

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 NOVEMBER 2018**

FOR

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

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

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

FRIDAY



L05

L8CYUVHD

30/08/2019

#69

COMPANIES HOUSE

Contents

	Page
Legal and Administrative Information	1
Report of the Board and Trustees	2
Independent Examiner's Report	10
Statement of Financial Activities	11
Balance Sheet	12
Notes to the financial statements	13

LEGAL AND ADMINISTRATIVE INFORMATION

Directors and Trustees

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

Secretary

L Lewis

Registered Office and Principal Address

28 Highland Road
Bromley
Kent
BR1 4AD

Company Number

04583645 (England and Wales)

Charity Registration Number

1098431

Independent Examiner

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

Bankers

HSBC plc
184 High Street
Bromley
Kent BR1 1HL

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2018

Structure, Governance and Management

The Trustees, who are also the directors of the charity for the purposes of the Companies Act 2006, present their report and the independently examined financial statements for the year ended 30 November 2018. The trustees confirm that the Annual Report and financial statements of the company comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Statement of Recommended Practice (SORP), applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) as amended by Update Bulletin1 (effective 1 January 2015).

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

Governing Document

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

Recruitment and Appointment of New Trustees

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

Trustees Induction and Training

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

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

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

Organisational Structure

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

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

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2018

Related Parties

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

- S Hurley	£1,174	(2017: £1,174)
- L Evans	£1,204	(2017: £1,096)
- E Evans	£nil	(2017: £106)

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

Data Protection Policy

During the year our data protection policy was updated to ensure compliance with the Data Protection Act 2018 and General Data Protection Regulation 2016/679 (GDPR) and the Electronic Communication (EU Directive) Regulations 2003 (PECR).

Risk Management

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

Objectives and Activities

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

In order to further those objects the governing body has:

- procured premises
- employed a full-time rabbi
- established sub-committees charged with the responsibility of overseeing matters such as religion and education
- purchased equipment to allow on-line streaming of Adult Education and guest speaker sessions.
- established a Sunday School ("Cheder") for members' children
- employed a part-time head teacher for its Sunday School
- employed a part-time Youth Worker and established a youth club and youth programme
- established a Library within the premises
- established a by-monthly Social Centre for older members
- promoted a monthly magazine which details all Synagogue's activities ("Highlight") and an audio version for member's who would benefit
- promoted weekly electronic communications of impending activities relevant to the membership.
- established and maintained a web-site and a presence on other social media

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

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

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2018

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

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

Minutes are kept and are available for public scrutiny.

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

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

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

Board and the Trustees

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

Dr J Posner (Chairman)
K Hyams (Vice-Chairman)
M Brooks-Evans (appointed Vice-Chairman 13/03/2018)
L Lewis (appointed Secretary 18/03/2018)
S Hurley (Treasurer)
S Alberti (appointed 13/03/2018)
E Carr
M de Lange
M Freeman
A Fried
G Harris
A Jackson
Dr P Jeffree
J Koenigsberg (resigned 13/03/2018)
B Kurtz
S Lask
D Posner
R Rolle
A Sedenu (resigned 13/03/2018)
N Springer (appointed 18/03/2018)

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

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2018

Achievements and Performance

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

Education & Other Events.

The synagogue Sunday school ("Cheder") has operated successfully during the year. There are currently 65 under 16 years old involved with the Cheder, of which 58 are students varying in age from 5 to 13 years. Classes are run by a combination of teachers and class-room assistants plus a Head Teacher. In addition, there is a PTA group. The Gan (nursery) group meet on a Sunday morning and has a register of 17 children. There were a number of adult education events and courses during the year open without charge to synagogue members, their families and conversion students. Also a number of speakers were invited to speak at the synagogue during the year. In addition there was a communal Seder for Pesach, two Chanukah Fairs and a Chanukah Party.

Charitable Giving

Charitable giving is a Jewish value and commandment. This is expressed in part by supporting external charities. A number of charities are recommended by Board members and after discussion three are approved by the Board. There is no benchmark for this appeal. The Appeal this year resulted in a total fund of £13,379. In addition, the Board approved a donation of £1,000 to Leo Baeck College.

