



EDGWARE & DISTRICT REFORM SYNAGOGUE

(A Constituent of the Movement for Reform Judaism)



118 Stonegrove, Edgware, Middlesex HA8 8AB
(Registered Charity No. 1038116)

Senior Minister
RABBI A. D. SMITH

Associate Minister
RABBI N. KRAFT

President
MR C. M. WAX

ANNUAL REPORT OF THE TRUSTEES AND STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2013



TRUSTEES OF THE EDGWARE AND DISTRICT REFORM SYNAGOGUE

Mrs L Bard (elected until 20 May 2013)
Mrs J Brand (elected)
Mr R Brand (elected from 20 May 2013)
Mr M Casale (elected from 20 May 2013)
Mr N Flash (elected)
Mr N French (by right until 20 May 2013)
Mrs J Fullman (elected from 20 May 2013)
Mr S Garfinkel (elected)
Mr J Garson (elected until 20 May 2013)
Mr J Harrod (elected)
Mr B Konyn (elected)
Mrs L Langer (elected until 20 May 2013)
Dr S Leichter (approved until 20 May 2013)
Mr M Lerman (elected until 20 May 2013)
Mrs S Lerman (elected from 20 May 2013)
Mr D Lewis (elected)
Mr H Moss (elected)
Mr J Nathan (elected from 20 May 2013)
Mr P Newton (elected until 20 May 2013)

Mrs S Price (elected)
Mr P Rose (elected)
Miss S Serota (approved from 20 May 2013)
Mr T Seymour (elected)
Mrs J Sigalov (elected)
Dr A Stimmler (elected until 20 May 2013)
Mr B Trainis (elected)
Mr M Weber (elected; by right from 20 May 2013)

CUSTODIAN TRUSTEES:

Mr M B Conn
Mr C D Duke-Cohan
Mr D Glazer
Mr R Harris

HON. SOLICITOR: Mr. J. Kramer.

AUDITORS: Martin May, Statutory Auditors and Chartered Accountants, 399 Hendon Way, London NW4 3LH

BANKERS: Barclays Bank PLC, 126 Station Road, Edgware HA8 7RY

CHAIRMAN'S REPORT

As I am come to the end of my three year term of office as Chairman of Edgware and District Reform Synagogue (**EDRS**), I can truthfully say that it has been an honour and a privilege to have been the Chairman of, arguably, the largest progressive congregation in Europe.

There have been changes within Honorary Officers and Council with both Linda Langer and Perry Newton retiring, and Janet Brand becoming Vice Chairman. I would like to thank Linda and Perry for many years of hard work and for their continued assistance. Lisa Bard, Jeremy Garson, Michael Lerman, Tony Stimmler and Sarah Leichter all stepped down from Council and we thank them also for all that they have done and continue to do for EDRS. We welcome Michael Casale, Jackie Fullman, Sandy Lerman and Joseph Nathan to Council. Eve Marmot, our long serving Rabbis' PA, retired and we extend to her our very best wishes for the future. Mitch Wax has come to the end of his term as President and I would like to thank him personally for his advice and help during my Chairmanship.

EDRS had, as at the end of 2013, over 2600 adult members, (which represents a small decrease (2%) since last year, and over 640 children, representing a small increase (1%). While the principal focus is on religious observance and education for children and adults. we also support many thriving social and communal activities for adults, together with a wide range of clubs and groups for children and teenagers. Attendance at High Holyday services was buoyant with slightly more tickets issued for this year than in recent years.

Although most activities are directed towards our members, a significant number of EDRS events are available to non-members. Charity law requires that we demonstrate that EDRS complies with

the Public Benefit Requirements, and Charity trustees have a new duty to regularly report in their Trustees Annual Report on how they are carrying out their charity's aims for the public benefit; EDRS is in full compliance with these requirements.

Mention was made in last year's report that major changes would have to be made to ensure that EDRS continues to be economically viable. I am pleased to report that this programme of changes is now fully under way, and will, when complete, bring major benefits to all areas of EDRS.

In January, for the first time, we appointed a full time Executive Director, Janine Clements, and provided a stringent set of objectives to ensure that EDRS, wherever possible, generates income and continues to control costs for the future benefit of its members. Janine has contributed significantly to the reduction in our deficit, improved use of our premises and instigated a professional approach to the running of the office and our employment obligations. We appreciate that these changes have been difficult for some and I would like to thank all of our staff for their help, understanding, flexibility and acceptance of the need for change. In addition to cost reduction, Janine has been at the forefront of other major initiatives such as the development of the Memorial Garden, the revision of membership subscriptions to ensure they are fairer to all members, the restructuring of the administrative staff team, and the introduction of the very successful Kuddle-Up Shabbat services.

The year, 2013 was a difficult one financially for EDRS and as expected our costs have exceeded our income. At my first AGM as Chairman I promised a plan to reduce our deficit to a manageable figure over a period of three years, and I am pleased to say that we are on target to achieve this. The deficit was £39k in 2013, and will be reduced to £23k in 2014 (figures are approximate). The plan

**The Edgware and District Reform Synagogue
Report of the Trustees for the year ended 31 December 2013**

is for the deficit to be virtually eliminated in 2015. However this will only happen if we improve our fund-raising and legacy-giving.

We continue to work with our members to help them to meet their financial obligations to EDRS by reducing both the subscription amounts they owe and the administrative time required to chase and collect subscription payments. During 2013 we continued to implement various cost saving measures in this respect and we are starting to see some of the benefits, the full impact of which will not be realised until the end of 2014. We will continue to actively encourage our members to support EDRS financially beyond the annual subscription, and to consider ways to help us further reduce the deficit by, for example, considering the use of the fabulous EDRS facilities for their simchas.

A number of important activities, events and initiatives completed or started during 2013 were:

- IT and Facilities Management have been streamlined and new CCTV cameras and entry system have been installed.
- Corridors and halls have been painted.
- A major project to replace our outdated database with an up to date Membership management system, called *Kulanu*, is being developed and is planned to go live in mid-2014.
- Work on the Memorial Garden has started and is planned to be completed by mid-2014. The support of our members in making pledges to this project has been amazing.
- Hiring and use of the premises has increased by 117%, securing a regular source of income for the Synagogue.
- The Parents Lounge project was completed with generous help from the designer Richard Goodman.
- Income strategy for GCSE and B'nei Mitzvah classes was reviewed. The Religion School name was changed to *Orot*, meaning "Lights and Wisdom".
- Waste management providers have been changed resulting in significant cost savings.
- Kiddush costs have been evaluated in order to achieve a much improved Kiddush and good value for money.
- A Community Needs Fund was established to assist our members in need.
- The Trustees Handbook was revised and new policies and procedures were produced in relation to Code of Conduct, Volunteers, Complaints, Branding and Lone Working.
- Fund raising events included a successful World AIDS Day concert and the Winter Fair.
- Rabbi Smith started his sabbatical during which he will be studying 1st century Talmud. Rabbi Maurice Michaels will be helping us during his absence. Rabbi Emily Jurman, 4th year student at Leo Baeck College, is with us for a year and, among many other activities, is leading a regular and popular Shabbat Shira.
- Vice President Keith Price was elected as an MRJ Board Member representing EDRS.
- Our Subscription processes were reviewed and revised in order to be fairer to all our members and subscriptions were frozen for 2014.
- Four strategy working groups were established to help determine the future of EDRS following a "Blue Sky" session of Council. These groups will consider Governance, Membership and Income, Services and Rabbinic issues, and Communications. These working groups will continue under the leadership of the new Chairman following a survey of members. I consider these major strategic issues to be vital to secure the future of EDRS.

The following events are planned for 2014 and, in some instances, have already taken place:

- Fundraising events: EDRS Choir and "Joseph and the Amazing Technicolor Dreamcoat" concert; Family Fun Day; Chanukah party.
- Adult trip to Krakow (October).
- Installation of new boilers.
- Installation of an electronic display board in the Community Centre lobby.

Our committees and groups go from strength to strength as can be read in the following pages. A few memorable events were:

- The 20s % 30s Group are holding regular and popular Friday night dinners and social events, and are planning a Firewalk as a fundraiser for EDRS.
- The Interfaith Group held an evening of bell ringing at St Margaret's Church in Edgware.
- The Odessa group continue to provide much needed support to the Emanu-el Congregation, our sister community, in difficult times.
- New Options bridge regularly attracts over 80 enthusiastic players.
- Thanks to a generous bequest towards education from Norma Bernard, Smartboards and other technology have been installed into our classrooms.
- EDRS hosted the MRJ Annual General Meeting.
- All Things Jewish held a successful "Whose Life is it Anyway" series of discussions on the topic of life cycle events.
- Orot has increased its pupil intake by 10%.

We continue to work closely with the Movement for Reform Judaism (MRJ) which provides invaluable assistance to EDRS in many areas including HR, contracts and strategic thinking.

I cannot conclude this report without thanking the hard working administration team led by Karen Senitt, our very busy rabbis, Danny Smith and Neil Kraft, the dedicated Nagila team led by Melissa Seller, the Education team led by our irreplaceable Director of Education, Marian Cohen, and our enthusiastic Youth Director, Emma Senitt, supported by Sheldon Mordsley. I also thank the Site Manager, Pat Howard and his caretaking team for keeping our premises clean, maintained and safe.

Finally I would like to thank the Honorary Officers and Council members who have worked with me during the last three years, and the army of wonderful volunteers who enable all the activities to keep running. EDRS has over 40 groups and committees and it would not be possible to run such a diverse range of activities and events without the help of each and every one of them. We are always looking for new volunteers, so anyone who would like to help in any way should please contact the office or any of the Council members.

There are many issues affecting both Jewish organisations and charities today. I believe we at EDRS are on top of these issues and, with the continued support of our members, I look forward to 2014 being financially a more stable year and one that helps to put EDRS in a better position for the challenges of the years ahead.

