

Trustees' Annual Report
& Financial Statements 2011
5771-5772

renewing judaism
revitalising judaism
rethinking judaism
representing judaism
reform judaism

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Company Number 07431950

The movement for

REFORM JUDAISM

The Movement for Reform Judaism
(A Company Limited by Guarantee)
Trustees' Annual Report and Financial Statements
for the
Year Ended 31 December 2011
5771-5772

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Company Limited by Guarantee
Company Number: 07431950

Registered Charity
No. 1139806

The Movement for Reform Judaism

The Trustees (who are also Directors of the charity for the purposes of the Companies Act) present their Annual Report together with the audited Financial Statements of the Movement for Reform Judaism (the Company) for the year ended 31 December 2011.

The Trustees confirm that the Annual Report and Financial Statements of the Company comply with the current statutory requirements, the requirements of the Company's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

The Company, a registered charity (number 1139806) company limited by guarantee (number 07431950) was incorporated on 8 November 2010. The Company assumed responsibility for the activities of the incorporated charity known as the Movement for Reform Judaism with effect from 1 January 2011. The attached Financial Statements therefore reflect the first full year in respect of the incorporated charity

Objectives

The objectives of the Movement are to promote and foster Judaism and to promote any charitable purpose calculated to further the welfare of the Jewish people in the UK, in Israel or elsewhere in the world.

Vision

A British Jewish community, with the Reform Movement at its heart, that reaches out to many people and enables them to renew and enrich their lives and Jewish identity by engaging with Jewish faith and values, and working with the wider community to help repair the world.

Aims

- To promote the interpretation of Jewish teaching and practice in relation to contemporary life
- To promote and co-ordinate the education and religious instruction of Jews.
- To promote and co-ordinate the spiritual life and general welfare of Jewish youth and encourage and co-ordinate Youth Organisations among Constituents
- To promote and assist in the establishment and nurturing of congregations of Jews.
- To assist in the exploration of, or initiation of, other forms of Jewish religious community.
- To promote the Leo Baeck College, and/or other institutions, for the study of Judaism and the training of rabbis, teachers, staff and voluntary leaders.
- To promote the Beit Din to whom the Movement shall refer (*inter alia*) all questions relating to the Jewish status of members and prospective members of Constituents and Associate Congregations
- To promote the Rabbinic Association known as the Assembly of Reform Rabbis UK to which the Movement shall refer for guidance on matters relating to the practice of Judaism.
- To publish and/or revise prayer books, liturgical writings and literature on subjects of Jewish interest.
- To promote burial and cremation schemes for Constituents and Associate Congregations
- To promote and nurture Jewish cultural and welfare activities.
- To participate in the work of the wider Jewish community.
- To foster greater understanding among Jews
- To foster greater understanding between Jews and non-Jews.

The Trustees confirm that they referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives each year.

The charity's affairs are governed by its Memorandum and Articles of Association which allow for any activities covered by the charity's objectives with no specific restrictions. The liability of the members in the event of the Company being wound up is limited to a sum not exceeding £10.

Governance

The Trustees of the charity are also the Directors of the Company for the purpose of company law and any reference to Trustees is therefore also to Directors, collectively known as the Board. Those who served during the year were:-

Chair of the Movement	Mr Stephen Moss CBE	(until 11 December 2011)
Chair of the Movement	Ms Jenny Pizer	(from 11 December 2011)
Vice-Chair	Ms Jenny Pizer	(until 11 December 2011)
Vice-Chair	Mr David Tilles	(from 11 December 2011)
Vice-Chair	Chair of Assembly of Reform Rabbis UK	
	Currently: Rabbi Mark Goldsmith	
	Previously: Rabbi Tony Hammond	
Movement Treasurer	Mr David Tilles	(until 11 December 2011)
Synagogue Services Treasurer	Mr Hugh Lask	(retired 19 June 2011)
Synagogue Services Treasurer	Mr Paul Winter	(from 19 June 2011 until 11 December 2011)
Treasurer	Mr Paul Winter	(from 11 December 2011)
Other Elected Members:	Mr Jonni Berger	(elected 19 June 2011)
	Mr Jonathan Bergwerk	(elected 19 June 2011)
	Ms Noeleen Cohen	(elected 19 June 2011)
	Mr Gary Copitch	(elected 19 June 2011)
	Dr Nicola Feuchtwang	(retired 19 June 2011)
	Mr David Karat	(elected 19 June 2011)
	Mr Charles Kessler	(retired 19 June 2011)
	Mr Jonathan Lewis	(re-elected 19 June 2011)
	Ms Laura Marks	(elected 19 June 2011)
	Ms Julia Markson	(re-elected 19 June 2011)
	Dr Dolf Mogendorff	(retired 19 June 2011)
	Mr Keith Price	(co-opted 11 July 2011)
	Mr Adrian Simon	(elected 19 June 2011)

The members of the Board are elected each year, in accordance with the provisions of the Articles of Association, by the Movement Council which is made up of delegates from each constituent synagogue together with representatives from various organisations as detailed in the Articles of Association. Each new Board member is provided with an induction pack and is introduced to the work of the Movement by other Board members and the senior Movement staff.

