

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 2022**

THE NEW NORTH LONDON SYNAGOGUE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Alison Richardson	
	Ayala Gottlieb Alter	
	Bruce Rigal	
	Colin Grazin	(Retired 23 June 2022)
	Daniel Wilkins	(Appointed 23 June 2022)
	Harriet Oppenheimer	(Retired 23 June 2022)
	Joel Steinhart	(Appointed 23 June 2022)
	Julia Wagner	(Appointed 23 June 2022)
	Karen Horowitz	(Retired 23 June 2022)
	Mark Collins	(Retired 24 March 2022)
	Mark Flenner	(Retired 23 June 2022)
	Martin Otvos	
	Martin Ross	
	Nicola Tiefenbrun	
	Nigel Roth	(Appointed 23 June 2022)
	Paul Orchover	(Retired 23 June 2022)
	Roger Levitt	
	Ruti Amal	
	Victoria Fox	
Secretary	Colin Grazin	(Retired 23 June 2022)
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 2022

The Trustees present their report including directors' report and accounts for the year ended 31 October 2022.

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, 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. Council meets approximately ten times each year. It is intended to review this structure to further streamline governance more effectively in the coming year to reflect what works best for Trustees, the professional staff and the most efficient delivery of the Synagogue's business.

Chairs are elected on alternate years so that their terms overlap; the Treasurer is elected in even-numbered years. The Senior Rabbi and Chief Executive (formerly Executive Director) are entitled to attend all meetings of the Council and of all Committees.

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 Chief Executive, 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 Chief Executive 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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FOR THE YEAR ENDED 31 OCTOBER 2022

The following Honorary Officers and Council Members have been in post since June 2022:

Honorary Officers

Joint Chair	Nicola Tiefenbrun
Joint Chair	Bruce Rigal
Treasurer	Nigel Roth

Council Members:

Alison Richardson
Ayala Gottlieb Alter
Daniel Wilkins
Joel Steinhart
Julia Wagner
Martin Otvos
Martin Ross
Roger Levitt
Ruti Amal
Victoria Fox

The following Council Members were in post from November 2021 until June 2022 (unless otherwise stated when they stood down from these positions):

Council Members:

Colin Grazin
Harriet Oppenheimer
Karen Horwitz
Mark Collins
Mark Flenner
Paul Orchover

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FOR THE YEAR ENDED 31 OCTOBER 2022

OBJECTIVES AND ACTIVITIES

Who we are?

New North London Synagogue (NNLS) is a thriving Masorti community in North London with a Membership having grown 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 intermittent minor changes (most recently in June 2022), 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 priority for us as we emerged from 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**;
- A **pre-school nursery**¹ for 36 children;
- 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;
- **volunteering opportunities** for Members across our full range of synagogue activities
- 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:

