REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 NOVEMBER 2019

FOR

BROMLEY & DISTRICT REFORM SYNAGOGUE LIMITED
(A company limited by guarantee)

Company Number : 04583645 (England and Wales)
Charity Registration Number : 1098431

Brindley Goldstein Ltd
103 High Street
Waltham Cross
Hertfordshire
EN8 7AN

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A20 05/08/2020 #3
COMPANIES HOUSE

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LEGAL AND ADMINISTRATIVE INFORMATION

Directors and Trustees	M Brooks-Evans (Chairman) K Hyams (Vice Chairman) L Lewis (Secretary) S Hurley (Treasurer) S Alberti E Carr M de Lange M Freeman G Harris A Jackson Dr P Jeffree B Kurtz D Posner Dr J Posner H Small N Springer
Secretary	L Lewis
Registered Office and Principal Address	28 Highland Road Bromley Kent BR1 4AD
Company Number	04583645 (England and Wales)
Charity Registration Number	1098431
Independent Examiner	Brindley Goldstein Ltd 103 High Street Waltham Cross Hertfordshire EN8 7AN
Bankers	HSBC plc 184 High Street Bromley Kent BR1 1HL

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2019

Structure, Governance and Management

The Trustees, who are also the directors of the charity for the purposes of the Companies Act 2006, present their report and the independently examined financial statements for the year ended 30 November 2019. 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), applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin1 (effective 1 January 2015).

Since the Charity qualifies as small under section 383, the strategic report required of medium and large companies under The Companies Act 2006 (Strategic Report and Director's Report) Regulations 2013 is not required.

Governing Document

The synagogue was previously an Association which incorporated on 6 November 2002 and registered as a charity on 8 July 2003. It is a charitable company limited by guarantee and established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1.00.

Recruitment and Appointment of New Trustees

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Board of Trustees. Under the requirements of the Memorandum and Articles of Association the members of the Board of Trustees are elected to serve for a period of one year after which they must be re-elected at the next Annual General Meeting (AGM). All members are circulated with invitations to nominate trustees prior to the AGM advising them of retiring trustees and requesting nominations for the AGM.

Trustees Induction and Training

Trustees are already familiar with the charity's objectives, activities and practices as all Board members must be Synagogue members. Board trustees are usually members of the Synagogue for some time prior to their Board election. At their first Board meeting, they are provided with a note pertaining to performance expectations and guidelines.

Since the Board is relatively small, and activities tend to centre on the synagogue, Board members act within an active religious institution and community. This provides many opportunities for informal dissemination of appropriate information regarding Board functions and structure.

Trustees familiarisation with the Board and Committee structure, practices and activities arise through these informal meetings and discussions, as well as committee membership, participation in Board meetings and events. Also information on various committee memberships and activities are maintained in the Synagogue's Administrative Office.

Organisational Structure

The Board of Trustees, which can have up to 18 members, administers the charity directly, through an Executive Committee and through various sub-committees. The Board meets a minimum of eight times annually. It is responsible for the strategic direction and policies of the charity. At present, the Board of Trustees has 16 members from a variety of professional backgrounds.

A Board Chairman is elected by the members to manage and oversee day-to-day activities of the charity. There are sub-committees and special purpose committees covering religion and ritual issues, education, health & safety, security, building matters, social and fund raising matters and communication, which meet as required to further and attain their objectives. To facilitate effective operations, the Chairman has delegated authority within terms approved by the trustees, for operational matters, including finance, health & safety, security and administration.

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2019

Related Parties

The following trustees and connected persons received remuneration under a teaching or Youth Worker contract:

- S Hurley	£1,143	(2018: £1,174)
- L Evans	£1,493	(2018: £1,234)
- H Small	£1,065	(2018: £810)

No insurance has been taken out to protect the charity against losses arising from neglect or default of the trustees. Neither have the trustees been indemnified in respect of the consequences of any such loss.

Data Protection Policy

The Trustees ensures that the Synagogue is in compliance with the Data Protection Act 2018 and General Data Protection Regulation 2016/679 (GDPR) and the Electronic Communication (EU Directive) Regulations 2003 (PECR).