A Caring Community

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

Youth

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

Involvement in the Wider Community

Another key area is involvement within the local community. We have a Schools' visiting programme administered by a member of the Board. Schools and Cub Scout Packs request to visit the synagogue to meet curriculum/club badge requirements. Our programme aims to introduce Jewish history, traditions, practices and activities. During the year 13 different schools and 2 Cub Scout Packs visited the synagogue. The synagogue took part in Mitzvah Day and was involved with the CCJ (Council of Christians and Jews) and the 3FF (Three Faiths Forum) groups, including the 3FF Babies and Toddlers Play group. A number of CCJ and 3FF meetings were held at the synagogue during the year. In addition the synagogue hosted a coffee morning as part of the Macmillan Trust annual fund raising event. The synagogue continued its connection with the homeless centre. 999 Club Trust.

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2018

Communications

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

Membership

Since most funding comes from members' subscriptions, maintaining the number of members is fundamental to the synagogue. A growing membership is essential to support and enhance the charity's objectives and its continuing existence. Therefore the synagogue continues to focus time and effort in this area. During the year we added 18 people to the membership. This was offset by 12 losses through resignation, one cancelled memberships and nine deaths.

Premises & Security

An important part of the Board of Trustees role is to ensure that the synagogue's premises are adequately maintained and secured. As well as ensuring there is security for services, cheder and other events, the Board maintain the security of the building and its surroundings with security cameras and well maintained emergency lighting. Also routine maintenance work was carried out to the back the building during the year.

Review of Financial Results

STATEMENT OF FINANCIAL ACTIVITIES

Incoming Resources/Revenues

Revenue for general charity purposes arises primarily from subscriptions paid by members. These monies are increased by tax claimed under the Gift Aid Scheme. Such revenue totalled £150,241 compared to a budgeted figure of £162,000; The 2017 amount received was £151,178. The shortfall to budget is due to net payment shortfalls £6,825 plus resignations, removals and deaths £3,422.

Other donations/recoverable tax totalled £18,297 verses a budget of £13,300. The total for 2017 was £12,587.

Grants receivable are £492. £240 was from the Donor Trust to refund for New Member Packs and £252 from the Goldman Trust to pay for a new Siddur to be given to every member of Cheder Class 7.

Income of £1,000 was received in the year from a bequest. This category is not budgeted for.

Remaining income was £9,530 and includes monies from: Advertising in Highlight, Conversion course students, Passover Seder and festival tickets, school & scout group visits, fund raising events and Shop sales. After adjusting for expenditure incurred in the year on a number of these items, the comparison would be income of £6,039 compared to a budget of £5,550. The total for 2017 was £3,787.

Total Unrestricted incoming resources/revenues was £179,560 for the year (£174,577 adjusted), compared to a budgeted amount of £180,850. The comparative adjusted figure for 2017 was £167,562 excluding the extraordinary bequest of £53,879.

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2018

Resources Expended/Expenses

'Subscription to Religious Organisation' of £19,653. This payment to Reform Judaism is calculated at 13% of prior year Subscription income and is in full and final settlement of our 2018 Levy.

Expenses (adjusted for income and capital items) associated with the synagogue's fund generating activities and objectives are: 'Minister and Religion/Ritual expense' - £41,124 versus a budget of £65,830; 'Education expense' - £26,741 versus a budget of £27,970; 'Publicity & Promotion expense' - £3,316 versus a budget of £3,640 and 'Other expense' - £1,060 versus a budget of £1,310.

'Minister and Religion/Ritual expense' is under budget due to being without a full time rabbi from 1st June until January 2019. 'Education expense' was under budget as the synagogue did not develop its streaming capability as much as anticipate in the budget. 'Publicity & Promotion expense' is under budget due to lower than budgeted postage costs.

Adjusted costs associated with day to day synagogue administration include: '28 Highland Road expense' of £35,912 versus a budget of £31,100 and 'Management & Administration expense' - £29,555 versus a budget of £26,610.