The Board is responsible for the overall management and control of the charity and meets at least four times a year. The work of implementing the policies and plans agreed by the Board is carried out by the Chief Executive and the staff team.

Sub-Committees of the Board and Council include the Finance Advisory Committee which reviews the annual budgets, financial and management accounts, the Rabbinic Remunerations Group, the Remunerations Committee and the Board Development Group.

Reserves Policy and Risk Management

The Trustees have considered the risks faced by the charity and have taken appropriate steps to address the related issues. Significant risks to income mainly arise from our dependence on fundraising from individuals. Internal risks are reduced by the implementation of procedures for authorisation of all transactions and projects.

The reserves policy is set to ensure that total unrestricted funds (including designated funds) should exceed the value of tangible fixed assets by £250,000. These actual free reserves at 31 December 2011 were £57,952 above this figure.

The Trustees are of the opinion that net assets held are sufficient to meet the charity's financial obligations.

The Finance Advisory Committee met twice during the year. This committee is made up of representatives from several synagogues and has again proved to be an excellent forum for discussing the major financial issues faced by the Movement.

Statement of Trustees' Responsibilities

The Trustees (who are also Directors of the Movement for Reform Judaism 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 and Charity Laws require 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 incoming resources and application of resources 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;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the charity's Statement of Recommended Practice (SORP);
- prepare the financial statements on a 'going concern' basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

Investment Powers and Policy

The funds of the Movement not required for immediate application shall be invested in such manner as the Board shall from time to time determine. The Treasurer maintains control over all the funds of the Movement.

Related Charities

The Movement for Reform Judaism is an association of 42 Reform congregations throughout the United Kingdom. There are also three other connected charities which are not under the control of the Movement for Reform Judaism. Details of material transactions with these charities are shown in Note 17 to the financial statements.

Provision of Information to Auditors

Each of the persons who is a Trustee at the time when this Trustees' Report is approved has confirmed that;

- so far as the Trustee is aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable company's auditors in connection with preparing their report and to establish that the charitable company's auditors are aware of that information.

Auditors

Nyman Libson Paul were re-appointed as auditors at the Annual General Meeting 19 June 2011.

In preparing this report, the Trustees have taken advantage of the small companies exemptions provided by section 415a of the Companies Act 2006.

For and on behalf of the Trustees



Jenny Pizer - Chair
Date: 16 May 2012

2011 Plans and Achievements

Key Highlights 2011

- A year of new faces with the appointment of **Ben Rich** as **Chief Executive** and **Pam Goldsmith** as **Director of Community Development**.
- Appointment of the **first ever Movement Rabbi, Laura Janner-Klausner**: there is a new Jewish voice on the British stage and that voice is progressive
- Rabbi Mark Goldsmith voted in as **new Chair of the Assembly of Reform Rabbis UK**.
- The publication of the UK's **first major compilation of Jewish liturgical music** in nearly a hundred years. Production led by Rabbi Sybil Sheridan, the book was launched at the first ever Anglo-Jewish Music & Song-leading Conference organised by Reform Judaism.
- **RSY-Netzer summer camps** were our largest for many a year.
- The successful launch of our Day Camp for 5-11 year olds and five Israel Tours meant that **over 900 young people attended RSY-Netzer events in 2011**
- **RSY-Netzer Jamming and Chess Clubs** launched at JCoSS, the UK's only Jewish cross-communal secondary school.
- A series of **Best Practice Seminars** to help synagogues launched with the first subject being Incorporation.
- **The Movement's first ever newspaper** distributed to our communities and reached a wider audience via the inclusion of 25,000 additional inserts in the 'Jewish News'.
- Led by Rabbi Josh Levy, work started on an **adult learning initiative** to raise understanding of what it means to be a Reform Jew' our beliefs, values and practices.
- The Movement President, Rabbi Dr Tony Bayfield CBE, represented Reform Judaism at the **Royal Wedding**.
- The **Movement Update** e-newsletter sent fortnightly to over 10,000 subscribers.
- The Movement has more than 1,500 **Twitter** followers and is 'liked' by more than 500 on **Facebook**.
- The Movement's nine month **Strategic Review** was launched.
- **13 Reform rabbis** taught at **Limmud** with a high-profile, co-ordinated presence.
- **RSY-Netzer** Movement Workers offered youth provision at North West Surrey, Alyth, Wimbledon and Finchley as part of our Youth partnership with communities.
- **HR advice** provided to a number of communities including Southport, Edgware, Finchley, Middlesex New, Hendon, Radlett, Glasgow, North West Surrey, Brighton, SWESRS and Wimbledon.
- **IT support** provided to Radlett, Finchley, West London and Hendon.
- **Assembly of Rabbis** published 'A Passion for Judaism', a book of essays in honour of Rabbi Dr Tony Bayfield CBE
- **Beit Din** occupied with 144 conversions, including 39 children, 14 gittin (divorces).

