

## Annual Report (2013)



Throughout Jewish history, no place has been as important to Jews and the Jewish community as the synagogue. No other organisation has the same potential to transform Jewish lives – the synagogue is the natural home of prayer, of learning, of social action and of pastoral care.

## **Chairman's Report:**

This was the year that Alyth turned 80, and what a wonderful birthday year we have had. We began our year of celebrations way back in June, at Alyth, on a sunny Sunday afternoon with a community birthday party. Over 750 people turned up to celebrate - which we did in style. There were a host of activities all afternoon, a running tea with endless delicious homemade cakes, and a wonderful concert from Graham Gouldman that had everyone out of their seats and cheering in the Leo Baeck Hall.

Throughout the year there have been other celebrations too, including the launch of the Alyth Cook Book, and there is a comedy night still to come.

As always, these events showcased the magnificent partnership that exists between the professional team and volunteers. Every time Alyth puts on an event, it is superbly planned and executed with enormous commitment from so many people. We are truly fortunate, and our birthday year allowed us to reflect on this and also to celebrate our past and thank all those who have invested in the Shul for the last 8 decades.

This time last year I said that the primary challenge for this Executive and Council was to make dynamic and appropriate appointments to enhance our Rabbinic and professional team. I am delighted to say that we have met this challenge in full. On 1 January 2014, we welcomed our two international recruits. Firstly, from Canada via Chicago, Cantor Cheryl Wunch joined our Clergy team. We are all so pleased to have Cheryl with us, working with the Rabbis, Viv and Lynette in supporting all aspects of synagogue life from developing our multiple services, to responding to pastoral needs and of course, to being a very gifted Cantor.

Then, following Ruth Weiner's retirement, we also found our new Kindergarten Head Teacher. We were delighted to appoint Cindy Summer to the role and she also began in January. Cindy joined us from Taiwan where she was a head teacher of a large pre-school. She brings a wealth of experience with her as well as a clear love of community and children. We are very excited to have her expertise in taking forward our very special Kindergarten.

We are also delighted to announce the appointment of Adam Martin as our new Community Director. His role is a newly created one and is essentially to ensure the smooth running of the Synagogue, managing all its supporting functions both behind the scenes and "front of house".

Sadly we have also had to say a couple of goodbyes. Over the last year we have been helped enormously by Josh Dubell and by Rupert Villiers. Rupert joined us on a temporary basis and supported us so fantastically in the office and at events over this transitional period. A big thank you to them both.

So it has been a year of new beginnings for many of our professional team at Alyth, and the coming year brings two other beginnings based on the priorities set by Council two years ago when I became Chairman.

The first is around welcoming and communications. We can't be a community that is truly welcoming and inclusive without knowing how best to communicate with our members. After a community-wide consultation we know that effective communication is different for everyone and needs to be as personalised as possible. We are currently working on a new website and database which will improve our communication dramatically and contribute to a far more welcoming community.

The building was also another priority set by Council and the second beginning I referred to. We would like to extend and/or adapt the building so that it can respond adequately to the demands of our parallel minyanim and be fit for today's and tomorrow's purposes. Included within that is long overdue work in the Sanctuary to improve the sound and technology and enhance the aesthetics. We have significant funds in place, and consulting with our members about the project and fundraising in earnest will begin soon.

There is a further exciting project to report on. Together with Finchley Reform Synagogue, and we hope the MRJ and Leo Baeck College, we are setting up a new charity called Shofar. Shofar will provide a day care facility for our very youngest members. It will run in addition to both of our Synagogues' Kindergartens, share the Kindergartens' same values and ethos, but be available as an alternative childcare option. We are very excited by this opportunity both to provide a more extensive day care option, which we know many of our members with young families would like, and to work together with FRS.

So, as I complete my two year stint as Chairman, I do so with a feeling of excitement for Alyth's future. Our professional team and lay leaders continue to work with energy and dynamism as do all the fantastic volunteers who cook, welcome, create, innovate and keep us safe. A big thank you to every one of them. Special thanks have to go Executive, our President Brenda Freedman, and Vice Chairman Mark Harris for their wisdom, commitment and hours and hours of time; and of course huge thanks to our Clergy team for inspiring us all to be the best that we can be and for leading by example.

*Harriet Radley - Chair*

## President's Report:

Alyth at 80! What a year it has been!

Beginning with a moving shacharit service at No 2 Meadway, the house where the first service of the nascent North West Reform Synagogue was held in 1933. On to an amazing Birthday Garden Party (and it didn't rain!), a fantastic Graham Gouldman concert, the launch of the Alyth Cookbook, Birthday Bake Off and a chocolate demo and then ending with Alyth Comedy evening.

In this our Year of Wisdom, we have been able to recruit some very wise and able new members of staff gleaned from all corners of the world and bringing with them, their multiple experiences to add to our already talented team. Cindy Summer hails originally from South Africa, but travelled around teaching in many countries; we are fortunate to have her as our new Kindergarten Headteacher. Cantor Cheryl Wunch comes from Canada via Chicago; she has been able to fit into our Clergy team seamlessly and her presence is now becoming apparent around the congregation. Also added to our renewed professional team we have been able to encourage Adam Martin to take on the enormous task of Community Director; home grown, with a head for detail and a personality that doesn't ruffle easily – which is really needed in his job! Our latest recruit is a new secretary to field many first congregational enquiries, as well much else; Bonnie Lemer will greet you with a lovely smile and attempt to solve your query or send you off to someone who can. We welcome all our new faces, thank the Chairman Harriet and her team for all the efforts involved in finding these wonderful people, and look forward to a long and happy relationship with them all.

80 is the age of wisdom and we are blessed at Alyth with many amazing 'wise' members as well as the largest number of young people of any Reform synagogue in England. This diversity is reflected in the variety of activities both social and educational you can find at Alyth any day of the week. At any time when you come to the building you can find activity, friendship and companionship, a cup of tea from the kitchen and maybe even a biscuit or cake, everyone is always welcome.

So now we come to Alyth beyond 80. Be assured that the momentum will not be lost. So none of the projects that have been on a slow, some might say a very slow burn; fixing the sound system, lighting the Halter windows, they are coming nearer to fruition. There are other exciting projects coming along that I am not at liberty to disclose at present, but which I know will be of interest to all our members.

We continue to find new ways to connect with our members, whether it be Alyth@home, interesting speakers, education programmes, alternative services, weekends away, rambles, group discussions or singing, Alyth has a place for you. So I look forward to seeing you in our building when something excites your interest ... Whatever interests you, come along and try it with us!

*Brenda Freedman - President*

## **Clergy Report: Highlights of 2013**

The Alyth Clergy Team plays an active role in every aspect of the shul. Alongside our work leading services, teaching and caring for members, we work with our lay partners, providing oversight and management for our colleagues in the staff team, as well as seeking to support lay volunteers as they contribute to the life of the synagogue - building new projects, leading services, supporting one another.

We can never express enough our gratitude to all the volunteers and lay leaders with whom we are privileged to work, for the effort and love that they bring to this very special community. We must especially thank the Executive and Honorary Officers with whom we work so closely, who give so much precious time to the synagogue.

The highlights of the year that we created together are too numerous to mention. Below are just a few. None of them were possible without you.

### **The Clergy Team**

One of the main features of 2013 was the development of our clergy team.

We began 2013 with Rabbi Mark on sabbatical, and with Rabbi Maurice working with Rabbi Josh full time. On Mark's return, Maurice continued to work with us part time as we continued our search for a cantor. We also enjoyed the contribution of Rabbinic Student Leah Jordan, who was with us from September 2012 to June 2013. We congratulate her on her ordination last Summer.

By the end of the year, we were thrilled to be preparing to welcome our new colleague, Cantor Cheryl Wunch, who began work with us on 2 January 2014.

We would like to put on record our huge appreciation for Maurice's contribution over the two years since Rabbi Laura left. He has been a steadfast and warm colleague, and we are delighted that he is remaining part of the team.

### **Adult Learning**

As every year, we are very proud of the adult learning opportunities that we offered during 2013. Our weekly Gateway (co-taught by Rabbi Josh and Jon Epstein) and Talmud (with Rabbi Mark) classes continue to inspire and inform, providing space for exploration and discussion. So, too, our regular Shabbat morning shiurim, which this year looked at topics as diverse as the Jewish Community of the Caribbean, the Secret of a Good Sermon, Organ Donation and Shechita.

Other highlights of the learning year included our Ten Day of Teshuvah programme, our Tikkun Leyl Shavuot in conjunction with the Oxford Centre for Hebrew and Jewish Studies, the scholarships-in-residence of Professor Marc Michael Epstein and Rabbi Golan Ben-Chorin. Over the year we also welcomed the knowledge and teaching of Cantor Ellen Dreskin, Rabbi Dr Tony Bayfield, Rabbi Dr Deborah Kahn-Harris, Danny Friedman QC, Jude Williams and Samia Diab of the Leo Baeck Centre in Haifa.

### **Community Building**

In October 2013 the Clergy Team, together with other members of the Staff Team began a series of weekly meetings in members' homes throughout the Alyth community. In each meeting members were invited by postcode to the home of another member where one of the Alyth Rabbis and a member of the staff team would enjoy a conversation with them to

learn what matters to them in Judaism. Our aim in doing so over more than thirty of such meetings is to build a picture of how we can build adult engagement with the Jewish life of the Synagogue and more closely meet our members' needs. We have been working with our findings from all of the meetings, which were carefully noted to build the Synagogue programmes and have found this to be effective. We also got to meet many members who it is difficult to access through Synagogue services. These meetings will continue until July 2014 under the name Alyth @ Home.

A member of the Clergy team also calls everyone who enquires about membership of the Alyth community as does a member of the Membership Committee, also inviting them to our popular New Members' Dinners. We also call anyone who has told us that they are considering resigning from the community. Our aim is to ensure that we build as personal a relationship as possible with our members and to help to make their Jewish journey meaningful. Lynette Sunderland meets everyone who wishes to join the Synagogue in order to ensure that we begin to know them at this stage. We would like to express our thanks to the Membership Committee, led by Carole Markey, for all their hard work to welcome new members into our community.

