

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 2021

THE NEW NORTH LONDON SYNAGOGUE

LEGAL AND ADMINISTRATIVE INFORMATION

Alison Richardson	
Ayala Gottlieb Alter	(Appointed 24 June 2021)
Bruce Rigal	(Appointed 24 June 2021)
Colin Grazin	
Harriet Oppenheimer	
Karen Horowitz	
Mark Collins	(Retired 24 March 2022)
Mark Flenner	
Martin Otvos	
Martin Ross	
Nicola Tiefenbrun	
Paul Orchover	
Roger Levitt	
Ruti Amal	
Victoria Fox	
Adam Berkley	(Retired 24 June 2021)
Debra Virchis	(Retired 24 June 2021)
Martin Burstyn	(Retired 24 June 2021)
Richard Gold	(Retired 24 June 2021)

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
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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 2021

The Trustees present their report including directors' report and accounts for the year ended 31 October 2021.

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 some 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.

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The following Honorary Officers and Council Members have been in post since June 2021:

Honorary Officers

Joint Chair	Nicola Tiefenbrun
Joint Chair	Bruce Rigal (from 24 June 2021)
Vice Chair	Harriet Oppenheimer (from 24 June 2021)
Treasurer	Mark Flenner
Secretary	Colin Grazin

Council Members:

Alison Richardson
Ayala Gottlieb Alter
Karen Horwitz
Mark Collins
Martin Otvos
Martin Ross
Paul Orchover
Roger Levitt
Ruti Amal
Victoria Fox

The following Council Members were in post from November 2020 until June 2021 (unless otherwise stated when they stood down from these positions).

Council Members:

Adam Berkley
Debra Virchis
Martin Burstyn
Richard Gold

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FOR THE YEAR ENDED 31 OCTOBER 2021

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 more than 10% over the last eight years to just short of 3,500 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, thereafter being subject to minor change in June 2019, and remain 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 continuing particular priority for us through this second 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 covering 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 Our pre-school nursery was closed for the initial two and a half months of lockdown from end March 2020, but since then has managed to remain open continuously, against all the challenges;
- 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

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

- **High Holydays 2021:** against all the Covid odds, during this second pandemic year we provided:



A phone call before Rosh Hashanah to every Member aged 80+



29 in-person services of varying lengths and size (including adult, explanatory, family and toddler services, plus one fully teen-led Mincha on Yom Kippur involving more than 25 of our young people); these services were delivered by a team of more than 75 service leaders, leyners, shofar blowers, sermon-givers and shammashim – and, they were supported by close to 200 Members doing security, greeter and on-call doctor shifts throughout



seven live-streamed services (this year adding Kol Nidrei to the repertoire of streamed services offered)



Pre-Rosh Hashanah and Yizkor online Zoom services



A special new High Holydays Children's Machzor publication



Rosh Hashanah issue of our bi-annual Kehilah Magazine

- **Shabbat Services – In-Person:** with the exception of a period of three months (between end December 2020 and early April 2021), with appropriate Covid protocols in place, in-person services were provided every week across our three minyanim, involving a tremendous amount of steadfast commitment and work from a team of incredible lay leaders and the professional team
- **Shabbat Services – Virtual:** since Shabbat Shuvah (Sept 2021) we started offering weekly streamed Shabbat services, which we know are tuned into by c.100 Members and beyond who are, for various reasons, unable to attend in-person services
- **B'nei Mitzvah:** in spite of Covid, we celebrated an amazing 67 b'nei mitzvah! These took place in all sorts of creative and inclusive ways on Zoom, and when permitted, a number of these took place at in-person services in the Synagogue building, albeit often with many fewer guests than may have been present pre-Covid. Additionally, in July 2021, there was a celebratory service held exclusively for a number of families who missed out on in-person b'nei mitzvah, with large sections of the service led by our b'nei mitzvah teens.
- **Community Engagement:** significant efforts were put into obtaining Members' feedback, through Community Conversations, on the positive learnings from lockdown that we can learn from, and where practical bringing these into the mainstay of our future community life
- **Fundraising:** we raised in excess of £175,000 across the Pesach and High Holyday Appeals

