Unrestricted Funds General £	Unrestricted Funds Designated £	Restricted Funds £	Total 2020 £	Total 2019 £
Income from:						
Donations and legacies:						
Donations		24,990	32,879	104,312	162,181	154,929
Government grants (Job Retention Scheme)		52,826	-	-	52,826	-
Charitable activities	3	1,573,579	-	-	1,573,579	1,700,329
Investments	4	5,349	-	-	5,349	6,647
Total income		<u>1,656,744</u>	<u>32,879</u>	<u>104,312</u>	<u>1,793,935</u>	<u>1,861,905</u>
Expenditure on:						
Charitable activities	5	<u>1,612,176</u>	<u>92,285</u>	<u>36,910</u>	<u>1,741,371</u>	<u>1,711,398</u>
Net income/ expenditure before transfers		<u>44,568</u>	<u>(59,406)</u>	<u>67,402</u>	<u>52,564</u>	<u>150,507</u>
Transfers between Funds		-	-	-	-	-
Net movement in funds		<u>44,568</u>	<u>(59,406)</u>	<u>67,402</u>	<u>52,564</u>	<u>150,507</u>
Reconciliation of funds						
Fund balances at 1 November 2019		<u>764,880</u>	<u>6,380,092</u>	<u>120,137</u>	<u>7,265,109</u>	<u>7,114,602</u>
Fund balances at 31 October 2020		<u>809,448</u>	<u>6,320,686</u>	<u>187,539</u>	<u>7,317,673</u>	<u>7,265,109</u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

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

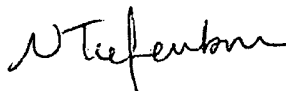
THE NEW NORTH LONDON SYNAGOGUE

BALANCE SHEET

FOR THE YEAR ENDED 31 OCTOBER 2020

		2020	2019
	Notes	£	£
Fixed assets			
Tangible assets	8	6,246,481	6,293,599
Current assets			
Debtors	9	424,029	413,828
Investments	10	1,898	1,898
Cash at bank and in hand		1,186,766	976,380
		<u>1,612,693</u>	<u>1,392,106</u>
Creditors: amounts falling due within one year	11	(520,501)	(420,596)
Net current assets		<u>1,092,192</u>	<u>971,510</u>
Total assets less current liabilities		<u>7,338,673</u>	<u>7,265,109</u>
Creditors: amounts falling due after more than one year	12	(21,000)	-
Total net assets		<u><u>7,317,673</u></u>	<u><u>7,265,109</u></u>
FUNDS:			
Restricted funds	14	187,539	120,137
Unrestricted funds			
Designated funds	15	6,320,686	6,380,092
General funds		809,448	764,880
		<u>7,130,134</u>	<u>7,144,972</u>
		<u><u>7,317,673</u></u>	<u><u>7,265,109</u></u>

These accounts were approved by the Trustees on 26 May 2021


Nicola Tiefenbrun
Trustee


Mark Flenner
Trustee

Company registration number 4493731

THE NEW NORTH LONDON SYNAGOGUE
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 OCTOBER 2020

	2020 £	2019 £
Cashflows from operating activities:		
Net cash provided by operating activities (see note 19)	257,463	52,022
Cash flows from investing activities:		
Purchase of tangible fixed assets	(52,426)	(39,126)
Interest from investments	5,349	6,647
Net cash (used in) investing activities	(47,077)	(32,479)
Change in cash and cash equivalents in the reporting period	210,386	19,543
Cash and cash equivalents at the beginning of the reporting period	976,380	956,837
Cash and cash equivalents at the end of the reporting period	1,186,766	976,380

THE NEW NORTH LONDON SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 OCTOBER 2020

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of financial statements are as follows:

a. Basis of Accounting

The financial statements have been prepared in accordance with the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The New North London Synagogue meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy notes(s).

b. Preparation of the accounts on a going concern basis

Having considered future budgets and cash flows, the Trustees confirm that they have no material uncertainties about the entity's ability to continue as a going concern for the foreseeable future.

c. Fixed assets

Expenditure on fixed assets is capitalised where the cost (or the value if donated) is in excess of £1000; otherwise it is written off through the Statement of Financial Activities.