2011 Plans and Achievements

Key Highlights 2011(cont'd)

- **Financial Assistance** of £76,000 distributed to assist young people.
- **Jack Petchey and Massuot Youth Achievement Awards** ceremony held at Hendon, attended by over 260 from 19 communities.
- **Leadership Trip to New York** attended by ten Jeneration Student Reps and two fieldworkers.
- The Movement participated in a field trip with **UK Task Force on Issues Facing Arab Citizens of Israel**
- Mike Grabiner, one of our Vice-Presidents, appointed as Chairman of the **World Union for Progressive Judaism**.
- **Rabbi Laura Janner-Klausner** profiled in 'The Times', appeared on the Today programme and Sunday Programme, interviewed by Joan Bakewell on the Radio Three flagship 'Belief' programme, as well as appearing regularly throughout the Jewish media and taught and spoke at many communities and events across the country
- The Movement was featured on the **BBC Radio 4's** flagship Today programme.
- **Rabbi Debbie Young-Somers** appeared regularly on BBC Radio 2's 'Pause for Thought'
- **Rabbi Lionel Blue** appeared on BBC Radio 4's 'Thought for the Day'.
- Members of the **Assembly of Reform Rabbis UK** appeared regularly in print and broadcast media
- And finally. planning started in earnest for the **Movement's biennial conference, Chagigah 2012, 22-24 June at Staverton Park**



A year of new faces:

Ben Rich, Pam Goldsmith and Rabbi Laura Janner-Klausner

Grants

We are extremely grateful for the support we have received from the following organisations:



Children's Aid Committee

Aspect Charitable Trust

Investec

Jack Petchey Foundation

Jewish Child's Day

Joint Jewish Burial Society

Paul Balint Charitable Trust

Pro Zion

Shoresh Charitable Trust

UJIA

 Investec



The Movement for Reform Judaism Future Plans

The Movement for Reform Judaism is coming to the end of a period of major change. Over the past 12 months it has appointed a new Chair, Vice-Chair and Treasurer, nine new Board members and an entire new senior management team

We began a Strategic Review, which has been the subject of Movement-wide consultation. Once the consultation period has been completed, early in 2012, a draft strategic plan which, when finalised over summer 2012, will form the basis of the Movement's strategy for the next three to five years. That strategic plan will be available on Reform Judaism's website in full.

The focus of the strategic review has been based on the five core priorities of Reform Judaism:

1. **Supporting communities** through education, training, the provision of services (from Beit Din to IT), sharing best practice and the provision of development advice and support (attracting members, transition etc).
2. **Providing a voice for Reform Judaism** by establishing and promoting a positive narrative about our beliefs and values and helping communities and individuals (both current and potential members) to identify with and feel pride in these values.
3. **Training and developing our leaders** including Rabbis, Cantors and educators as well as lay leaders within communities and beyond.
4. **Engaging a new generation** by, in particular, supporting **Reform-minded students** to grow their self-confidence and reaching out to and welcoming in those in **mixed-faith relationships**.
5. **Developing our youth provision** through successful year round youth programming and camps and the up-skilling of communities to engage in and work together to provide inspiring youth programming.

These five strategic priorities are to be underpinned by ensuring the availability of the human and financial resources necessary to achieve these objectives and the delivery of high quality services at the lowest possible cost.

While we will be finalising the strategic plan and the structural changes which will be necessary for its implementation over the next few months, we will not be standing still. Over the next six to twelve months we are already committed to:

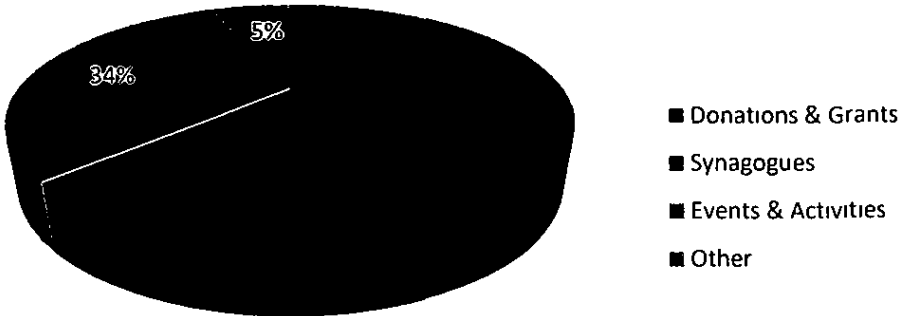
- **Launching a Reform Haggadah in time for Pesach**
We piloted the first ever UK Reform Haggadah at Pesach 2012 and the final version will be ready for Pesach 2013.
- **Launching a new adult education programme**
We are working on a new multimedia education programme for use in communities and elsewhere to increase appreciation of Reform values and understanding how they can be applied in determining ethics, practice and ritual