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- **Tikkun Olam:** approximately 30 different NNLS Member neighbourhoods continued donating monthly to Finchley and Burnt Oak foodbanks; we started working with FEAST With Us, weekly cooking 80 meals out of the NNLS kitchen for a homeless shelter in East Finchley; and, we continued working with Homeless Action Barnet, providing meals to their guests accommodated in local hotels
- **Environmental Activities:** given our continued focus on the environmental impact we may have, we were delighted to have achieved the EcoSynagogue Silver award
- **Forest School Accreditation:** Gan Alon Pre-School's Manager, Jane Pescow, completed her Forest School qualification, making Gan Alon the first fully accredited Jewish forest pre-school in the UK
- **Programming:** continued online throughout the year (with a number of initiatives such as The Tuesday Club really thriving), and as Covid restrictions eased we slowly started to transition some of our programming back into the building, including, at the tail end of the year both Forum and Intermezzo

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>In August 2021, the Rabbinic Team reduced to 2 full-time when Rabbi Oliver Joseph left his role at NNLS. In spite of this, the Rabbinic Team continued to provide exceptional support over this challenging second year of the pandemic. Plans for enhancing our rabbinic team capacity were afoot before the end of the year.</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 outstanding Office Manager delivered extensive operational improvements, throughout the year, primarily (but not limited to) enhanced efficiencies through our database, ShulCloud, including the development of an online new Member application form; thoughts on further operational support required were initiated towards the end of this year</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>Key focus for the Services Committee throughout this year was on managing the ongoing challenges being created by the pandemic whilst continuously adapting in parallel with constant changes to Government guidance. There were periods of no in-person services at all (between December and March), followed by a phased return between April and September, and, another year of providing an extensive mix of in-person and streamed offerings over the High Holydays. In June 2021, a series of community conversations took place to listen to Members' reflections on the positive learnings from the pandemic that could be brought to our future services.</i>

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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.	<i>In spite of the pandemic, our lifelong learning programme continued to flourish through the year, with numerous one-off sessions, alongside a wide variety of different weekly, monthly and quarterly group learning opportunities – offering a mix of entry-level, intermediate and advanced Jewish learning. For obvious reasons, the majority of these happened online, and as started to happen the previous year, this did again enable us to engage with a range of international scholars we otherwise would not have accessed, including Rabbi Bradley Artson and Professors Arnie Eisen and Danny Bromm. We were also pleased to pilot a new JTS curriculum on Jewish Ethics with Student Rabbi Anthony Lazarus. Well over 300 Members engaged with lifelong learning at some point through the year.</i>
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.	<i>Our pastoral care provision has continued to strengthen over the past 12 months with robust structures and procedures now very much embedded through wonderful collaboration between our Pastoral Care Coordinator, our rabbinic team, and the group of volunteers operating in this area. Particular attention was given to the right levels of check-in required with our older and more vulnerable Members as we moved in and out of lockdown at different points in the year. The profile of our pastoral care offering has been enhanced through regular communications to the community in addition to the scheduling of events on the themes of mental health, domestic violence, 'Caring for Carers' and 'Dying Matters'</i>
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.	<i>In spite of the pandemic a number of Tikkun Olam initiatives were able to continue albeit sometimes in different guises, and new projects have been born. Although we were not able to physically host the Winter Night Shelter this year, we were instead able to engage through volunteers providing weekly home cooked meals to guests accommodated at local hotels throughout the winter months. Foodbank collections were ongoing, through relationships with both the Burnt Oak Foodbank, and more recently, also with Foodbank Aid. And, in June 2021, in a new collaboration with Feast With Us, a team of volunteers have, on a weekly basis, been cooking up to 80 meals out of the NNLS kitchen, for long-term homeless men at a hostel in Finchley. The Green Team's ongoing efforts were rewarded with NNLS being re-awarded its Silver status by EcoSynagogue with their new, more stringent audit requirements.</i>
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 remained steady at around 30 over the course of this year. An outcome of the extensive online programming that grew over lockdown is that a significant number of strong, smaller sub-communities have become established – for example through initiatives such as The Tuesday Club, the Big Ideas Book Club, and the Niggun Chavurah. In turn, the experience of running daily Shacharit and Ma'ariv daily prayer services has had a similar effect. The LGBTQ+ Network at NNLS grew extensively, such that it has since become a Masorti-wide network, extending beyond just NNLS.</i>