Tony Seymour

**The Edgware and District Reform Synagogue
Report of the Trustees for the year ended 31 December 2013**

SERVICES

The Services Committee is responsible for the planning and operation of all Synagogue services in conjunction with the Rabbis, Wardens and Council.

The Committee meets quarterly and at each meeting both the Senior Rabbi and Senior Warden present their reports.

During the course of the year we again held approximately 300 services. This figure includes the regular erev and morning Shabbat services, Sunday morning Shacharit services and a variety of services for young people of all ages, as well as many High Holyday and festival services. The Tiny Tots service was held twice a month and a family service for 6 – 10 year olds each week. Once a month for this age group, the service was led by Student Rabbi Emily Jurman. This service is a largely sung service (known as Shabbat Shira) and throughout the year gained in popularity with all areas of the community. Because of the loss of one of the Service leaders we no longer have a Family Service on the third Shabbat of the month. We recently started a Kuddle-Up-Shabbat service for the under fives on the last Friday of each month and this immediately proved successful.

A number of Bnei Mitzvot were celebrated during the year, of which there were 22 boys and 6 girls. 'Second' Barmitzvahs (at

age 83) were also celebrated for some of our members.

A number of special services were held this year. The EDRS volunteers were honoured at a special Shabbat service, and which was well received by all who attended. We also held an Interfaith service, and in November the usual AJEX remembrance service. And in December, following the previous year's example, we held a very successful Inter-generational service.

As in previous years Shabbat services were greatly enhanced by the presence of an excellent choir.

While the Religion School manages children's and youth services, the committee has considerable input into their timing and format. We are trying a change of timing for the family services which now start at 11.15am and end at a time so that the families can join with the whole community for Kiddush. This will be kept under review.

Lay readers continue to assist the Rabbis in leading Shiva prayers for mourners within the community.

High Holydays remain the hardest services to run logistically but with the support of the High Holyday co-ordinator, the office staff, Wardens and Rabbis, all

proceeded well. This year our two Rabbis were assisted by Student Rabbi Emily Jurman and by lay readers who all contributed to the continuity of the services. As usual, the spirit of the services was appreciated by the community. There is always room for improvement and the committee analyses these services extremely carefully, often giving positive recommendations for future years.

The wardens continue to give considerable time and effort to ensure that all services run smoothly. Many of their responsibilities are undertaken without obvious public notice, particularly their work with Bar/Batmitzvah families.

The Services Committee expresses its thanks to all those people, too numerous to mention individually, who have assisted in maintaining the spirituality and organisation of all our services.

When planning our services for the year, the committee have considered the Charity Commission's guidance on Public Benefit and, in particular, the specific guidance on charities for the advancement of religion. EDRS is committed to enabling as many people as possible to pray in our Synagogue and we welcome new members as well as visitors, including those of different faiths. Our committee believes that thereby we maintain our Public Benefit commitment.

EDUCATION

The Education Committee met regularly over the last year with meetings taking place once per educational term. The Committee is responsible for Children's Education, All Things Jewish, Nagila, Kiddimix and the Library.

Children's Education

	12/13	11/12
New Pupils	26	17
New Non EDRS	10	8
High School	11	10
GCSE	12	11
Total Pupils	158	142
Total Classes	13	12
Average per class (Exc. GCSE)	16	15
No. of Staff*	26**	25

*Including assistants, several of whom work on a voluntary basis
**10 of these staff on a voluntary basis .

This was another busy but incredibly successful year, when the Religion School was rebranded as Orot (lights). We had positive feedback throughout the year.

The Religion School continued to attract both members and non-members to Orot. Non-members attending Orot brought in £2850 (6 in regular classes, 4 in GCSE) during 2013.

The curriculum had a greater emphasis on the festivals and experiential learning. As such, the students were much more involved in researching and learning for themselves; there was more interaction rather than with the old style of teaching from the front of the class. This kind of teaching was helped by the addition of computers in the Jack Senitt Youth Lounge and taking the students and their families on field trips to museums.

Orot and the Youth department continued to work closely, benefitting from the Youth

Director also working within Orot, providing support to other teaching staff. We joined together for many events such as Purim, Sukkot, Pesach and Shavuot, and when the youth workers came in to run programmes such as for Open Morning. Our new classroom assistants were offered the opportunity to participate in the YC leadership programme which looked at how to be an effective classroom assistant. This was one of the added elements of the programme; several assistants participated.

Our Torah Breakfasts for B'nei Mitzvah families continued and were very popular. Attendance continued to fluctuate at the weekly service for families aimed at those with children between 6 and 10 years old age which was in direct correlation to when children in Year 5 needed to collect CRP points for Jewish Day School entrance between May and October. We

**The Edgware and District Reform Synagogue
Report of the Trustees for the year ended 31 December 2013**

had several leaders for these services including the rabbis. There were two tots services each month, led by volunteers; throughout the year we had a strong and vibrant following of young families. We offered a breakfast once a term before the service which attracted more families. The Shabbat Shirah service continued to be led by Emily Jurman, our rabbinic student, it is now well established and grew in popularity. It attracted members of all ages.

The Youth Forum continued to meet, interest did not wane and our young people remained committed to giving a voice to the youth of the community. They met with the Director of Education, Director of Youth and the Executive Director formally. They achieved a number of the aims set out in their meeting in January.

All Things Jewish

In 2013 All Things Jewish put on an incredibly rich variety of activities at EDRS, however many of which attracted only a handful of attendees. The mainstays of our programme were Rabbi Smith, Rabbi Kraft, and Eleanor Davis, who, in addition to the Rosh Chodesh programme, continued to teach basic Hebrew and Hebrew for prayer and was the lead facilitator on the Movement for Reform Judaism's L'Chaim programme. The Rabbis taught courses including Rabbinic Stories in the Talmud (Rabbi Smith) and Jewish Humour (Rabbi Kraft).

The major initiative of the past year was "Whose Life Is It Anyway?", a series of discussions on the themes of Birth, Marriage and Death. This featured panels composed of experts in the field of Judaism, medicine and the law. We were pleased to welcome Rabbi Jackie Tabick, a regular panelist and Dr Adrian Tookman, who, as a specialist in the field of palliative care, made a memorable contribution.

All Things Jewish has worked hard to produce material that was compatible with the new EDRS Communications schedule and we were grateful for the support of the EDRS Communications Group. We were delighted to cooperate with the Odessa Group in a joint film show for Second Tuesday Film Club. We were also delighted to provide a forum for trainee Rabbi Julia Grischenko to speak about the issues surrounding Mamzerot.

Nagila

Nagila once again had a successful year due to the hard work of its excellent teachers and the support of the Synagogue.

During the spring term we enjoyed a wonderful Purim party, where all the children (and some of the teachers) dressed up and shared homemade hamentashen. We participated in that day's 'Shmooze with the Rabbis', regaling the visitors with our well-rehearsed singing and delighting all with our fun costumes. Term ended with a very successful communal seder for children and parents, which was led by Rabbi Kraft.

The summer term included all the usual events – the Yom Ha'atzmaut picnic and the always popular visit from the farm. The parents decided to organise a fundraising fun-day utilising the talents of one of the dads who is a well-known children's entertainer. Whilst this did not raise as much money as the two previous quizzes, it was a very successful day involving not just the nursery but also being well supported by the younger Youth Club members and their families. Over £600 was raised, some of which was used to buy additional equipment for the playground, to replace the nursery printer and also a number of books that were damaged by a leak from the Upper Community Centre during the summer holidays.

The term culminated with a communal Shabbat with all the parents invited. Rabbi Kraft was on hand to make a presentation to those children who were leaving for Reception, some of whom had been with Nagila for 3 years.

Two holiday schemes were run during the year. The Pesach play scheme ran for 3 days, numbers were lower than in previous years but still included a number of children from outside of Nagila which helped to promote the summer scheme. The summer scheme ran for 5 weeks, 4 days a week through the summer holidays and averaged between 15 and 25 children a day.

The autumn term started with a larger than usual intake of new children, as more of the existing children had left at the end of the summer term for the nursery class of the Jewish Schools. As in previous years some 20% of Nagila children are members of EDRS. The autumn term began by celebrating the Chagim, which included

sharing a Shabbat Kiddush in the Sukkah with the parents. In November we took part in two excellent projects for Mitzvah Day. The children created a lovely piece of art which was the backdrop for the EDRS Mitzvah Day Tea; and they visited Sydmar Lodge, a Jewish residential home in Edgware, where the children delivered gifts, which they had donated and wrapped, to the residents, and sang to them creating a wonderful atmosphere.

Nagila was over-staffed during the autumn term in order that we would have the legal number of staff in January 2014 when the numbers increase (particularly of 2 year olds which demand a higher staff:child ratio). This allowed us to ensure the continuity and quality of care that helped maintain our popularity, without having to go through a costly recruitment process in December.

Two members of staff handed in their notice during the year, and it was felt that we could manage to replace them both with only one new staff member and still remain in ratio. This staff member was initially employed on a temporary contract for two months, but has now been employed as a permanent member of staff.

Nagila staff are very aware of the current financial situation at EDRS and the sacrifices that other staff members have had been asked to make. To this end they all agreed to lose one hour's pay per week for the 4 months (September to December) in order to play their part; this contributed significantly towards the cost of being over-staffed in the autumn term. Nagila continued to bring in a significant surplus, contributing some £40,000 into the Synagogue's funds.

Library

Our well-equipped Library continued to provide a focus for learning within the community and was a valuable resource available to all members of EDRS. The children, their teachers and youth leaders, as well as the adult members of our community, used it on a regular basis. It houses over 1,400 books on subjects of Jewish interest - most of which can be borrowed. The collection is kept up-to-date with the emphasis on the needs of the Religion School and community leaders. We used the latest technology – book details are recorded on a computer catalogue. The library may be visited during office hours and on Sunday mornings.