The Movement for Reform Judaism Future Plans (cont'd)

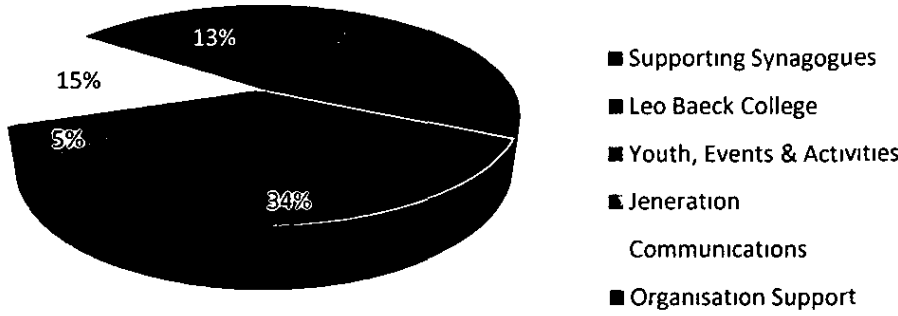
- **Developing the profile of Reform Judaism with our new Movement Rabbi**
In Rabbi Laura, we have a new voice for the Jewish community which is as eloquent, intelligent and inspirational as any religious leader currently in the UK.
- **Continuing to grow our youth movement**
RSY-Netzer is one of the most successful Jewish youth organisations in the UK. For a second year running we will be taking five tours to Israel and expect to engage over 700 young people in our summer camps and programmes. In particular we will be working to ensure that the link between RSY-Netzer and individual communities is strengthened and all our synagogues see the benefits of partnering with and promoting RSY-Netzer.
- **Supporting our young adults and students**
With the transformation of Jeneration into a Reform-focused organisation we will be providing more on-campus support, and pressing synagogues to be more flexible and creative when it comes to retaining membership and involvement
- **Recognising the role of cross-communal organisations such as the Board of Deputies**
The Board of Deputies of British Jews is the voice of the Jewish community. Its values and pronouncements must, therefore, reflect those of the whole community. With the triennial elections to be held in 2012, we aim to ensure progressive voices are elected to the Board of Deputies executive committee and we are delighted to be supporting the candidature of one of our Trustees, Laura Marks, for Vice-President.
- **Being effective advocates for Progressive Zionism**
As a Movement we have a responsibility to promote an Israel which is free, secure, inclusive and pluralist - in the vision of its founders. We understand the difference between this and aligning ourselves with the individual policies of any particular Israeli Government and this will be reflected in our statements
- **Supporting communities**
The Movement and its predecessors were set up to enable individual synagogues to do together the things they could not do alone: train Rabbis, educate educators, run a national youth organisation, share best practice, speak on the national stage. We will be launching a series of Best Practice seminars and will aim to attract over 200 people to our biennial conference, Chagigah 2012, where we can learn from one another.

This is an ambitious programme which will be developed further on the conclusion of the Strategic Review, but one which, even as it stands, we believe will give all our members and supporters great cause for optimism.

How We Are Funded 2011



Where Our Funding Goes 2011



The Movement for Reform Judaism Review of Financial Position

2011 Accounts

The Financial Statements have been prepared in accordance with the Statement of Recommended Practice (SORP), 'Accounting and Reporting by Charities' published in 2005. All references to 2010 figures and comparisons to prior year in this review relate to the results of the unincorporated charity for the year ended 31 December 2010. The charitable company was dormant during 2010

The total incoming resources amounted to £4,114,432 for the year, including the £824,153 that was transferred in from the unincorporated charity. Excluding this, total income of £3,290,279 represented a 1% decrease (£33,351) over the previous year. Activities & Events were the only areas to show an increase on last year, £95,357 as the number of Israel Tours increased from three to five and Shemesh numbers increased on 2010; however there is a similar rise in the expenditure against this category. The reduction in Grants & Donations in 2010 continued into 2011. In 2011, Fundraising income was down £13,603 which was a small reduction despite a very difficult market on the back of the downturn in the financial climate, and grants were down £24,591 as sponsors reduced their support in certain areas. Assessment income from synagogues reduced by £13,852 due to tightened cashflows.

Charitable expenditure during the year amounted to £3,486,068. This included an Impairment Loss of £279,494 taken in 2011 which is the write-off of capitalised expenses towards a new building for the Movement for Reform Judaism that is no longer going to happen. Excluding this loss the expenses showed a 3% decrease on 2010 (£116,245), this reduction was across all cost categories and reflected the continued effort to reduce the expense base.