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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>Beyond the various Tikkun Olam projects noted above, and the numerous volunteers engaged in those initiatives, as we gradually moved towards more in-person services and activities across the community from spring 2021 onwards, we have in turn worked on engaging with Members to return to volunteering in a whole host of areas including security, kiddush, greeting, and, our challah project. Work in this area is continuing as Members slowly return to the new normal.</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>The Young Adults Review project launched last year was completed in early 2021; follow up on the Review outcomes have begun, including the introduction of a new, significantly reduced charging structure for 21-30 year olds for the coming financial year, and the formation of a new young adults group to engage with this cohort. Rabbi Oliver Joseph also continued with his programming and social media work in this area, within the context of NNLS until summer 2021, and thereafter as an employee of Masorti Judaism. Real collaboration with a newly appointed Young Adult professional at Masorti Judaism is also in place, to enable appropriate sharing and avoidance of duplicated 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>Due to the pandemic, the Education team was not able to run its annual February half-term residential.</i> <i>In this second quite challenging pandemic year we have done our very best to continue to maintain strong connections with our teaching teams, our families, and our students. We have been responsive to their changing needs and to the continuously changing Covid restrictions. With the experience gained in the earlier part of 2020, we were sufficiently experienced to be able to flip seamlessly backwards and forwards between online and in-person provision for both Haderech and Kehilatainu.</i> <i>We still managed to maintain 116 on the register for Kehilatainu and 177 at Haderech plus 30 Mentors.</i> <i>Additionally, we had close to 40 teens participate in Hadrachah Training, which is considerably more than when we have done it in person.</i> <i>When lockdown ended in April 2021, we gradually worked back up to offering weekly Shabbat morning children's services for Toddlers, Infants and Juniors, in addition to Family and Explanatory Services scheduled every 6-8 weeks, and monthly Torah Breakfasts – drawing at least 30 young people each month.</i> <i>In Summer 2021, 97 children attended our in-person summer scheme. And, in the 2021 autumn term we were delighted to reintroduce in-person sleepover year-group Shabbatons, that were all full to capacity, each attended by 30-40 children.</i> <i>Collaboration with Noam continued with Noam Movement Workers joining us for weekly Haderech where they teach Hebrew, an Israel-themed class for post B'nei Mitzvah, Hadrachah, and a dedicated Nurture Class for young people with particular needs. Noam Movement Workers have also joined us on our Shabbatons.</i>

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What are our goals for the coming year?

Our goals and objectives for the current year are based on both:

- a. our ongoing learnings of what we feel are key priorities for the community as we continue to emerge from the pandemic; and,
- b. recommendations received from some consultancy work recently done to examine our resource levels and current structures as against what we are trying to deliver as a community

In particular, at the time of writing this report, our two main goals for the coming year are capacity building, and, reigniting spiritual and cohesive communal engagement post-pandemic.

Capacity building:

Some of the key conclusions reached in our recent consultancy work are that:

- NNLS is no longer a plucky 'start-up' and its structures and processes need to reflect this growth in size and complexity.
- It needs to resource the breadth of its activities in a way that is professional and resilient.
- Roles in every part of the organisation (rabbinical, professional, governance, lay leadership) need to be designed to be manageable within a reasonable (albeit flexible) working week.

In the course of the coming year, we therefore intend to address these issues to enable NNLS run more efficiently, and have resource in place that better meets our needs.

Reigniting spiritual and cohesive communal engagement post pandemic:

Whilst the synagogue has done well to bring the community back into the building, we recognise that more could be done to engage a wider group of members back into our physical spaces.

We want to maximise spiritual and communal vitality across all of our services and activities, injecting further creativity and innovation, and using every possible opportunity to enable cohesive connections to be made and relationships to be strengthened – and for all community engagement efforts to be considered with inclusion at its core. (As part of this, we anticipate that online engagement will remain part of the communal landscape and that careful thought should be given as to how and when we utilise that capability).