Risk Management

External risks to funding have led to the development of a plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of members, staff, volunteers and visitors to the synagogue. These procedures are periodically reviewed to ensure that they continue to meet the needs of the charity. Another key element in the management of financial risk is the setting of a reserve policy and its regular review by the trustees.

Objectives and Activities

The synagogue is a congregation formed with the objects of advancing Progressive Judaism by the provision and maintenance of public worship and for such other charitable purposes as the governing body shall determine. Each year the trustees review the objectives and activities to ensure they continue to reflect our aims. In carrying out this review the trustees have considered the Charity Commission's general guidance on public benefit and in particular its supplementary public guidance on the advancement of religion for the public benefit.

In order to further those objects the governing body has:

- procured premises
- employed a full-time rabbi
- established sub-committees charged with the responsibility of overseeing matters such as religion and education
- Installed equipment to allow on-line streaming of services, adult education and guest speaker sessions.
- established a Sunday School ("Cheder") for members' children
- employed a part-time head teacher for its Sunday School
- provide professional security officer for the Cheder
- employed a part-time Youth Worker(s) and established a youth club and youth programme
- established a Library within the premises
- established a by-monthly Social Centre for older members
- promoted a monthly magazine which details all Synagogue's activities ("Highlight") and an audio version for member's who would benefit
- promoted weekly electronic communications of impending activities relevant to the membership.
- established and maintained a web-site and a presence on other social media
- Installed and maintained security and door entry systems for the security of its members and visitors and provide training via the CST for door volunteers
- Have a representative on the Board of Deputies committee
- Have a representative on the Bromley SACRE committee

The management of the Synagogue is laid down by the Governing Documents. Trustees are elected annually at an AGM by all members who are entitled to vote.

The Executive Officers are the Chairman, Vice Chairman, Secretary and Treasurer. Trustees appoint an Executive Committee consisting of the Executive Officers, the Chairman of the Education Committee and the Senior Warden. In addition, the trustees appoint one of its members to be a representative of the trustees. All staffing is via volunteers, except for the Rabbi, a part-time Administrator, a part-time Head Teacher, a a part-time Youth Worker. The Sunday school teachers and classroom assistants receive a remuneration. Other service providers are paid via invoice.

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2019

A quorum for a trustees meeting is half of the Executive Officers plus a third of the remaining members.

The minimum number of meetings, the process by which they are to be called and any matters or situations which may invalidate such calling and the actions taken at meetings, are set out in the Governing Document.

Minutes are kept and are available for public scrutiny.

Trustees are kept fully informed of the workings and deliberations of sub-committees by the chairman of each sub-committee who is directly answerable to the trustees.

All contracts of employment are approved by the Board of Trustees.

Subscriptions for membership are recommended by the trustees and are subject to approval by the members in the Annual General Meeting.

Board and the Trustees
The Board who are also the trustees and who served during the year were:

M Brooks-Evans (appointed Chairman 12/03/2019)
K Hyams (Vice-Chairman)
L Lewis (Secretary)
S Hurley (Treasurer)
S Alberti
E Carr
M de Lange
M Freeman
A Fried (resigned 12/03/2019)
G Harris
A Jackson
Dr P Jeffree
B Kurtz
S Lask (resigned 12/03/2019)
D Posner
Dr J Posner (resigned as Chairman 12/03/2019)
R Rolle (resigned 12/03/2019)
H Small (appointed 12/03/2019)
N Springer

No trustees received any remuneration for services as a trustee during the year.

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2019

Achievements and Performance

The charity's activities are within the overriding objective of providing an institution, organisation and premises to advance the practices of the Jewish faith within a progressive and egalitarian structure. Activities include charitable giving, education for all ages, development of its premises, social programmes for elder members, youth programmes, as well as reaching out into the wider community in which the synagogue exists and operates for the public benefit.

Education & Other Events.

The synagogue Sunday school ("Cheder") has operated successfully during the year. There are currently 54 under 16 years old involved with the Cheder, of which 47 are students varying in age from 5 to 13 years. Classes are run by a combination of teachers and class-room assistants plus a Head Teacher. In addition, there is a PTA group and a part-time music teacher. The cheder also started a Klezmer band this year.
A new Head Teacher was appointed for the start of the 2019 academic year.
The Gan (nursery) group meet on a Sunday morning and has a register of 20 children.
There were a number of adult education events and courses during the year open without charge to synagogue members, their families and conversion students. Also a number of speakers were invited to speak at the synagogue during the year. In addition there was a communal Seder for Pesach and a Chanukah Party.
Two major fund raising events were held during the year, a musical evening called Klezz-Jazz and a quiz night.
The synagogue's Book Club was re-established during the year.