- **Membership Growth:** in light of successful, collaborative navigation through the pandemic, against the odds, membership numbers remained steady and even grew notionally from 1,415 to 1,430 households across the year.
- **Shabbat Services:**
 - By summer 2022, with the ending of Covid restrictions, we had effectively returned to pre-pandemic Shabbat in-person service delivery and attendance; and, having installed new streaming equipment within two of our three service venues, enabled streamed, hybrid services to continue to be offered at least twice a month.
 - We also successfully brought back our full menu of Family, Explanatory and Children's Services, and introduced new innovative Sing In Shabbat services for young families and experimented with new adult offerings including D'rash & Discuss and Niggun & Contemplation services.
- **High Holydays:** We also were able to revert to our pre-Covid scale of High Holyday services, and in light of the significant return of huge numbers of young families, we expanded the number of children and family services offered exceeding levels offered pre-pandemic, engaging record numbers of volunteers across every aspect of our High Holyday provision.
- **B'nei Mitzvah:** We celebrated 70 in-person b'nei mitzvah, that included a number of postponed celebrations where in-person celebrations were limited during the pandemic. Due to rising numbers, we also took the difficult decision to limit the number of b'nei mitzvah we can deliver in any given year-group to 80 and in light of continued significant demand, found ourselves establishing a waiting list for certain cohorts.
- **Community Engagement:** significant efforts were put into reigniting community engagement at all levels, taking on board Members' feedback obtained through post-lockdown Community Conversations and all of our best pre-pandemic experiences. We were delighted to see the return of so many of our in-person community events, including Family Friendly Friday Night Dinners, our Sixth Form Leavers Dinner, the Purim Megillah Reading and Spiel, our Community Seder and NNLS's renowned Lag Ba'Omer BarBQ and Singalong.
- **Fundraising:** we raised £171,393 across the Pesach and High Holyday Appeals.
- **Tikkun Olam:** we continued 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, and began putting plans in place enabling us to host guests on site in February 2023. With the outbreak of the war in Ukraine, we put structures in place to support approximately 20 NNLS member families hosting Ukrainian refugees.
- **Environmental Activities:** given our desire to further embed our environmental agenda and integrate our green values into all that we do across the different functions of the synagogue, we commissioned a Green Building Audit report, and established a roadmap leading to achieving the EcoJudaism (formerly EcoSynagogue) Gold award in the course of the upcoming financial year
- **Programming:** highlights included the full return into our building of both Intermezzo and Forum, with the latter continuing to draw incredible, high-profile speakers attracting record audiences including both Jon Sopel and Melvyn Bragg. We were also privileged to welcome author, Ben Okri for an evening in conversation with Rabbi Wittenberg.

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FOR THE YEAR ENDED 31 OCTOBER 2022

What were our goals for the year, and how did these play out against our strategic plan?

Our two main stated goals for the year were **capacity building**, and, reigniting **spiritual and cohesive communal engagement post-pandemic**.

Additionally, with our ambition to attain the Gold EcoJudaism award, we intended to **further embed our environmental agenda** and integrate our green values into all that we do across the different functions of the synagogue.

Drawing on recommendations that emerged from consultancy work commissioned in early 2022, in order to reflect our growth in size and complexity, and our need to resource the breadth of our activities in a way that is professional and resilient, we set about a plan to ensure roles in every part of the organisation (rabbinical, professional, governance, lay leadership) be designed to be manageable within a reasonable (albeit flexible) working week, and to enable NNLS to be run more efficiently, and have resource in place that better meets our needs.

As restrictions gradually eased in 2021, whilst the synagogue had done well to start bringing the community back into the building, we recognised that another key goal for 2021/22 was for more to be done to engage a wider group of members back into our physical spaces.

Over the course of the year, we made great strides on each of these goals, which is illustrated in detail below as against each of the core areas of communal life highlighted within our 2018-2022 strategic plan:

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 spite of our rabbinic team remaining at two full-time rabbis, throughout this year, Rabbis Wittenberg and Shalev continued to provide exceptional support to our community. Significant efforts to enlarge our rabbinic team capacity were put in place throughout this year involving a significant, proactive global search, with recruitment of at least one further full-time rabbi imminent at the time of writing this update. Efforts to ensure a future pipeline of rabbinic talent were also put in place with the establishment of a new <i>Nurturing Potential fund</i>.</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>We commissioned a consultant in early 2022 to review our resource against delivery ambitions, on the back of which we engaged in an organisational restructure with a view to reviewing and adding to resource levels (not least with the recruitment to a new senior Chief Operating Officer role) and improving overall efficiency on how NNLS is run. We also began a process of reviewing our lay governance structures, giving due consideration to a number of the consultant's recommendations in this area.</i>