Tangible fixed assets are depreciated at rates calculated to write off the cost, less estimated residual value of each asset evenly over its expected life, as follows:

Long leasehold premises – 1% straight line

Furniture, fittings and equipment - 10-20% straight line

d. Investments

Current assets are stated at fair value less impairment.

e. Funds

The different funds are defined as follows:

Restricted funds are those funds which are to be used in accordance with specific instructions imposed by the donor.

Designated funds are those funds designated by the Trustees for specific purposes.

Unrestricted funds are those funds available to the charity for its general purposes.

It is the policy of the Trustees to retain unrestricted funds, amounts in which in their judgement, can help to mitigate the short-term effect of income volatility, and retain funds to generate sufficient income to meet current and future operational activities of the charity.

f. Income recognition

This comprises fees receivable from the various activities and investment income. 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 can be measured reliably.

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2020

f. Income recognition (continued)

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are recognised on a case by case basis following the grant of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy with the title of the asset having been transferred to the charity.

Membership income is recognised upon receipt.

Investment income is credited to income when it is 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. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

Government grant income represents the total amount claimed from HM Revenue & Customs under the Coronavirus Job Retention Scheme (CJRS). The income is accounted for in the period in which the associated salary payments are made to furloughed staff.

g. Expenditure

Liabilities are recognised as expenditure as soon as there is legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required, and the amount of obligation can be measured reliably.

Expenditure is recognised on an accruals basis as a liability is incurred, inclusive of VAT, which cannot be recovered.

Charitable activities comprise mainly of the provision of religious activities including welfare and catering, premises and administrative costs.

Support costs have been allocated to charitable activities. Governance activities comprise organisational administration and compliance with constitutional and statutory requirements. Costs include direct costs of external audit, legal fees and other professional advice.

h. Debtors

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

i. Cash at bank and in hand

Cash at bank and in hand includes bank accounts, 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.

j. Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2020

k. Pension Scheme

The charity makes contributions into a defined contribution scheme on behalf of all employees who have enrolled in the scheme. The assets of the scheme are held separately from those of the charity in independently administered funds. The amount charged to the statement of financial activities in respect of pension costs is the total contribution payable for the year.

l. Estimation uncertainty

In the view of the Trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

m. Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basis financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2. Critical accounting estimates and judgements

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

Critical judgements – depreciation of tangible fixed assets

The charity's policy for depreciation of fixed assets is designed to allocate the assets' depreciable amounts on a systematic basis over their useful lives.

The application of this policy involves estimates of the assets' residual values and useful lives and judgement over the charity's pattern of consumption of the assets' economic benefit.

In each reporting period the Trustees review for indicators of change in any of these factors and, if necessary, adjust their estimates accordingly.

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2020

3. Income from charitable activities

	Religious	Educational	Total	Total
	£	£	2020	2019
			£	£
Community services provided	1,256,181	317,398	1,573,579	1,700,329

4. Investments

	Total	Total
	2020	2019
	£	£
Bank interest receivable	5,349	6,647

5. Charitable activities

Charitable activities - 2020

	Religious	Educational	Total	Total
	£	£	2020	2019
			£	£
Staff costs	314,493	348,410	662,903	552,528
Depreciation	99,545	-	99,545	91,317
Subscriptions for Masorti Judaism	133,714	-	133,714	121,659
Other religious expenses	103,460	-	103,460	151,876
Other educational expenses	-	44,852	44,852	69,000
	651,212	393,262	1,044,474	986,380
Share of support costs (note 6)	324,059	359,008	683,067	712,885
Share of governance costs (note 6)	6,561	7,269	13,830	12,133
	981,832	759,539	1,741,371	1,711,398
Analysis by fund				
Unrestricted funds – general	852,637	759,539	1,612,176	1,523,566
Unrestricted funds – designated	92,285	-	92,285	118,376
Restricted funds	36,910	-	36,910	69,456
	739,439	1,001,932	1,741,371	1,711,398

THE NEW NORTH LONDON SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 OCTOBER 2020

