

Charity Registration No. 1151090

Company Registration No. 08281223 (England and Wales)

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2014

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Lucian Hudson
David Pelham
Simon Benscher
Jackie Richards
Ruth Seager
Amelia Viney
Ed Herman
Dr Howard Cohen
Tamara Schmidt
Rosie Ward
David Hockman
Robin Moss
Rabbi Richard Jacobi
Rabbi Alexandra Wright

Secretary

Dr Howard Cohen

Charity number

1151090

Company number

08281223

Principal address

The Montagu Centre
21 Maple Street
London
W1T 4BE

Auditors

HW Fisher & Company
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

Bankers

National Westminster Bank Plc
Baker Street Branch
PO Box 2BA
69 Baker Street
London
W1A 2BA
United Kingdom

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
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**LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014**

The trustees present their report and accounts for the year ended 31 December 2014.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005.

Structure, governance and management

Liberal Judaism (ULPS) is established as a charitable company limited by guarantee and is a registered charity with the Charity Commission (No 1151090). The charity's affairs are governed by its Memorandum and Articles of Association which allows for any activities covered by the charity's objectives with no restrictions. In the event of the company being wound up the maximum each member will contribute will be £1.

The Trustees, who are also the directors for the purpose of company law, and who served during the year:

Simon Benschel (Chairman, elected July 2015)
Lucian Hudson (Deputy Chairman, elected July 2015)
Jackie Richards (Vice Chair)
Rosie Ward (Treasurer)
Dr Howard Cohen (Company Secretary)
Ed Herman
David Hockman
Robin Moss (elected September 2014)
Tamara Schmidt
Ruth Seager
Amelia Vincy
David Pelham (Resigned July 2015)
Rabbi Charley Baginsky (Chair of Rabbinic Conference, resigned July 2015)

In August 2015, Rabbi Richard Jacobi and Rabbi Alexandra Wright were elected onto the Board of National Officers as the co-Chairs of Rabbinic Conference.

Lucian Hudson was the Chairman of Liberal Judaism in 2014; having served two full terms in this role, he was succeeded by Simon Benschel in July 2015, who served as Vice Chair of Liberal Judaism in 2014. Lucian Hudson was elected Deputy Chair of Liberal Judaism in July 2015.

The trustees of Liberal Judaism, known as Officers, are recruited based on the skills that they can offer where gaps exist in the trustee group.

Consideration is also given to the representation of a cross section of Liberal Judaism's membership on the Board of National Officers.

Officers can be co-opted during the year by the Board of National Officers, for their election to be confirmed at the AGM or Council, or can stand at the AGM for direct election. Officers serve three year terms. The trustees' induction and training programme is reviewed regularly. The Board of National Officers delegate day to day decision making on matters relating to employment of staff, PR and business planning to the Chief Executive, Rabbi Danny Rich.

The Board of National Officers meet eleven times during the year to consider strategic and business matters that have an impact on the organisation. The Board of National Officers are mandated to make decisions on these matters by the Council, which meets quarterly and is comprised of representatives from all member communities.

There are no related organisations.

The Trustees have complied with their duty in section 17 of the Charities Act 2011 to have due regard to guidance published by the Charity Commission.

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

**LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014**

Objectives and activities

The principal objective of Liberal Judaism is promoting religion by teaching and advancing the beliefs and practices of Liberal and Progressive Judaism generally.

Liberal Judaism provides religious, educational, youth, cultural and social activities and materials both to its constituents and members. It develops, assists and supports new groups and congregations. It supports in both finance and personnel the work of other associated bodies including the Leo Baeck College and the World Union for Progressive Judaism.

Liberal Judaism publishes prayer books, pamphlets, newsletters, statements of belief and other publications of wider Jewish interest. It speaks out on issues relating to Judaism generally, Liberal Judaism specifically and responds to matters of a social and ethical nature.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

Achievements and performance

The last 12 months have seen Liberal Judaism flourish, fulfilling its remit of providing education, religious and community services to its constituents and to the wider community. The year 2014 saw steady growth in Liberal Judaism activities, among Liberal Judaism constituents and concerning our impact in all types of media.

The Biennial Weekend was the biggest and best in the movement's history. It saw more congregations get actively involved and more first timers among the record 305 delegates than ever before. However, it was not just the numbers that made the conference a success. It was the fact that Biennial 2014, in the words of many who attended, was a transformative experience.