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Services & 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>A key focus for throughout this year was 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. This showed itself through a variety of small, but effective innovations introduced by each of the minyanim such as member yahrzeit memories, My Jewish Journey presentations, special b'ne mitzvah invitation Shabbatot, and minyan hosted Shabbat meals.</i> <i>In spite of reverting to pre-Covid services, we continued to offer streamed provision both on Shabbat and over the High Holydays to accommodate those members who, for various reasons, still did not feel ready to return in person.</i> <i>There has also been a slow and steady return to in-person midweek shacharit, and a commitment to continue with daily evening Zoom ma'ariv.</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.	<i>This year, careful consideration was given to the question of which elements of Jewish learning should continue through online engagement, when to offer hybrid options, and when in-person only was preferable.</i> <i>In addition to re-introducing many of our regular weekly and monthly learning to being back in-person (and others becoming hybrid), new initiatives introduced include the Everyone Counts service skills development project that ran between Pesach and Shavuot, and our Judaism on Life on Earth series, and, old favourites such as Get to Know a Jewish Prayer and the Hebrew Reading Crash Course returned.</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 go from strength to strength with robust structures and procedures now very much embedded through the collaborative work of our Pastoral Care Coordinator, rabbinic team, and the group of Chesed volunteers. Some particular focus was given to the area of neuro-diversity amongst our young people, and the broader question of loneliness across the community.</i> <i>Members are continuously touched by small gestures around milestone birthdays and key life-cycle events.</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>Besides our ongoing work with food poverty (through Feast With Us and our neighbourhood based foodbank collection work) and with homelessness (through Homeless Action Barnet), as noted above a new area of engagement this year was supporting efforts to host Ukrainian refugees. This took the form of supporting NNLS host families and piloting an after-school club for Ukrainian children. The Green Team embarked on setting out a roadmap towards achieving the EcoJudaism Gold award.</i>

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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>In the course of this year, we found that whilst remaining important in some geographical areas (more often located a little further out from the Synagogue) others became less active, and so higher priority was therefore given to targeting various specific community cohorts to better understand their interests and needs.</i> <i>Initial focussed efforts were put into the Young Families and Young Adult cohorts.</i> <i>Other small-group community building initiatives included the Blessings of a Skinned Knee parenting group series, a variety of in-person recreational options including yoga, pilates, dance fitness and table-tennis, and, the continuation of various projects that grew over lockdown including The Tuesday Club and the Big Ideas Book Club, as well as the above-mentioned daily online ma'ariv services.</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>Besides the numerous volunteers engaged in our various Tikkun Olam projects and the very large numbers involved in delivering weekly Shabbat and Yom Tov services, whilst some areas of volunteer recruitment remain challenging, volunteer engagement with security and kiddush has picked up significantly since our full in-person return.</i> <i>Over the last year there has been a recognition that commonly 'task and finish' teams are more effective than ongoing standing committees, and so it has been agreed that this should be the way forward wherever this is the preferred approach.</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 new, significantly reduced charging structure for 21-30 year olds introduced this year positively resulted in c.50 new young adult member sign-ups.</i> <i>A number of successful in-person young adult Shabbat meals were reintroduced, that included working together with the Ohel Moed community.</i> <i>Continued collaboration with the Young Adult professional at Masorti Judaism has enabled ongoing appropriate sharing of data and cross-promotion of events, and avoidance of duplicated work in this area.</i>

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FOR THE YEAR ENDED 31 OCTOBER 2022

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>For the first time in 3 years, the Education team was delighted to once again be able to run its annual February half-term residential. This was in addition to their full set of year-group Shabbatons and the annual week-long non-residential Summer Scheme for Reception to Year 4's.</i> <i>Other events that were brought back for the first time since the pandemic were our Erev Gibush b'nei mitzvah journey welcome evening for Year 6 students and their families; our Evening of Creativity for Year 6 & 7 b'nei mitzvah families; and, termly D'var Torah Workshop options.</i> <i>Kehilatainu and Haderech returned fully in-person throughout this year with 137 on the register for Kehilatainu (plus 20 Madrichim) and 203 at Haderech plus 15 Madrichim and 40 Mentors.</i> <i>Additionally, we had 30 Year 8 teens participate in Mentor Training and up to 20 Year 9 & 10 teens engage in Hadrachah (leadership training).</i> <i>A new monthly Kabbalat Shabbat Sing In Shabbat service was introduced for families with primary school aged children.</i> <i>We continued to offer weekly Shabbat morning children's services for Toddlers, Infants and Juniors, in addition to Family and Explanatory Services scheduled every 6-8 weeks which have become very popular, each time attended by up to 70 people and indeed festival Family Services have regularly drawn up to 150; and, monthly Torah Breakfasts for Years 5 & 6 – drawing 25-30 young people each month.</i> <i>Collaboration with Noam continued with Noam Movement Workers joining us for weekly Haderech where they teach Hebrew, Study Groups and Hadrachah.</i> <i>Noam Movement Workers have also joined us on our Shabbatons and residentials and arrange activities on festivals for our teens. They also introduced new monthly Friday Night Dinners at the synagogue for our teens.</i>

What are our goals for the coming year?