The net movement in Unrestricted Funds relating to activities in 2011 was £25,962. Taking into account both the transfer from the unincorporated charity and the Impairment Loss, the total movement in Unrestricted Funds was £248,078. The Restricted Funds increased by £44,918 and Designated Funds increased by £12,825 excluding the transfer from the unincorporated charity.

2012 Budget

The Synagogue Assessment level will remain at 17.5% for all congregations who have agreed to pass their membership lists to the Movement for Reform Judaism. For the remainder it will stay at 20% of their subscription income, including tax refunds, but excluding that income which is received directly towards burial.

A modest increase in contribution of 6% is anticipated for 2012. The detailed explanation of the work of the Movement and its associated budget were presented to the Movement Council in November 2011 and approved at the meeting in December 2011.

Independent Auditors' Report To The Trustees of The Movement for Reform Judaism

We have audited the Financial Statements of The Movement for Reform Judaism for the year ended 31 December 2011 which comprise the Statement of Financial Activities, the Balance Sheet and the related Notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 charity'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 opinion we have formed.

Respective responsibilities of Trustees and Auditor

As explained more fully in the Trustees' Responsibilities Statements set out on page 4, the Trustees (who are also the directors of the 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

Our responsibility is to audit and express an opinion on the Financial Statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's (APB'S) Ethical Standards for Auditors.

Scope of the audit of the Financial Statements

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

Opinion on Financial Statements

In our opinion the Financial Statements.

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2011, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice applicable to smaller entities, and
- have been prepared in accordance with the requirements of the Companies Act 2006.

**Independent Auditors' Report
To The Trustees of
The Movement for Reform Judaism (cont'd)**

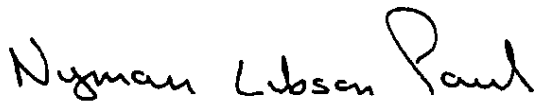
Opinion on other matters prescribed by the Companies Act 2006

In our opinion the information given in the Trustees' Report for the financial year for which the Financial Statements are prepared is consistent with the Financial Statements.

Matters on which we are required to report by exception

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns, or
- certain disclosures of Trustees' remunerations 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.



Jennifer Pope
(Senior Statutory Auditor)

For and on behalf of
Nyman Libson Paul
Chartered Accountants
Statutory Auditors
Regina House
124 Finchley Road
London
NW3 5JS

Date: 16 May 2012

The Movement for Reform Judaism Statement of Financial Activities

Incorporating Income and Expenditure Account
for the year ended 31 December 2011

	Note	Unrestricted Funds £'s	Restricted Funds £'s	Designated Funds £'s	Total Funds 2011 £'s	Total Funds 2010 £'s
Incoming Resources						
Incoming Resources from Generated Funds						
Voluntary Income						
Grants & Donations	3	779,429	136,737	-	916,166	-
Transfer from Unincorporated Charity	14	501,610	202,770	119,773	824,153	-
Investment Income						
Interest Income		544	-	-	544	-
Incoming Resources from Charitable Activities						
Synagogue Services						
Synagogue Assessments	4	1,073,272	-	-	1,073,272	-
Activities & Events		106,961	1,022,225	-	1,129,186	-
Movement Development						
Activities & Events		1,666	-	-	1,666	-
Services to Related Organisations		133,945	-	-	133,945	-
Other Charitable Activities		500	-	35,000	35,500	-
Total Incoming Resources		£ 2,597,927	£ 1,361,732	£ 154,773	£ 4,114,432	-
Resources Expended						
Costs of Generating Funds						
Fundraising, Publicity & Publications	5	224,776	-	-	224,776	-
Charitable Activities	6	1,756,777	1,114,044	22,175	2,892,996	-
Governance Costs	7	88,802	-	-	88,802	-
Impairment Loss	16	279,494	-	-	279,494	-
Total Resources Expended		£ 2,349,849	£ 1,114,044	£ 22,175	£ 3,486,068	-
Net Movement in Funds - Net Income/(Expenditure) for the Year		£ 248,078	£ 247,688	£ 132,598	£ 628,364	-
Fund Balances Carried Forward at 31 December 2011	14	£ 248,078	£ 247,688	£ 132,598	£ 628,364	-

The Notes on pages 17 to 22 form part of these Financial Statements

The Movement for Reform Judaism

Balance Sheet

As at 31 December 2011

	Note	2011 £'s	2011 £'s	2010 £'s	2010 £'s
Fixed Assets					
Tangible Assets	9		72,724		-
Current Assets					
Stock of Publications		79,705		-	
Debtors	10	202,197		-	
Cash at bank and in hand		<u>586,856</u>		<u>-</u>	
		868,758		-	
Creditor Amounts falling due within one year	11	<u>313,118</u>		-	
Net Current Assets			555,640		-
Net Assets			<u>£ 628,364</u>		<u>-</u>
Funds					
Restricted Funds	12		247,687		-
Designated Funds	13		132,599		-
Unrestricted Funds	15		248,078		-
			<u>£ 628,364</u>		<u>-</u>