Charitable Giving

Charitable giving is a Jewish value and commandment. This is expressed in part by supporting external charities. A number of charities are recommended by Board members and after discussion three are approved by the Board. There is no benchmark for this appeal. The Appeal this year resulted in a total fund of £14,627. In addition £1,790 was donated and sent to the Board of Deputies.

A Caring Community

The synagogue prides itself on being a caring community. One aspect of this is the Social Centre which focuses on elderly members who are either physically or emotionally in need. The Centre provides a twice-monthly meeting and gathering for social purposes, including gentle exercises, lunch and varied lectures and programmes for members. The Social Centre is self-funded but assistance with transport costs is provided by the synagogue via the Transport Fund set up in 2013. In addition the Synagogue provided partial funding for "Tea Parties for the Alone & Lonely" which are held at a member's residence. CPR and First Aid training was provided during the year.

Youth

The Board of Trustees are supporting a long term strategy to invest in youth activities for member's children. The synagogue employs two part-time Youth Workers to run the Youth Club which meets once a month after cheder on a Sunday. As well as meeting in the synagogue building, there are also outside events funded by the grant monies or the synagogue.

Involvement in the Wider Community

Another key area is involvement within the local community. We have a Schools' visiting programme administered by a member of the Board. Schools and Cub Scout Packs request to visit the synagogue to meet curriculum/club badge requirements. Our programme aims to introduce Jewish history, traditions, practices and activities.
During the year 10 different schools visited the synagogue. The synagogue took part in Mitzvah Day and was involved with the local CCJ (Council of Christians and Jews) and 3FF (Three Faiths Forum) groups. A number of CCJ and 3FF meetings were held at the synagogue during the year. In addition the synagogue hosted a coffee morning as part of the Macmillan Trust annual fund raising event. The synagogue also hosted a concert given by the Everyone Matters musicians. The synagogue continued its connection with the homeless centre. 999 Club Trust

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2019

Communications

Internal communications with members is always important. The synagogue publishes a monthly magazine, Highlight, which is complemented by an email news letters called e-light. The aim of e-light is to supplement Highlight by publishing dates that did not make Highlight's deadline, to remind readers of imminent events and act as a 'noticeboard' for messages or items of interest. In addition, the Synagogue produces a CD version of the Highlight magazine, called Talking Highlight, for members of the community who are unable to read the printed version. The synagogue also has a website and Facebook page.

Membership

Since most funding comes from members' subscriptions, maintaining the number of members is fundamental to the synagogue. A growing membership is essential to support and enhance the charity's objectives and its continuing existence. Therefore the synagogue continues to focus time and effort in this area. During the year we added 10 people to the membership. This was offset by six losses through resignation, six cancelled memberships and 11 deaths.

Premises & Security

An important part of the Board of Trustees role is to ensure that the synagogue's premises are adequately maintained and secured. As well as ensuring there is security for services, cheder and other events, the Board maintain the security of the building and its surroundings with security cameras and well maintained emergency lighting. This year the we have greatly improved our security by installing CCTV cameras and new front door and intercom systems. Also our internal and external lights were replaced were necessary to be in line with current fire safety standards and more environmentally friendly.

Review of Financial Results

STATEMENT OF FINANCIAL ACTIVITIES

Incoming Resources/Revenues

Revenue for general charity purposes arises primarily from subscriptions paid by members. These monies are increased by tax claimed under the Gift Aid Scheme. Such revenue totalled £155,591 compared to a budgeted figure of £165,141; The 2018 amount received was £150,241. The shortfall to budget is due to net payment shortfalls £6,960 offset by new member revenue ahead of budget £1,814 with lost revenue due to resignations, removals and deaths of £3,011.

Other donations/recoverable tax totalled £14,376 verses a budget of £12,870. The total for 2018 was £18,297. £1,875 of this was a generous donation towards our upgraded security.