**The Edgware and District Reform Synagogue
Report of the Trustees for the year ended 31 December 2013**

Public Benefit

In 2013 the education department contributed to the wider community in several ways. The Director of Education welcomed children from local non-denominational and other faith schools to introduce or widen their knowledge of Judaism and to explain the workings of the Synagogue, our Holy Days and our rituals. The feed-

back from the schools has always been very positive and great PR for EDRS. She has also, at the request of local head-teachers, addressed children in their own schools.

We made a significant contribution to Mitzvah day with a full programme for everyone involved in performing different mitzvot, from going out to places to

making things at EDRS for the day centre and homeless.

In order to strengthen local links, our Director of Education has been the Chair of the Curriculum Committee at Edgware Infant and Junior School which is a direct result of the visits that they make to our premises and the assemblies she does there.

Weekly Clubs

We have been running four clubs on a weekly basis during term time:

- Hineini ages 4-8 Sunday afternoon
- Garanim ages 9-11 Sunday afternoon
- Rishon ages 12-15 Sunday afternoon
- Drop Zone ages 11+ Tuesday after school

Numbers have not been particularly strong this year and we have worked hard on recruitment and driving activity. Our Youth Worker, Sheldon Mordsley, has responsibility for clubs includes programming. Highlights from the year include *Chinese New Year* (which included cooking on woks), *Holocaust Memorial Day* (which created a serious and yet enthusiastic atmosphere of learning), *When I grow up I want to be...* (with Hineini looking at different jobs ranging from scientist to fireman), and *The NASA Game* (which saw Rishon working as a team and problem solving).

Our goal is to deliver fun and educational content in an informal Jewish environment and to reach out to families who are less involved to show them the great environment we have here for making new and life-long friendships.

Holiday Schemes

Two schemes are run each year, one at Pesach for four days, and one for three weeks during the summer. As with clubs, scheme numbers are dropping. This year's scheme was after Pesach so we did not need to offer any catering. Although we did offer two trips for the 11+ age groups there was no uptake.

During the summer the Barney Ross Award was presented to Charli Dabek. Sadly a member of the Ross family was not available to present the award, and we thank our President for stepping in.

The chanichim that attended schemes had wonderful experiences and the standard of programming was extremely high. Some extracts from parent and participant questionnaires are:- *I have never*

YOUTH DEPARTMENT

been before and don't normally like summer camps but I really enjoyed coming here - The staff remembered us as we walked through the doors a year after seeing them last - They all seemed excited to meet and greet Rebecca which made her feel special - The programmes were all great- different fun every day

Trips and Events

As well as regular clubs, from time to time we offer other trips and events. This year they were Netzer Venture Day – Sherlock Holmes; Quasar; Netzer Venture Day – Young Apprentice; Soft Play; and Laser Quest.

Hadracha Training

One of our flagship programmes is Hadracha Training. This year we started a new batch of students, running two courses in parallel. The new group has 19 and the second year have 26. This is fantastic as it shows that the young people really want to stay involved and give back to the community. Topics covered in the course include informally educating, games, behaviour management, health and safety, working with the individual and social action.

Staffing

Emma Senitt, the Director of Youth, takes overall responsibility for the entire department. She works tirelessly and well beyond what is expected of her, and we would like to thank her for her continued dedication and commitment.

Sheldon Mordsley's direct responsibilities are weekly clubs and 16+. We had not expected to be able to find such an experienced Youth Worker and we are clearly seeing his positive impact on the team of madrachim as well as the quality of programming.

Lisa Goldsobel is the student and young adults coordinator. Young adults is not within the remit of the youth centre but her great work with our students helps keep them as part of the family while they are far away.

16+

This age group was looked after by Lisa Goldsobel until March 2013 when that responsibility was given to Sheldon. It is a tough age to crack as they need to be peer led, but run with guidance and facilitating by the department. Sheldon has met with a group of young people who we hope will start to run events next year.

Students

The number on the database is now 45 an increase from some 30 last year. Lisa contacted the students on email and Facebook as well as calling those we had numbers for – this saved money and got a better response.

Three student packs are sent out during the year. The recent one for Chanukah was very well received. Next year there will be one for Pesach, and then an Exam Stress Pack. Lisa visited students at Nottingham and Birmingham. Next year we hope to add a Leeds or Oxford visit.

Gatherings were held locally in August and December attended by about 10 students. EDRS Collaborates with Jeneration (MRJ) and shares our student list with them.

The Committee & Friends Group

Several changes were made this year to the Youth Centre Committee and approved by the Synagogue Council. Ben Konyn took over as chairman, and thanks extended to Janet Brand for her hard work over the past years and for her continued support to YCC as its secretary. Thanks also to Maureen Maynard who has stood down after many years of service.

Lisa Bard is now the vice chairman and she also represents us on the Education Committee. Lisa also chairs the Friends group which ran its usual Supper Quiz in October raising £1960 which will be used for replacing worn out tables in the youth centre and supporting our Community Needs Fund.

**The Edgware and District Reform Synagogue
Report of the Trustees for the year ended 31 December 2013**

Brownies

We presently have 19 brownies, two guiders and two parents on a rota who do security and help out each week.

The brownies have been bowling at Lava lanes in Stanmore and been to Gambado (indoor play area) in Watford, and Parents Paradise (another indoor play area). We went trampolining at North London Collegiate School. During the year, we cleaned the silver from Sefer Torah before the High Holydays,

During the summer we went horse-riding. The girls completed their fire safety badge at Stanmore fire station. For Yom Ha'atzmaut the girls iced biscuits with blue and white icing. We had a book exchange evening with refreshments and the money went to RNIB. The girls made items out of clay. We all went to Northern Heights Campsite for games and barbecue. We had a senses evening and went to the panto.

Some of the brownies went to the AJEX Remembrance Day and marched along with everybody else, a very moving experience.

Cubs

We currently have 13 Cubs with 4 leaders and a young leader. Numbers fell to the lowest they have ever been at the end of this summer and we considered closing the Pack. However we decided to give it one last push for the winter term and see if we could break 12 which we achieved. Aside from our weekly meetings highlights from the year include the district competitions: bowling, quiz, swimming gala and night hike. We also went on a day trip to Chatham Docks, and had an indoor winter camp, outdoor summer camp and a London Monopoly day which included boarding HMS Belfast and visiting the London Transport Museum. Our thanks to Adam Franklin, Aimée Lyons and Jacki Staal for all their hard work and dedication.

Youth Forum

The idea and aim of the forum being set-up was to give active young members a chance to have a structured way to feedback and inform Council the views and hopes of our younger members.

The Executive Director has been very helpful in making the Forum members feel that they have a voice and we hope

she will continue to work with them and bring their thoughts to Council and Honorary Officers where appropriate.

Some of their achievements this year:

- Summer fun day fundraiser
- Tzedakah Box in the Woolstone Gallery
- Helping at Mitzvah Day
- Talking to parents in the playground at Orot to promote EDRS

Financial

We are very proud to offer our Youth Activities to the community at large as well as the EDRS member families. We are constantly mindful of the need to be efficient and cost effective as well as being open and accessible to those who wish to attend regardless of their financial situation.

Overall we are facing very challenging times from both the need to save money and the lack of response from the parents and young people. We also had staff changes, line management changes and a new chair and structure for YCC. That said we have come out fighting and most importantly had a positive impact on the lives of many young people (and some less young people too!).

WITHIN EDRS

New Options

The group again had a very successful year with all activities well supported by EDRS members and many from the wider community.

The Wednesday bridge afternoons regularly have 70 - 80 coming. The total pool of attendees is over 150, but, perhaps fortunately, not all can come every week as we would have accommodation difficulties. It is a tradition that we light the candles at Chanukah and we are grateful to Rabbi Kraft for leading the short service. Each candle is lit by members who are mostly living on their own. The annual Games and Bridge Tea, held on a Sunday afternoon was catered and was extremely well attended. Approximately 60% of those coming are from other communities.

Zumba Gold goes from strength to strength, and which appeals to the ladies of EDRS and friends from the area.

Our outings are very popular and included a visit to Bletchley Park in May, to

Westcliff in July, and to Ditchley Park in September.

The Tuesday afternoon talks still attract a regular number, and we were delighted to have Susannah Kraft talk about her life in the theatre and which attracted a very large number. Once again Roy Rogers gave a most interesting series of Art lectures. He is proving to be an annual fixture. Other talks were on the music of Rogers and Hart, the Jews in Hollywood, and Victorian Blood and Guts.

From the £9000 raised from our activities we donated £1000 to the Youth Centre for equipment, and a similar sum towards planting in the front of our site. but we still wish to have our funds designated for the employment of a Youth Rabbi.

We are indebted to the support given to us by the office and caretaking staff, also to the small but hard working committee for their weekly commitment in providing a much needed service to senior members and non-members.

Community Development Steering Group (CDSG)

We continued to organise Special Shabbat Services for specific groups and their families. This past year we held one for community care volunteers and another for new members. These were well attended and enjoyed by all involved. Further Services are in the planning stage.

Some years ago we suggested that there should be a Memorial Garden at EDRS. Thanks to the Executive Director for taking the concept on board and for all her hard work. We are delighted that this is now coming to fruition. We also instigated the planting of the garden area by the railings and the purchase of a new bench,

We are planning to hold an education programme for schools for Holocaust Memorial Day 2014. We are working closely with our Director of Education on this project. Other areas we have looked at included non-Jewish partners, young peoples' Services in the main Synagogue, young married and their families. These ideas have been passed on for further action.