28 Highland Road expense' is over budget mainly due to the replacement of four windows in the Sanctuary at a cost of £3,848. 'Management & Administration expense' is over budget due to costs associated with GDPR and Charity Commission compliance and IT/WIFI repair costs.

As a result, Unrestricted Net Movement for the year is £23,902, which gives, after adjusting for income and capital items, gives an excess of income over expenditure of £18,216 versus a budgeted excess £202.

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

BALANCE SHEET

Fixed Assets

In the interests of health and safety, all four of the rear facing windows in the sanctuary were replaced. Other items needing to be replaced were: kitchen dishwasher, office computer and fire extinguishers. Also purchased: A shed for youth club equipment, streaming equipment, lockable cabinet for the Administrator's office and a desk for the newly created 'Head Teacher's Office'. Details of capital expenditure are set out in Note 9 to the Accounts.

Restricted Funds

The New Building & Sanctuary fund ended the year with a balance of £670,369. This represents capitalised amounts. Other restricted funds totalled £11,542. Details of such movements are set out in Note 13 to the Accounts.

Subscription Rate Increase

It is the policy of the charity to maintain positive cash balances throughout the year, and to actively bolster and sustain reserves. Cash balances were in line with this policy at all times during the year. Our current financial situation is satisfactory in terms of ability to serve our present needs and the reserve policy. But to meet our on-going needs and future plans, it has been decided to recommend an increase of 4.0%, plus £1. The £1 is to cover the per person increase to the Burial Scheme Levy. This increase means that the full-payer subscription rates for 2019 are £495 (single) and £990 (family).

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2018

Reserves Policy

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

Under this definition, adequate reserves at 30 Nov 2018 would be £39k-£79k and for 2019 (based on the budgeted expenditure) £47-£94k. Actual reserves at 30 Nov 2018 are £105,202 in line with the above definition. This level of reserves is as a result of continued cost control, as well as discipline regarding subscription and related monies.

Plans for Future Periods

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

Plans include the following:

- to employ a full time rabbi.
- to employ a part-time music director.
- to provide training for members undertaking voluntary security duties for the synagogue.
- the continued provision of education opportunities to children and adults throughout the year.
- continued provision of Family and Children's services to meet the needs of the community.
- continuing provision of care activities and programs under the Social Committee.
- continuing provision of assistance with transportation to Synagogue or related events.
- further active pursuit of new members.
- maintenance of the premises.
- active involvement in the wider community under existing programmes, as well as with and through the "Reform Judaism", of which the charity is a longstanding member.
- to continue connection with the homeless centre, 999 Club Trust.
- to invest in youth activities

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2018

Responsibility of the Trustees in relation to the financial statements

The trustees (who are also the directors of Bromley & District Reform Synagogue Limited for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice.

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to:

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

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

Members of the Board of Trustees

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

In accordance with company law, as the company's directors, we certify that:

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

Approval

This report was approved by the trustees on 12/03/2019 and signed on their behalf by:


.....
Dr J Posner (Chairman)

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

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

Respective responsibilities of trustees and examiner

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

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

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

Basis of the independent examiner's report

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

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

have not been met; or

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

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

Date 12/03/2019

STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2018 £	Total 2017 £
<u>INCOMING RESOURCES</u>					
Incoming Resources from Generated Funds:					
<i>Voluntary Income:</i>					
Subscriptions Rec'ble/Recoverable Tax		150,241	-	150,241	151,178
Donations Rec'ble/Recoverable Tax		18,297	38,597	56,894	51,196
Grants Receivable	2	492	1,000	1,492	4,938
<i>Activities for generating funds:</i>					
Bequest/Legacy	2	1,000	-	1,000	53,879
Other Income	2	9,530	79	9,609	6,785
<i>Interest Income</i>		-	-	-	-
Total Incoming Resources		179,560	39,676	219,236	267,975
<u>RESOURCES EXPENDED</u>					
Costs of Generating funds	4	3,361	-	3,361	3,568
Charitable Activities					
Subscription to Religious Organisation	4	19,653	-	19,653	25,652
Grants Made	4	1,565	22,421	23,986	27,951
Cost of activities in furtherance of the Charity's Objects	4	131,288	39,320	170,608	188,643
Governance Costs	4	-	-	-	-
Total Resources Expended		155,867	61,741	217,608	245,814
NET INCOMING/(OUTGOING)					
RESOURCES BEFORE TRANSFERS		23,693	(22,065)	1,628	22,161
Gross Transfers between Funds	5	209	(209)	-	-
NET MOVEMENT IN FUNDS		23,902	(22,274)	1,628	22,161
Reconciliation of Funds					
Total Funds brought forward		239,240	704,185	943,425	921,264
Total Funds carried forward		263,142	681,911	945,053	943,425