The Financial Statements have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006 and in accordance with the Financial Reporting Standard for smaller entities (effective April 2008)

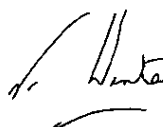
The Notes on pages 17 to 22 form part of these Financial Statements

Company Number 07431950

Approved by the Board of Trustees on 16 May 2012 and signed on its behalf by



Jenny Pizer
Chair



Paul Winter
Treasurer

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2011

1 Accounting Policies

a Basis of Preparation of Financial Statements

The Financial Statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities (effective April 2008). The Financial Statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in March 2005, applicable accounting standards and the Companies Act 2006.

b Incoming Resources

i Assessment Income

Assessment income is credited to the income and expenditure account on an accruals basis.

ii Grants & Donations

1) All incoming grants and donations are credited on a receivable basis.

2) All outgoing grants and donations are debited on a payable basis.

c Allocation of Costs

Expenditure is charged to the Statement of Financial Activities on an accruals basis as a liability is incurred and is classified as follows:

i Cost of Generating Funds – this comprises all costs incurred with attracting voluntary income to finance the charitable objectives.

ii Charitable Expenditure – this comprises all expenditure incurred in the delivery of activities and services.

iii Support Costs – this comprises central costs which are allocated to the charitable activities and governance costs on a basis consistent with the use of the resources.

iv Governance Costs – this comprises all costs associated with meeting constitutional and statutory requirements.

d Tangible Fixed Assets

Depreciation is provided at the following annual rates in order to write-off each asset over its estimated useful life:

Furniture and equipment - 20% reducing balance.

e Stocks

Stock of publications are valued at the lower of cost or net realisable value.

f Taxation

The Movement for Reform Judaism is a registered charity and therefore is not liable for income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

g Pensions

A money purchase scheme is provided for all qualifying staff and costs are charged to the Statement of Financial Activities as they are incurred.

2 Comparatives

As the charitable company commenced to trade on 1 January 2011, all comparatives for the period ended 31 December 2010 are nil.

3 Grants & Donations	Unrestricted	Restricted	Designated	Total Funds	Total Funds
	Funds	Funds	Funds	2011	2010
	£'s	£'s	£'s	£'s	£'s
UJIA	118,400	-	-	118,400	-
Jeneration	10,000	11,000	-	21,000	-
Reform Foundation Trust	622,779	-	-	622,779	-
Financial Assistance	-	76,057	-	76,057	-
Others	28,250	49,680	-	77,930	-
Total Grants & Donations	£ 779,429	£ 136,737	-	£ 916,166	-

Up to 31 December 2011, the Reform Foundation Trust was the fundraising vehicle of the Movement and transferred the income into the Movement in the form of a grant. This legal entity has been running down since the majority of donations are now paid directly in the Movement's bank account and so, with effect from 1 January 2012, the Reform Foundation Trust will cease to exist.

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2011

4	Synagogue Assessments	2011 £'s	2010 £'s
	Beth Shalom, Cambridge	9,115	-
	Blackpool	300	-
	Bournemouth	20,000	-
	Bradford	-	-
	Brighton & Hove	24,334	-
	Bromley	25,365	-
	Cardiff	9,106	-
	Coventry	-	-
	Darlington	-	-
	Edgware	148,833	-
	Finchley	86,885	-
	Glasgow	14,000	-
	Hampstead	-	-
	Harlow	570	-
	Hendon	87,618	-
	Hull	300	-
	Kehillat Kernow	-	-
	Kol Chai	29,422	-
	Liverpool	443	-
	Maidenhead	38,253	-
	Manchester	20,704	-
	Menorah	37,907	-
	Middlesex New	42,295	-
	Milton Keynes	3,476	-
	Newcastle	6,929	-
	North Western Reform (Alyth)	119,828	-
	North West Surrey	25,382	-
	Radlett & Bushey	57,233	-
	Sha'arei Shalom	13,187	-
	Sheffield	300	-
	Sinai, Leeds	25,050	-
	Southend	3,675	-
	Sha'arei Tsedek	49,978	-
	South Hampshire	-	-
	Southport	1,550	-
	South West Essex & Settlement (SWESRS)	54,000	-
	Sukkat Shalom	13,932	-
	Swindon	-	-
	Thanet	300	-
	Totnes	-	-
	West London	144,600	-
	Wimbledon	44,618	-
		<hr/>	
		1,159,488	-
	Bad Debt Provision	(86,215)	-
	TOTAL INCOME	<hr/> £ 1,073,273 <hr/>	-

5	Cost of Generating Funds	Unrestricted Funds £'s	Restricted Funds £'s	Designated Funds £'s	Total Funds 2011 £'s	Total Funds 2010 £'s
	Fundraising Expense	165,389	-	-	165,389	-
	Publicity	59,387	-	-	59,387	-
		<hr/> £ 224,776 <hr/>	-	-	<hr/> £ 224,776 <hr/>	-