**The Edgware and District Reform Synagogue
Report of the Trustees for the year ended 31 December 2013**

EDRS 20s & 30s

Young adults form a vital part of our Jewish community and we are delighted to report that the 20s & 30s group have continued to thrive; providing relevant and popular events throughout 2013. The group offers a chance to get together and socialise with activities held each month; alternating between a themed Friday night meal at the synagogue and a social event offsite. During the last year we have hosted Shavuot, Italian, Tapas and Chanukah-themed Friday Night dinners, also organising a Comedy Night, Pub Quiz and Quasar event.

The success of the group was demonstrated by the growing attendance of the Friday Night Dinners from an average of 19 people, members and non-members, to 26, and by the annual Pub Quiz welcoming 58 attendees. The use of Social Media has greatly increased, with our Facebook members increasing from 130 to 268.

Unlike other synagogues within MRJ the group has benefitted from having an allocated professional, Lisa Goldsobel, who is responsible for its activities. The Council representative, Sarah Serota took responsibility for organising our role at

Mitzvah Day, where she ran a hugely successful collection, led by the 20s & 30s, at Sainsbury's in Stanmore for Homeless Action in Barnet.

As a group we are always looking to respond to the needs of a changing generation. By reviewing our marketing, evaluating our events and researching our target audience, we hope that we can continue to provide the experiences for which the 20s & 30s of our community are looking. As a direct result of their comments, a special Shabbat morning has been earmarked for holding both a traditional and an alternative service which will welcome specifically the 20s & 30s.

An integral part of the group's mandate is to 'sow the seeds' for future membership and therefore all of the events are open to and actively welcome non-members. With the popularity of social networking, young adults are able to pick and choose from a multitude of Jewish events, yet the EDRS 20s & 30s continues to maintain a strong presence and reputation. It provides popular, relevant activities and engages the widest audience possible to benefit and ensure the vital future of the Synagogue.

Not The Women's Guild

The group enjoyed another successful year with a varied programme including theatre visits, really interesting speakers, meals in local restaurants and social evenings. For outings we usually join with New Options, and last year spent a day at the seaside, visited a stately home, and also went to Bletchley Park.

Visitors are welcome on our outings and when we have speakers, and we welcome new members to our monthly meetings. We are an informal group, and always encourage suggestions for our future programmes. We hope to continue in this way during the coming year.

EDRS Art

The group organises regular changing exhibitions in the Woolstone Gallery, with four/five different artists exhibiting during the year. The current exhibition is by an artist who is a member of EDRS, as was an earlier one. Other artists exhibiting in 2013 were non-members. The artist is invited to have an opening event where friends and family from the wider community can attend.

We thank Tony Maynard, whose expertise in hanging the artwork is invaluable.

COMMUNITY SUPPORT

After three years dedication to EDRS, Jennifer Aizenberg made the decision to leave. We thank her for her commitment and hard work which undoubtedly benefited many members of the EDRS community. We wish Jennifer every success in the future.

In September 2013 a new Community Support Coordinator, Emma Roche, took up post. In the three months to December she has spoken to over 100 individuals and family members; offered support, advice and, where appropriate, a referral to other organisations. The EDRS community reflects a microcosm of the wider population and our diverse needs impact on the Community Support provision. The majority of calls have concerned the elderly; members affected by cancer; Parkinson's; Alzheimer's and depression. Community Support is historically a reactive service which supports and enables Rabbi Smith and Kraft in their pastoral work. Going forward this will be enhanced by a pro-active approach.

Bereavement Support was offered to 44 families. Each family was offered support by Sue Moore and a team of three

bereavement support volunteers. The number of voluntary support hours has reduced this year, which reflects fewer people accepting the offer of one-to-one support. Fourteen families took up the offer of one-to-one support. The bereavement support volunteers are committed to their work and heartfelt thanks go to each of them for providing this vital service which involves many hours phoning and visiting members and attending supervision and training.

Befriending volunteers visit members in their own homes. This year ten volunteers frequently visited more than a number of members of the community, allowing them to enjoy the company of someone other than a family member or carer. Annita Tischler and each Befriender give up their time with dedication and commitment and grateful thanks are extended to them.

Telenet allows EDRS to keep in touch with senior members of the community and this year one hundred and seven people received calls around the time of Rosh Hashanah, Pesach and Chanukah. These

calls were made by 30 devoted volunteers who have an established relationship with each member. The Chanukah calls alone revealed 22 members with a change in circumstance which required additional support.

Gifts at Festivals are delivered to members experiencing prolonged illness or difficulties. We are proud this year that the number of members who received a gift doubled. Sue Finer prepared beautifully wrapped gifts and we thank her for her continued dedication to this vital project.

Employment Support was offered to three graduates looking for advice on CV preparation, interview techniques and career progression. Thanks to Laurie Bernard for providing this support to our members.

Baby Talk Information Packs are made available to new parents and provide information about local support services. The Babysitting Register has been requested on a few occasions and will be updated in 2014.

**The Edgware and District Reform Synagogue
Report of the Trustees for the year ended 31 December 2013**

Mitzvah Day 2013 saw 28 volunteers of all ages prepare food to welcome 70 members of the community to an afternoon tea of wonderful food and great company. Thanks to each volunteer for their individual contribution. Both members and non-members attended and invitations were extended to our interfaith neighbours and local community groups.

Emma Roche has begun to settle into the role of Community Support Coordinator. In 3 months, Community Support has harnessed new links with charitable and statutory organisations. We plan to engage volunteering at EDRS through recruitment, relevant training and ongoing support. We look forward to a long and rewarding relationship with Emma and

we thank her for her hard work and dedication thus far.

Carole Rose has provided invaluable support particularly with Telenet and is a valued colleague.

We are equally indebted to everyone who is involved with Community Support who give up their time and energy so selflessly to benefit our community.

COMMUNICATIONS ADVISORY GROUP

The CAG developed during 2013. As the title suggests this is mainly an advisory group. It has however assisted the community in producing their marketing materials. The CAG comprises of a hardworking professional team who each have their own areas of responsibility. This has again been communicated to all interested parties within EDRS. The CAG is cognisant of EDRS's continuing financial restraints during poor economic times and as the membership ages.

EMET

This newsletter is produced ten times per year under the editorship of Mike Weintraub. We experimented with EMET as a process of continuing improvement e.g. an 8-page edition. We then evaluated the effect of these. Uptake by email has been minimal. It is seen as a major benefit by EDRS members to receive a regular hardcopy. We shall continue to monitor this.

The Yearbook

The second Yearbook had a lifecycle theme. We had to ensure that this project broke even, and were pleased to make a small surplus even having extended the content from 48 to 52 pages. This project's team, Jo Sigalov, Neil Flash and Lisa Bard organised and conducted

meetings via Skype. This magazine was produced in a highly professional way, and it has been a major benefit to EDRS and its members, and to the outside world in seeing what EDRS is all about.

Our Week Ahead

This colour, A5 communication tool is distributed as hard copy to congregants and visitors on Shabbat, and sent to members by email if we know their details. It is also available on the EDRS web site. Content has to be sourced from several areas and that led occasionally to difficulty in collecting accurate timely information.

EDRS Website

The site is growing in popularity, although this statement must be treated with some caution as it does not represent total visitors.

A "Make a Payment" facility was added to the website, and was smoothly moved to a new hosting company.

Some department heads and helpers now have access to update their own web content.

An experimental facility for members to advertise in a "business directory" was introduced. We continue to monitor web styles and development.

Electronic Display Board

This was successfully installed in the Synagogue lobby, and was so well received that we are looking into the possibility of installing a second one in the Community Centre lobby. The board saves money and time on producing posters, and also helps people visiting the Synagogue to see what events are taking place.

Social Media

Social media has continued to be utilised and monitored. Safe guidelines for use have been incorporated into the Branding and Advertising Guide and distributed to all trustees, committee chairs, department heads and the Executive Director.

PR

This included several articles in the mainstream Jewish and local press, plus our affiliated web pages such as MRJ.

Public Benefit Responsibilities

The group achieves its public benefit responsibilities by ensuring that all forms of communication are updated and in the public domain, enabling the public from outside of EDRS. to see what we are doing and attend various activities as appropriate. We also look to use "green solutions" where possible e.g. the electronic distribution of media.

OTHER ASSOCIATED GROUPS

Yoga

During the past year, the yoga class has met every Tuesday during term-time between 10.00am and 11.30am. An average of 15 women attended each week this year (although men would also be welcome) paying £5 per session. Each person must bring her own mat and can wear any loose, comfortable clothing. Joyce Furrer is the fully qualified instructor.

The class provides public benefit by being open to anybody, and helping all ages to improve fitness.

Day Centre

Under the auspices of Jewish Care this is run four days a week from 9.30am to 2.30pm, and attended each day by an average of 40 elderly people..Activities are directed towards those suitable for people 80+yrs, but they also include some training on use of computers and practising chair-based exercises. All attendees pay a daily fee, the amount including the provision of a midday meal and access to transport to and from their homes. The Centre is open equally to members and non-members of EDRS.

JACS

The JACS group has continued to meet every Thursday afternoon, providing entertainment, cultural and educational activities, and light refreshments at a cost of £3 per session inclusive.

Membership during the year averaged at 15-20, and they moved from the main hall into a smaller room. Attendance at this group is available to non-members of EDRS

MEMBERSHIP GROUP

In April 2013, the Membership Group's terms of reference changed from what was largely that of an administrative role to one more pro-active.

The Group was asked:-

1. In partnership with EDRS groups and committees, to actively welcome new and existing members to all aspects of synagogue life.
2. To establish and maintain contact with EDRS members using various means of communication.
3. To refer members with additional needs to professional staff and lay leaders as required.
4. To work communally in order to contribute to the development of EDRS as an inclusive and flourishing community.

As previously, the Group set up a Shabbat Meet and Greet Rota. This consisted of 12 members who, on a weekly basis, assist the Council Members on duty to welcome members and visitors to the Synagogue for the service and to provide support and help where and when needed. This is particularly valuable for new visitors as the Synagogue can seem quite daunting, in particular to children on their own attending a friend's Bar/Bat Mitzvah.