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

BALANCE SHEET AS AT 30 NOVEMBER 2018

	Notes	£	2018 £	£	2017 £
Fixed Assets					
Tangible Assets	9		718,543		733,526
Current Assets					
Stocks in Shop		1,574		607	
Debtors	10	37,862		39,301	
Cash at Bank and in hand		195,464		182,122	
		<u>234,900</u>		<u>222,030</u>	
Creditors: amounts falling due within one year	11	<u>(8,390)</u>		<u>(12,131)</u>	
Net Current Assets			<u>226,510</u>		<u>209,899</u>
Net Assets			<u>945,053</u>		<u>943,425</u>
Represented by					
Unrestricted Funds	12		263,142		239,240
Restricted Funds	13		681,911		704,185
Total Funds	14		<u>945,053</u>		<u>943,425</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 November 2018.

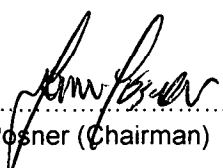
The members have not required the charitable company to obtain an audit of its financial statements for the year ended 30 November 2018 in accordance with section 476 of the Companies Act 2006.

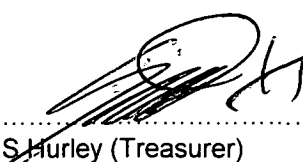
The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with section 386 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees on 12/03/2019 and were signed on its behalf by:


.....
J Posner (Chairman)


.....
S Hurley (Treasurer)

NOTES TO THE ACCOUNTS

1 ACCOUNTING POLICIES

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair' view. This departure has involved following the Charities SORP (FRS 102) published on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice Practice effective from 1 April 2005 which has since been withdrawn.

1.2 Fund accounting

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

1.3 Incoming resources

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

1.4 Resources expended

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

1.5 Tangible fixed assets and depreciation

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

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

NOTES TO THE ACCOUNTS

1.6 Stock

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

1.7 Pensions

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

1.8 Tax

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

2 ANALYSIS OF TOTAL INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	Total Fund 2018 £	Total Fund 2017 £
Voluntary Income:				
<i>Grants Receivable</i>				
CST	-	-	-	909
Donor Trust	240	-	240	1,819
Goldman Trust	252	-	252	210
Jack Petchey	-	1,000	1,000	2,000
	492	1,000	1,492	4,938
Activities for generating funds:				
<i>Bequest/Legacy and Other Income</i>				
Cheder	250		250	250
Education	910		910	1,063
Fund Raising & Social Events	4,025		4,025	1,340
Hire of Garden Room	-		-	200
Legacy	1,000		1,000	53,879
Religion & Ritual	2,603		2,603	2,410
School Visits	800		800	1,150
Other	942	79	1,021	371
	10,530	79	10,609	60,663

NOTES TO THE ACCOUNTS

3 SUPPORT COSTS

Allocation to activities on actual costs incurred:

	Teaching Salaries £	Admin. & Estab- lishment £	Audit & Account- ancy £	Consult- ancy & Prof'l £	Total Fund 2018 £	Total Fund 2017 £
Cost of Generating Funds						
Generation of Voluntary Income		3,361			3,361	3,568
Charitable Activities						
Services and Office Supplies		4,134			4,134	2,625
Education	12,069	5,163			17,232	15,760
Minister		3,805			3,805	1,300
Professional Fees					-	-
Religious and Ritual		11,293			11,293	10,546
Governance Costs					-	-
Total Support Costs	<u>12,069</u>	<u>27,756</u>	<u>-</u>	<u>-</u>	<u>39,825</u>	<u>33,800</u>