5. Charitable activities (continued)				
	Religious £	Educational £	Total 2019 £	
Charitable activities – 2019				
Staff costs	222,819	329,709	552,528	
Depreciation and impairment	91,317	-	91,317	
Subscriptions for Masorti Judaism	121,659	-	121,659	
Other religious expenses	151,876	-	151,876	
Other educational expenses	-	69,000	69,000	
	<u>587,671</u>	<u>398,709</u>	<u>986,380</u>	
Share of support costs (note 6)	287,486	425,399	712,885	
Share of governance costs (note 6)	4,893	7,240	12,133	
	<u>880,050</u>	<u>831,348</u>	<u>1,711,398</u>	
Analysis by fund				
Unrestricted funds – general	692,218	831,348	1,523,566	
Unrestricted funds – designated	118,376	-	118,376	
Restricted funds	69,456	-	69,456	
	<u>880,050</u>	<u>831,348</u>	<u>1,711,398</u>	
6. Support costs – 2020				
	Support £	Governance £	Total 2020 £	Total 2019 £
Staff costs	376,334	-	376,334	409,053
Other support costs	306,733	-	306,733	303,832
Audit and accountancy fees	-	13,830	13,830	12,133
	<u>683,067</u>	<u>13,830</u>	<u>696,897</u>	<u>725,018</u>
Analysed as follows:				
Religious	324,059	6,561	330,620	292,379
Educational	359,008	7,269	366,277	432,639
	<u>683,067</u>	<u>13,830</u>	<u>696,897</u>	<u>725,018</u>
Support costs - 2019				
	Support £	Governance £	Total 2019 £	
Staff costs	409,053	-	409,053	
Other support costs	303,832	-	303,832	
Audit and accountancy fees	-	12,133	12,133	
	<u>712,885</u>	<u>12,133</u>	<u>725,018</u>	
Analysed as follows:				
Religious	287,486	4,893	292,379	
Educational	425,399	7,240	432,639	

Governance costs include payments to the auditors of £11,400 (2019: £11,160) for audit fees and £2,430 (2019: £973) for other services.

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2020

7. Employees

	2020 Number	2019 Number
Number of employees		
The average monthly number of employees during the year was:		
Education	50	63
Religious	6	6
Administration	12	12
	<u>68</u>	<u>81</u>
Full time equivalent employee numbers include:		
Education	11	12
Religious	4	3
Administration	9	9
	<u>24</u>	<u>24</u>
The number of employees whose annual remuneration was £60,000 or more was:		
£60,000-£70,000	1	1
£90,000-£100,000	-	-
£100,000-£110,000	1	1
	<u>1</u>	<u>1</u>
Staff costs		
	Total 2020 £	Total 2019 £
Wages and salaries	923,610	860,645
Social security costs	86,651	77,088
Other pension costs	28,976	23,848
	<u>1,039,237</u>	<u>961,581</u>

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2020

8. Tangible fixed assets	Long	Fixtures	Total £
	Leasehold Premises £	Fittings & Equipment £	
Cost			
At 1 November 2019	6,794,428	252,262	7,046,690
Additions	-	52,426	52,426
Disposal		(15,640)	(15,640)
At 31 October 2020	6,794,428	289,048	7,083,476
Depreciation			
At 1 November 2019	572,662	180,429	753,091
Depreciation charged in the year	67,944	31,600	99,544
Released on disposal	-	(15,640)	(15,640)
At 31 October 2020	640,606	196,389	836,995
Net book value			
At 31 October 2020	6,153,822	92,659	6,246,481
At 31 October 2019	6,221,766	71,833	6,293,599
9. Debtors			
		Total 2020 £	Total 2019 £
Other debtors		15,172	21,197
Prepayments and accrued income		408,857	392,631
		424,029	413,828
10. Current asset investments			
		Total 2020 £	Total 2019 £
Unlisted investments		1,898	1,898

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2020

11. Creditors: amounts falling due within one year

	Total 2020 £	Total 2019 £
Other taxation and social security	23,803	23,892
Deferred income (Note 13)	38,791	32,896
Other creditors	414,519	309,387
Accruals	44,388	54,421
	<u>520,501</u>	<u>420,596</u>

12. Creditors: amounts falling due after more than one year

	Total 2020 £	Total 2019 £
Other creditors	21,000	-
	<u>21,000</u>	<u>-</u>

Provision for repayment of CST grant over 3 years

13. Deferred income

	Total 2020 £	Total 2019 £
Balance at 1 November 2019	32,896	46,290
Amounts released relating to:		
Education fees paid in advance	(24,996)	(35,750)
Function hire deposits	(7,900)	(10,540)
Amounts accrued relating to:		
Education fees paid in advance	30,121	24,996
Function hire deposits	6,690	7,900
Salaries reclaim	1,980	-
Balance at 31 October 2020	<u>38,791</u>	<u>32,896</u>

Income relating to post year end had been deferred.