Grants receivable are £736. This is from the Donor Trust to pay: £226 for the Youth Club leader to attend Limmud; £140 to refund for New Member Packs given out during the year; £220 to cover the cost of the party given for recent new members and £150 to allow the Ann Frank talk given at the Synagogue to be free entry.

Income of £2.825 was received in the year from a bequest. This category is never budgeted.

Remaining income was £6,860 and includes monies from: Advertising in Highlight, Conversion course students and non-members paying for courses, Passover Seder and festival tickets, school & scout group visits, fund raising social events, shop sales and hiring out of the garden room. After adjusting for expenditure incurred in the year on a number of these the comparison would be income of £3,860 compared to a budget of £2,750. The adjusted total for 2018 was £6,039.

Total Unrestricted incoming resources/revenues was £180,388 for the year (£171,952 adjusted compared to a budgeted amount of £180,761). The comparative adjusted figure for 2018 was £174,577.

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2019

Resources Expended/Expenses

'Subscription to Religious Organisation' of £19,531. This payment to Reform Judaism is calculated at 13% of prior year Subscription income and is in full and final settlement of our 2019 Levy.

Other expenses (adjusted for income and capital items) associated with the synagogue's activities and objectives are: 'Minister and Religion/Ritual expense' - £73,345 versus a budget of £74,040; This item includes a budgeted expenditure of £7,500 of relocation costs for the new rabbi. 'Education expense' - £25,010 verses a budget of £27,155; 'Publicity & Promotion expense' - £3,311 versus a budget of £3,630 and 'Other expenses' - £1,744 versus a budget of £1,315.

'Minister and Religion/Ritual expense' is under budget due to lower Minister costs. The new rabbi started later than budgeted in mid-January which helped off-set the unbudgeted cost of the new service streaming system. Education expense' was under budget due to the change over timing for employing a new Head Teacher. 'Publicity & Promotion expense' is under budget due to a reduction in photocopying costs with the replacement photocopier.

Adjusted costs associated with day to day synagogue administration include: '28 Highland Road expense' of £36,681 versus a budget of £34,060 and 'Management & Administration expense' - £29,330 versus a budget of £28,098.
'Management & Administration expense' is over budget due to unexpected computer repair costs and unbudgeted approved payroll costs.

As a result there is an Unrestricted net shortfall for the year of £6,091 which gives, after adjusting for income and capital items, a shortfall of income over expenditure of £11,156 versus a budgeted shortfall of £7,069.

Details of unrestricted funds movements are set out in Note 12 to the Accounts.

BALANCE SHEET

Fixed Assets

Streaming equipment was purchased and installed in the Sanctuary. A comprehensive security system was installed plus an upgraded door entry and intercom system. To save on the cost of paper towels and their impact on the environment, a hot air hand dryer was installed in the upstairs ladies toilet.
A mobile phone was purchased for the rabbi's use.

Details of capital expenditure are set out in Note 9 to the Accounts.

Restricted Funds

The New Building & Sanctuary fund ended the year with a balance of £650,001. This represents capitalised amounts. Other restricted funds totalled £12,699. Details of such movements are set out in Note 13 to the Accounts.

Subscription Rate Increase

It is the policy of the charity to maintain positive cash balances throughout the year, and to actively bolster and sustain reserves. Cash balances were in line with this policy at all times during the year. Our current financial situation is satisfactory in terms of ability to serve our present needs and the reserve policy. But to meet our on-going needs and future plans, it has been decided to recommend an increase of 2.0% in line with inflation at the time of setting. This increase means that the full-payer subscription rates for 2020 are £505 (single) and £1,010 (family).

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2019

Reserves Policy

The Trustees have established the level of reserves the charity ought to have. Reserves are defined as unrestricted funds not designated for specific use. The level is set at 3-6 months operating expenditure available at any time during the year. Reserves are needed to bridge any gap arising from the seasonal nature of incoming resources versus the more even expenditure throughout the year. They are also needed to cover emergency or unexpected costs, or repairs to the premises, or other unplanned or unexpected but required expenditure. Finally, and significantly, they are required to ensure sufficient cashflow in the charity if there is a significant drop in funding. This last criterion is that the charity's current activities can be maintained, whilst consideration is given to ways in which to address the nature of and solution to the funding situation.