### **Tefillah (services)**

Throughout 2013, Alyth continued to offer a variety of services to meet the needs of our diverse membership, and to celebrate the lifecycle moments of our community, including 51 B'nei Mitzvah during the calendar year. Our Classical service, which is blessed with the musical contribution of our Synagogue Choir, led by Viv Bellos, hosted the majority of our life cycle celebrations in its special atmosphere of relaxed formality. The Warden Team of Selina Gellert, Michael Simon and Nicola Feuchtwang provided a steady hand and great warmth as they helped to support and build services alongside the Clergy Team.

Kuddle-Up Shabbat, Torah Theatre, Kollot and The Big Bang continued to attract large numbers of members, drawn to their distinctive styles and approaches. We are very grateful to Justin Wise, Peter Backman, John Cohen and David Brown for their leadership of Kollot, and to the Big Bang musicians for helping to create such a fun and uplifting environment for prayer.

In October 2013, based on a recommendation coming out of our Tefillah Consultation process, which was led by Robert Weiner, we introduced a new parallel service space, the Tefillah Laboratory, on the first Shabbat of each month, in which the Clergy Team can experiment with new models for adults and children. These have continued into 2014. For more information, see each month's Around Alyth.

As well as Shabbat services, we also ran a full programme of services for the festival calendar, including multiple services on the chaggim, a special commemoration on Yom HaShoah, Purim services, and an evening of prayer and study for Tisha B'Av, which was run jointly with Finchley Reform Synagogue. Our High Holy Day provision was full and diverse. Anyone looking at 5774's High Holy Day brochure will have been struck by the extraordinary range of services, spiritual and study opportunities, which are a unique aspect of Alyth life which we continue to enhance and develop.

### **Alyth in the Wider Jewish World**

One of the important aspects of the work of the Alyth Clergy is our contribution to wider Progressive Judaism, and our voice in the Jewish world. During the year we have been regular contributors to the Jewish Press, including Rabbi Josh's regular columns as part of this year's JC Sidra Panel.

Rabbi Mark began the year as Chairman of the Assembly of Reform Rabbis; Rabbi Josh, rather to his surprise, ended the year as its Treasurer! During 2013, Rabbi Josh was also appointed Rabbinic Vice-Chairman of the Leo Baeck College and both Mark and Josh also teach at the college regularly (leading classes on Life Cycle and Service Leading respectively). Rabbi Maurice is the Van Der Zyl Director of the College's Vocational programme. Among other responsibilities taken on by the team, Mark is a member of the Executive Board of the European Union of Progressive Judaism, and Josh has recently joined the Board of Governors of Akiva School.

### **Other highlights of the Clergy Year**

As clergy, many of the most moving and important moments in our year are private, small, and intimate interactions with Alyth members. However, as Alyth clergy we are also blessed to be able to participate in large community celebrations, too.

February saw the third Alyth Weekend Away, in which 165 members joined together for a full weekend of activities and programmes reflecting the vitality of our community. We genuinely brought the spirit of Alyth with us for another wonderful weekend, coordinated by Ruth Smilg, Noeleen Cohen and Abi Baum.

From June, we began a year of events to mark Alyth's 80th birthday. These included a morning service in the very same room at 2 Meadway where the first Alyth service took place (for which we thank Alyth members Robin and Rakhee James who opened their home for the occasion), followed by the quite extraordinary Alyth 80 party, in which over 750 members came together for what was, genuinely, a party. The team of people who helped put the event together was large and committed, and we thank you all. The same group also filled the Synagogue in November for a special supper quiz with questions based around the past eighty years.

Other highlights of 2013 included two wonderful concerts. We welcomed Craig Taubman to Alyth in July, and were treated to a special concert from our member Graham Gouldman in October as part of our Alyth 80 celebrations. We are grateful to him for sharing his talent with us, as we are to all those who have made such major contributions to the community over the year.

## **Staff Update:**

During 2013 we continued to build the best professional team to work with our congregation:

In January 2014 Cantor Cheryl Wunch joined our Clergy Team - the Rabbinic Team has been renamed in recognition of the valued expertise she brings. Her appointment came at the end of a two year search for a person who could bring new and complementary skills to our community. Cheryl has already made a great impression on those with whom she's worked or taught.

At the same time as Cheryl's arrival we were able to make five other long-planned appointments or changes of role in our team in order to meet our members' future needs.

Lynette Sunderland has become Director of Welfare and Life Cycle for Alyth. This means she is at the centre of ensuring that members in need receive the pastoral support that can make a difference, from the Alyth clergy, herself and the team of volunteers she continues to build. Her work in the Jewish life cycle means the Shul can connect with our members at the many points of transition in their lives.

This role was made possible by Adam Martin's promotion from Director of Galim (Education and Youth) to Community Director. Adam's job gives him responsibility for all the support functions of the Synagogue and the management that goes with this. This frees the Clergy Team, Lynette and Viv to work directly with our members, while he delivers the back up and control of the Synagogue's operation and costs.

Josh Moritz has become the Head of Youth Engagement. This is so we can address the very different needs of children who receive Jewish Day School education compared to those that attend secular schools. Many feel that community life is irrelevant to them. We want all children to feel included and engaged and intend to actively reach out to our young people, person by person. We can no longer succeed in helping them start out in Jewish life by, for example, just running clubs and activities and hoping that they will come.

David Yehuda Stern joins the Galim team as Head of Education and continues to develop the formal education provision that the synagogue provides. Sam Brunner also joins as Youth Worker, bringing skill and great enthusiasm into our team so that more and more young people will enjoy Jewish life beyond formal education.

Rabbi Maurice Michaels, who first joined us to help during the interim as we searched for a new full-time member of the Clergy Team, has now been retained as a part-time member of the team, enabling us to better serve the needs of our elder generation and to bring his expertise in Interfaith work into the shul.



## **Report from the Movement for Reform Judaism:**

2013 was another busy and exciting year for the Movement for Reform Judaism.

'Haggadateinu' was launched – the first ever UK Reform haggadah for the whole Movement embodying our core values. The L'Chaim adult education programme got underway, helping people define and raise confidence in their Reform Judaism: "Completely engaging and inspiring" said one participant.

The second MRJ Music Conference took place in the summer - an energetic, inspiring experience to enrich the musical and spiritual life of our communities. Alyth's own Robert Weiner was elected as MRJ Chair. Tribute was paid to outgoing Chair Jenny Pizer, noting her outstanding contribution over nine years both as Chair and as a Board member.

'Hubs' have been launched in the North – serving the eastern and western regions they allow communities to work collaboratively, pooling resources and sharing knowledge. The Northern Communities Weekend was a great success. "Such a special weekend", said one participant, "I feel nourished and re-invigorated".

Some familiar faces have taken up new roles in MRJ. Rabbi Debbie Young-Somers has joined us as our Community Educator, helping ensure Reform values are cascaded to all ages throughout the Movement's communities. And Charlotte Fischer, a former RSY-Netzer madricha (leader) became the first London Citizens Jewish community worker promoting grassroots activism within MRJ and fostering alliances between faith communities and other groups.

230 young people had an amazing and formative experience on Israel Tour. With six tours it was our biggest in over a decade, and together with RSY-Netzer Shemesh summer camps and day camp made sure it was a summer to remember for almost 1000 young people, laying firm foundations for the future of our Movement. RSY-Netzer's Mega-chalutz leadership seminar was described by one participant as "the best RSY-Netzer event I've ever been on and possibly the best Jewish experience of my life".

Last year's RSY-Netzer Shnat Israel gap year had 15 participants. Our student project, Jeneration, has attracted large numbers to a wide variety of events on campuses across the country and its free High Holy Day pass scheme has made Reform services accessible to almost 200 young adults.

Rosh Hashanah saw the launch of a new Progressive Judaism page in the Jewish News featuring weekly opinion and learning from Reform rabbis, educators and lay people. 2013 was also a year of increased media coverage and appearances from Rabbi Laura Janner-Klausner and many other of our rabbis, ensuring our values are heard nationally and internationally.

Our rabbis and educators flew the Reform flag at the annual Limmud conference in December; teaching, debating and exploring our Judaism, with others right across our community. Reform rabbis as well as lay and professional representatives also attended the World Union for Progressive Judaism conference in Jerusalem and the URJ Biennial in San Diego.

## **Alyth Choral Society**

**Chair:** Lucille Sher

**Members:** Gill Epstein  
Philip Garfield  
Carol Holmes  
Rose Leigh  
Linda Perez  
Barbara Segal

**Meetings:** 28/5/13, 8/7/13, 10/9/13, 19/11/13

### **Function/Terms of Reference:**

Alyth Choral Society is a leading Jewish Choir of friendly and enthusiastic singers whose main aim is to bring the joy of choral music to a wide audience across the community.

Key activities during 2013 include:

- Mendelssohn's Elijah performed by ACS for our 30th anniversary on 17 March 2013
- Shirat Hayam (Song of the Sea) by Julian Dawes, our composer in residence, performed on 8 December 2013

## **Alyth Kindergarten Management Board**

**Chair:** Nicola Feuchtwang - from May 2013 (Executive Member)

**Members:** Rabbi Josh Levy  
Jacqueline Fisher (Chair) – to May 2013  
Ruth Weiner (Head Teacher) – to July 2013  
Rozanne Singer (Deputy Head / Acting Head)  
Simon Sanders (Treasurer)  
Lisa Bayfield (Parent Governor)  
Juliet Levinson (Parent Governor)  
Sarah Langsford (Synagogue Governor)

**Meetings:** February, June and October (once during each school term)

### **Function/Terms of Reference:**

To consider all matters relating to the Kindergarten or as requested by the Council of the Synagogue in the manner of a Board of Governors. (NB The Alyth Kindergarten Parents' Committee is a separate body which focuses on fundraising and organising social events.)