A third ambition for the year ahead is, as part of our goal of attaining the Gold EcoSynagogue award, to further embed our environmental agenda and so to integrate our green values into all that we do across the different functions of the synagogue

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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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 NNLS. 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 a second year of the pandemic, and the resultant restrictions and lockdown, the financial resilience of the Synagogue has remained robust thanks in part to a determined focus by the Trustees and Council. A number of important actions continued throughout this year to protect Members' funds and the longer-term future of NNLS, including the delegated Trustee sub-committee to monitor and assess the developing financial impact of Lockdown on NNLS and its finances. Meeting regularly, this sub-committee worked closely with the Executive Management team to guide and manage NNLS through such unprecedented times. Some staff members continued to be furloughed through parts of this year, albeit furloughed hours were gradually reduced until all staff were eventually brought back to full hours. The Hardship Fund remained in place as a dedicated restricted fund, and we continued to carefully review expenditure items as well as postponing certain planned expenditure. Some anticipated income (such as hall hire) was significantly lower than planned, and whereas some expenditure lines were reduced due to further lockdown closures, other items – such as High Holyday venue hire - were incurred 'as normal'. The impact on the Synagogue could therefore have again 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 2021, which are to be put to Members at the AGM on 23rd June 2022, resulted in a net surplus before transfers of £125,632 in respect of the unrestricted income funds, on unrestricted income of £1,678,146. Restricted fund movements in the year have resulted in a deficit of £1,124, and at the year end the Synagogue held funds for specific restricted fund purposes of £186,415.

Unrestricted Funds are in the main those received from membership subscriptions, education charges, social functions (albeit lower than in previous years), 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 Ecclesiastical Salaries fund; the Tikkun Olam fund; the Eco Synagogue fund; the Synagogue Artwork/Stained Glass Window fund; the Kibbutz fund; the JTree fund; the Winter Night Shelter fund; the Rabbis' Discretionary Funds; and the Covid Hardship fund.

The Fixed Assets Fund, Building Sinking Fund and AV Equipment Fund are run as separate Designated Funds. The Fixed Assets Fund has been managed separately, again under close financial control. 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. The AV Equipment Fund is amounts set aside for equipping the Synagogue for streaming services for the community.

At the date of this report, 6 full-time and 11 part-time (combined equating to nearly 12 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 31 nursery staff and teachers and a further 42 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 again, 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 two and six months of Unrestricted Funds expenditure (UFE) amounting this financial year to between £296,000 and £888,000. The unrestricted general funds at 31 October 2021 amount to £935,080 which is slightly above the required level, this is due to reduced religious activities, staff overtime and utilities cost due to Covid measures taken. 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 and plans are put in place to use the reserves to best service the community.

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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 for 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**: actions taken to mitigate against these risks include systematic building inspections built into a planned annual maintenance programme, which is reviewed annually; twice-annual independent fire risk assessment; employer's, public and product liability insurance cover is in place with .
- **Financial Risk**: the establishment of a Finance Committee, one of whose purposes 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 a dedicated Risk Committee is planned for the coming year
- **Risks Associated with Covid 19**: ongoing steps were taken to continue to mitigate risks associated with the Covid-19 crisis, which included:
 - Maintaining the team to consider the likely and actual financial implications of the Covid-19 scenario on NNLS and monitoring the impact on income and expenditure on an ongoing basis;
 - Keeping decisions to furlough certain members of staff under regular review – liaising with our HR advisors throughout to ensure correct procedures were followed and implemented

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, our detailed risk assessments were kept updated, 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.

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

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2021

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 Statement of Recommended Practice for 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 April 2022



Mark Flenner
Trustee

Dated: 26 April 2022

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE NEW NORTH LONDON
SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)
FOR THE YEAR ENDED 31 OCTOBER 2021**

We have audited the financial statements of The New North London Synagogue for the year ended 31 October 2021 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 2021 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.

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.

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.

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

SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

FOR THE YEAR ENDED 31 OCTOBER 2021 (continued)

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.

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charity and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to compliance with Company law, employment law and health and safety regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as Company Law, the Charities Act 2011, The Statement of Recommended Practice for Charities (SORP 2019), FRS102 and payroll taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to recognition of income and management bias in certain accounting estimates. Audit procedures performed by the engagement team included:

- Inspecting trustees' minutes
- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;

**INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF THE NEW NORTH LONDON
SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)
FOR THE YEAR ENDED 31 OCTOBER 2021 (continued)**

- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted at the year-end or those with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

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: 7 June 2022

THE NEW NORTH LONDON SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 OCTOBER 2021