Under this definition, adequate reserves at 30 Nov 2019 would be £46k-£93k and for 2020 (based on the budgeted expenditure) £45-£90k. Actual reserves at 30 Nov 2019 are £84,667 in line with the above definition. This level of reserves is as a result of continued cost control, as well as discipline regarding subscription and related monies.

Plans for Future Periods

Much of the charity's efforts and programmes are in support of its core activity and objective of worship and practice of the Jewish faith. There are developments and programmes for the coming year arising from various sources, as well as a range of on-going activities derived from the core practice and worship.

Plans include the following:

- to employ a full time rabbi. Our current rabbi's contract ends effective 16th January 2020.
- the continued provision of education opportunities for children and adults throughout the year.
- continued provision of Family and Children's services to meet the needs of the community.
- continuing provision of care activities and programmes under the Caring Community Committee.
- continuing provision of assistance with transportation to Synagogue or related events.
- further active pursuit of new members.
- continued maintenance of the premises and surrounding grounds.
- active involvement in the wider community under existing programmes, as well as with and through the "Reform Judaism", of which the charity is a longstanding member.
- to continue connection with the homeless centre, 999 Club Trust.
- to invest in youth activities via the in-house Youth Club led by a trained Youth Worker
- to encourage new members to the Board, particularly those who have not served on the Board previously.
- to upgrade the sound system & induction loop in the Sanctuary and Garden Room

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2019

Responsibility of the Trustees in relation to the financial statements
The trustees (who are also the directors of Bromley & District Reform Synagogue Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and 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 incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

(a) select suitable accounting policies and then apply them consistently;
(b) observe the methods and principles in the Charity SORP;
(c) make judgements and estimates that are reasonable and prudent; and
(d) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to 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.

Members of the Board of Trustees
Members of the Board of Trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who served during the year and up to the date of this report are set out on page 4.

In accordance with company law, as the company's directors, we certify that:
- so far as we are aware, there is no relevant information of which the company's independent examiners are unaware;
- and as the directors of the company we have taken all the steps that we ought to have taken in order to make ourselves aware of any relevant information and to establish that the charity's reporting accountant is aware of that information.

Approval
This report was approved by the trustees on 16/01/2020 and signed on their behalf by:

.....
M Brooks-Evans (Chairman)

ACCOUNTANTS' REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF BROMLEY & DISTRICT REFORM SYNAGOGUE LIMITED

I report on the accounts for the year ended 30 November 2018, which are set out on pages 11 to 20.

Respective responsibilities of trustees and examiner
The charity's trustees (who are also the directors of the Company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report
My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statements below.

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements
- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Brindley Goldstein Ltd
103 High Street
Waltham Cross
Hertfordshire
EN8 7AN

Brindley Goldstein Ltd

Date 28/2/20

STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2019 £	Total 2018 £
INCOMING RESOURCES					
Incoming Resources from Generated Funds:					
Voluntary Income:					
Subscriptions Rec'ble/Recoverable Tax		155,591	-	**155,591**	150,241
Donations Rec'ble/Recoverable Tax		14,376	42,425	**56,801**	56,894
Grants Receivable	2	736	-	**736**	1,492
Activities for generating funds:					
Bequest/Legacy	2	2,825	-	**2,825**	1,000
Other Income	2	6,860	-	**6,860**	9,609
Interest Income		-	-	-	-
Total Incoming Resources		**180,388**	**42,425**	**222,813**	**219,236**
RESOURCES EXPENDED					
Costs of Generating funds	4	3,356	-	**3,356**	3,361
Charitable Activities					
Subscription to Religious Organisation	4	19,531	-	**19,531**	19,653
Grants Made	4	1,306	22,296	**23,602**	23,986
Cost of activities in furtherance of the Charity's Objects	4	162,513	39,114	**201,627**	170,608
Governance Costs	4	-		-	-
Total Resources Expended		**186,706**	**61,410**	**248,116**	**217,608**
NET INCOMING/(OUTGOING) RESOURCES BEFORE TRANSFERS		**(6,318)**	**(18,985)**	**(25,303)**	1,628
Gross Transfers between Funds	5	227	(227)	-	-
NET MOVEMENT IN FUNDS		**(6,091)**	**(19,212)**	**(25,303)**	**1,628**
Reconciliation of Funds					
Total Funds brought forward		263,142	681,911	**945,053**	943,425
Total Funds carried forward		**257,051**	**662,699**	**919,750**	**945,053**

The notes on pages 12 to 20 form part of these accounts. The statement of financial activities includes all gains and losses in the year. All incoming resources and resources expended derive from continuing activities.