2013 was a year of significant change for the Kindergarten. Ruth Weiner gave notice in January that she would step down as Head teacher at the end of the school year. Following a careful recruitment process, Cindy Summer was appointed to succeed her but was unable to join us immediately (taking up her post in January 2014). Rozanne Singer, deputy head, agreed to "act up" for the second half of the year, leading the staff team and maintaining a very positive and stable environment for the children in the Kindergarten.

These changes, together with the need to employ additional staff to cover sickness absence, have however had an impact on the Kindergarten finances, necessitating a rise

in fees and careful examination of all expenditure. Meanwhile there is the constant challenge of ensuring that we remain abreast of the evolving statutory framework for Early Years provision, in terms of published policies and procedures as well as day to day practice, while also continuing to offer each child the unique preparation for school and for life which has been the hallmark of Alyth Kindergarten for so many years.

### **Bereavement Group**

**Chair:** Myra Bloch

**Members:** Sheila Angel  
Anne Gold  
Carol Lubliner  
Jennifer Emanuel  
Valerie Lis  
Helen Paiba

#### **Function/Terms of Reference:**

To make contact with members of the community who have been bereaved.

Once again the bereavement group have met several time throughout 2013 in order to co-ordinate calls of support to members of the congregation who have been bereaved. The group is supported by the Clergy Team and the Director of Welfare and Life Cycle. Early in 2014, Myra Bloch, stepped down as co-ordinator. An enormous vote of thanks is offered to Myra, who not only set up the group more than ten years ago but has facilitated it throughout this time. Her contribution has been invaluable and we are all very grateful for this. Lynette Sunderland in her role as Director of Welfare and Life Cycle now takes over the facilitation of this group. Thanks as ever goes to the volunteers who take on this work which is appreciated by all those who are called following the loss of their near and dear ones.

### **Board Of Deputies Of British Jews**

**Members:** Jeremy Baum  
Lawrence Radley  
Marketa Zvelebil  
Jackie Naftalin  
Noam Tamir

In addition, our member, Laura Marks, representing the Movement for Reform Jewry, is the Senior Vice-President of the Board.

**Meetings:** 8 Plenary Sessions, plus numerous group and divisional meetings

#### **Function/Terms of Reference:**

The Board's role is to represent and safeguard Jewish life in the UK. NWRS's elected deputies' role is to represent NWRS on the Board.

Jackie Naftalin is also founder and Chair of the Board's Women's Group to increase representation of women at all levels within the Board.

Over the last year Alyth deputies have spoken at plenary sessions on many subjects ranging from Israel advocacy, representation of women and the Board's involvement in a project run by Oxfam.

Please contact any of the deputies through the Synagogue office if there are any issues you feel should be addressed by the Board or if you have views on issues being debated by the Board which you feel ought to be heard.

Information on the Board's activities can be found on the Board's website - [www.bod.org.uk](http://www.bod.org.uk)

## **Chevra Kadisha**

**Members:** It is not usual to publicise the names of those taking part as they remain anonymous to maintain the dignity of the deceased and the integrity of the Chevra Kadisha – the holy society. However, we would like to thank the 22 members of the Chevra for their dedication and commitment. in fulfilling this mitzvah.

### **Function/Terms of Reference:**

This newly-established group comprises members from both Alyth and Finchley Reform Synagogues and members of the Chevra officiate at taharot – the ritual washing of a met (body) prior to burial or cremation.

We have met several times this year and training has been undertaken now by the majority of the chevra.

Alyth was delighted to host the first Movement for Reform Judaism Chevra Kadisha Dinner in February 2014 to which 54 members of Reform Chevrei Kadishot attended. We have also had a large input into the prayer booklet used for taharot and ongoing training and support is provided for all members.

For more information: Lynette Sunderland, Director of Welfare & Life Cycle  
020 8457 8793.

## **Cycling Community**

**Chair:** Laurance Mendoza

**Members:** Riders of the cycling community are either members of Alyth or friends of the members. We have chief mechanic and various leaders.  
The age range of cyclists ranges from 16yrs up to over 70yrs of age.

**Meetings:** Every second Sunday in the month  
Twice a month during the summer

**Function/Terms of Reference:**

We meet on the morning of every second Sunday in the month, in nearly all weather conditions, for a 30 mile ride to Hertfordshire where we have a 20-30 minute breakfast stop. We also meet twice a month during the summer evenings for rides around a park, usually a 15-18 mile ride. In addition, we meet whenever possible for relaxed rides on a Sunday morning too, these are usually central London rides around parks and back streets and canals. These rides are usually 12 miles+.

We cycle, we meet new friends, we raise money, we get fit and we have a lot of fun.

We had an Alyth 80th Birthday Celebration Ride in the beautiful surroundings of Hertfordshire, with the most delicious lunch stop at a pre- arranged pub called the Horns.

We held a Birthday celebration ride in November that coincided with Remembrance Sunday where we observed the 2 minutes silence in Whitehall.

2013 was the launch of the “Alyth in the Park” rides, riding from Alyth at 6.30pm to Regents Park for a few laps of the park, then back, usually home around 8.15 to 8.30pm

2013 was also the launch of “Alyth Relaxed Rides”; shorter distance at a slower pace, with more women joining this group. A new relaxed country ride will be introduced for 2014, which will be on much quieter country roads and paths.

Alyth Cycling Community has created many new friendships within Alyth, there is a strong bond amongst the regular group and a desire to encourage and help others to be a part of one of the many rides available.

To date the Alyth Cycling Community has raised just over £26,500 in sponsorship money for various organisations, from just 3 charity bike rides - something we are all very proud of. Two Alyth cyclists have been invited to have tea at the House of Commons.

**Financial Advisory Committee**

**Chair:** David Leigh

<b>Members:</b>	Harriet Radley	Mark Harris
	Jeremy Smilg	Russell Baum
	Gordon Smith	Dan Rosenfield
	Nahed Ennasar	Rabbi Mark Goldsmith

**Function/Terms of Reference:**

- 1) The on-going monitoring of the investment performance of GAM in their role as fund managers.
- 2) Looking at ways of rationalising the number of individual trusts or funds held within the framework of the Synagogue.
- 3) Considering the level of funds that should be held as a reserve, compared with funds that may be available to support the activities of the Synagogue.

Key activities during 2013 include;

- Devising a strategy by which the surplus funds of the Synagogue can be invested in an appropriate fashion.
- Identifying, interviewing and selecting fund managers to undertake responsibility for the investment of the Synagogue's surplus funds.
- Appointing GAM to fulfil the role of investment fund managers.
- Realising a gain on the disposal of the previous investments held by the Synagogue in the sum of approximately £69,000.
- Evaluating the performance of GAM during the initial period in which they were managing the funds of the Synagogue which took effect from 4th July 2013.

Many thanks to all those members of the FAC who have given up their time during the year and also made invaluable contributions, for which I am most grateful

### **Galim (Education and Youth)**

**Chair:** Caronne Graham (Executive Member)

**Clergy Support:** Rabbi Josh Levy Cantor Cheryl Wunch

**Galim Team:** Adam Martin (Galim Director) – to December 2013  
Josh Moritz (Director of Youth Engagement and Outreach)  
David Yehuda Stern (Director of Education)  
Samantha Brunner (Youth Worker)  
Farah Joseph (Galim Administrator)

**Members:**

Abi Baum	Jon Epstein
David Finlay	Jane Gordon-Boyd
Saul Hyman	Sarah Mendoza
Laurance Mendoza	Jemma Mendoza (youth Rep)
Harry Stern (youth Rep)	Lesley Michaels
Lucy Weiner	Angela Wilson

**Meetings:** May 3rd 2013, July 22nd 2013, Oct 8th 2013, Dec 9th 2013, Feb 11th 2014, April 7th 2014

#### **Function/Terms of Reference:**

The Committee will give support and guidance to the Galim team in the delivery of innovative and inspirational programmes of formal and informal education for our young people between the ages of 4–18 years.

We are now in the fourth year of Galim, the joint Youth and Education department. Our dedicated team works to strengthen and enrich the Jewish identity of all the young people in our community. Through formal and informal learning, social action and group experiences, our programmes prepare young people for adult Jewish life. Galim works in partnership with families, Jewish day schools and RSY-Netzer to convey a positive, relevant and content rich Judaism.

Alyth is a large community with approximately 900 4-18 year olds. The department is committed to providing events and activities for all of them. Our aim is to have a comprehensive programme of activities, including multiple tracks for the broad range of family and individual needs across the community.

Since last year the structure of the Galim department has changed. We said a fond farewell to Adam Martin and wish him luck in his new role as Community Director. We welcomed David Yehuda Stern (Director of Education) and Samantha Brunner (Youth Worker) to the team, as well as moving Josh Moritz into the exciting new role of Director of Youth Engagement and Outreach.

### **Galim Sunday Morning**

Galim Sunday mornings continue to provide engaging, quality and content rich programmes for approx 150 young people. We create a warm, caring atmosphere where each child is valued. Learning takes place in both formal and informal settings which engender Reform Jewish values and the skills and knowledge the children will need post Bnei Mitzvah.

The morning is run by 12 adult teachers who are ably assisted by 17 trained madrichim (leaders). The Dagim (Fish) programme is for school years 1-3 and now includes the option for reception children to join in. Our Krishim (Sharks) programme is for school years 4-6. Ruach Yom Rishon is for everyone in School Year 7.

Hebrew is taught at the Hebrew Breakfast Club using the Booja! booklets and is adapted for all abilities. Alongside the booklets our Hebrew co-ordinator, Inbal Zafir, continues to develop educational games, siddur and multimedia activities, festival material and writing exercises to reinforce the childrens' learning. Hebrew is taught for one hour a week.

### **GCSE JS**

We continue to teach the Jewish Studies GCSE syllabus in one year. In addition to preparing the class for taking their GCSE, the programme also provides a positive Jewish educational experience.