The Biennial's keynote speaker Rabbi Jonah Pesner – vice president of Liberal Judaism's sister movement in America – spoke passionately about social action. Others to enthuse the Biennial with their words included Israeli cultural historian Fania Oz-Salzberger and Liberal Judaism's Rabbis Danny Rich, Andrew Goldstein, Charley Baginsky and David Goldberg.

The Biennial was supplemented by a Midlands Shabbaton, which brought together many Jewish communities in the area, and Sunday Seminars on Israel, choirs, membership and a range of other topics requested by members. There was also a whole range of regular IJY-Netzer youth activities, including another successful Kadimah Summer Camp and a full Israel tour.

Further, Liberal Judaism founded its Alliance of Progressive Judaism with the Movement for Reform Judaism, graduated its third cohort of Ba'alei Tefillah lay leaders and published *Israel Mattuck, The Inspirational Voice of Liberal Judaism* by Rabbi Danny Rich.

Liberal Jewish communities are at the core of the Liberal Jewish mission - offering services, education and pastoral support on a daily or weekly basis. Wessex (affiliated 2010) saw its first baby blessing; Ipswich (Suffolk) was welcomed into membership by the Liberal Judaism Council and High Holy Days were held in both Lancaster and York – a first for 40 years.

Liberal Judaism Rabbis and leaders promoted Liberal Jewish values in print, online and broadcast media as diverse as the BBC, Sky News, The Jewish Chronicle, Jewish News, The Guardian, The Times, The Jerusalem Post, Haaretz and The Huffington Post, not forgetting local media and radio too.

Liberal Judaism, through its members, was also active in social action and key campaigns. At Sukkot 2014, Liberal Judaism – in partnership with Citizens UK – began its 'Sanctuary Campaign' to persuade each local authority to agree to welcome 50 refugees under the United Nations Vulnerable Persons Scheme. At the time the British Government had offered 750 places but less than half had been completed.

Liberal Judaism also took a lead role in campaigns to extend the provision for assisted dying and to provide a Living Wage and adequate training for those who care for the most vulnerable in society.

Financial review

General:

The Chief Executive is delegated by the Board of National Officers (BoNO), to generate funds that enable the delivery of a range of services whilst maintaining tight controls on spending. At financial year-end a deficit of £24,883 was recorded; this is in comparison to an operating surplus of £13,200 in 2013.

**LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2014**

At the end of 2010, Liberal Judaism purchased an extension to Edgwarebury cemetery, borrowing in excess of £190,000 from six constituent communities who participate in the burial scheme. The loans were for a minimum of 5 years and a maximum of 10 years, and by the end of the fourth year, 31st December 2014, some 48% had been repaid.

At the year-end reserves were £617,215 (2013: £642,098), consisting of £73,164 unrestricted funds (2013: £86,409), £462,433 designated funds (2013: £449,106) and £81,618 restricted funds (2013: £106,583).

Income:

Total income was up by some £110,000 from 2013 (£1,600,162 in 2014: £1,490,263 in 2013). An increase in income was seen across the core activities of the organisation, including small increases in congregational subscriptions, rabbinic services and grants received, as well as the income received for the biennial conference. These increases occurred alongside decreases in cemetery income (£407,927 in 2014: £455,733 in 2013) which fell due to a decrease in the death rate and IJY-Netzer income (£302,076 in 2014: 326,111 in 2013) which fell due to a reduction in events delivered in 2014.

The Council of Patrons continues to prove invaluable for raising funding for projects and development work, alongside other projects to raise funding for specific initiatives, including the development of a new siddur for Liberal Judaism.

In addition to the generosity of our Patrons and donors, a number of specific grants were received from the NLPS Trust for Progressive Judaism, the UJIA, The Children's Aid Committee, Jewish Child's Day, and the Heritage Lottery Fund.

Expenditure:

In 2014 total income increased by £110k but was matched by increased expenditure on activities of £62k. A rise in departmental expenditure across all departments reflects an increase in activities and some reallocation of core staff costs. Staff costs, however, only increased by £7,322, rising to £597,258.