BALANCE SHEET AS AT 30 NOVEMBER 2019

	Notes	£	2019 £	£	2018 £
Fixed Assets					
Tangible Assets	**9**		703,239		718,543
Current Assets					
Stocks in Shop		1,596		1,574	
Debtors	**10**	38,261		37,862	
Cash at Bank and in hand		190,560		195,464	
		230,417		234,900	
Creditors: amounts falling due within one year	**11**	(13,906)		(8,390)	
Net Current Assets			216,511		226,510
Net Assets			**919,750**		945,053
Represented by					
Unrestricted Funds	**12**		257,051		263,142
Restricted Funds	**13**		662,699		681,911
Total Funds	**14**		**919,750**		945,053

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 November 2019.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 30 November 2018 in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with section 386 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to small companies subject to small companies regime in accordance with FRS 102 SORP.

The financial statements were approved by the Board of Trustees on 16/01/2020 and were signed on its behalf by:

M Brooks-Evans (Chairman)

S Hurley (Treasurer)

NOTES TO THE ACCOUNTS

1 ACCOUNTING POLICIES

1.1 **Basis of preparation**

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.
The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice Practice effective from 1 April 2005 which has since been withdrawn.

1.2 **Fund accounting**

- Unrestricted funds are available for use at the discretion of the Board of trustees in furtherance of the general objectives of the charity.
- Restricted funds are subjected to specific restrictions on their expenditure imposed by the donor or through the terms of an appeal. The uses of the restricted funds are set out in the notes to the financial statements.

1.3 **Incoming resources**

- Donations, legacies, subscriptions and other forms of voluntary income are recognised as incoming resources when receivable, except insofar as they are incapable of financial measurement. Income tax recoverable in relation to donations and subscriptions received under Gift Aid are also recognised when receivable.

1.4 **Resources expended**

- Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which are irrecoverable, and is reported to the SOFA as part of the expenditure to which it relates.
- Expenditure on grants is recorded once the Trust has made an unconditional commitment to pay the grant and this is communicated to the beneficiary or the grant has been paid, whichever is the earlier.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis e.g. floor areas, per capita or estimated usage.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities. The value of services provided by volunteers has not been included in these accounts.
- Cost of generating funds comprise the costs associated with attracting voluntary income and the costs of trading for fundraising purposes including the charity's shop.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. Administration expenditure includes all direct expenditure not directly related to the charitable activity or cost of generating funds. These include costs of running office premises and salaries for administrative staff.

1.5 **Tangible fixed assets and depreciation**

Tangible fixed assets other than Freehold Land are stated at cost less accumulated depreciation. All assets costing more than £100 are capitalised. Depreciation is provided at rates calculated to write off the cost of each asset over its expected useful life, which are as follows:

- Freehold land and buildings	Not depreciated/Nil
- Freehold improvements	Straight line over 50 years
- Fixtures, fittings & equipment	Straight line over 7 years
- Fixtures, fittings & equipment - Scrolls	Nil
- Computer Equipment	Straight line over 5 years

Extensive rebuilding work funded by the New Building Restricted Fund has resulted in larger Fixed Assets. Depreciation is therefore charged to the appropriate fund resources.

NOTES TO THE ACCOUNTS

1.6 **Stock**
Stock is valued at the lower of cost and net realisable value.

1.7 **Pensions**
The pension costs charged in the financial statements represent the contributions payable during the year in accordance with FRS 17.

1.8 **Tax**
The charity is a registered charity and accordingly is exempt from taxation on its income and gains where they are applied for charitable purposes.