	Notes	Unrestricted Funds General £	Unrestricted Funds Designated £	Restricted Funds £	Total 2021 £	Total 2020 £
Income from:						
Donations and legacies:						
Donations		27,937	52,774	121,300	202,011	162,181
Government grants (Job Retention Scheme)		125,209	-	-	125,209	150,738
Charitable activities	3	1,521,650	-	-	1,521,650	1,475,667
Investments	4	3,350	-	-	3,350	5,349
Total income		1,678,146	52,774	121,300	1,852,220	1,793,935
Expenditure on:						
Charitable activities	5	1,552,514	100,980	122,424	1,775,918	1,741,371
Net income/ (expenditure) before transfers		125,632	(48,206)	(1,124)	76,302	52,564
Transfers between Funds		-	-	-	-	-
Net movement in funds		125,632	(48,206)	(1,124)	76,302	52,564
Reconciliation of funds						
Fund balances at 1 November 2020		809,448	6,320,686	187,539	7,317,673	7,265,109
Fund balances at 31 October 2021		935,080	6,272,480	186,415	7,393,975	7,317,673

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

AS AT 31 OCTOBER 2021

		2021		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	8		6,151,068		6,246,481
Current assets					
Debtors	9	235,230		424,029	
Investments	10	1,898		1,898	
Cash at bank and in hand		1,505,853		1,186,766	
		<u>1,742,981</u>		<u>1,612,693</u>	
Creditors: amounts falling due within one year	11	(486,074)		(520,501)	
Net current assets			<u>1,256,907</u>		<u>1,092,192</u>
Total assets less current liabilities			<u>7,407,975</u>		<u>7,338,673</u>
Creditors: amounts falling due after more than one year	12		(14,000)		(21,000)
Total net assets			<u><u>7,393,975</u></u>		<u><u>7,317,673</u></u>
FUNDS:					
Restricted funds	14		186,415		187,539
Unrestricted funds					
Designated funds	15	6,272,480		6,320,686	
General funds		935,080		809,448	
		<u></u>	<u>7,207,560</u>	<u></u>	<u>7,130,134</u>
			<u><u>7,393,975</u></u>		<u><u>7,317,673</u></u>

These accounts were approved by the Trustees on 26 April 2022



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 2021

	2021 £	2020 £
Cashflows from operating activities:		
Net cash provided by operating activities (see note 19)	315,737	257,463
Cash flows from investing activities:		
Purchase of tangible fixed assets	-	(52,426)
Interest from investments	3,350	5,349
Net cash (used in) investing activities	3,350	(47,077)
Change in cash and cash equivalents in the reporting period	319,087	210,386
Cash and cash equivalents at the beginning of the reporting period	1,186,766	976,380
Cash and cash equivalents at the end of the reporting period	1,505,853	1,186,766

ANALYSIS OF CHANGES IN NET DEBT

	Balance at 1 November 2020	Cash flows	Other non-cash changes	Balance at 31 October 2021
	£	£	£	£
Cash and bank	1,186,766	319,087	-	1,505,833
Loans	-	-	-	-
	<u>1,186,766</u>	<u>319,087</u>	<u>-</u>	<u>1,503,833</u>

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2021

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 £1,000; 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 2021

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 2021

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. Basic 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 2021

3. Income from charitable activities

	Religious	Educational	Total	Total
	£	£	2021	2020
			£	£
Community services provided	1,288,720	232,930	1,521,650	1,475,667

4. Investments

	Total	Total
	2021	2020
	£	£
Bank interest receivable	3,350	5,349

5. Charitable activities

Charitable activities - 2021

	Religious	Educational	Total	Total
	£	£	2021	2020
			£	£
Staff costs	330,206	345,099	675,305	662,903
Depreciation	95,413	-	95,413	99,545
Subscriptions for Masorti Judaism	135,674	-	135,674	133,714
Other religious expenses	177,646	-	177,646	103,460
Other educational expenses	-	33,980	33,980	44,852
	738,939	379,079	1,118,018	1,044,474
Share of support costs (note 6)	315,182	329,398	644,580	683,067
Share of governance costs (note 6)	6,513	6,807	13,320	13,830
	1,060,634	715,284	1,775,918	1,741,371
Analysis by fund				
Unrestricted funds – general	837,230	715,284	1,552,514	1,612,176
Unrestricted funds – designated	100,980	-	100,980	92,285
Restricted funds	122,424	-	122,424	36,910
	1,060,634	715,284	1,775,918	1,741,371