### **SatCh - Shabbat Family Learning Group**

Facilitated by Lynette Sunderland, SatCh meets every other Shabbat during term time, we use drama, arts and crafts and singing to learn all about our Judaism. The children continue to progress with their Booja! Hebrew books and through such games as Hebrew Bingo and Hebrew hangman!

We continue to mirror the general Galim curriculum and topics have included Shabbat, God, How We Behave and Ethics and Festivals, including creating the Pesach story collage led by the fantastic Sheree Charalampous. As well as participating in joint learning with their children, parents enjoyed their own sessions for the majority of mornings. Although SatCh is small in numbers those who attend are dedicated and are a very keen group of parents and children.

### **Ruach Erev Shabbat – B’nei Mitzvah Programme**

The Ruach programme currently has nearly 70 children registered. It runs for 5 terms leading up to their B’nei Mitzvah. It continues to offer young people and their families a chance to explore many aspects of what it means to become a son/daughter of the commandments, as well as offering practical advice. The Ruach programme tries to build lasting links between peers and their community, not only through the weekly classes and regular Friday night service attendance, but also through educational trips abroad and residential in the UK.

As part of the programme we have one-to-one meetings, both pre and post Bar/Bat Mitzvah. It is in these meetings that we discuss how the needs of the family can best be met.

### **Mentoring**

In the final lead up to the Bar/Bat Mitzvah, our young members are assigned a mentor (one of 18 at present) who is a peer and who has recently had their own Bar/Bat Mitzvah. All our mentors have been on a training course which has been developed and implemented by Caronne Graham. Caronne has led the mentoring programme for the past 6 years. This year she hands the reins over to Josh Moritz. We would like to thank Caronne for her vision and careful co-ordination.

The Galim team have worked tirelessly to bring excitement and enjoyment to the education and youth provision at Alyth. They have ensured that the children of our community can look forward to embarking on their Jewish Journeys with knowledge and commitment to their future as part of Alyth and the wider community.

Here are some of the highlights of the past year:

### **RSY-Netzer Day Camp (29th July – 2nd August 2013)**

This was a positive partnership with RSY-Netzer. Over the week there were 60 participants ranging from Reception – Yr 6; 30 were Alyth members. Partnering with RSY-Netzer meant recruitment was wider and further reaching than in-house events. We found that many regular participants of Summer Days and Spring Days attended Day Camp. We also found that Day Camp attracted Sunday Morning Galim members who had not participated in similar internal day schemes.

### **Summer Madness (22nd-26th August 2013)**

This year was an “adventurous” Summer Madness with 30 (Yr4-7s) and 19 madrichim (including two young madrichim from the Leo Baeck Centre in Haifa). Once again there was a good mix of Site activities and self run programmes. This was the second year that Madness has been run over Shabbat and this year it was enhanced by Rabbi Josh leading the Saturday morning service with Josh Moritz.

### **Sukkot Sleepout (20 – 21 September 2013)**

Our legendary Sukkot Sleepout returned again for its 22nd year and is as strong as ever, with thirty children in years 4-8 sleeping out in the Sukkah in tents.



### **Ruach Residentials – Years 6 and 7 (Oct 2013, Jan 2014, March 2014)**

These were the first events of the new structure trying to create lasting relationships amongst year 6 and 7 age groups around their B'nei Mitzvah. We have run three separate weekend Ruach Residentials in the last year, two for year 7 in October and January, and one for the year 6 group in March. The year 7 residentials were attended by 21 of the age group, while the year 6 residentials were attended by 28 of the year group.

### **Year 8 Barcelona Trip (28-31 Oct 2013)**

This year's B'nei Mitzvah trip went to Barcelona. The final number of attendees was 15. The trip itself provided an enjoyable and sociable Jewish experience for the participants and helped to create friendships and communal ties.

### **Festival Teas**

We have run festival teas for Sukkot, Chanukah, Tu B'Shvat, Purim and Yom Ha'atzmaut over the last year. These teas provide activities, songs and festival related food for under 7s.

### **Alyth's Secret Cinema (November 2013 and March 2014)**

We have continued with our series of 'one-off' Secret Cinema events for school years 7 and 8. The identity of the film is kept a secret, and the participants experience an evening themed around the film, culminating in a screening. Our Secret Cinema events average 15-20 participants.

### **T'fillah Laboratory – Horrible Histories**

Rabbi Mark and Josh Moritz have developed a new educational family Shabbat service, the Horrible Histories Shabbat. This service is themed around teaching about the meaning and origin of parts of the service through stories, songs and activities. So far this year, we have run the Brutal Barachu and the Scary Shema.

### **Hadracha Course – Years 9 and 10 (Nov 2013- March 2014)**

Our leadership training has undergone some changes this year. Instead of occurring fortnightly on Sundays throughout the year, we have changed it to a more compact course on Thursday evenings, and have created a course for both year 9 and year 10. From November- February, we ran 10 sessions for ten participants in year 10, with many of them putting their skills into practice on residentials, schemes and one-off events. In February and March, we began our year 9 hadracha course, with twelve attending the course, and they will continue the course in the summer and into year 10.

### **Spring Days (7th-11th April 2014)**

34 children enjoyed our holiday scheme in the lead up to Pesach.

### **School visits**

Over the last 12 months, the Galim team have run Jewish educational programmes in the following schools: Henrietta Barnet, JCoSS, Highgate, UCS, City of London, Hampstead Parochial School, Akiva and Haberdasher's Girls.

## Human Resources Committee

**Chair:** Lanny Silverstone

**Members:** Harriet Radley Mark Harris  
Rabbi Mark Goldsmith Ruth Wellin (retired during year)  
Nancy Traeger (joined during the year)  
Adam Martin (joined during the year)

**Meetings:** May 2013; October 2013

### Function/Terms of Reference:

To support the Executive, Honorary Officers, Council and Rabbis in creating and maintaining an overview of HR Strategy & HR Management including effective administration and documentation.

Key activities during 2013 include:

- Discussing and reviewing recruitment requirements and procedures
- Overseeing staff review procedures
- Reviewing organisational chart
- Reviewing training requirements
- Reviewing and advising on organisational requirements

## Israel Committee

**Chair:** John Cohen

**Members:** Hilary Davis Katinka Easton  
Rachel Elf Raviv Goldman  
Gary Lipman Lesley Michaels  
Leslie Michaels Arie Miller  
Juliette Overlander Adam Overlander-Kaye  
Honor Small Ralph Stern  
Robert Weiner.

### Rabbinic Support:

Rabbi Maurice Michaels, and Rabbi Mark Goldsmith with effect from January 2014. The Committee would like to thank Rabbi Michaels for his dedication, support and pro-active efforts in helping and advising the Committee and welcomes Rabbi Goldsmith back as its rabbinic support.

**Meetings:** 10 January 2013, 6 March 2013, 30 May 2013, 16 September 2013

### Function/Terms of Reference:

Alyth's Israel Mission Statement is that it recognizes its permanent and historic bond with the land and people of Israel, and will work actively to:

- enhance the centrality of Israel in the lives of its members;
- deepen members' engagement with Israel and its people;

- strengthen members' commitment to Israel;  
and the purpose of the Committee is to engage OUR community with Israel.

We would also like to see the values of Reform and Progressive Judaism expanded in Israel and to form an integral part of our interaction with Israel. These values of respect for democracy, pluralism, egalitarianism and equality are core values of Reform Judaism and we at Alyth need to promote these values through our interaction with Reform and progressive institutions, communities and organisations in Israel.

And what is our view on Israel – in this we ascribe to the position of our Movement, which states that:

- We have a non-negotiable commitment to the State of Israel and its security. We believe that the pursuit of peace is the highest ideal and priority. We are deeply committed to democracy, human rights and social justice, and religious pluralism.
- We are committed to two viable states as the only just and realistic solution to the present situation.
- We believe that Israel should be a Jewish state and a state for all its citizens. We believe that exponents of moderate, liberal Judaism should ally with moderate, liberal secularists and work together to combat both religious and secular extremism.

Key activities during 2013 include:

- a Yom Ha'atzmaut celebration event in April 2013 at the Sternberg Centre together with FRS, Hendon, Shar'ei Tsedek, RBRS and RSY which was considered a success by the other communities but not by us at Alyth, with only 80 Alyth members attending, compared to 180 members attending the previous events held at Alyth. We are currently planning the 2014 event, which will be held at Alyth.
- John Cohen presenting a paper on Alyth and its Israel engagement at the WUPJ Biennial Conference in Jerusalem in May 2013;
- Rotem Ilan giving a Shabbat sermon in October 2013 dealing with the deportation of children of refugees in Israel;
- The screening of the interview with Gilad Shalit followed by a panel discussion in November 2013, in conjunction with the UJIA;
- Co-ordinating all our 2013 events with the "Closer to Israel" campaign run by the Board of Deputies;
- David Janner-Klausner talking on "Ariel Sharon – Last of the Generation of Heroes" in February 2014;
- A discussion panel co-hosted with Merchavim dealing with shared society in Israel, in March 2014;
- Debating and supporting the "Sign on the Green Line" Campaign.

Leo Baeck Education Centre and Ohel Avraham Synagogue

The Israel Committee is also responsible for the twinning (partnering) relationship with The Leo Baeck Education Centre ("LBEC") and Ohel Avraham Synagogue in Haifa; Gary Lipman is the person on the Committee holding this relationship. During this period:

- LBEC sent Two Madrachim (who were hosted by Alyth families) to Alyth to lead and participate in the Alyth Summer Madness program.

- Dani Fessler, the head of LBEC, together with Eran Dubovi and Mia Dige came to Alyth to update us on LBEC's plans for the upcoming years and to plan for new events between LBEC and Alyth.
- Samia Diab spent a weekend at Alyth in 2013 to discuss and educate our community about the experience of Arab Israelis.

## **Music Department**

### **Synagogue choir**

Provides musical content of all Shabbat morning classical services and all Festival services. The choir has 16 members and expands to 28 for the High Holy Days. Rehearsals are fortnightly on Shabbat morning, 9:15 before the service.