Our key goals for the coming year are: a) to continue on our journey of capacity building to ensure a more resilient rabbinic and professional structure that befits the size and complexity of the Synagogue; b) to work through the other recommendations made in the 2022 Consultancy Report addressing the creation of more effective governance structures, processes and procedures; and, c) to focus on the strategic issue of how we best manage our scale in the years ahead to deliver the very best Synagogue provision to our members.

Capacity building:

Our intention is to recruit and embed at least one more full-time rabbi to join the rabbinic team – and, to fill those posts not yet recruited to within our revised organisational structure, which at the time of writing, included a full-time Communications Manager and a part-time Community Engagement Coordinator. We will continue to invest in team-building initiatives and best working practices to enable the new team to establish itself and reach its full potential.

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More Effective Governance:

It had been evident over the last few years that some improvements were needed within the governance structure. After a review consulting both staff and lay leaders it was acknowledged that the structure was over-engineered, resource intensive and insufficiently flexible. Several changes to the governance structure and scheme of delegation are now on course to be presented at the 2023 AGM. These include changes to the Council structure, the prioritisation of task and finish groups over standing committees and a review of how Council meetings are utilised to ensure best practice.

Managing our Growth:

NNLS was founded in 1974 within the homes of a small number of enthusiastic members. Today, NNLS is one of the largest synagogues in the country with circa 3,500 members and, over the last few years, has seen a growth rate of over 2% per annum. We are considering different growth scenarios for the next few years based on our own demographic analysis, UK census data and JPR data. Whilst we do not believe in growth for its own sake, we are uncomfortable turning away anyone who wants to join our community, and, in particular, we want to keep under review our current approach to limiting the number of B'nei Mitzvah we can accommodate. We want our size strategy to enable us to continue to ensure that provision in all aspects of communal life remains of the highest quality and that our services and programmes are innovative and meaningful, accessible and personal. Despite our size and growth, we need to ensure that we have the right number, quality and diversity of professional and rabbinical staff along with the right sustainable space and financial resources to take us into the next phase of NNLS's development. After an initial strategy day with professional, rabbinic and lay input, we are reviewing the options open to us.

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;
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.

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During the year, as we reached the end of the pandemic and emerged from the various restrictions and lockdown, the financial wellbeing of the Synagogue has continued to remain extremely strong and robust. During the course of the year, the membership of the Synagogue has continued to grow and we have been more successful in recovering unpaid membership fees. We have also been able to generate greater income than expected from hall hire, weddings, conversion courses and guest tickets for High Holydays. Also, the income received from Gan Alon has proved to be greater than anticipated due to a greater uptake of afternoon sessions, a larger number of Voluntary Contributions made by parents and a larger than budgeted grant made available from the London Borough of Barnet.

On the other side, during the course of the year, the Synagogue has been faced with additional and unanticipated expenditure partly due to the substantial increases in energy costs. So far, we have only been impacted by substantially increased gas charges but we envisage that our electricity costs will also increase markedly in the next year when that contract comes up for renewal.

Also, following recommendations made from a consultancy exercise which examined resource levels against our current and future aspirations we engaged in an organisational restructure involving some staff changes. This in turn had an impact on our finances, but were within manageable tolerance levels in the latest financial year. Looking ahead, we also felt that the decisions made around enhanced staffing levels should be affordable, based on the current levels of reserves along with taking a number of proactive steps planned to raise further income. Going forward, we propose to maintain a robust balance of our income and expenditure.

We have also faced other increases in expenditure during the year largely arising due to the sharp increases in inflation during the course of the year. We continue to review carefully expenditure items as well as reducing the scope of certain planned expenditure.