In conjunction with the Community Development Support Group a New Members Shabbat was organised in April. A good number of new members (2 years or less membership) attended and it was

particularly nice to see a number of them participating in the service.

The Group spent a number of hours updating the database to ensure that all adult members with email facility now receive "Our Week Ahead", and followed up with those members whose email address appeared no longer valid.

The Group continued to make calls to new members. These calls often result in constructive discussion about what the Synagogue has on offer and how members can get involved.

The Group would particularly like to thank the Executive Director and all the staff in the office for their help and support over the year.

MANAGEMENT & OPERATIONS

The Operations Group includes those support activities needed to ensure the smooth functioning of EDRS from a practical perspective. Many operational activities have come within the brief of the Executive Director and by managing staff and processes internally, the hope is that over time the systems will become more efficient. Volunteers have helped update the current database in preparation for the new system due for implementation in April 2014.

Regular supervision/meetings with managers were started and appraisals were undertaken. Support was received from MRJ on all matters concerning HR for which we are indebted.

It has been necessary to review the various departments and every member of the EDRS staff team agreed to a reduction of hours to support the initiative to save costs. EDRS now has its waste cleared by Biffa and this change has allowed for the community to be able to recycle. Phone, energy and printing contracts were altered to enhance savings and our insurance provider significantly reduced the premium for 2013.

The coming year should bring some stability following the restructuring of the administration team, with particular focus on membership following the departure of the Membership Officer and the retirement of Eve Marmot, PA to the Rabbi; we also welcomed a new Community Support Coordinator.

Following much discussion, and with the invaluable assistance of Michael Weber our Kiddushim suppliers were changed, which also considerably reduced our outgoings on food. As we have service level agreements we can ensure the quality of our hospitality.

During the year the Banqueting profile was brought in-house and grateful thanks are due to Ray Kann for all his commitment and insight which made the transition a smooth one. By responding to his experience and comments in last year's report with regard to a 'more flexible letting policy', the number of people hiring the various spaces has dramatically increased. As well as many long-standing partners we have a selection of new external activities to which EDRS members are welcomed. These include Capoeira, Children's Israeli Dancing, Shaolin Kickboxing and Zumba.

Thanks to the bequest in memory of Norma Bernard we have Smartboards and other technology which has seen an increased interest in EDRS as a training venue and Norwood and many of the youth organisations have used the spaces for education and first aid sessions. EDRS also has a beautiful hall and kitchen to offer and many families and organisations chose the synagogue for their simcha or event. We continue to offer a 20% discount for members if they wish to hire any of our banqueting facilities. There was a 117% increase in income from hiring

and lettings from that of the previous year without taking into consideration our ongoing agreement with the Jewish Care Day Centre.

In 2013 we had the honour of hosting visitors from all over Britain for the Movement of Reform Judaism's Annual General Meeting. Many of the visitors had not been to EDRS for quite some time and some had not been before. They were most complimentary about our building particularly the changes that had happened as part of building project of 2000.

The facilities which EDRS can offer together with a flexible approach can ensure that we play a key role as part of local and the wider communities

None of the above could have been achieved without the EDRS professional administration and caretaking staff who have absorbed much of the additional workload and so thanks are due to them.

The Executive Director would like to thank all those who assisted her induction into EDRS this year. She looks forward to continuing to develop the standards of operational activities with the help of the staff team and also the volunteers who are the much-needed resource of this community.

**The Edgware and District Reform Synagogue
Report of the Trustees for the year ended 31 December 2013**

House

The House Committee has been busy this year responding to the never-ending need for maintenance, repairs and minor enhancements to our buildings, too many to mention, along with on-going compliance with the regulatory demands.

Small projects undertaken included commencement of the memorial garden, maintenance works to the trees across the whole site, planting across the front perimeter, refurbishment of the main building 1st floor lounge area, replacement of the CCTV and video entry systems, replacement of the community centre fire alarm panel, reconfiguration of the fire alarm systems to provide better control of evacuations, and installation of more PIR control units for lights in certain areas to reduce electricity usage. In addition, the burglar alarm system suffered an unrecoverable fault in late December and installation of a replacement system was started immediately.

There were no major projects this year to align expenditure with income from the building levy, but planning is underway for replacement of the heating system in the main building (survey arranged and designer appointed) and also the repainting and guttering improvements for the community centre arranged for 2014.

The Stonegrove and Spur Road Estate redevelopment made progress through the planning process in early 2013. We contributed to and monitored this for EDRS and, following our discussions, the resultant plans were altered to help reduce the impact on our premises. Objections are limited to precise areas of concern but within this we have negotiated a solution that is good for EDRS when taking the balance of improved security against closer proximity of adjacent properties. Through our collaborative approach some significant amendments to the plans were obtained, and we will continue in this way as the plans move into the implementation phase over the coming years.

The Committee wish to thank the Administrator and her staff together with the Site Manager and his staff for the help they have given throughout 2013.

Security

The past year has, as usual, been a busy one. The High Holydays was the focal point and thanks to the hard work of the committee and of nearly 200 volunteers from the community all the festivals passed off peacefully.

The Security Committee has continued to work extremely hard to ensure that all other events, most notably Shabbat services and Religion School classes are adequately covered. Special thanks must go to all of them for their support. However there is an ongoing struggle to encourage more members of our community to help doing security. We will be continuing next year to try and get more people to help protect their own family, friends and fellow members. All help and support is welcome.

In assisting us to maintain the security of all staff and visitors, special thanks must go to Karen and all the office staff, Pat and Mary and the team for their assistance and especially to Rob for enduring all weathers to keep the site secure every day. It is vitally important that we continue to be vigilant and careful in the coming year

Catering Corps

Since very successfully catering the 2013 Communal Seder the Catering Corps have catered or assisted with the following functions:

- (a) The Mitzvah Day tea when many people, including some of the members of the Day Centre were treated to a very nice afternoon tea.
- (b) The Intergenerational Shabbat lunch when soup and jacket potatoes were provided.
- (c) The Corps provided much of the food for the Winter Fair.
- (d) We assisted the Executive Director with the World AIDS day concert and prepared and served the refreshments.

Without the assistance of a very willing and able team we would not be able to provide this service for special occasions, and our thanks go to the regular volunteers as well as to those who are able to help when they see the need. We always welcome any one who may be interested in joining us.

Technology

Some matters dealt with during 2013.

- Supply and configuration of PC's
- Setting up of PC's in Youth lounge
- Wireless Access points installation and configuration
- Upgrade of some PC's
- Installation of AV software on server and workstations
- Telephonic support for staff
- Upgrade of Sage
- Configuration of remote access for accounts machine
- Re-siting of bank modem
- Re-siting of fax/printer
- Re-build of door-entry system
- Liaison with 3rd party installers
- Preparation of multimedia systems in religion school (projectors / smart boards)
- Installation and configuration of lap tops for teachers , hire use
- Networking Tasks – add/remove users creation of mailboxes shared directories etc
- Designed and implemented a strategy for removal of all old data
- Creation and configuration of security groups for network admin
- Printer issues
- Software configurations (Skype etc)
- Rebuild Pat Howard PC
- Ensure server health (updates , hard ware etc)
- Messagelabs configurations for new, leaving staff members
- Remote support for end-users
- Ensure backup to Annex is functional
- General Daily /Weekly network maintenance tasks
- Cabling

Preparations for 2014 tasks included:

Upgrade of all PC's to at least Windows 7 due to Microsoft end of life product

Upgrade of Server due to Microsoft end of life product

Decisions regarding IT strategy for 2014 dependant on CiviCRM (as discussed in meeting regarding mail server requirements , hosted , locally hosted etc)

Possible upgrade to higher speed internet if necessary after CiviCRM implementation

Degradation / removal of Rakefet

BEYOND EDRS

Odessa Twinning Group

The group supports the Emanu-El Congregation in Odessa to help its members and others re-establish their Jewish identity following the many years in the Soviet era where they were unable to practise their religion. Emanu-El is the only progressive synagogue in Odessa and as such has an important role to play in helping people connect with their roots in a modern way. During the year we held a variety of activities. In March a joint evening with the Tuesday Film Club was held, where the funny and moving film "Everything is Illuminated" (about a journey starting from Odessa) was appreciated by a capacity audience.

A second Taste of Ukraine evening was held when Student Rabbi Julia Grischenko showed participants how to make Crazy, a delicious potato & mushroom dish.

A very successful fundraising event was held when some 200 people were entertained by comedian David Schneider, and which raised nearly £2,000.

During the year Julia Grischenko moved from EDRS to Emanu-El for the final year of her Rabbinic studies and in September we held a joint study session with Emanu-El - "Preparing our hearts for Yom Kippur". Having introduced Emanu-El to Mitzvah day we were delighted that they participated for the second year with an expanded range of activities - children at EDRS and Emanu-El held a Skype session on Chanukah displaying chanukiot that they made. Emanu-El was the only Mitzvah Day participant in Ukraine.

During the year we provided funds to help Emanu-El develop a new website; we assisted with travel costs to help Emanu-El's Chairman attend the WUPJ conference in Jerusalem, and religious books were purchased.

In the autumn six people from EDRS visited Kiev (where Hatikvah, EDRS's previous twin in Ukraine is based) and Odessa. Hatikvah have recently opened a new synagogue and community centre. In Odessa the visitors were made to feel part of the community and were able to gain a better understanding of Emanu-El's needs. The trip strengthened ties between the communities and ideas were exchanged on how we can further develop the twinning. We would like to thank members of EDRS for their continued support and Julia for her help both while at EDRS and since.

Interfaith

The year started with our now traditional Tu B'Shevat seder, and in addition to our own members, we also invited members from other faith communities in the local area. New guests this year included senior representatives of the Ahmadiyya Muslim Association UK which in 2014 will be celebrating its centenary year in this country. There is a tendency to think that Islam is a relatively recent import into Britain but it has been here longer than most people realize. Once again we thank Julie Temperley who organized the evening which followers of all the faiths present enjoyed so much.