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2011

6 Charitable Activities	Unrestricted	Restricted	Designated	Total Funds	Total Funds
	Funds	Funds	Funds	2011	2010
	£'s	£'s	£'s	£'s	£'s
Movement Development	772,981	-	-	772,981	-
Synagogue Services	983,796	1,114,044	22,175	2,120,015	-
	£ 1,756,777	£ 1,114,044	£ 22,175	£ 2,892,996	-

Note – Charitable Activities include the following allocation of Support Costs

	Synagogue	Movement	Total	Total
	Services	Development	2011	2010
	£'s	£'s	£'s	£'s
Support Staff Costs	128,124	63,107	191,231	-
Training Costs	234	115	349	-
Rent	24,066	11,853	35,919	-
Insurance	9,715	4,785	14,500	-
Printing, Postage, Stationery	18,717	9,220	27,937	-
Telephone	3,982	1,961	5,943	-
Computer Costs	7,459	3,674	11,133	-
Travelling	2,813	1,386	4,199	-
Depreciation	12,181	6,000	18,181	-
Other Costs	17,816	8,777	26,593	-
	£ 225,107	£ 110,878	£ 335,985	-

7 Governance Costs	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
			2011	2010
	£'s	£'s	£'s	£'s
Accountancy	81,041	-	81,041	-
Audit	7,761	-	7,761	-
Total Governance	£ 88,802	-	£ 88,802	-

8 Staff Costs	2011	2010
	£'s	£'s
Wages & Salaries	988,692	-
Social Security Costs	96,678	-
Pension Costs	119,691	-
	£ 1,205,061	-

Average number of employees

30

-

The emoluments of one person exceeded £60,000 for the year and fell within the band £90,000-£100,000

An executive pension plan is provided for the Chief Executive, the employer contribution was £833

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2011

9 Tangible Fixed Assets	Building Development	Furniture & Equipment	Motor Vehicles	Total
Cost	£'s	£'s	£'s	£'s
Transfer from unincorporated charity	479,494	640,405	-	1,119,899
Additions	-	2,731	-	2,731
Eliminations	(479,494)	-	-	(479,494)
At 31 December 2011	-	£ 643,136	-	£ 643,136
Accumulated Depreciation				
Transfer from Unincorporated Charity	200,000	552,230	-	752,230
Charge for the Year	279,494	18,181	-	297,675
Eliminations	(479,494)	-	-	(479,494)
At 31 December 2011	-	£ 570,411	-	£ 570,411
Net book values at 31 December 2011	-	£ 72,725	-	£ 72,725

All Tangible Fixed Assets are used in the furtherance of the charity's objectives

10 Debtors	2011	2010
	£'s	£'s
Other Debtors	24,057	-
Prepayments and Accrued Income	178,140	-
	£ 202,197	-

11 Creditors	2011	2010
	£'s	£'s
Other Creditors	52,453	-
Other Taxation and Social Security	32,702	-
Accruals and Deferred Income	227,963	-
	£ 313,118	-

12 Restricted Funds	Movement in Funds			Balance as at
	Balance as at 01 01 11	Incoming	Outgoing	31 12 11
	£'s	£'s	£'s	£'s
RSY- Netzer Events Subsidy Fund	-	164,832	76,057	88,775
RSY- Netzer Events	-	1,022,225	1,022,225	-
Jubilee Lecture Fund	-	1,398	-	1,398
Ministers Benevolent Fund	-	8,028	-	8,028
Social Action Crisis Fund	-	2,132	-	2,132
New Jewish Initiative Fund	-	1,646	-	1,646
RSY-Netzer Social Action Fund	-	1,370	-	1,370
Human Rights Seminar Fund	-	1,872	-	1,872
The Ziege Young Adults Education Support Fund	-	5,497	950	4,547
Lamedvavnik Fund	-	55,768	9,012	46,756
Jack Petchey Foundation Fund	-	6,200	5,800	400
Rissen Fund	-	20,000	-	20,000
J Kennard Fund	-	5,961	-	5,961
RMG Retirement Fund	-	11,332	-	11,332
CST Security Fund	-	5,000	-	5,000
IT Subsidy Fund	-	9,882	-	9,882
Kenya Journey Fund	-	5,238	-	5,238
Jeneration Fund	-	11,000	-	11,000
Madrichim Fee Provision	-	10,000	-	10,000
Education Project	-	12,351	-	12,351
	-	£ 1,361,732	£ 1,114,044	£ 247,688