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14. Restricted Funds – 2019/20

Within the financial year 2019/20, the income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	Balance at 1 November 2019	Income	Expenditure	Balance at 31 October 2020
	£	£	£	£
Ecclesiastical Salaries Fund	2,045	43,714	(29,395)	16,364
Tikkun Olam Fund	12,419	15	(80)	12,354
Synagogue Artwork and Stained Glass Window Fund	5,508	-	-	5,508
Eco Synagogue Fund	(1,156)	24,651	(10,096)	13,399
Kibbutz Fund	550	543	(1,062)	31
JTrees	3,307	20,055	(20,	3,091
Night Shelter	4,000	800	271271)	1,694
			(3,106)	
Rabbis' Discretionary Funds	93,464	50,554	(46,009)	98,009
Covid Hardship Fund	-	37,089	-	37,089
	<u>120,137</u>	<u>177,421</u>	<u>(110,019)</u>	<u>187,539</u>

Restricted funds – 2018/19

By way of comparison, the 2018/19 restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes were:

	Balance at 1 November 2018	Income	Expenditure	Balance at 31 October 2019
	£	£	£	£
Ecclesiastical Salaries Fund	2,594	18,000	(18,549)	2,045
Tikkun Olam Fund	12,442	228	(251)	12,419
Synagogue Artwork and Stained Glass Window Fund	5,508	-	-	5,508
Community Development Fund	8,440	-	(8,440)	-
Eco Synagogue Fund	420	2,293	(3,869)	(1,156)
External Wall Trees	2,850	2,000	(4,850)	-
Kibbutz Fund	200	800	(450)	550
JTrees	-	3,408	(101)	3,307
Night Shelter		8,284	(4,284)	4,000
Rabbis' Discretionary Funds	76,178	45,948	(28,662)	93,464
	<u>108,632</u>	<u>80,961</u>	<u>(69,456)</u>	<u>120,137</u>

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14. Restricted Funds (continued)

Notes of 2019/20 Restricted Funds

The Ecclesiastical Salaries fund relates to contributions received towards salary costs of various employees.

The Tikkun Olam Fund relates to an original £15,000 sum that was set aside from the 2% fund of the new Synagogue building that was allocated for small Tikkun Olam seed fund projects to which Members and non-Members have applied for funding. The purpose of Tikkun Olam is to promote social action within and beyond the NNLS community.

The Synagogue Artwork and Stained Glass Fund relates to sums specifically donated towards enhancing the aesthetics of the Synagogue building generally, including a specific sum that was given for the commissioning of a particular piece of artwork that was produced and then installed in the Synagogue in Spring 2015. Remaining sums in this fund will be applied to further aesthetic enhancements to the building in due course.

Eco Synagogue is an environmental project run by a collective of a number different Synagogues; NNLS agreed with the other Synagogues that it would continue to hold all funds in respect of this project. It is intended that Eco Synagogue does, within the coming 12-18 months, become incorporated as its own independent charity.

JTree is an environmental project run as part of EcoSynagogue to enable the planting and protection of forests in the UK and beyond; NNLS has agreed with the organisers of JTree, that that, being a project of EcoSynagogue it would in turn hold all funds in respect of this project.

The External Wall Trees is a project involving the planting of additional trees along the Synagogue's external wall.

The Kibbutz Fund is a project whereby donors contribute donations for planting trees in Israel, often as part of their Bar and Bat Mitzvah charitable giving.

The Night Shelter is a community-run project led by a team of NNLS volunteers and supported by the NNLS Community Development Director; the project is run in partnership with Together in Barnet/Homeless Action Barnet. Through this project, over a 10-week period, NNLS offer meals and shelter to homeless guests over winter months for ten to twelve weeks.