The Church Heritage Group, with the support of EDRS, presented "An Evening of Bell Ringing" in early June at St Margaret's Church, Edgware. This included a talk by Matt Peperell, experienced bell ringer and Ringing Master of St Margaret's Ringers. But it wasn't just a demonstration of bell ringing, because everyone who came along had the opportunity of bell ringing for themselves. We are delighted to have been able to support this historical local church in its successful application for Lottery funding to renovate the bell tower and other parts of the building.

Also in June, we held a Shabbat morning text study with breakfast which was immensely successful. This was immediately followed by the "Sabbath Interfaith Explanatory Service". Interfaith Chair Michael Casale read the Shacharit service which was designed to be especially accessible to non-Jewish visitors. It was an opportunity to explore the tradition and meanings of this most important service in the Jewish weekly cycle and the entire morning was led and explained by Rabbi Daniel Smith. Many people came up to the Interfaith Group members and said how much they enjoyed the service and its spirituality. We especially thank all the EDRS professional staff who provided the office and other support in the weeks before.

Finally, in December, EDRS hosted a concert for the Interfaith World AIDS Day featuring the Diversity Choir. Although an Interfaith event, we should acknowledge the work put in by our Executive Director Janine Clements who was very much the prime mover of the evening.

Israel Group

The Israel Group organises speakers, events and films with Israel as the base. The group held three events in 2013. One was a very interesting talk by a representative of Yachad about the post election political landscape in Israel.

Despite reduced numbers the Yom Ha'atzmaut event was very successful. Alonim gave a brilliant Israeli dance display interspersed with communal dancing led by Maurice Stone of the Israel Dance Institute. A generous donation by the EDRS Israeli dance group and the proceeds of a raffle enabled a small surplus to be made.

An art exhibition was held where wonderful paintings from the Safrai Art Gallery in Jerusalem were exhibited; the event raised nearly £450 for the Synagogue.

After 15 years as Chair of the group, Helen Lyons resigned, and a successor is yet to be found. We would like to thank Helen for her hard work and commitment over the years.

Social Action

Food and goods collection for the homeless. We continue to encourage members to bring an item for the homeless each time they visit the premises. These are taken to the charity, Homeless Action in Barnet which are Empowering Homeless People by helping a variety of clients whose circumstances might include rough sleepers, those in insecure accommodation, where the tenancy is under threat, those in temporary accommodation and those in permanent accommodation but in need of support to maintain their tenancy. HAB offers a place to rest as well as meals, showers, laundry, clean clothes, resettlement support, medical, social and psychiatric services, drug and alcohol support, counselling, group work, holiday and other activities.

The one pound a month project is a long term activity that asks EDRS members to donate £1 a month by standing order with which we support a child in the former Soviet Union via World Jewish Relief. These communities remain very poor and our help really counts. This year members contributed almost £650. Since 2001 we have contributed almost £8000.

JEWISH AFFILIATED ORGANISATIONS

Movement for Reform Judaism

Reform Judaism is a living Judaism. It is a religious philosophy rooted in nearly four millennia of Jewish tradition, whilst actively engaged with modern life and thought.

In this spirit, MRJ supports individuals, rabbis and synagogues in 42 communities across the UK to meet their spiritual, social and educational needs and to reach out and represent Reform Judaism in the wider community. EDRS continues to be a vital and valued part of MRJ, with two of our own members, Keith Price and Simone Collins, having been elected to its Board of Trustees

As with many a charity this past year, finances have been challenged and MRJ has reassessed its organisation so as to ensure that the costs of administration are reasonable and proportionate. It is currently exploring the basis on which the Membership Levy, which is paid by synagogues to the Movement, is charged to meet both the needs of the community and that of the Movement.

MRJ continued to meet with the Chairs of the United, Masorti and Liberal movements, The Leo Baeck College, the Board of Deputies and the Jewish Leadership Council.

Over 1000 young adults were engaged by RSY in the various summer and Israel schemes, leading to recognition by it receiving additional funds from UJIA.

The L'Chiam Adult Education programme has been introduced to several congregations throughout the year. We welcomed Rabbi Debbie Young - Somers as Community Educator and who has already engaged and worked with more than twenty of our communities.

We have developed a Reform presence on the governing bodies of both Jewish and secular schools. We have set up a Social Justice group to develop national support programmes.

Our Movement Rabbi, Rabbi Laura Janner-Klausner, continues to promote the Reform perspective in the wider external community through the media on issues as diverse as Shechitah, Brit Milah, immigration, women in leadership and the living wage

Board of Deputies

The Board of Deputies (BOD) have worked on their core tasks to represent the Anglo-Jewish community, working closely with the Community Security Trust (CST) fighting against anti-Semitism in this country or overseas, and to counter the delegitimisation of Israel.

The Board acts as our ambassador when meeting representatives of Jews from other countries, the Prime Minister, and politicians worldwide. The Board attempts to eradicate ignorance of what a Jew is, for example with their travelling "Jewish Way of Life" exhibition. They have an input into the interpretation of census and other survey results regarding Jewishness. They fight for the restitution of funds for Holocaust survivors, are active in inter-faith activities, and help small Jewish communities throughout the country.

EDRS was represented at the meetings of the Board of Deputies (BOD) meetings in 2013 by three Deputies.

Approved by the Board of Trustees (The Synagogue Council)

on 7 April 2014 and signed on its behalf by

A. SEYMOUR

Trustee and Chairman

J. HARROD

Trustee and Honorary Secretary

THE EDGWARE AND DISTRICT REFORM SYNAGOGUE

Report of the Trustees for the year ended 31 December 2013

The Trustees present their report along with the financial statements of the charity for the year ended 31 December 2013 which is governed by the Charity's Laws of the Synagogue. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2005 in preparing the annual report and financial statements of the charity.

Structure, governance and management

As required by the Charity Commission's mandatory practice Accounting and Reporting by Charities the following paragraphs are to be read in conjunction with pages 3 – 12 of The Edgware & District Reform Synagogue ("EDRS") Trustees Report for 2013 which sets out the detailed activities of the Synagogue. The Trustees comprise up to eight Honorary Officers and up to eleven additional members who are elected at each Annual General Meeting for a period of twelve months, together with the Senior Warden, a member aged between 21 and 35 years nominated by Council and approved at General Meeting, and, for one year, the immediate past Chairman. Potential new Trustees are invited to stand for election and all members of the Synagogue are entitled to vote in the election of the Trustees. New Trustees are given guidance on their role and responsibilities in furthering their role and enhancing the aims of the Synagogue. In addition the President, Vice Presidents and several observers are all entitled to attend Council meetings for their valuable advice, but without voting rights.

The Synagogue employs administrative staff, under the day to day management of Karen Senitt, the Synagogue Administrator, who are responsible for the day-to-day management of the building, co-ordination of activities between various groups and who are available to respond to queries, which are often of a sensitive nature, including membership, finance, life events and bereavements.

In January 2013 the Synagogue appointed Janine Clements in the new post of Executive Director with the overall responsibility of managing and running the Synagogue's operations and extending and developing the resources of the Synagogue.

All significant operational decisions are made by Council, taking appropriate external advice where necessary. The Constitution also requires certain key decisions to be approved by the membership in open meeting. EDRS is a constituent member of the Movement for Reform Judaism.

Objectives and activities

The objectives of EDRS can be found in Article 2 in the Laws of the Synagogue. In summary these promote the advancement of Judaism by:

- providing religious services;
- maintaining a place of worship;
- arranging life cycle events such as marriages;

- advancing education by providing classes in Hebrew and Religion with weekly classes for under-16s and adult education, open to members and non-members; and
- performing charitable activities of a religious nature to members and non-members.

These objectives are met through the actions of the EDRS sub-committees and EDRS associated groups and organisations, reports of which can be found on pages 3 – 12 and which are run by a wide range of volunteers as well as EDRS employees.

Volunteers

EDRS is grateful for the unstinting efforts of its volunteers who are involved in service provision and fund-raising. It is not possible and practical to estimate the monetary value of the services provided by the volunteers during the year.

Public benefit and strategy

The Synagogue's aims are described above under "objectives and activities". The benefits of such aims are derived by the members and the public, attending services and activities provided by the Charity. As a charity the Synagogue's strategy is to continue to provide a religious environment and purpose for its members in safe and financially secure manner. The income of the Charity together with the support of the volunteers is directed to fulfil these objective and activities both during the year under review and future years.

Funds held as Custodian Trustees on behalf of others

The Synagogue's freehold premises are held on its behalf by the Custodian Trustees, due to the limitations of the Charity's legal status. The Charity and its objects (noted above) utilises the freehold premises for the provision of those objects. The Honorary Solicitor has ensured safe custody and segregation of the assets for the benefit of the Charity and its members.

Investment policy

There are no restrictions on the Synagogue's powers to invest. The Trustees operate a low risk strategy with respect to investments.

Reserves policy

It is the policy of the Synagogue to maintain our unrestricted funds, which are the free reserves of the Synagogue, at an adequate level to enable the Synagogue to undertake its charitable objectives.

The designated funds are those which have been set aside by the Trustees for specific projects, for example major building works, as further described in note 12 to the financial statements (page 22).

The restricted funds are those donated to the Synagogue for specific purpose or nature solely under the direction of the donors, for example the High Holy Day appeal (see below) and are described in note 13 of the financial statements (page 22).

THE EDGWARE AND DISTRICT REFORM SYNAGOGUE

Report of the Trustees for the year ended 31 December 2013

Grant making policy

The Synagogue pursues its charitable giving through a number of programmes but mainly through the High Holy Day appeal. With the exception of minor disbursements in the case of need, our policy is to make grants only out of donations received and only to registered charities, both Jewish and non-Jewish, whether in the UK or overseas.