2 ANALYSIS OF TOTAL INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	Total Fund 2019 £	Total Fund 2018 £
Voluntary Income:				
Grants Receivable				
Donor Trust	736	-	736	240
Goldman Trust	-	-	-	252
Jack Petchey	-	-	-	1,000
	736	-	736	1,492
Activities for generating funds:				
Bequest/Legacy and Other Income				
Cheder	250		250	250
Education	1,778		1,778	910
Fund Raising & Social Events	1,170		1,170	4,025
Hire of Garden Room	100		100	-
Legacy	2,825		2,825	1,000
Religion & Ritual	2,395		2,395	2,603
School Visits	720		720	800
Other	447		447	1,021
	9,685	-	9,685	10,609

NOTES TO THE ACCOUNTS

3 SUPPORT COSTS

Allocation to activities on actual costs incurred:

	Teaching Salaries £	Admin. & Estab-lishment £	Audit & Account-ancy £	Consult-ancy & Prof'l £	Total Fund 2019 £	Total Fund 2018 £
Cost of Generating Funds						
Generation of Voluntary Income		3,356			3,356	3,361
Charitable Activities						
Services and Office Supplies		4,595			4,595	4,134
Education	12,287	5,403			17,690	17,232
Minister		11,781			11,781	3,805
Professional Fees					-	-
Religious and Ritual		11,530			11,530	11,293
Governance Costs					-	-
Total Support Costs	12,287	36,664	-	-	48,952	39,825

4 ANALYSIS OF TOTAL RESOURCES EXPENDED

	Staff Costs £	Property Maint. £	Support Costs £	Other £	Depre-ciation £	Total Fund 2019 £	Total Fund 2018 £
Cost of Generating Funds							
Generation of Voluntary Income			3,356			3,356	3,361
	-	-	3,356	-	-	3,356	3,361
Charitable Activities							
Subscription to Religious Organisation				19,531		19,531	19,653
	-	-	-	19,531	-	19,531	19,653
Grants Made							
Board of Deputies				1,790		1,790	-
Fahil-Clore Centre, Akko				5,253		5,253	-
Nightingale Hamerson				4,257		4,257	-
Summer Hype (Finchley Reform Synagogue)				5,117		5,117	-
Leo Baeck College				-		-	1,000
Mylsrael				-		-	5,756
Freedom From Torture				-		-	3,912
Jewish Dead Association				-		-	3,711
Other Charitable Donations, each up to £250				-		-	160
Other				7,185		7,185	9,447
	-	-	-	23,602	-	23,602	23,986
Cost of activities In furtherance of the charity's objects							
Admin Salaries	24,640					24,640	23,844
Services and Office Supplies			4,595			4,595	4,134
28 Highland Road		16,750	7,011			23,761	24,967
Catering & Housekeeping		3,601				3,601	3,634
Education	7,607		17,690			25,297	26,142
Funerals including JJBS				17,750		17,750	17,646
Minister	50,612		11,781			62,393	31,837
Professional Fees				840		840	840
Religious and Ritual			11,530			11,530	11,293
Other	500			862		1,362	1,202
Depreciation					25,858	25,858	25,067
	83,359	20,351	52,607	19,452	25,858	201,627	170,606
Governance Costs	-	-	-	-	-	-	-
Total Resources Expended	83,359	20,351	55,963	62,585	25,858	248,117	217,606

NOTES TO THE ACCOUNTS

5 TRANSFER BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	2019	2018
	£	£	£	£
	227	(227)	-	-
	227	(227)	-	-

6 NET MOVEMENT IN FUNDS FOR THE YEAR

	2019	2018
	£	£
The net movement in funds for the year is stated after charging:		
Depreciation of tangible fixed assets - for use by the charity	**25,858**	25,067
Auditors' remuneration	-	-

7 EMPLOYEES

	Number	Number
The average monthly number of full time employees during the year was:		
Minister	**1**	1
Office Administration	-	-
	1	1

Employment Costs

	£	£
Wages and Salaries	**57,158**	52,510
Social Security Costs	**7,527**	6,942
Pension Costs	**2,324**	1,885
	67,009	61,337

	Number	Number
The number of employees whose annual emoluments were £60,000 or more were:	-	-
	-	-

NOTES TO THE ACCOUNTS

8 TRUSTEES REMUNERATION AND EXPENSES

The trustees are directors of the company and received no remuneration, nor were they reimbursed any expenses in the year.