The impact on the Synagogue of these inflationary headwinds could therefore have been very challenging, but careful management of the various 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 2022, which are to be put to Members at the AGM on 22nd June 2023, resulted in a net surplus before transfers of £52,761 in respect of the unrestricted income funds, on unrestricted income of £1,784,133. Restricted fund movements in the year have resulted in a deficit of £16,182, and at the year end the Synagogue held funds for specific restricted fund purposes of £170,236.

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 Ecclesiastical Salaries fund; the Tikkun Olam fund; the Eco Synagogue fund; the Synagogue Artwork fund; the Kibbutz Tree fund; the JTree fund; the Winter Night Shelter fund; and the Rabbis' Discretionary Funds.

The Fixed Assets Fund, Building Sinking Fund, AV Equipment Fund, Environmental Enhancement Fund and Steinway Piano 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 cyclical repairs, maintenance and refurbishment to the Synagogue's building and its plant and machinery over the coming years. The AV Equipment Fund is sums set aside for equipping the Synagogue with streaming equipment to enable streamed services and other activities for the community. The Environmental Enhancement Fund is amount set aside for improving the Synagogue's green credentials. The Steinway Piano fund is amount set aside for the purchase, insuring and maintaining of the piano.

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 via Gift Aid along with other 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 the pandemic the onset of the cost-of-living crisis 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 a volunteer member Joint Chair and up to five 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 £302,000 and £906,000. The unrestricted general funds at 31 October 2022 amount to £987,843 which is slightly above the required level. 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.

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

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2022

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 Alon Pre-School and the Synagogue at large; Designated Senior Leads 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 Finance Committee meets quarterly, 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 was established in the past year

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 Chief Executive regularly engaged in significant consultation with other synagogues and faith-based organisations, and with Barnet Public Health.

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 NEW NORTH LONDON SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 OCTOBER 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES (continued)

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



Nigel Roth
Trustee

Dated: 16 MAY 2023



Bruce Rigal
Trustee

Dated: 16 MAY 2023

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

SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

FOR THE YEAR ENDED 31 OCTOBER 2022

We have audited the financial statements of The New North London Synagogue for the year ended 31 October 2022 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 2022 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 2022 (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;

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

SYNAGOGUE (A COMPANY LIMITED BY GUARANTEE)

FOR THE YEAR ENDED 31 OCTOBER 2022 (continued)

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- 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: 25 May 2023

THE NEW NORTH LONDON SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 OCTOBER 2022

	Notes	Unrestricted Funds General £	Unrestricted Funds Designated £	Restricted Funds £	Total 2022 £	Total 2021 £
Income from:						
Donations and legacies:						
Donations		19,719	139,687	211,144	370,550	202,011
Legacies		1,500			1,500	-
Government grants		107,802			107,802	125,209
Charitable activities	3	1,649,003			1,649,003	1,521,650
Investments	4	6,109			6,109	3,350
Total income		1,784,133	139,687	211,144	2,134,964	1,852,220
Expenditure on:						
Charitable activities	5	1,731,372	79,664	227,326	2,038,362	1,775,918
Net income/ (expenditure) before transfers		52,761	60,023	(16,182)	96,602	76,302
Transfers between Funds		-	-	-	-	-
Net movement in funds		52,761	60,023	(16,182)	96,602	76,302
Reconciliation of funds						
Fund balances at 1 November 2021		935,082	6,272,480	186,418	7,393,980	7,317,673
Fund balances at 31 October 2022		987,843	6,332,503	170,236	7,490,582	7,393,975

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 2022

		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	8		6,155,821		6,151,068
Current assets					
Debtors	9	273,616		235,230	
Investments	10	1,898		1,898	
Cash at bank and in hand		1,481,589		1,505,853	
		<u>1,757,103</u>		<u>1,742,981</u>	
Creditors: amounts falling due within one year	11	<u>(414,175)</u>		<u>(486,074)</u>	
Net current assets			<u>1,342,928</u>		<u>1,256,907</u>
Total assets less current liabilities			<u>7,498,749</u>		<u>7,407,975</u>
Creditors: amounts falling due after more than one year	12		<u>(8,167)</u>		<u>(14,000)</u>
Total net assets			<u><u>7,490,582</u></u>		<u><u>7,393,975</u></u>
FUNDS:					
Restricted funds	14		170,236		186,415
Unrestricted funds					
Designated funds	15	6,332,503		6,272,480	
General funds		<u>987,843</u>		<u>935,080</u>	
			<u>7,320,346</u>		<u>7,207,560</u>
			<u><u>7,490,582</u></u>		<u><u>7,393,975</u></u>