Risk management

The Trustees are responsible for overseeing the risks associated with the Synagogue. Risks are identified by the Trustees and on a regular basis by examining the major strategic, financial, security and operational risks which the Synagogue faces. Systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen the risks. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

There have been no incidents reported to the Charity Commission. The major risks and uncertainties that face EDRS are that we fail to:

- maintain the current level of membership;
- successfully grow EDRS fundraising activities;
- successfully increase the number of young families.

Financial review

The Charity's income is principally reliant upon subscriptions, which were £740,327 in 2013 (2012 - £730,621). Other activities and sources of income of £567,368 (2012 - £575,415) add to resources to help the Synagogue meet its charitable objectives. Amounts expended on activities undertaken to support the charitable objectives of the Synagogue during the year amounted to £1,274,037 (2012 - £1,483,570) and details of these activities can be found on pages 3 - 12.

As planned the major works fund was not significantly utilised in 2013. Part of the expenditure in 2012 was in anticipation of the funds to be collected in 2013, and the expenditure planned later in 2014 to upgrade the heating system is being financed by the balance of the funds raised in 2013 and those being raised in 2014.

The Synagogue's reserves remain at a satisfactory level.

Plans for the future

We are continuing to look for new areas of fundraising, together with grant applications, legacies, wills and donations, and, as referred to above, the new Executive Director will become involved in developing these activities.

During 2014 the Synagogue will continue to provide the wide range of activities as set out on pages 3 - 12 so as to continue to meet its charitable objectives.

Trustees' responsibilities in relation to the financial statements

The Trustees are responsible for preparing the Trustees' Annual 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 estimates that are reasonable and prudent;
- state whether applicable 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 accounting records that 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.

Auditors

A resolution proposing that Martin May, Statutory Auditors and Chartered Accountants, be re-appointed as auditors of the Charity will be put to the Annual General Meeting.

Approved by the Trustees on 7 April 2014 and signed on their behalf by:

H S MOSS B Com FCA

Honorary Treasurer

J HARROD FCCA

Honorary Secretary

INDEPENDENT AUDITORS' REPORT TO THE TRUSTEES OF THE EDGWARE AND DISTRICT REFORM SYNAGOGUE

We have audited the financial statements of The Edgware and District Reform Synagogue for the year ended 31 December 2013, which comprise the Statement of Financial Activities, the Balance Sheet and the related notes. These financial statements have been prepared under the accounting policies set out therein. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards.

This report is made solely to the Charity's trustees, as a body, in accordance with Section 154 of the Charities Act 2011. 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 auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditor

As explained more fully in the Trustees' Responsibilities Statement set out on page 14, the trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditor under section 144 of the Charities Act 2011 and report 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 (APB's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

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

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the 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);
- have been prepared in accordance with the requirements of the Charities Act 2011.

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' Annual 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.

MARTIN MAY BA FCA
(Senior Statutory Auditor)
for and on behalf of Martin May
Statutory Auditors and
Chartered Accountants

399 Hendon Way
London
NW4 3LH

10 April 2014

Martin May Statutory Auditors and Chartered Accountants are eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.

THE EDGWARE AND DISTRICT REFORM SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2013

Including Income & Expenditure Account

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	<i>Total Funds</i>	
					2013 £	2012 £
INCOMING RESOURCES FROM GENERATED FUNDS						
Incoming resources from generated funds:						
Voluntary income	2	3,675	128,730	28,915	161,320	167,129
Legacy	2	-	-	-	-	10,000
		3,675	128,730	28,915	161,320	177,129
Investment income - bank interest receivable		1,598	-	-	1,598	1,814
Incoming resources from charitable activities	3	1,144,777	-	-	1,144,777	1,127,093
Total incoming resources		1,150,050	128,730	28,915	1,307,695	1,306,036
RESOURCES EXPENDED						
Charitable activities	4	1,184,450	62,153	22,334	1,268,937	1,477,570
Governance costs	6	5,100	-	-	5,100	6,000
Total resources expended		1,189,550	62,153	22,334	1,274,037	1,483,570
NET SURPLUS/DEFICIT FOR THE FINANCIAL YEAR						
		(39,500)	66,577	6,581	33,658	(177,534)
Fund balances at 1 January 2013		738,769	1,123,606	25,569	1,887,944	2,065,478
FUND BALANCES AT 31 DECEMBER 2013		£699,269	£1,190,183	£32,150	£1,921,602	£1,887,944

The statements of financial activities include all gains and losses in the year.

All incoming resources and resources expended derive from continuing activities.

The notes give details of changes in resources applied for fixed assets and charity use.

EDGWARE AND DISTRICT REFORM SYNAGOGUE

BALANCE SHEET AS AT 31 DECEMBER 2013

		2013		2012	
Notes	£	£	£	£	£
Fixed Assets					
Tangible fixed assets	8		1,567,349		1,620,453
Investments	9		2		2
			1,567,351		1,620,455
Current Assets					
Debtors and prepayments	10	114,684		82,060	
Cash at bank and in hand		459,224		424,186	
		573,908		506,246	
CREDITORS: amounts falling due within one year	11	219,657		238,757	
Net Current Assets			354,251		267,489
Total assets less current liabilities			£1,921,602		£1,887,944
Funds of the charity:					
Unrestricted			699,269		738,769
Designated	12		1,190,183		1,123,606
Restricted	13		32,150		25,569
			£1,921,602		£1,887,944

**Approved by the Board of Trustees (The Synagogue Council) on
7 April 2014 and signed on its behalf by**

H S MOSS B Com FCA

Trustee and Honorary Treasurer

J HARROD FCCA

Trustee and Honorary Secretary

EDGWARE AND DISTRICT REFORM SYNAGOGUE

NOTES TO ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2013

1. ACCOUNTING POLICIES

a) Accounting Convention

The accounts have been prepared under the historical cost convention and in accordance with the Charities Act 2011 and the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in 2005 and applicable accounting standards.

b) Incoming Resources

Voluntary income is included in the Statement of Financial Activities upon receipt. Income from charitable activities (including membership income) is recognised as incoming resources when receivable, except when incapable of financial measurement.

For legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received.

Investment income is recognised on a receivable basis.

c) Income Tax Recoverable

Income tax recoverable has been included to the extent that it arises on gift aided subscriptions and donations receivable in the year.

d) Resources Expended

Charitable expenditure comprises all expenditure directly relating to the objectives of the Synagogue. All expenditure is accounted for on an accruals basis.

Governance costs include audit costs, legal advice for the Trustees and any other costs associated with constitutional and statutory requirements.

Support costs - the amounts disclosed under each of the above categories comprise those costs which are directly attributable to that category together with an apportionment of support costs.

Support costs are those costs that are not directly attributable to a single activity but provide the necessary organisational support for all the charity's activities. The support costs have been allocated to the charity's activities based on the number of staff employed in each area.

e) Pensions

The Synagogue itself does not participate in a pension scheme in respect of any of its employees. Certain employees of the Synagogue are entitled to receive contributions, expressed as a proportion of their salaries, in respect of their own personal pension schemes.

f) Fixed Assets and Depreciation

Fixed assets are included at cost. The following rates of depreciation are employed to depreciate those assets over their expected useful economic lives:-

Freehold buildings	2% on cost
Furniture, fixtures & fittings	10% on cost
Office equipment	20% on cost
Motor cars	25% on written down value
Prayer books	15% on cost

g) Investment

Investment is stated at historical cost at the balance sheet date.

h) 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 cost 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.

i) Volunteers

In accordance with SORP 2005, the contribution of volunteers is not recognised in the Financial Statements, as the value of their contribution cannot be reasonably quantified in financial terms. An exception may be made where a donor provides services as part their trade or profession and where the Synagogue would otherwise have had to purchase those services externally. In these cases, if material, those donated services would be valued at the open market value to the Synagogue.

EDGWARE AND DISTRICT REFORM SYNAGOGUE

NOTES TO ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2013 (Cont)

2. VOLUNTARY INCOME	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2013 £	Total Funds 2012 £
Donations	3,675	-	1,050	4,725	9,804
Major projects fund	-	107,261	-	107,261	110,379
High Holy Day appeal	-	-	27,865	27,865	26,432
Income tax recoverable	-	21,469	-	21,469	20,514
	3,675	128,730	28,915	161,320	167,129
Legacy	-	-	-	-	10,000
	£3,675	£128,730	£28,915	£161,320	£177,129

3. INCOMING RESOURCES FROM CHARITABLE ACTIVITIES	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2013 £	Total Funds 2012 £
Subscriptions	740,327	-	-	740,327	730,621
Income tax recoverable	134,115	-	-	134,115	114,202
Hire of hall	19,602	-	-	19,602	8,107
EMET and Year Book advertising	6,816	-	-	6,816	7,334
High Holyday tickets	4,701	-	-	4,701	5,491
Kaytanot and youth work	23,749	-	-	23,749	34,210
Marriages	6,080	-	-	6,080	3,675
Day Centre contribution	14,502	-	-	14,502	12,842
Nagila fees and other income	146,313	-	-	146,313	162,206
Community and welfare projects	15,429	-	-	15,429	16,064
Sale of educational materials and books	21,701	-	-	21,701	20,789
Income for charitable purpose	500	-	-	500	500
Income from kiddushim	7,497	-	-	7,497	6,565
Other income	3,445	-	-	3,445	4,487
	£1,144,777	£0	£0	£1,144,777	£1,127,093