The Rabbis' Discretionary Funds are fund for the Rabbis in their discretion to apply to a) assist individuals (whether or not Members of NNLS) experiencing financial hardship, (b) make donations to external charitable causes, and c) apply to NNLS projects to which he is particularly committed which otherwise may not be budgeted for within core funding. This element of the fund was reclassified in 2018 as a restricted fund as Members of the public specifically donate money towards this fund.

As a result of the Covid-19 pandemic, Trustees felt it appropriate to launch a Covid Hardship Fund to enable members and those closely affiliated with NNLS who suffered financial hardship as a direct result of the pandemic to apply for small grants. The NNLS membership were made aware of the potential to make donations to this new Restricted Fund and a panel of four was established to review, in confidence, all applications.

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15. Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the Trustees for a specific purpose.

Designated funds - 2020	Balance at 1 November 2019 £	Income £	Expenditure £	Transfers £	Balance at 31 October 2020 £
Fixed assets fund	6,254,474	-	(82,976)	-	6,171,498
Building Sinking Fund	125,618	32,879	(9,309)	-	149,188
	<u>6,380,092</u>	<u>32,879</u>	<u>(92,285)</u>	<u>-</u>	<u>6,320,686</u>

Designated funds - 2019	Balance at 1 November 2018 (as restated) £	£	£	£	Balance at 31 October 2019 £
Fixed assets fund	6,345,790	-	(91,316)		6,254,474
Building Sinking Fund	116,957	35,721	(27,060)		125,618
	<u>6,462,747</u>	<u>35,721</u>	<u>(118,376)</u>		<u>6,380,092</u>

Fixed Assets Fund

The Fixed Assets Fund represents the net book value in the balance sheet of principally the new Synagogue and integral features, plus related debtors and creditors.

Building Sinking Fund

This fund represents amounts set aside for repairs and maintenance to the building.

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16. Analysis of net assets between funds

2020	Unrestricted general funds £	Designated funds £	Restricted Funds £	Total £
Fund balances at 31 October 2020 are represented by:				
Tangible assets	74,983	6,171,498	-	6,246,481
Net assets	734,465	149,188	187,539	1,071,192
	<u>809,448</u>	<u>6,320,686</u>	<u>187,539</u>	<u>7,317,673</u>
2019				
Fund balances at 31 October 2019 are represented by:				
Tangible assets	39,125	6,254,474	-	6,293,599
Current assets/(liabilities)	725,755	125,618	120,137	971,510
	<u>764,880</u>	<u>6,380,092</u>	<u>120,137</u>	<u>7,265,109</u>

17. Operating lease commitments

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

	Total 2020 £	Total 2019 £
Within one year	3,672	3,672
Between two and five years	8,262	11,934
	<u>11,934</u>	<u>15,606</u>

18. Trustees and related party transactions

None of the Trustees (or any persons connected with them) received remuneration for carrying out their position as Trustee or the reimbursement of expenses during the year.

Remuneration paid to key management personnel in the year amounted to £225,176 (2019 - £220,408).

There were no related party transactions in either the current or previous years.

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19. Reconciliation of net income to net cash flow from operating activities

	Total 2020 £	Total 2019 £
Net income for the reporting period (as per the Statement of Financial activities)	52,564	150,507
Adjustment for:		
Interest from investments	(5,349)	(6,647)
Depreciation charges	99,545	91,317
(Increase) in debtors	(10,202)	(266,070)
Increase in creditors	120,905	82,915
Net cash provided by operating activities	257,463	52,022

20. Comparative statement of financial activities

	Unrestricted Funds - General £	Unrestricted Funds - Designated £	Restricted Funds £	Total 2019 £
Income from:				
Donations and legacies	38,247	35,721	80,961	154,929
Charitable activities	1,700,329	-	-	1,700,329
Investments	6,647	-	-	6,647
Total income	1,745,223	35,721	80,961	1,861,905
Expenditure on:				
Charitable activities	1,523,566	118,376	69,456	1,711,398
Net income before transfers	221,657	(82,655)	11,505	150,507
Transfers between funds	-	-	-	-
Net movement in funds	221,657	(82,655)	11,505	150,507
Reconciliation of funds				
Fund balances at 1 November 2018	543,223	6,462,747	108,632	7,114,602
Fund balances at 31 October 2019	764,880	6,380,092	120,137	7,265,109