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2021

5. Charitable activities (continued)			Total 2020	
	Religious	Educational	£	
Charitable activities – 2020	£	£		
Staff costs	314,493	348,410	662,903	
Depreciation and impairment	99,545	-	99,545	
Subscriptions for Masorti Judaism	133,714	-	133,714	
Other religious expenses	103,460	-	103,460	
Other educational expenses	-	44,852	44,852	
	<u>651,212</u>	<u>393,262</u>	<u>1,044,474</u>	
Share of support costs (note 6)	324,059	359,008	683,067	
Share of governance costs (note 6)	6,561	7,269	13,830	
	<u>981,832</u>	<u>759,539</u>	<u>1,741,371</u>	
Analysis by fund				
Unrestricted funds – general	852,637	759,539	1,612,176	
Unrestricted funds – designated	92,285	-	92,285	
Restricted funds	36,910	-	36,910	
	<u>981,832</u>	<u>759,539</u>	<u>1,741,371</u>	
6. Support costs – 2021	Support	Governance	Total 2021	Total 2020
	£	£	£	£
Staff costs	384,408	-	384,408	376,334
Other support costs	260,172	-	260,172	306,733
Audit and accountancy fees		13,320	13,320	13,830
	<u>644,580</u>	<u>13,320</u>	<u>657,900</u>	<u>696,897</u>
Analysed as follows:				
Religious	315,182	6,513	321,695	330,620
Educational	329,398	6,807	336,205	366,277
	<u>644,580</u>	<u>13,320</u>	<u>657,900</u>	<u>696,897</u>
Support costs – 2020	Support	Governance	Total 2020	
	£	£	£	
Staff costs	376,334	-	376,334	
Other support costs	306,733	-	306,733	
Audit and accountancy fees	-	13,830	13,830	
	<u>683,067</u>	<u>13,830</u>	<u>696,897</u>	
Analysed as follows:				
Religious	324,059	6,561	330,620	
Educational	359,008	7,269	366,277	
	<u>683,067</u>	<u>13,830</u>	<u>696,897</u>	

Governance costs include payments to the auditors of £11,640 (2020: £11,400) for audit fees and £1,080 (2020: £2,430) for other services.

THE NEW NORTH LONDON SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 OCTOBER 2021

7. Employees

	2021 Number	2020 Number
Number of employees		
The average monthly number of employees during the year was:		
Education	54	50
Religious	6	6
Administration	12	12
	<u>72</u>	<u>68</u>
Full time equivalent employee numbers include:		
Education	11	11
Religious	4	4
Administration	10	9
	<u>25</u>	<u>24</u>
The number of employees whose annual remuneration was £60,000 or more was:		
£60,000-£70,000	1	1
£100,000-£110,000	1	1
	<u>2</u>	<u>2</u>
Staff costs		
	Total 2021 £	Total 2020 £
Wages and salaries	943,575	923,610
Social security costs	86,154	86,651
Other pension costs	29,984	28,976
	<u>1,059,713</u>	<u>1,039,237</u>

Included in Wages and salaries is a lump sum of £18,890 paid as part of a settlement agreement

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2021

8. Tangible fixed assets	Long Leasehold Premises £	Fixtures Fittings & Equipment £	Total £
Cost			
At 1 November 2020	6,794,428	289,048	7,083,476
Additions	-	-	-
Disposals	-	-	-
At 31 October 2021	6,794,428	289,048	7,083,476
Depreciation			
At 1 November 2020	640,606	196,389	836,995
Depreciation charged in the year	67,944	27,469	95,413
Released on disposal	-	-	-
At 31 October 2021	708,550	223,858	932,408
Net book value			
At 31 October 2021	6,085,878	65,190	6,151,068
At 31 October 2020	6,153,822	92,659	6,246,481
9. Debtors		Total 2021 £	Total 2020 £
Other debtors		10,497	15,172
Prepayments and accrued income		224,733	408,857
		235,230	424,029
10. Current asset investments		Total 2021 £	Total 2020 £
Unlisted investments		1,898	1,898

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2021

11. Creditors: amounts falling due within one year

	Total 2021 £	Total 2020 £
Other taxation and social security	23,573	22,803
Deferred income (Note 13)	34,641	38,791
Other creditors	372,470	414,519
Accruals	55,390	44,388
	<u>486,074</u>	<u>520,501</u>

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

	Total 2021 £	Total 2020 £
Other creditors (provision for repayment of CST grant over 3 years)	<u>14,000</u>	<u>21,000</u>

13. Deferred income

	Total 2021 £	Total 2020 £
Balance at 1 November 2020	38,791	32,896
Amounts released relating to:		
Education fees paid in advance	(30,121)	(24,996)
Function hire deposits	(6,690)	(7,900)
Salaries reclaim	(1,980)	-
Amounts accrued relating to:		
Education fees paid in advance	30,251	30,121
Function hire deposits	2,568	6,690
Salaries reclaim	1,822	1,980
Balance at 31 October 2021	<u>34,641</u>	<u>38,791</u>

Income received in advance has been deferred as above.