4. TOTAL RESOURCES EXPENDED CHARITABLE ACTIVITIES	Staff Costs £	Direct costs £	Support costs £	2013 £	2012 £
Unrestricted funds					
Services & festivals	35,720	14,050	84,962	134,732	127,534
Education & nursery	211,687	13,001	296,444	521,132	516,456
Rabbinic salaries and expenses	185,868	14,247	84,962	285,077	290,265
Youth work	39,959	32,175	84,962	157,096	161,988
Community & welfare	14,032	6,903	41,562	62,497	64,031
EMET and Year Book costs	-	4,532	-	4,532	6,533
Charitable donations	-	-	-	-	-
Depreciation	-	19,384	-	19,384	23,797
	487,266	104,292	592,892	1,184,450	1,190,604
Designated funds					
Major projects	-	13,552	-	13,552	214,783
Depreciation	-	43,729	-	43,729	43,729
Children projects fund	-	4,872	-	4,872	-
	-	62,153	-	62,153	258,512
Restricted funds					
Charitable donations	-	22,334	-	22,334	28,454
	£487,266	£188,779	£592,892	£1,268,937	£1,477,570

EDGWARE AND DISTRICT REFORM SYNAGOGUE

NOTES TO ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2013 (Cont)

5. SUPPORT COSTS	Services & festivals £	Education £	Rabbis £	Youth £	Community & welfare £	2013 £	2012 £
Premises cost							
Caretakers costs	12,821	44,733	12,821	12,821	6,271	89,467	95,840
Lighting, heating and rates	4,746	16,558	4,746	4,746	2,322	33,118	30,358
Repairs & maintenance	4,402	15,361	4,402	4,402	2,154	30,721	27,966
Office costs					-		
Administrative staff cost	20,422	71,258	20,422	20,422	9,991	142,515	100,348
Printing, postage & stationery	3,003	10,476	3,003	3,003	1,469	20,954	21,015
Computerisation	707	2,465	707	707	345	4,931	4,518
Bank charges	298	1,040	298	298	146	2,080	1,802
Telephone	542	1,889	542	542	265	3,780	2,903
Insurance	1,653	5,766	1,653	1,653	809	11,534	13,106
Security	995	3,472	995	995	486	6,943	5,281
Publicity	36	126	36	36	18	252	198
Other items	972	3,394	972	972	476	6,786	7,329
Movement for Reform Judaism	17,301	60,366	17,301	17,301	8,463	120,732	141,848
Burial scheme	17,064	59,540	17,064	17,064	8,347	119,079	114,538
	£84,962	£296,444	£84,962	£84,962	£41,562	£592,892	£567,050

6. GOVERNANCE COSTS	Unrestricted Funds £	Designated Funds £	Restricted Funds £	2013 £	2012 £
Audit	5,100	-	-	5,100	6,000
	£5,100	£0	£0	£5,100	£6,000

7. STAFF COSTS, TRUSTEES' REMUNERATION AND PENSION COSTS	2013 Numbers	2012 Numbers	2013 £	2012 £
Salaries, social security and pensions:-				
Services and festivals	0(16)	0(16)	35,720	36,020
Education & nursery	2(42)	1(46)	211,687	217,738
Rabbinic	2(0)	2(0)	185,868	193,707
Youth work	3(0)	3(0)	39,959	40,763
Caretaking	4(3)	4(3)	89,467	95,840
Community & welfare	0(1)	0(1)	14,032	17,758
Administrative	1(6)	0(6)	142,515	100,348
	12(68)	10(73)	£719,248	£702,174

The number of employees shown in brackets are part timers.
The emoluments of one person exceeded £60,000 for the year.

Band £60,000 to £70,000 - 1.

Contributions made to the pension scheme of the highest paid employee amount to £44,638 (2012 - £48,697).
The charity operates a contributory pension scheme. It is a defined contribution scheme and contributions are charged in the statement of financial activities as they accrue. The charge for the year was £51,940 (2012 £56,222).

Expenses paid to Trustees during the year £nil (2012 - £nil). Remuneration paid to Trustees during the year £nil (2012 - £nil).

EDGWARE AND DISTRICT REFORM SYNAGOGUE

NOTES TO ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2013 (Cont)

8. TANGIBLE FIXED ASSETS

	Freehold land & buildings	Furniture fixtures & fittings	Office equipment	Motor car	Prayer books	Total
Cost	£	£	£	£	£	£
1 January 2013	2,312,358	275,018	73,171	23,230	40,609	2,724,386
Additions	-	7,115	2,216	-	678	10,009
31 December 2013	<u>2,312,358</u>	<u>282,133</u>	<u>75,387</u>	<u>23,230</u>	<u>41,287</u>	<u>2,734,395</u>
Accumulated depreciation						
1 January 2013	741,862	241,876	67,981	18,126	34,088	1,103,933
Charge for the year	46,247	10,225	2,663	1,276	2,702	63,113
31 December 2013	<u>788,109</u>	<u>252,101</u>	<u>70,644</u>	<u>19,402</u>	<u>36,790</u>	<u>1,167,046</u>
Net book value						
31 December 2013	<u>£1,524,249</u>	<u>£30,032</u>	<u>£4,743</u>	<u>£3,828</u>	<u>£4,497</u>	<u>£1,567,349</u>
31 December 2012	<u>£1,570,496</u>	<u>£33,142</u>	<u>£5,190</u>	<u>£5,104</u>	<u>£6,521</u>	<u>£1,620,453</u>

9. INVESTMENTS

	2013	2012
	£	£
Investment in subsidiary		
Stonegrove Promotions Limited	2	2
	<u>£2</u>	<u>£2</u>

The investment in the subsidiary is the total issued share capital of Stonegrove Promotions Limited, a Company incorporated in England. The Company did not trade in the year ended 31 December 2013.

10. DEBTORS AND PREPAYMENTS

	2013	2012
	£	£
Income tax recoverable	63,523	23,730
House purchase loan to Senior Minister	750	2,400
Sundry debtors and prepayments	50,411	55,930
	<u>£114,684</u>	<u>£82,060</u>

EDGWARE AND DISTRICT REFORM SYNAGOGUE

NOTES TO ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2013 (Cont)

11 . CREDITORS: AMOUNT FALLING DUE WITHIN ONE YEAR	2013	2012
	£	£
Other taxes and social security	12,977	12,944
Sundry creditors and accruals	206,680	225,813
	£219,657	£238,757

12 . DESIGNATED FUNDS	Balance			Balance
	01-Jan-13	Incoming	Outgoing	31-Dec-13
	£	£	£	£
Community Centre building fund	514,181	-	(16,575)	497,606
Major projects fund	599,425	128,730	(40,706)	687,449
Children projects fund	10,000	-	(4,872)	5,128
	£1,123,606	£128,730	£(62,153)	£1,190,183

Designated funds are those earmarked for specific projects under the discretion of the trustees.

The Community Centre building fund was set up in 1988 to provide for the cost of the building and its furniture, fixtures and fittings.

The major projects fund was commenced in 1990 to provide funds for such items including donations relating to Stonegrove 2000 and other Synagogue projects.

The children projects fund was set up in 2012 following the receipt of a legacy. The purpose of the fund is to provide educational support to children.

13 . RESTRICTED FUNDS	Balance			Balance
	01-Jan-13	Incoming	Outgoing	31-Dec-13
	£	£	£	£
Charitable funds	£25,569	£28,915	£(22,334)	£32,150

Charitable funds represent amounts collected by the various committees of the Synagogue, the High Holy Day appeal and other collections which have been or will be paid to other Charities.

14 . ANALYSIS OF NET ASSETS BETWEEN FUNDS	Unrestricted	Designated	Restricted	Total
	funds	funds	funds	funds
	£	£	£	£
Fund balances at 31 December 2012 are represented by:-				
Tangible fixed assets	439,396	1,127,953	-	1,567,349
Investments	2	-	-	2
Current assets	393,991	126,786	53,131	573,908
Creditors: amounts falling due within one year	(134,120)	(64,556)	(20,981)	(219,657)
	£699,269	£1,190,183	£32,150	£1,921,602

15 . RELATED PARTY TRANSACTIONS

The freehold properties of £1,524,249, (2012 £1,570,496) as disclosed in note 8, are held by the custodian trustees.

REGULAR ACTIVITIES AT EDRS

MONDAY

Day Centre 9.30am- 2.30pm
Nagila Nursery 9.30am -2.30pm
New Options Discussion 10.30am (monthly)
Rosh Chodesh group 8.00pm (monthly)
Jo Martin Zumba 9.45am & 8.15pm

TUESDAY

Day Centre 9.30am - 2.30pm
Nagila Nursery 9.30am - 2.30pm
Yoga 10.00am - 11.30am
Intermediate Hebrew 10.00am-12noon
Yiddish 11.00am - 12.30pm
Drop Zone Youth Club 4.00pm
OROT B'nei Mitzvah Classes 7.00pm
Adult Studies 8.00pm

WEDNESDAY

Day Centre 9.30am - 2.30pm
Nagila Nursery 9.30am - 2.30pm
Bridge 12.45pm
Brownies 5.15pm
Shaolin Kick-boxing 8.00pm
Israeli Dancing 8.00pm
Adult Studies 8.00pm

THURSDAY

Day Centre 9.30am - 2.30pm
Nagila Nursery 9.30am - 2.30pm
Zumba Gold 10.15am
JACS Club 1.30pm
Israeli Dancing for Children 4.30pm
Cubs 6.45pm
Chicago Bridge 8.00pm (monthly)

FRIDAY

Nagila Nursery 9.30am - 12 noon
Kuddle-Up Shabbat 4.15pm (monthly)
Shabbat Evening Service 6.30pm

SATURDAY

Main Service 10.30am - 12.30pm
Young People's Services from 9.45am

SUNDAY

Morning Service 9.30am
OROT (Religion School) 10.00am
GCSE Class 10.00am
Youth Clubs (all ages) 12.30 - 9.00pm

All the above activities are available to members and non-members of EDRS

Some activities are free to all

Some activities are free to members, but non-members pay a fee

For some activities a fee is payable by all, but members pay a reduced fee