4 ANALYSIS OF TOTAL RESOURCES EXPENDED

	Staff Costs £	Property Maint. £	Support Costs £	Other £	Depre- ciation £	Total Fund 2018 £	Total Fund 2017 £
Cost of Generating Funds							
Generation of Voluntary Income			3,361			3,361	3,568
	-	-	3,361	-	-	3,361	3,568
Charitable Activities							
Subscription to Religious Organisation				19,653		19,653	25,652
	-	-	-	19,653	-	19,653	25,652
Grants Made							
Board of Deputies				-		-	2,060
Leo Baeck College				1,000		1,000	4,713
Mylsrael				5,756		5,756	-
Freedom From Torture				3,912		3,912	-
Jewish Dead Association				3,711		3,711	-
London Air Ambulance						-	4,141
IRAC						-	4,237
Friends of Leo Baeck Haifa						-	423
Nightingale Hammerson						-	451
Bromley Borough Foodbank						-	370
Other Charitable Donations, each up to £250				160		160	-
Other				9,447		9,447	11,556
	-	-	-	23,986	-	23,986	27,951
Cost of activities in furtherance of the charity's objects							
Admin Salaries	23,844					23,844	23,720
Services and Office Supplies			4,134			4,134	2,625
28 Highland Road		18,107	6,860			24,967	23,902
Catering & Housekeeping		3,634				3,634	3,515
Education	8,911		17,231			26,142	24,754
Funerals including JJBS				17,646		17,646	17,563
Minister	28,032		3,805			31,837	56,067
Professional Fees				840		840	-
Religious and Ritual			11,293			11,293	10,546
Other	550			652		1,202	1,282
Depreciation					25,067	25,067	24,668
	<u>61,337</u>	<u>21,741</u>	<u>43,323</u>	<u>19,138</u>	<u>25,067</u>	<u>170,606</u>	<u>188,643</u>
Governance Costs	-	-	-	-	-	-	-
Total Resources Expended	<u>61,337</u>	<u>21,741</u>	<u>46,684</u>	<u>62,777</u>	<u>25,067</u>	<u>217,606</u>	<u>245,814</u>

NOTES TO THE ACCOUNTS

	Unrestricted Funds £	Restricted Funds £	2018 £	2017 £
5 <u>TRANSFER BETWEEN FUNDS</u>	209	(209)	-	-
	<u>209</u>	<u>(209)</u>	<u>-</u>	<u>-</u>

	2018 £	2017 £
6 <u>NET MOVEMENT IN FUNDS FOR THE YEAR</u>		
The net movement in funds for the year is stated after charging:		
Depreciation of tangible fixed assets - for use by the charity	<u>25,067</u>	<u>24,668</u>
Auditors' remuneration	<u>-</u>	<u>-</u>

	Number	Number
7 <u>EMPLOYEES</u>		
The average monthly number of full time employees during the year was:		
Minister	1	1
Office Administration	-	-
	<u>1</u>	<u>1</u>

Employment Costs

	£	£
Wages and Salaries	52,510	72,679
Social Security Costs	6,942	11,822
Pension Costs	1,885	3,580
	<u>61,337</u>	<u>88,081</u>

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

NOTES TO THE ACCOUNTS

8 TRUSTEES REMUNERATION AND EXPENSES

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

9 TANGIBLE FIXED ASSETS

	Freehold Property & Improvements	Furniture, Fittings & Equipment	Computer Equipment	TOTAL
	£	£	£	£
<u>COST</u>				
As at 01/12/2017	982,984	115,328	2,602	1,100,914
Addition	4,788	4,568	728	10,084
Disposal	0	1,180	1,070	2,250
As at 30/11/2018	<u>987,772</u>	<u>118,716</u>	<u>2,260</u>	<u>1,108,748</u>
<u>DEPRECIATION</u>				
As at 01/12/2017	266,150	98,789	2,448	367,387
Charge for year	19,604	5,278	186	25,068
Eliminate on Disposal	0	1,180	1,070	2,250
As at 30/11/2018	<u>285,754</u>	<u>102,887</u>	<u>1,564</u>	<u>390,205</u>
<u>NBV</u>				
NBV as at 30/11/2018	<u>702,018</u>	<u>15,828</u>	<u>697</u>	<u>718,543</u>
NBV as at 30/11/2017	<u>716,834</u>	<u>16,539</u>	<u>155</u>	<u>733,527</u>