### **Chamber Choir**

This choir has been working on a lecture recital encompassing an overview of Jewish choral music from biblical times to the present day. The choir has 12 members (by invitation) and will be performing this programme in Norfolk in May which will coincide with the launch of their CD the 'Esther Orden Collection'.

### **Singing for Pleasure**

The 20 members sing in unison and have entertained at Lansdowne Care Home and Hammerson House. They rehearse monthly on Sundays from 15:00 – 17:00.

### **Alyth Youth Singers**

There are 25 people age 13-17 in AYS. 20 'Singers' came to Berlin and gave 3 excellent concerts in October and the group will be visiting Dublin later this year. This year the Singers have performed at the Urban Dialogues event in Shoreditch, at West London Synagogue as part of Celebrate with Song and at Barnet Council's Holocaust Memorial Day commemoration in Hendon. Their rehearsals are every Wednesdays from 18:30 – 20:00.

### **Kids Choir**

There are 10 members aged 5 – 11 in this choir who sing at Friday night services and give concerts throughout the year. This year they have sung at Ravenswood, Hammerson House and the Lady Sarah Cohen home. Their rehearsals are every Friday at 17:30 before the service.

### **Preparatory Alyth Children's Theatre**

There are 8 members of PACT aged 3 – 7. The sessions (Wednesdays 17:00 – 18:00) offer an introduction to the disciplines of putting on shows and this group gives a short performance each term.

### **Alyth Children's Theatre**

There are 25 members of ACT aged 7 - 13. After a hugely successful production of 'Joseph and the Amazing Technicoloured Dreamcoat' last June this popular theatre group is working on a production of Oliver for performances this June. They rehearse every Wednesday 17:00 – 18:30.

### **Centre for Jewish Music**

The **Jewish Music Fair** is an annual one day event held in February. This year there were 25 workshops on all aspects of Jewish Music given by some of the country's leading Jewish musicians. **Lunchtime Recitals** are our one hour monthly (Wednesdays at 13:00) recitals with musicians from the London conservatoires and professional recitalists. To mark last year's Holocaust Memorial Day we put on **Angel in the Forest**, a dramatic cantata by Julian Marshall with text by Gertrud Kolmar. The Centre also put on outings to the **English Touring Opera** to see performances of 'Jason' by Cavalli at the Britten Theatre and 'Magic Flute' by Mozart at the Cambridge Arts Theatre.

### **Ramblers:**

This past year the rambles have enjoyed a 6 day ramble in the Chilterns; a weekend away in Sussex; and a week in Israel in the Judean and Negev deserts.

### **Senior Club:**

Organised by a dedicated group of volunteers, our Senior Club has continued to provide entertainment and tea for over 20 of our members on Monday afternoons.

### **Social Action:**

Direct Social Action remained a major and central aspect of Alyth's contribution to the community around us and abroad over the past year. **The Monthly Drop in for Recent Refugees** entered its second year with attendances of up to forty clients each time. It provided a place to meet, to gain help with British bureaucracy, to knit, to find help with children, to eat and enjoy. A large group of volunteers from the Alyth community made it happen each month and a report was produced to let all know how the sessions had gone. Our visitors had their origins in Somalia, the Congo, Afghanistan, Syria, Iran and many other places. We worked with the Bike Project to help people to obtain basic transport.

We ran a **Homeless Shelter** every winter Wednesday in conjunction with Golders Green Parish Church. This accommodated fifteen guests referred by Homeless Action in Barnet who were given a warm place to sleep in the church, a good evening meal and breakfast, friendly company and an atmosphere of welcome. Members of the Church and Alyth cooked together, welcomed our guests together and slept over to look after our guests. We began a second year of the Shelter in December to help our guests from then until February. Again a large group of Alyth volunteers created community between themselves to welcome and care for our guests.

**Shalom Suppers** welcome clients of the Shalom Centre and the Jewish Association for the Mentally Ill to a Friday night service and a haimische Shabbat dinner. Every six weeks or so a group of volunteers come together to prepare dinner, serve it to our guests and be with them at dinner helping to make Alyth a welcoming home for people with learning disabilities and mental illness challenges. Up to sixty guests join us at each of these dinners which have been running for the past six years.

**The Monday Club** has been part of Alyth for nearly forty years welcoming people with learning disabilities to an enjoyable evening of fun and friendship from around the local area. A group of volunteer drivers helps the club members to make their way to Alyth where they enjoy an evening of arts, music and games activity, a sandwich supper and the care of volunteers from the Synagogue. A number of the club members also participate in other aspects of the Synagogue with it having become a friendly and welcoming space for them over the years.

The **Kerch Committee** continues to support the Kerch Jewish Community for its fifteenth year. This thriving Reform Synagogue caters for hundreds of Jews in this impoverished Crimean city. We help to ensure that the learning and religious activities of the community can take place and also make contributions to the welfare of the poorest members of the community through food parcels and help with healthcare. At the end of 2013 the Russian incursion had not yet taken place but when it did the community was sufficiently resilient with the help of Alyth that its activities have continued at the same level. Alyth also helps the community to have Rabbinic support, from Ukraine in 2013 and now from Russia. Members of the Kerch committee, whose leadership transferred from Mike and Lynn Levy, who led this project with great dedication since its inception, to Geoff Short and Mike Fine, visit the Kerch community every six months or so. They worked in 2013 to raise the profile of this activity through the Alyth community with talks during services and a Supper Quiz which took place in January 2014.

We would like to thank everyone who has volunteered with us at all our Social Action projects, especially:

Debbie Rose and Cheryl Brodie (Drop in Leaders)

Ron Mellow and Ruth Smilg (Homeless Shelter Leaders)

Zvia Klier (Shalom Supper Leader)

Dennis Sher (Monday Club Leader)

Geoff Short and Michael Fine (Kerch Committee Chair and Treasurer)

### **Thursday Bridge at Alyth**

**Chair:** Sheila and Michael Angel

**Members:** Susan Bolson  
Angela Davis  
Andrea Lyttleton

**Meetings:** Each Thursday

#### **Function/Terms of Reference:**

Meeting every Thursday we enable people to have a happy and relaxed game of Bridge. Alongside the enjoyment of the competition we have raised over £5,000 for Alyth.

## **Welfare & Life Cycle**

**Organisers:** Lynette Sunderland – Community & Welfare Director  
Mark Harris – Executive Member for Welfare

### **Function/Terms of Reference:**

Alyth continues to be a model of best practice in encouraging members to fulfil the mitzvot (commandments) of nichum avelim (comforting the mourner), bikkur cholim (visiting the sick), hachnasat orchim (welcoming the stranger) and gemilut chasadim (acts of loving kindness). We aim to provide for the welfare and life cycle needs of Alyth members, to be responsible for Alyth's engagement with the whole Jewish life cycle of its members and their needs for welfare support.

### **Projects and groups:**

All our fantastic volunteers continue to facilitate the numerous welfare projects which are still ongoing and include:

- Bereavement Group (see earlier report)
- Chevra Kadisha (see earlier report)
- Carers Group
- Friday night Shalom Suppers
- Multiple Sclerosis Support Group
- Over 80 Birthday Cards
- Purim & Sukkot Deliveries
- Saturday Bayit Cham Lunches
- Senior Club (see earlier report)
- Singing for the Brain (in partnership with Jewish Care & the Alzheimers Society)
- Weekly Shul Shuttle
- Young at Heart Days

In addition to our projects, the Synagogue has continued to offer pastoral support wherever possible. From January 2014, the Director of Welfare & Life Cycle has worked closely with the Clergy team to continue and expand the pastoral work we do. We are presently addressing the immediate needs of over 100 people and this is increased on a weekly basis. In addition, as part of work done for Life Cycle, we are inviting many more members to celebrate or commemorate with their community life cycle moments in their lives.

If you are in need of welfare support, or would like to benefit from any of the above projects, or would like to celebrate or commemorate a life cycle moment, or would like to volunteer for any of the above projects then please contact Lynette Sunderland on 020 8457 8793.

## COMMUNITY STATISTICS AND GOVERNANCE

### Executive

President:	Brenda Freedman
Vice-Presidents:	Edward Cohen Gill Epstein Steve Miller
Chairman:	Harriet Radley
Vice-Chairman:	Mark Harris
Hon Secretary:	Noeleen Cohen
Hon Treasurer:	David Leigh
Senior Warden:	Selina Gellert

### Council Members for

The Building:	Michael Overlander
Galim:	Caronne Graham
Human Resources:	Lanny Silverstone
Music:	Russell Raphael
Membership:	Jackie Miller
Kindergarten:	Jacqueline Fisher (until May 2013) Nicola Feuchtwang (from May 2013)
Welfare:	Jackie Miller (until May 2013) Mark Harris (until May 2013)
Youth:	Ruth Smilg (until May 2013)
Youth Representative:	Jemma Mendoza and Harry Stern

### Staff

Clergy Team:	Rabbi Mark Goldsmith Rabbi Joshua Levy Cantor Cheryl Wunch (from January 2014) Rabbi Maurice Michaels
Community Director:	Adam Martin
Welfare and Life Cycle Director:	Lynette Sunderland
Director of Music:	Viv Bellos
Kindergarten Headmistress:	Cindy Summer (from January 2014)
Head of Youth Engagement:	Josh Moritz
Head of Education:	David Yehuda Stern
Youth Worker	Sam Brunner (from February 2014)
Hebrew Co-ordinator:	Inbal Zafir
Fundraising & Development Co-ordinator:	Sarah Langsford
Administration Team:	Farah Josephs Lisa Kagan Lesley Lass Rupert Villiers (to March 2014) Bonnie Lemer (from April 2014)
Caretaking Team:	Robert Kimemia Alan Lee Bob Morley



**Representatives of the Congregation to the Board of Deputies of British Jews:**

Jeremy Baum, Jackie Naftalin, Laurence Radley, Noam Tamir, Marketa Zvelebil

**Representatives of the Congregation to the Movement for Reform Judaism:**

Noeleen Cohen, Robert Weiner, Paul Winter

**Jewish Joint Burial Society:**

Sexton: Colin Joseph  
 Governor: Brenda Freedman  
 Alternate: Steve Miller  
 Treasurer: Claire Lubin