These accounts were approved by the Trustees on 16 MAR 2023

Nigel Roth

Nigel Roth
Trustee

Bruce Rigal

Bruce Rigal
Trustee

Company registration number 4493731

THE NEW NORTH LONDON SYNAGOGUE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 OCTOBER 2022

	2022 £	2021 £
Cashflows from operating activities:		
Net cash provided by operating activities (see note 19)	62,194	315,737
Cash flows from investing activities:		
Purchase of tangible fixed assets	(92,575)	-
Interest from investments	6,109	3,350
Net cash (used in) investing activities	(86,466)	3,350
Change in cash and cash equivalents in the reporting period	(24,272)	319,087
Cash and cash equivalents at the beginning of the reporting period	1,505,853	1,186,766
Cash and cash equivalents at the end of the reporting period	1,481,581	1,505,853

ANALYSIS OF CHANGES IN NET DEBT

	Balance at 1 November 2021 £	Cash flows £	Other non-cash changes £	Balance at 31 October 2022 £
Cash and bank	1,505,853	(24,272)	-	1,481,581
Loans	-	-	-	-
	1,505,853	(24,272)	-	1,481,581

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2022

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 2022

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 2022

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 2022

3. Income from charitable activities

	Religious	Educational	Total	Total
	£	£	2022	2021
			£	£
Community services provided	1,376,475	272,528	1,649,003	1,521,650

4. Investments

	Total	Total
	2022	2021
	£	£
Bank interest receivable	6,109	3,350

5. Charitable activities

Charitable activities - 2022

	Religious	Educational	Total	Total
	£	£	2022	2021
			£	£
Staff costs	285,032	374,154	659,186	675,305
Depreciation	87,820	-	87,820	95,413
Subscriptions for Masorti Judaism	145,435	-	145,435	135,674
Other religious expenses	319,663	-	319,663	177,646
Other educational expenses	-	53,379	53,379	33,980
	837,950	427,533	1,265,483	1,118,018
Share of support costs (note 6)	327,325	429,672	756,997	644,580
Share of governance costs (note 6)	6,868	9,014	15,882	13,320
	1,172,143	866,219	2,038,362	1,775,918
Analysis by fund				
Unrestricted funds – general	865,153	866,219	1,731,372	1,552,514
Unrestricted funds – designated	79,664	-	79,664	100,980
Restricted funds	227,326	-	227,326	122,424
	1,172,143	866,219	2,038,362	1,775,918

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 OCTOBER 2022

5. Charitable activities (continued)

	Religious	Educational	Total
	£	£	2021 £
Charitable activities – 2021			
Staff costs	330,206	345,099	675,305
Depreciation and impairment	95,413	-	95,413
Subscriptions for Masorti Judaism	135,674	-	135,674
Other religious expenses	177,646	-	177,646
Other educational expenses	-	33,980	33,980
	<u>738,939</u>	<u>379,079</u>	<u>1,118,018</u>
Share of support costs (note 6)	315,182	329,398	644,580
Share of governance costs (note 6)	6,513	6,807	13,320
	<u>1,060,634</u>	<u>715,284</u>	<u>1,775,918</u>
Analysis by fund			
Unrestricted funds – general	837,230	715,284	1,552,514
Unrestricted funds – designated	100,980	-	100,980
Restricted funds	122,424	-	122,424
	<u>1,060,634</u>	<u>715,284</u>	<u>1,775,918</u>