IJ staff are very aware that IJ's success is in no small part dependent on their maintaining tight financial control on their own particular projects; in 2014, the staff team have continued to deliver projects on or under a break-even budget.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six months expenditure. The trustees consider that reserves at this level will ensure that in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

On behalf of the Board of Trustees

Simon Benscher

Trustee

Dated: 29/6/2015



LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts 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 year.

In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements 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 accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts 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.

**LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITORS' REPORT**

TO THE TRUSTEES OF LIBERAL JUDAISM (ULPS)

We have audited the accounts of Liberal Judaism (ULPS) for the year ended 31 December 2014 set out on pages 6 to 17. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with Section 144 of the Charities Act 2011 and regulations made under Section 154 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the Trustees' Responsibilities Statement on page 4, the trustees are responsible for the preparation of accounts which give a true and fair view.

We have been appointed as auditors 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 accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts 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 accounts. In addition, we read all the financial and non-financial information in the Trustees' Report to identify material inconsistencies with the audited accounts and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on accounts

In our opinion the accounts:

- give a true and fair view of the state of the charity's affairs as at 31 December 2014, 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; and
- 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' Report is inconsistent in any material respect with the accounts; or
- the charitable company has not kept adequate accounting records; or
- the accounts 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.

HW Fisher & Company

Andrew Subramaniam (Senior Statutory Auditor)

for and on behalf of HW Fisher & Company

Chartered Accountants

Statutory Auditor

Acre House

11-15 William Road

London

NW1 3ER

United Kingdom

Dated: 29/1/15

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LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2014

	Notes	Unrestricted funds £	Designated funds £	Restricted funds £	Total 2014 £	Total 2013 £
<u>Incoming resources from generated funds</u>						
Donations and legacies	2	115,463	-	-	115,463	129,370
Activities for generating funds	3	407,927	-	-	407,927	455,773
Investment income	4	53	-	-	53	159
		523,443	-	-	523,443	585,302
Incoming resources from charitable activities	5	930,741	-	145,978	1,076,719	904,961
Total incoming resources		1,454,184	-	145,978	1,600,162	1,490,263
<u>Resources expended</u>						
Costs of generating funds						
Council of patrons	6	8,397	-	-	8,397	9,887
Net incoming resources available		1,445,787	-	145,978	1,591,765	1,480,376
Charitable activities						
Youth activities		453,506	-	49,881	503,387	458,803
Outreach and community work		360,447	-	95,057	455,504	395,028
Lifecycle and cemetery services		337,958	-	694	338,652	535,810
Rabbinic development		303,939	-	346	304,285	274,354
Total charitable expenditure		1,455,850	-	145,978	1,601,828	1,663,995
Governance costs		14,820	-	-	14,820	24,468
Total resources expended		1,479,067	-	145,978	1,625,045	1,698,350
Net outgoing resources before transfers		(24,883)	-	-	(24,883)	(208,087)
Gross transfers between funds		11,638	13,327	(24,965)	-	-
Net (expenditure)/income for the year/ Net movement in funds		(13,245)	13,327	(24,965)	(24,883)	(208,087)
Fund balances at 1 January 2014		86,409	449,106	106,583	642,098	850,185
Fund balances at 31 December 2014		73,164	462,433	81,618	617,215	642,098

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 DECEMBER 2014

	Notes	2014 £	£	2013 £	£
Fixed assets					
Tangible assets	11		651,018		664,532
Current assets					
Stocks		25,482		31,844	
Debtors	12	68,932		84,479	
Cash at bank and in hand		151,754		170,047	
		<u>246,168</u>		<u>286,370</u>	
Creditors: amounts falling due within one year	13	<u>(199,078)</u>		<u>(205,784)</u>	
Net current assets			<u>47,090</u>		<u>80,586</u>
Total assets less current liabilities			<u>698,108</u>		<u>745,118</u>
Creditors: amounts falling due after more than one year	14		<u>(80,893)</u>		<u>(103,020)</u>
Net assets			<u><u>617,215</u></u>		<u><u>642,098</u></u>
Income funds					
Restricted funds	16		81,618		106,583
Unrestricted funds:					
Designated funds	17		462,433		449,106
Other charitable funds			73,164		86,409
			<u>617,215</u>		<u>642,098</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2014, although an audit has been carried out under section 144 of the Charities Act 2011. No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts under the requirements of the Companies Act 2006.