**Number of Adult Members of North Western Reform Synagogue as at 31 December 2013:**

2135

**Number of Life Cycle Events which took place in 2013:**

Bar Mitzvah: 24  
 Bat Mitzvah: 27  
 Weddings: 10

**Executive Attendance – January to December 2013**

Name	Number of Attendances	Possible Attendances
Ms Jacqueline Fisher *	4	4
Mrs Jackie Miller *	3	4
Mrs Ruth Smilg *	4	4
Mr David Brown **	6	7
Mrs Noeleen Cohen **	6	7
Dr Selina Gellert **	7	7
Dr Nicola Feuchtwang	10	11
Mrs Caronne Graham	10	11
Mr Mark Harris	11	11
Mr David Leigh	11	11
Mr Michael Overlander	8	11
Mrs Harriet Radley	11	11
Mr Russell Raphael	10	11
Mr Lanny Silverstone	11	11

\* To May 2013

\*\* From May 2013

## Council Attendance – January to December 2013

Name	Number of Attendances	Possible Attendances
Ms Janine Clements *	3	5
Ms Jacqueline Fisher *	5	5
Mr Adam Overlander-Kaye *	0	5
Mr Gordon Smith <sup>1</sup> *	3	5
Mr Paul Alter *	5	6
Mrs Sue Haskel **	5	6
Mr Steve Miller <sup>1</sup> **	4	6
Mr Nicky Minter **	3	6
Mrs Julia Simmonds **	5	6
Mr Russell Baum	8	11
Mr Howard Bogod	5	11
Mr David Brown	8	11
Mr Edward Cohen	5	11
Mrs Noeleen Cohen	9	11
Mrs Gillian Epstein <sup>1</sup>	2	11
Dr Nicola Feuchtwang **	11	11
Mrs Brenda Freedman <sup>2</sup>	7	11
Dr Selina Gellert <sup>3</sup>	10	11
Mrs Sara Glaser	2	11
Mrs Caronne Graham	10	11
Mr Mark Harris	11	11
Mr Paul Jonas	7	11
Mr David Leigh	11	11
Mr Arieh Miller	6	11
Mrs Jackie Miller *	6	11
Mrs Fran Moscow	9	11
Mr Michael Overlander	9	11
Mrs Harriet Radley	10	11
Mr Russell Raphael *	9	11
Mr Dan Rosenfield	10	11
Mr Lanny Silverstone	10	11
Mr Michael Simon <sup>4</sup>	2	11
Mrs Ruth Smilg	9	11
Mr Robert Weiner <sup>5</sup>	9	11
Mrs Ruth Wellin	8	11

<sup>1</sup> Vice President

<sup>2</sup> President

<sup>3</sup> Senior Warden

<sup>4</sup> Warden

<sup>5</sup> Ex Officio – past Chairman

\* To May 2013

\*\* From May 2013

\*\*\* To May 2013 as Senior Warden  
From May 2013 as Elected Member

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**NORTH WESTERN REFORM SYNAGOGUE**

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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2013**

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**NORTH WESTERN REFORM SYNAGOGUE**

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**NORTH WESTERN REFORM SYNAGOGUE**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

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**Trustees**

H Radley, Chair  
M Harris, Vice Chair  
D Leigh, Hon. Treasurer  
N Cohen, Hon. Secretary  
N Feuchtwang  
C Graham  
M Overlander  
R Raphael  
L Silverstone  
D Brown  
S Gellert

**Charity registered number**

247081

**Principal office**

Alyth Gardens  
London  
NW11 7EN

**Independent auditors**

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

**Bankers**

National Westminster Bank Plc  
104 Tottenham Court Road  
London  
W1A 3AW

Santander Plc  
2 Triton Square  
Regents Place  
London  
NW1 3AN

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**NORTH WESTERN REFORM SYNAGOGUE**

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

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**Advisers (continued)**

**Solicitors**

Osmond Gaunt & Rose  
Winston House  
349 Regents Park Road  
London  
N3 1DH

**Clergy Team**

Rabbi M Goldsmith

Rabbi J Levy

Rabbi M Michaels

Cantor C Wunch

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## NORTH WESTERN REFORM SYNAGOGUE

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### TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2013

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The Trustees present their annual report together with the audited financial statements of North Western Reform Synagogue (the charity) for the year ended 31 December 2013. The Trustees confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in March 2005.

#### **Structure, governance and management**

- **Constitution**

The charity is constituted by a Deed of Trust dated 23 February 1966 and is registered with the Charity Commission under charity number 247081. The Deed of Trust has been amended in subsequent years, the latest amendment being in May 2004.

- **Method of appointment or election of Trustees**

Trustees are elected to the Board annually in May for terms of up to three years (renewable) in accordance with the provisions of the Trust Deed.

- **Policies adopted for the induction and training of Trustees**

On joining the Board, new Trustees are provided with an informal training session with an existing Trustee.

- **Organisational structure and decision making**

The charity is administered by a Board of unpaid Trustees (Executive Members). The Board are responsible for the overall management and control of the Synagogue and meet at least eleven times a year. The work of implementing most of the policies is carried out by a number of committees who are directly responsible to the Board.

- **Risk management**

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finances of the charity, and are satisfied that systems and procedures are in place to mitigate our exposure to the major risks.

#### **Objectives and Activities**

- **Policies and objectives**

The North Western Reform Synagogue is a constituent of the Movement for Reform Judaism. Reform Judaism, is an informed and questioning, compassionate and egalitarian expression of a unique faith and culture, rooted in the tradition of the Torah, yet in dialogue with modernity.

The North Western Reform Synagogue exists in order to sustain and develop a Jewish centre for its members based on Jewish values and ethics, to meet its members' religious and communal needs, and to contribute to the wider Jewish and non-Jewish communities.

TRUSTEES' REPORT (continued)  
FOR THE YEAR ENDED 31 DECEMBER 2013

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- **Strategies for achieving objectives**

The Synagogue is committed to the advancement of the Reform Tradition and to playing its part in the development of the Progressive teaching of Judaism as a constantly evolving tradition.

- **Activities for achieving objectives**

Each year the trustees review our 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.

- **Volunteers**

In common with all charities the Synagogue is heavily reliant on the contributions made by a number of volunteers.

### **Achievements and performance**

- **Review of activities**

The principal activities of the charity in the year continued to be that of the provision of religious services, education, welfare and cultural activities.

- **Investment policy and performance**

The Trustees' investment powers are governed by the Trust Deed, which permits the charity's funds to be invested in a wide range of securities and assets.

The Board's investment policy is to aim for capital stability and safe long term growth commensurate with planned spending needs from time to time.

The Trustees will continue to manage the charity's investments in conformity with this policy and the trust deed.

### **Financial review**

- **Principal risks and uncertainties**

The Board of Trustees is responsible for the management of the risks faced by the Synagogue. The task of monitoring the charity's financial control systems and risk management processes is delegated to the Financial Advisory Committee, which is chaired by the Treasurer. Risks are identified, assessed and controls established as appropriate. Consequentially the Trustees are satisfied that the major risks identified are mitigated.

- **Reserves policy**

The Trustees' policy with regard to free reserves has been to set a target for such reserves equal to 25% of the projected subscription income (and income tax recoverable) of a typical year. Accordingly the Board sets a budget each year which aims to break-even.



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## NORTH WESTERN REFORM SYNAGOGUE

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### TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 DECEMBER 2013

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#### ● **Asset cover for funds**

The notes to the financial statements set out an analysis of the assets attributable to the various funds. The trustees are of the opinion that these assets are sufficient to meet the charity's obligations.

#### **Plans for the future**

#### ● **Future developments**

The charity will continue with the provision of religious services, education, welfare and cultural activities for the foreseeable future.

#### **Trustees' responsibilities statement**

The Trustees 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).

The law applicable to charities in England & Wales 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 charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting 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 charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Trustees on 10 April 2014 and signed on their behalf by:

**D Leigh**  
**Trustee**

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## NORTH WESTERN REFORM SYNAGOGUE

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### INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF NORTH WESTERN REFORM SYNAGOGUE

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We have audited the financial statements of North Western Reform Synagogue for the year ended 31 December 2013 set out on pages 8 to 22. The financial reporting framework that has been applied in their preparation is applicable law and the Financial Reporting Standard for Smaller Entities (effective April 2008) (United Kingdom Generally Accepted Accounting Practice applicable to Smaller Entities).

This report is made solely to the charity's trustees, as a body, in accordance with section 145 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' 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 charity and its trustees, as a body, for our audit work, for this report, or for the opinion we have formed.

#### **Respective responsibilities of Trustees and auditors**

As explained more fully in the trustees' responsibilities statement, the Trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditors under section 145 of the Charities Act 2011 and report to you in accordance with regulations made under section 154 of that Act. 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 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 and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. 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 charity's affairs as at 31 December 2013 and of its incoming resources and application of resources 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 Charities Act 2011.