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2011

- 1 The RSY-Netzer Events Subsidy Fund is used to provide financial assistance to young people to enable them to participate in educational activities in Israel and on Shemesh summer activities
- 2 The Jubilee Lecture Fund was raised to pay for a special annual lecture on Reform Judaism
- 3 The Ministers Benevolent Fund is available to support Rabbis and their families in times of financial difficulty
- 4 The Social Action Crisis Fund is available to support social action emergencies
- 5 The New Jewish Initiative Fund is to support a wider Jewish response to current social action concerns
- 6 The RSY-Netzer Social Action Fund is money collected by RSY-Netzer to support a variety of *tzedakah* projects
- 7 The Human Rights Seminar Fund supports interfaith dialogue and action
- 8 The Ziege Fund is to provide education & training help for those who wish to participate in advanced Jewish learning prior to taking up a career within the community
- 9 The Lamedvavnik Fund is used to further develop the Movement's new prayer books and to support music education
- 10 The Jack Petchey Foundation Fund provides awards for outstanding youth leaders in congregations in London and Essex
- 11 The Rissen Fund supports the creation of new prayer books
- 12 The J Kennard Fund provides assistance to young people going on summer schemes
- 13 The RMG Retirement Fund provides assistance to young people going on Israel Tour
- 14 The CST Security Fund assists synagogues to improve their security facilities
- 15 The IT Subsidy Fund provides assistance to young people going on Israel Tour
- 16 The Kenya Journey Fund supports the Kenya Orphan Project
- 17 The Jeneration Fund supports young adults on education trips
- 18 The Madrichim Fee Provision is financial assistance for event leaders
- 19 The Education Project supports the "L'Chaim Adult Education Programme"

13 Designated Funds	Movement in Funds			Balance as at 31 12 11 £'s
	Balance as at 01 01 11 £'s	Incoming £'s	Outgoing £'s	
Manor House Development Fund	-	119,773	(22,175)	97,598
Dilapidation Fund	-	25,000	-	25,000
Leadership Development Fund	-	10,000	-	10,000
	-	£ 154,773	£ (22,175)	£ 132,598

The Manor House Development Fund has been set aside by the Movement Board to be used for future refurbishment costs of the Movement's office facilities

The Dilapidation Fund is for ongoing long term maintenance and repairs of certain buildings at the Sternberg Centre

The Leadership Development Fund is to support the training and development of current and future leaders of the Movement of Reform Judaism

14 Transfer of Funds from Unincorporated Charity

During the year the Company received funds totalling £824,153 from the Movement for Reform Judaism, an unincorporated registered charity with a Board of Trustees in common

Analysis of Movements in Funds	Unrestricted Funds £'s	Restricted Funds £'s	Designated Funds £'s	Total Funds 2011 £'s	Total Funds 2010 £'s
Incoming Resources for 2011	2,096,317	1,158,962	35,000	3,290,279	-
Resources Expended for 2011	2,070,355	1,114,044	22,175	3,206,574	-
Net Movement in Funds From Ongoing Activities	£ 25,962	£ 44,918	£ 12,825	£ 83,705	-
Transfer from Unincorporated Charity	501,610	202,770	119,773	824,153	-
Impairment Loss	279,494	-	-	279,494	-
Fund Balances Carried Forward	£ 248,078	£ 247,688	£ 132,598	£ 628,364	-

The Movement for Reform Judaism

Notes to the Financial Statements Year Ended 31 December 2011

15 Analysis of Net Assets between Funds

	Tangible Fixed Assets £'s	Net Current Assets £'s	Long Term Liabilities £'s	Total £'s
Restricted Funds		247,688	-	247,688
Designated Funds		132,598	-	132,598
Unrestricted Funds	72,724	175,354	-	248,078
	£ 72,724	£ 555,640	-	£ 628,364

16 Impairment Loss

An impairment loss of £279,494 was taken in 2011 which is the write-off of capitalised expenses towards a new building for the Movement for Reform Judaism that is no longer going to happen

17 Connected Charities

The Movement for Reform Judaism is an association of 42 Reform congregations throughout the United Kingdom

Connected charities not under the control of The Movement for Reform Judaism are the Leo Baeck College, the Manor House Trust and the Reform Foundation Trust. The contact address for these charities is

The Sternberg Centre
80 East End Road
Finchley
London N3 2SY

During the year a grant of £636,102 was received from the Reform Foundation Trust and grants of £350,000 were paid to the Leo Baeck College

Officer and Advisers

Solicitors

Davenport Lyons
30 Old Burlington Street
London
W1S 3NL

Bankers

National Westminster Bank Plc
3rd Floor, Lough Point
2 Gladbeck Way
Windmill Hill
Enfield
Middlesex
EN2 7JA

Auditors

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

Life President President

Sir Sigmund Sternberg KC*SG
Rabbi Dr Tony Bayfield CBE

Officer

Chief Executive

Ben Rich (commenced 1 May 2011)

Principal Address

The Sternberg Centre for Judaism
80 East End Road
London
N3 2SY

Company Limited by Guarantee
Company Number 07431950

Registered Charity
No 1139806

www.
reformjudaism.org.uk

www.
rsy-netzer.org.uk

www.
generation.org

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The movement for
REFORM JUDAISM