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14. Restricted Funds – 2020/21

Within the financial year 2020/21, 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 2020	Income	Expenditure	Balance at 31 October 2021
	£	£	£	£
Ecclesiastical Salaries Fund	16,364	18,777	(20,358)	14,783
Tikkun Olam Fund	12,354	-	-	12,354
Synagogue Artwork and Stained Glass Window Fund	5,508	-	-	5,508
Eco Synagogue Fund	13,399	24,037	(23,295)	14,141
Kibbutz Fund	31	67	-	98
JTrees	3,091	16,455	(17,851)	1,695
Night Shelter	1,694	650	(109)	2,235
Rabbis' Discretionary Funds	98,009	49,262	(54,111)	93,160
Covid Hardship Fund	37,089	12,052	(6,700)	42,441
	<u>187,539</u>	<u>121,300</u>	<u>(122,424)</u>	<u>186,415</u>

Restricted funds – 2019/20

By way of comparison, the 2019/20 restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes were:

	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	(20,271)	3,091
Night Shelter	4,000	800	(3,106)	1,694
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>

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14. Restricted Funds (continued)

Notes of 2020/21 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.

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.

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 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.

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 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 - 2021	Balance at 1 November 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 October 2021 £
Fixed Assets Fund	6,171,498	-	(75,923)	-	6,095,575
Building Sinking Fund	149,188	32,774	(21,980)	-	159,982
AV Equipment Fund	-	20,000	(3,077)	-	16,923
	<u>6,320,686</u>	<u>52,774</u>	<u>(100,980)</u>	<u>-</u>	<u>6,272,480</u>

Designated funds - 2020	Balance at 1 November 2019 (as restated) £	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>

Fixed Assets Fund

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

Building Sinking Fund

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

AV Equipment Fund

This fund represents amounts set aside for streaming equipment.

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16. Analysis of net assets between funds

2021	Unrestricted general funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 October 2021 are represented by:				
Tangible assets	55,493	6,095,575	-	6,151,068
Net assets	879,587	176,905	186,415	1,242,907
	<u>935,080</u>	<u>6,272,480</u>	<u>186,415</u>	<u>7,393,975</u>
2020				
Fund balances at 31 October 2020 are represented by:				
Tangible assets	74,983	6,171,498	-	6,246,481
Current assets/(liabilities)	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>

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 2021 £	Total 2020 £
Within one year	3,672	3,672
Between two and five years	4,590	8,262
	<u>8,262</u>	<u>11,934</u>

18. Trustees and related party transactions

None of the Trustees (or any persons connected with them) received and 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 £226,856 (2020 - £225,176).

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 2021 £	Total 2020 £
Net income for the reporting period (as per the Statement of Financial activities)	76,302	52,564
Adjustment for:		
Interest from investments	(3,350)	(5,349)
Depreciation charges	95,413	99,545
Decrease/(increase) in debtors	188,799	(10,202)
(Decrease)/increase in creditors	(41,427)	120,905
Net cash provided by operating activities	315,737	257,463

20. Comparative statement of financial activities

	Unrestricted Funds - General £	Unrestricted Funds - Designated £	Restricted Funds £	Total 2020 £
Income from:				
Donations and legacies	24,990	32,879	104,312	162,181
Government grants	150,738	-	-	150,738
Charitable activities	1,475,667	-	-	1,475,667
Investments	5,349	-	-	5,349
Total income	1,656,744	32,879	104,312	1,793,935
Expenditure on:				
Charitable activities	1,612,176	92,285	36,910	1,741,371
Net income/(expenditure) before transfers	44,568	(59,406)	67,402	52,564
Transfers between funds	-	-	-	-
Net movement in funds	44,568	(59,406)	67,402	52,564
Reconciliation of funds				
Fund balances at 1 November 2019	764,880	6,380,092	120,137	7,265,109
Fund balances at 31 October 2020	809,448	6,320,686	187,539	7,317,673