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**NORTH WESTERN REFORM SYNAGOGUE**

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**INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF NORTH WESTERN REFORM SYNAGOGUE**

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**Matters on which we are required to report by exception**

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

**Nyman Libson Paul**

Chartered Accountants  
Statutory Auditors

Regina House  
124 Finchley Road  
London  
NW3 5JS  
10 April 2014

Nyman Libson Paul are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

**NORTH WESTERN REFORM SYNAGOGUE**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 DECEMBER 2013**

	Note	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
<b>INCOMING RESOURCES</b>					
Incoming resources from generated funds:					
Voluntary income	2	1,236,483	32,463	1,268,946	1,165,743
Investment income	3	10,666	-	10,666	21,924
Incoming resources from charitable activities	4	296,519	56,522	353,041	315,123
<b>TOTAL INCOMING RESOURCES</b>		<u>1,543,668</u>	<u>88,985</u>	<u>1,632,653</u>	<u>1,502,790</u>
<b>RESOURCES EXPENDED</b>					
Costs of generating funds:					
Costs of generating voluntary income	5	11,083	-	11,083	689
Investment management expenses	6	1,542	-	1,542	-
Charitable activities	7	1,600,845	181,610	1,782,455	1,514,064
Governance costs	9	4,320	-	4,320	4,200
<b>TOTAL RESOURCES EXPENDED</b>		<u>1,617,790</u>	<u>181,610</u>	<u>1,799,400</u>	<u>1,518,953</u>
<b>NET RESOURCES EXPENDED BEFORE INVESTMENT ASSET DISPOSALS</b>		(74,122)	(92,625)	(166,747)	(16,163)
Gains and losses on disposals of investment assets	13	68,606	-	68,606	-
<b>NET RESOURCES EXPENDED BEFORE REVALUATIONS</b>		(5,516)	(92,625)	(98,141)	(16,163)
Gains and losses on revaluations of investment assets		17,475	-	17,475	54,644
<b>NET MOVEMENT IN FUNDS FOR THE YEAR</b>		11,959	(92,625)	(80,666)	38,481
Total funds at 1 January 2013		706,873	2,614,768	3,321,641	3,283,160
<b>TOTAL FUNDS AT 31 DECEMBER 2013</b>		<u><u>718,832</u></u>	<u><u>2,522,143</u></u>	<u><u>3,240,975</u></u>	<u><u>3,321,641</u></u>

The notes on pages 10 to 22 form part of these financial statements.

**NORTH WESTERN REFORM SYNAGOGUE**

**BALANCE SHEET  
AS AT 31 DECEMBER 2013**

	Note	£	2013 £	£	As restated 2012 £
<b>FIXED ASSETS</b>					
Tangible assets	12		1,961,005		2,026,032
Investments	13		590,364		503,411
			<u>2,551,369</u>		<u>2,529,443</u>
<b>CURRENT ASSETS</b>					
Debtors	14	66,824		34,267	
Cash at bank		940,435		1,042,927	
			<u>1,007,259</u>	<u>1,077,194</u>	
<b>CREDITORS:</b> amounts falling due within one year	15	(254,203)		(284,996)	
<b>NET CURRENT ASSETS</b>			<u>753,056</u>		<u>792,198</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u>3,304,425</u>		<u>3,321,641</u>
<b>PROVISIONS FOR LIABILITIES</b>					
Other provisions	16		(63,450)		-
<b>NET ASSETS</b>			<u>3,240,975</u>		<u>3,321,641</u>
<b>CHARITY FUNDS</b>					
Restricted funds	17		2,522,143		2,614,768
Unrestricted funds	17		718,832		706,873
<b>TOTAL FUNDS</b>			<u>3,240,975</u>		<u>3,321,641</u>

The financial statements were approved by the Trustees on 10 April 2014 and signed on their behalf, by:

**D Leigh**  
Trustee

The notes on pages 10 to 22 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013

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**1. ACCOUNTING POLICIES**

**1.1 Basis of preparation of financial statements**

The financial statements have been prepared under the historical cost convention, with the exception of investments which are included at market value, 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 and applicable accounting standards.

**1.2 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**1.3 Incoming resources**

All incoming resources are included in the statement of financial activities when the charity has entitlement to the funds, certainty of receipt and the amount can be measured with sufficient reliability. For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Kindergarten fees and education income are deferred as necessary to recognise them over the period to which they relate.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

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**1. ACCOUNTING POLICIES (continued)**

**1.4 Resources expended**

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Costs of generating funds comprises all costs incurred by the charity associated with attracting voluntary income to finance its charitable objectives.

Charitable expenditure comprises all expenditure incurred by the charity in the delivery of its activities and services.

Support costs comprise central costs including salaries, accommodation costs and other expenses related to the running of the synagogue. These costs have been allocated to charitable activities on a basis consistent with the use of the resources.

Governance costs comprise all costs associated with meeting the constitutional and statutory requirements of the charity.

**1.5 Tangible fixed assets and depreciation**

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold property	-	2% straight line
Fixtures & fittings	-	15% straight line
Computer equipment	-	25% straight line
New Bimah	-	4% straight line

**1.6 Investments**

Investments are stated at market value at the balance sheet date. The statement of financial activities includes the net gains and losses arising on revaluations and disposals throughout the year.

**1.7 Pensions**

The charity pays contributions into certain employees' own personal private pension schemes. Contributions into these pension schemes are charged to the statement of financial activities for the year in which they are incurred.

**1.8 Taxation**

As a charity the synagogue is generally exempt from income tax and capital gains tax but not from VAT. Irrecoverable VAT is included in the cost of those items to which it relates.

**NORTH WESTERN REFORM SYNAGOGUE**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

**1. ACCOUNTING POLICIES (continued)**

**1.9 Comparatives**

During the year ended 31 December 2013 it was recognised that the contingency fund should be treated as a designated fund rather than a restricted fund. The comparative figures have been restated increasing designated funds by £471,129 and decreasing restricted funds by the same amount.

**2. VOLUNTARY INCOME**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Subscriptions	548,921	-	548,921	568,038
Donations	436,575	32,463	469,038	350,093
Income tax recoverable	159,255	-	159,255	153,822
Burial Society fees	91,732	-	91,732	93,790
	<u>1,236,483</u>	<u>32,463</u>	<u>1,268,946</u>	<u>1,165,743</u>

**3. INVESTMENT INCOME**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Dividends receivable	6,330	-	6,330	13,697
Interest receivable	4,336	-	4,336	8,227
	<u>10,666</u>	<u>-</u>	<u>10,666</u>	<u>21,924</u>

**4. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Services and festivals	18,123	56,522	74,645	65,083
Education	29,662	-	29,662	16,852
Youth	39,564	-	39,564	38,980
Kindergarten	180,718	-	180,718	178,593
Lettings	25,869	-	25,869	14,114
Other income	2,583	-	2,583	1,501
	<u>296,519</u>	<u>56,522</u>	<u>353,041</u>	<u>315,123</u>



**NORTH WESTERN REFORM SYNAGOGUE**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

**5. COSTS OF GENERATING VOLUNTARY INCOME**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Fundraising costs	11,083	-	11,083	689

**6. INVESTMENT MANAGEMENT COSTS**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Investment management fees	1,542	-	1,542	-

**7. ANALYSIS OF RESOURCES EXPENDED BY ACTIVITIES**

	Activities undertaken directly 2013 £	Support costs 2013 £	Total 2013 £	Total 2012 £
Services and festivals	446,922	206,859	653,781	593,484
Education	133,357	68,013	201,370	215,659
Youth	67,909	15,585	83,494	87,285
Kindergarten	193,184	67,075	260,259	232,124
Reform Movement Affiliation	125,500	-	125,500	119,828
Board of Deputies	3,158	-	3,158	2,475
Burial scheme	96,237	-	96,237	92,400
Music	48,008	23,925	71,933	66,088
Welfare	125,404	11,983	137,387	63,053
Other	149,336	-	149,336	41,668
<b>Total</b>	<b>1,389,015</b>	<b>393,440</b>	<b>1,782,455</b>	<b>1,514,064</b>

**NORTH WESTERN REFORM SYNAGOGUE**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

**8. SUPPORT COSTS**

	Services and festivals £	Education £	Youth £	Kindergarten £
Printing, postage and stationery	18,110	6,009	1,377	5,926
Cleaning materials and services	10,827	3,593	823	3,543
Lighting, heating and rates	15,519	5,149	1,180	5,078
Repairs and maintenance	13,583	4,507	1,033	4,445
Insurances	5,652	1,875	430	1,849
Security	1,523	505	116	498
Computer and IT costs	4,016	1,332	305	1,314
Telephone	2,489	825	189	814
Depreciation - fixtures and fittings	5,401	1,793	411	1,768
Depreciation - land and buildings	26,629	8,836	2,025	8,714
Depreciation - computer equipment	2,669	886	203	874
Bank charges	2,591	860	197	848
Equipment repairs	338	112	26	111
Recruitment costs	858	285	65	281
Other expenses	11,367	3,772	864	3,720
Wages and salaries	76,618	25,422	5,825	25,071
National insurance	6,789	2,252	516	2,221
Pension costs	1,880	-	-	-
	<u>206,859</u>	<u>68,013</u>	<u>15,585</u>	<u>67,075</u>
	Music department £	Welfare £	Total 2013 £	Total 2012 £
Printing, postage and stationery	2,114	1,059	34,595	29,363
Cleaning materials and services	1,264	633	20,683	16,281
Lighting, heating and rates	1,811	907	29,644	25,217
Repairs and maintenance	1,585	794	25,947	9,932
Insurances	660	330	10,796	11,771
Security	178	89	2,909	2,361
Computer and IT costs	469	235	7,671	5,519
Telephone	290	145	4,752	4,956
Depreciation - fixtures and fittings	631	316	10,320	10,319
Depreciation - land and buildings	3,108	1,557	50,869	50,869
Depreciation - computer equipment	312	156	5,100	4,084
Bank charges	303	152	4,951	6,414
Equipment repairs	39	20	646	1,472
Recruitment costs	100	50	1,639	6,228
Other expenses	1,327	664	21,714	11,776
Wages and salaries	8,942	4,479	146,357	144,155
National insurance	792	397	12,967	9,818
Pension costs	-	-	1,880	2,583
	<u>23,925</u>	<u>11,983</u>	<u>393,440</u>	<u>353,118</u>

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**NORTH WESTERN REFORM SYNAGOGUE**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

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**9. GOVERNANCE COSTS**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Auditors' remuneration	4,320	-	4,320	4,200

**10. NET RESOURCES EXPENDED**

This is stated after charging:

	2013 £	2012 £
Depreciation of tangible fixed assets: - owned by the charity	66,289	65,272
Auditors' remuneration	4,320	4,200
Pension costs	96,572	29,197

During the year, no Trustees received any remuneration, benefits or reimbursement of expenses (2012 - £nil).