6. Support costs – 2022

	Support	Governance	Total	Total
	£	£	2022 £	2021 £
Staff costs	447,887		447,887	384,408
Other support costs	309,110		309,110	260,172
Audit and accountancy fees		15,882	15,882	13,320
	<u>756,997</u>	<u>15,882</u>	<u>772,879</u>	<u>657,900</u>
Analysed as follows:				
Religious	327,325	6,868	334,193	321,695
Educational	429,672	9,014	438,686	336,205
	<u>756,997</u>	<u>15,882</u>	<u>772,879</u>	<u>657,900</u>

Support costs - 2021

	Support	Governance	Total
	£	£	2020 £
Staff costs	384,408	-	384,408
Other support costs	260,172	-	260,172
Audit and accountancy fees	-	13,320	13,320
	<u>644,580</u>	<u>13,320</u>	<u>657,900</u>
Analysed as follows:			
Religious	315,182	6,513	321,695
Educational	329,398	6,807	336,205
	<u>644,580</u>	<u>13,320</u>	<u>657,900</u>

Governance costs include payments to the auditors of £12,240 (2021: £11,640) for audit fees and £1,242 (2021: £1,080) for other services.

THE NEW NORTH LONDON SYNAGOGUE
NOTES TO THE FINANCIAL STATEMENTS
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7. Employees

	2022 Number	2021 Number
Number of employees		
The average monthly number of employees during the year was:		
Education	72	54
Religious	5	6
Administration	12	12
	<u>89</u>	<u>72</u>
Full time equivalent employee numbers include:		
Education	11	11
Religious	3	4
Administration	9	10
	<u>23</u>	<u>25</u>
The number of employees whose annual remuneration was £60,000 or more was:		
£60,000-£70,000	1	1
£70,000-£80,000	1	-
£100,000-£110,000	1	1
	<u>3</u>	<u>2</u>
Staff costs		
	Total 2022 £	Total 2021 £
Wages and salaries	953,180	943,575
Social security costs	90,149	86,154
Other pension costs	31,872	29,984
	<u>1,075,201</u>	<u>1,059,713</u>

Included in Wages and salaries is a lump sum of £36,597 paid as part of settlement agreements.

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8. Tangible fixed assets	Long Leasehold Premises £	Fixtures Fittings & Equipment £	Total £
Cost			
At 1 November 2021	6,794,428	289,048	7,083,476
Additions	-	92,573	92,573
Disposals	-	-	-
At 31 October 2022	6,794,428	381,621	7,176,049
Depreciation			
At 1 November 2021	708,550	223,858	932,408
Depreciation charged in the year	67,944	19,876	87,820
Released on disposal	-	-	-
At 31 October 2022	776,494	243,734	1,020,228
Net book value			
At 31 October 2022	6,017,934	137,887	6,155,821
At 31 October 2021	6,085,878	65,190	6,151,068
9. Debtors		Total 2022 £	Total 2021 £
Other debtors		22,870	10,497
Prepayments and accrued income		250,746	224,733
		273,616	235,230
10. Current asset investments		Total 2022 £	Total 2021 £
Unlisted investments		1,898	1,898

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11. Creditors: amounts falling due within one year

	Total 2022 £	Total 2021 £
Other taxation and social security	22,090	23,573
Deferred income (Note 13)	32,289	34,641
Other creditors	304,545	372,470
Accruals	55,251	55,390
	<u>414,175</u>	<u>486,074</u>

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

	Total 2022 £	Total 2021 £
Other creditors (provision for repayment of CST grant over 3 years)	<u>8,167</u>	<u>14,000</u>

13. Deferred income

	Total 2022 £	Total 2021 £
Balance at 1 November 2021	34,641	38,791
Amounts released relating to:		
Education fees paid in advance	(30,251)	(30,121)
Function hire deposits	(2,568)	(6,690)
Salaries reclaim	(1,822)	(1,980)
Amounts accrued relating to:		
Education fees paid in advance	23,071	30,251
Function hire deposits	8,074	2,568
Salaries reclaim	1,144	1,822
Balance at 31 October 2022	<u>32,289</u>	<u>34,641</u>

Income received in advance has been deferred as above.