9 TANGIBLE FIXED ASSETS

	Freehold Property & Improvements	Furniture, Fittings & Equipment	Computer Equipment	TOTAL
	£	£	£	£
COST				
As at 01/12/2018	987,772	118,716	2,260	1,108,748
Addition	0	10,554	0	10,554
Disposal	0	506	0	506
As at 30/11/2019	987,772	128,764	2,260	1,118,795
DEPRECIATION				
As at 01/12/2018	285,754	102,887	1,564	390,205
Charge for year	19,603	6,072	184	25,858
Eliminate on Disposal	0	506	0	506
As at 30/11/2019	305,357	108,452	1,747	415,558
NBV				
NBV as at 30/11/2019	**682,415**	**20,311**	**513**	**703,239**
NBV as at 30/11/2018	702,018	15,828	697	718,543

Note:

1. FF&E additions relate to: Mobile phone for the rabbi's use, Fob, Intercom & Security systems, Streaming equipment and hand-dryer in the ladies
2. All tangible fixed assets are used for or to support charitable purposes.
3. Capital commitments contracted for as at 30 November 2019 were £Nil (2018 - £Nil).

NOTES TO THE ACCOUNTS

	2019	2018
10 DEBTORS		
	£	£
Income Tax Recoverable	**32,629**	31,802
Capital Bromley Ltd: Rent deposit	**1,938**	-
Subscriptions & Donations	**1,380**	3,183
Prepayments	**1,618**	1,279
Donor Trust	**586**	-
De Landen Leasing Ltd	**-**	805
BT Group plc	**-**	261
Other Debtors, each below £500	**110**	532
	38,261	37,862

11 CREDITORS: Amounts falling due within one year		
	£	£
Funeral Expenses	**4,400**	-
Employment Costs	**3,663**	460
Utilities	**1,682**	-
Prepaid Subscription monies	**891**	671
Independent Examiners Fee	**840**	840
Professional Fees (Rabbinic)	**738**	-
Maintenance & Upkeep Costs	**671**	1,910
Jewish Deaf Association	**-**	3,711
Security	**340**	180
Other Creditors, each below £500	**682**	617
	13,906	8,390

NOTES TO THE ACCOUNTS

12 UNRESTRICTED FUNDS

	Balance as at 1 Dec 2018	Transfer Between Funds	Realised Gain on Disposal	Movements in Resources: Incoming	Movements in Resources: Outgoing	Movements in Resources: Depn	Balance as at 30 Nov 2019
	£	£	£	£	£	£	£
Unrestricted Funds	263,142	227	-	180,388	(181,216)	(5,490)	257,051

13 RESTRICTED FUNDS

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 as at 1 Dec 2018	Transfer Between Funds	Movements in Resources: Grants / Donations Received	Movements in Resources: Interest & Gift Aid Received or due	Movements in Resources: Outgoing	Movements in Resources: Depn	Balance as at 30 Nov 2019
	£	£	£	£	£	£	£
Board of Deputies	90	(360)	1,700	360	(1,790)		-
Burial Scheme	-	-	17,750	-	(17,750)		-
Cheder:General	64	-	-	-	(64)		-
Cheder:Outings	999	-	-	-	-		999
External Charities:Donations	1,527	133	16,637	-	(16,770)		1,527
External Charities:Gift Aid to	-	-		2,703	(2,703)		-
Garden Room & Garden	422	-	50	13	-		485
Jack Petchey Grant	1,199	-	-	-	(530)		669
Music Director/Teacher	3,000	-	-	-	(500)		2,500
Music for Services	-	-	3,160	40	(238)		2,962
New Building & Sanctuary	670,369	-	-	-	-	(20,369)	650,001
Scrolls	1,668	-	-	-	-		1,668
Transport	2,512	-	10	3	(636)		1,889
Youth	62	-	-		(62)		-
	681,912	(227)	39,307	3,118	(41,043)	(20,369)	662,699

NOTES TO THE ACCOUNTS

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2019 £
Fund Balances at 30 November 2019 are represented by:			
Tangible Fixed Assets	53,238	650,001	703,239
Current Assets	212,957	17,461	230,417
Creditors: amounts falling due within one year	(9,144)	(4,762)	(13,906)
Creditors: amounts falling due after one year	-	-	-
	257,051	662,699	919,750