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**NORTH WESTERN REFORM SYNAGOGUE**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

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**11. STAFF COSTS**

Staff costs were as follows:

	2013 £	2012 £
Wages and salaries	717,929	674,169
Social security costs	59,323	50,287
Other pension costs	96,572	29,197
	<u>873,824</u>	<u>753,653</u>

The average monthly number of employees during the year was as follows:

	2013 No.	2012 No.
Rabbinic and religious services	3	3
Education	5	4
Youth	1	1
Kindergarten	18	12
Music	2	2
Welfare	1	1
Administration	6	6
Fundraising	1	1
	<u>37</u>	<u>30</u>

The number of higher paid employees was:

	2013 No.	2012 No.
In the band £70,001 - £80,000	1	0
In the band £90,001 - £100,000	0	1
In the band £100,001 - £200,000	1	0
	<u>2</u>	<u>1</u>

**NORTH WESTERN REFORM SYNAGOGUE**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

**12. TANGIBLE FIXED ASSETS**

	Freehold property £	Fixtures & fittings £	Computer equipment £	Total £
<b>Cost</b>				
At 1 January 2013	2,402,902	68,793	16,336	2,488,031
Additions	-	1,262	-	1,262
At 31 December 2013	<u>2,402,902</u>	<u>70,055</u>	<u>16,336</u>	<u>2,489,293</u>
<b>Depreciation</b>				
At 1 January 2013	412,193	39,803	10,003	461,999
Charge for the year	50,869	10,320	5,100	66,289
At 31 December 2013	<u>463,062</u>	<u>50,123</u>	<u>15,103</u>	<u>528,288</u>
<b>Net book value</b>				
At 31 December 2013	<u>1,939,840</u>	<u>19,932</u>	<u>1,233</u>	<u>1,961,005</u>
At 31 December 2012	<u>1,990,709</u>	<u>28,990</u>	<u>6,333</u>	<u>2,026,032</u>

**NORTH WESTERN REFORM SYNAGOGUE**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

**13. FIXED ASSET INVESTMENTS**

	Listed securities £	Surplus cash £	Total £
<b>Market value</b>			
At 1 January 2013	503,411	-	503,411
Additions	553,163	(553,163)	-
Disposals	(573,045)	573,045	-
Gain on disposal	68,606	-	68,606
Revaluations	17,475	-	17,475
Dividends reinvested	-	2,414	2,414
Investment management charges	-	(1,542)	(1,542)
	<u>569,610</u>	<u>20,754</u>	<u>590,364</u>
At 31 December 2013	<u>569,610</u>	<u>20,754</u>	<u>590,364</u>
<b>Historical cost</b>	<u>553,950</u>	<u>-</u>	<u>553,950</u>

**Material investments**

	31 December 2013 £	31 December 2012 £
Charities Aid Foundation UK Equity B Inc	-	250,542
BlackRock Common Investment Fund	-	252,421
GAM Star Cat Bond GBP Institutional Acc	57,231	-
PIMCO Total Return ETF	54,302	-
iShares UK Gilts 0-5 yr UCITS ETF	51,074	-
GAM Star Absolute Return Bond Plus GBP Inst Acc	57,815	-
GAM North American Growth GBP Inst Acc	58,968	-
iShares S&P 500 UCITS ETF Inc	57,733	-
GAM UK Diversified - (A) Acc	64,453	-
iShares FTSE 100 UCITS ETF Inc	59,156	-
GAM Star Continental European Equity GBP Inst GBP Inc	31,148	-
DB x-trackers MSCI Japan GBP Hedged TRN	31,214	-
	<u>523,094</u>	<u>502,963</u>

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**NORTH WESTERN REFORM SYNAGOGUE**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

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**14. DEBTORS**

	2013 £	2012 £
Prepayments and accrued income	33,711	6,781
Tax recoverable	33,113	27,486
	<u>66,824</u>	<u>34,267</u>

**15. CREDITORS:  
Amounts falling due within one year**

	2013 £	2012 £
Trade creditors	75,511	56,501
Other creditors	78,382	85,614
Accruals and deferred income	100,310	142,881
	<u>254,203</u>	<u>284,996</u>

**16. PROVISIONS**

	Provisions £
Additions	63,450
At 31 December 2013	<u>63,450</u>

**Provisions**

The charity is a member of a multi-employer pension scheme for charities, The Pensions Trust Growth Plan. The recent actuarial report has indicated that the scheme is in deficit and that the share of the deficit attributable to North Western Reform Synagogue is £63,450. Full provision has been made for this sum and the charity has agreed a schedule of payments over a ten year period from 1 April 2013 to eliminate the deficit.

**NORTH WESTERN REFORM SYNAGOGUE**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

**17. STATEMENT OF FUNDS**

	Brought Forward As restated £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
<b>Designated funds</b>						
Access fund	4,420	1,048	(1,000)	-	-	4,468
Community Welfare	33,942	8,197	(20,260)	-	-	21,879
Kerch	22,314	25,857	(31,098)	-	-	17,073
Jack Petchey	6,089	800	(2,471)	-	-	4,418
Social Action	27,067	1,325	(1,391)	(5,825)	-	21,176
Youth Schemes	430	26,537	(30,385)	3,418	-	-
Outreach	25,515	70	-	-	-	25,585
Education	82,857	-	-	-	-	82,857
Alyth Youth Singers	107	13,957	(10,352)	500	-	4,212
Alyth Academy of Performing Arts	6,438	442	(3,271)	(3,438)	-	171
Sefer Torah	577	-	-	-	-	577
Refugee project	-	3,447	(3,930)	5,825	-	5,342
Alyth Centre for Jewish Music	-	5,610	(1,804)	1,500	-	5,306
Jewish Music Fair	-	3,373	(3,517)	144	-	-
Alyth Childrens Theatre	-	5,384	(5,987)	1,438	-	835
Alyth @ 80	-	3,883	(5,458)	1,575	-	-
Weekend away	-	21,070	(22,441)	1,371	-	-
Alyth Ramblers	-	21,421	(21,391)	-	-	30
Contingency	471,129	-	(68,972)	-	-	402,157
	<u>680,885</u>	<u>142,421</u>	<u>(233,728)</u>	<u>6,508</u>	<u>-</u>	<u>596,086</u>
<b>General funds</b>						
General Funds	25,988	1,401,247	(1,384,062)	(6,508)	86,081	122,746
Total Unrestricted funds	<u>706,873</u>	<u>1,543,668</u>	<u>(1,617,790)</u>	<u>-</u>	<u>86,081</u>	<u>718,832</u>



**NORTH WESTERN REFORM SYNAGOGUE**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

**17. STATEMENT OF FUNDS (continued)**

**Restricted funds**

Gladys Gebbie	192,509	-	(18,802)	-	-	173,707
Jubilee	78,213	-	(1,425)	-	-	76,788
Alyth Youth	75,234	-	-	-	-	75,234
Rabbi's Charitable	47,685	7,239	(26,650)	-	-	28,274
Alyth Football Clubs	5,286	24,663	(20,816)	-	-	9,133
NWRS Charitable	44,618	56,522	(44,572)	-	-	56,568
Freehold land & buildings	1,990,709	-	(50,869)	-	-	1,939,840
Tekiyah	180,514	561	(18,476)	-	-	162,599
	<u>2,614,768</u>	<u>88,985</u>	<u>(181,610)</u>	<u>-</u>	<u>-</u>	<u>2,522,143</u>
Total of funds	<u>3,321,641</u>	<u>1,632,653</u>	<u>(1,799,400)</u>	<u>-</u>	<u>86,081</u>	<u>3,240,975</u>

**SUMMARY OF FUNDS**

	Brought Forward As restated £	Incoming resources £	Resources Expended £	Transfers in/out £	Gains/ (Losses) £	Carried Forward £
Designated funds	680,885	142,421	(233,728)	6,508	-	596,086
General funds	25,988	1,401,247	(1,384,062)	(6,508)	86,081	122,746
	<u>706,873</u>	<u>1,543,668</u>	<u>(1,617,790)</u>	<u>-</u>	<u>86,081</u>	<u>718,832</u>
Restricted funds	<u>2,614,768</u>	<u>88,985</u>	<u>(181,610)</u>	<u>-</u>	<u>-</u>	<u>2,522,143</u>
	<u>3,321,641</u>	<u>1,632,653</u>	<u>(1,799,400)</u>	<u>-</u>	<u>86,081</u>	<u>3,240,975</u>

Gladys Gebbie fund represents investments of the late Gladys Gebbie and the outgoing amount is used to fund part of the Welfare Officer's salary and expenses.

Jubilee fund relates to a fund set up for the purpose of major repairs to the Synagogue and grants agreed by the trustees of the Jubilee fund, which has its own constitution and to fund education activities from Jubilee fund income.

Alyth Youth fund is set up for the Youth Department and has its own constitution and trustees.

Rabbi's Charitable fund is an account set up by the Rabbi, which is now part of the Synagogues restricted funds. Income is obtained from donations from members and payments are made to members of the Synagogue in extreme financial need at the discretion of the Rabbi and the President who are trustees of this account.

NWRS Charitable fund represents amounts collected by the High Holyday Appeal of the Synagogue and other collections which have been or will be paid to earmarked charities.

The Tekiyah fund represents monies expended by the Synagogue in relation to improvements to its buildings.

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**NORTH WESTERN REFORM SYNAGOGUE**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2013**

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**18. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Unrestricted funds 2013 £	Restricted funds 2013 £	Total funds 2013 £	Total funds 2012 £
Tangible fixed assets	-	1,961,005	1,961,005	2,026,032
Fixed asset investments	590,364	-	590,364	503,411
Current assets	446,121	561,138	1,007,259	1,077,194
Creditors due within one year	(254,203)	-	(254,203)	(284,996)
Provisions for liabilities and charges	(63,450)	-	(63,450)	-
	<u>718,832</u>	<u>2,522,143</u>	<u>3,240,975</u>	<u>3,321,641</u>