Note:

- Freehold additions relate to: Youth Club Shed & Sanctuary Windows
- FF&E additions relate to: Streaming Equipment, Dishwasher, Admin Office Lockable Cabinet, Fire Extinguishers & Desk for Head Teacher's Office.
- Computer Equipment additions relate to: Admin Office Computer.
- All tangible fixed assets are used for or to support charitable purposes.
- Capital commitments contracted for as at 30 November 2018 were £Nil (2017 - £Nil).

NOTES TO THE ACCOUNTS

	2018	2017
	£	£
10 DEBTORS		
Income Tax Recoverable	31,802	31,431
Subscriptions & Donations	3,183	5,007
Prepayments	1,279	1,092
De Landen Leasing Ltd	805	-
BT Group plc	261	-
Scottish Hydro/SSE (Gas)	-	1,528
Other Debtors, each below £500	532	243
	<u>37,862</u>	<u>39,301</u>

11 CREDITORS: Amounts falling due within one year

	£	£
Jewish Deaf Association	3,711	-
Maintenance & Upkeep Costs	1,910	-
Independent Examiners Fee	840	-
Prepaid Subscription monies	671	4,123
Payroll and HMRC costs	460	2,130
Security	180	288
Prepaid Funeral costs	-	3,878
Scottish Hydro/SSE (Electric)	-	467
Prepaid Beit Din costs	-	300
Other Creditors, each below £500	617	944
	<u>8,390</u>	<u>12,131</u>

NOTES TO THE ACCOUNTS

12 UNRESTRICTED FUNDS

	<u>Movements in Resources</u>						
	Balance as at 1 Dec 2017	Transfer Between Funds	Realised Gain on Disposal	Incoming	Outgoing	Depn	Balance as at 30 Nov 2018
	£	£	£	£	£	£	£
Unrestricted Funds	239,240	209	-	179,560	(151,470)	(4,397)	263,142

13 RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	<u>Movements in Resources</u>						
	Balance as at 1 Dec 2017	Transfer Between Funds	Grants / Donations Received	Interest & Gift Aid Received or due	Outgoing	Depn	Balance as at 30 Nov 2018
	£	£	£	£	£	£	£
Board of Deputies	30	-	60	-	-	-	90
Burial Scheme	-	-	17,714	-	(17,714)	-	-
Cheder:General	272	(209)	-	-	-	-	64
Cheder:Outings	1,205	-	79	-	(285)	-	999
External Charities:Donatio	1,695	-	18,381	-	(18,549)	-	1,527
External Charities:Gift Aid	-	-	-	2,443	(2,443)	-	0
Garden Room	422	-	-	-	-	-	422
Jack Petchey Grant	1,338	-	1,000	-	(1,139)	-	1,199
Music Director	3,000	-	-	-	-	-	3,000
New Building & Sanctuary	691,039	-	-	-	-	(20,670)	670,369
Scrolls	1,668	-	-	-	-	-	1,668
Transport	2,904	-	-	-	(392)	-	2,512
Youth	612	-	-	-	(550)	-	62
	704,185	(209)	37,234	2,443	(41,072)	(20,670)	681,911

NOTES TO THE ACCOUNTS

14 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2018 £
Fund Balances at 30 November 2018			
are represented by:			
Tangible Fixed Assets	48,174	670,369	718,543
Current Assets	219,617	15,282	234,899
Creditors: amounts falling due within one year	(4,650)	(3,739)	(8,390)
Creditors: amounts falling due after one year	-	-	-
	<u>263,142</u>	<u>681,911</u>	<u>945,053</u>