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14. Restricted Funds – 2021/22

Within the financial year 2021/22, 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 2021	Income	Expenditure	Balance at 31 October 2022
	£	£	£	£
Ecclesiastical Salaries Fund	14,783	11,352	(22,595)	3,540
Tikkun Olam Fund	12,354	-	-	12,354
Synagogue Artwork and Stained Glass Window Fund	5,508	-	-	5,508
Eco Synagogue Fund	14,141	50,146	(61,707)	2,580
Kibbutz Tree Fund	98	1,660	(236)	1,522
JTree	1,695	10,606	(6,290)	6,011
Night Shelter	2,235		(447)	1,788
Rabbis' Discretionary Funds	93,160	137,731	(93,958)	136,933
Covid Hardship Fund	42,441	98	(42,539)	-
	<u>186,415</u>	<u>211,593</u>	<u>(227,772)</u>	<u>170,236</u>

Restricted funds – 2020/21

By way of comparison, the 2020/21 restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes were:

	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 Tree Fund	31	67	-	98
JTree	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>

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14. Restricted Funds (continued)

Notes of 2021/22 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. Remaining sums in this fund will be applied to further aesthetic enhancements to the building in due course.

EcoJudaism (formerly EcoSynagogue) 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. Eco Judaism has been incorporated as an independent charity on 28th November 2022 and all funds will be transferred as soon as their bank account has been set up.

The Kibbutz Tree 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 EcoJudaism 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 EcoJudaism it would in turn hold all funds in respect of this project until EcoJudaism has its own bank account.

The Night Shelter is a community-run project led by a team of NNLS volunteers and supported by the NNLS Community Engagement Director; the project is run in partnership with Together in Barnet/Homeless Action Barnet. Through this project, over the winter period during which NNLS offer meals and shelter to homeless guests.

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.

The Covid Hardship Fund was set up 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. As a result of the ongoing demand for allocations from this Fund reducing significantly, the Management Committee, in collaboration with the Rabbinic Team, decided to transfer these funds into the Rabbis' Discretionary Funds, and that any further hardship requests could be dealt with from there. Appropriate communications were sent to all donors to the Covid Hardship Fund to inform them of this decision, and on 23rd February 2022 the transfers were made.

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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 - 2022	Balance at 1 November 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 October 2022 £
Fixed Assets Fund	6,095,575	-	(68,383)	-	6,027,192
Building Sinking Fund	159,982	34,062	(2,520)	-	191,524
AV Equipment Fund	16,923	-	(6,249)	-	10,674
Environmental Enhancement	-	5,625	(625)	-	5,000
Steinway Piano	-	100,000	(1,887)	-	98,113
	<u>6,272,480</u>	<u>139,687</u>	<u>(79,664)</u>	<u>-</u>	<u>6,332,503</u>

Designated funds - 2021	Balance at 1 November 2020 (as restated) £	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>

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.

Environmental Enhancement Fund

This fund represents amounts set aside for enhancing the environment.

Steinway Piano Fund

This fund represents amounts set aside for Steinway piano.

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16. Analysis of net assets between funds

2022	Unrestricted general funds £	Designated funds £	Restricted funds £	Total £
Fund balances at 31 October 2022 are represented by:				
Tangible assets	35,356	6,120,465	-	6,155,821
Net assets	952,487	212,038	170,236	1,334,761
	<u>987,843</u>	<u>6,332,503</u>	<u>170,236</u>	<u>7,490,582</u>
2021				
Fund balances at 31 October 2021 are represented by:				
Tangible assets	55,493	6,095,575	-	6,151,068
Current assets/(liabilities)	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>

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 2022 £	Total 2021 £
Within one year	2688	3,672
Between two and five years	4704	4,590
	<u>7,392</u>	<u>8,262</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 £295,839 (2021 - £226,856).

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 2022 £	Total 2021 £
Net income for the reporting period (as per the Statement of Financial activities)	96,602	76,302
Adjustment for:		
Interest from investments	(6,109)	(3,350)
Depreciation charges	87,820	95,413
Decrease/(increase) in debtors	(38,386)	188,799
(Decrease)/(increase) in creditors	(77,733)	(41,427)
Net cash provided by operating activities	62,194	315,737

20. Comparative statement of financial activities

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