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and if its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company.

The accounts were approved by the Board on 29/9/2015

Simon Benschel

Trustee

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 DECEMBER 2014

1 Accounting policies

1.1 Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 2006.

1.2 Incoming resources

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty.

Congregational subscriptions relate to monies receivable from member synagogues. Ground fees relate to monies receivable for membership to the burial scheme. Donations are received by gift aid and covenants. Such income is included in income on a receivable basis.

Funeral income relates to monies receivable from the charity's performance of funeral services and burials.

Youth and Kadimah income relates to monies receivable for the services and activities provided.

Income from grants is included in incoming resources when these are receivable.

1.3 Resources expended

Resources expended are accounted for on an accruals basis and include attributable VAT, which cannot be recovered. Costs have been directly attributed to one of the functional categories of resources expended in the SOFA.

Costs of generating funds consist of council of patrons expenditure.

Expenditure relating to the charitable activities are those elements of expenditure directly and indirectly incurred in performing these activities. Costs that are not directly attributable to a specific activity have been allocated on a percentage basis, according to the time the charity devotes to each of the charitable activities.

Governance costs comprise costs for the running of the charity itself as an organisation, including fulfilling its statutory obligations.

Grants payable are included in the SOFA in the year when they are payable. There is no legal or constructive liability to pay these grants.

1.4 Tangible fixed assets and depreciation

Tangible fixed assets other than freehold land are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold land is not depreciated; this includes cemetery land.

Improvements to Montagu Centre	Period of lease
Computer equipment	20% on a reducing balance
Fixtures, fittings & equipment	10% on a reducing balance

1.5 Stock

Stocks of publications are valued at the lower of cost and net realisable value. Provision is made for obsolete and slow-moving items.

1.6 Pensions

The charity contributes towards employees personal pension schemes.

1.7 Accumulated funds

Unrestricted funds are general funds that can be used in accordance with the charitable objectives at the discretion of the trustees.

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

1 Accounting Policies

(Continued)

Restricted funds are funds that can only be used for particular restricted purposes within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2 Donations and legacies

	2014 £	2013 £
Donations and gifts	115,463	129,370
Donations and gifts		
Unrestricted funds:		
Donations -General	11,219	23,020
Council of Patrons	104,244	106,350
	115,463	129,370

3 Activities for generating funds

	2014 £	2013 £
Cemetery scheme income	407,927	455,773
	407,927	455,773

4 Investment income

	2014 £	2013 £
Interest receivable	53	159

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

5 Incoming resources from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2014 £	Total 2013 £
Congregational subscriptions	455,723		455,723	430,781
Youth and Kadimah income	253,236	48,840	302,076	326,111
Chaplaincy	-	-	-	8,000
Biennial conference	56,914	6,965	63,879	-
Rabbinic services and conference	135,756	-	135,756	95,945
Grants received	-	90,173	90,173	18,225
Other	29,112	-	29,112	25,899
	<u>930,741</u>	<u>145,978</u>	<u>1,076,719</u>	<u>904,961</u>

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

6 Total resources expended

	Staff costs £	Depreciation £	Other costs £	Grant funding £	Total 2014 £	Total 2013 £
Costs of generating funds						
Council of patrons	-	-	8,397	-	8,397	9,887
Charitable activities						
<u>Youth activities</u>						
<u>Activities undertaken directly (including LJY Netzer)</u>						
Activities undertaken directly (including LJY Netzer)	126,086	5,641	263,749	-	395,476	409,760
Support costs	54,040	-	53,871	-	107,911	49,043
Total	180,126	5,641	317,620	-	503,387	458,803
<u>Outreach and community work</u>						
<u>Activities undertaken directly (including community workers, music and interfaith projects)</u>						
Activities undertaken directly (including community workers, music and interfaith projects)	191,341	7,522	112,761	-	311,624	329,630
Support costs	72,053	-	71,827	-	143,880	65,398
Total	263,394	7,522	184,588	-	455,504	395,028
<u>Lifecycle and cemetery services</u>						
<u>Activities undertaken directly (including undertaker and cemetery running costs)</u>						
Activities undertaken directly (including undertaker and cemetery running costs)	32,182	3,761	230,768	-	266,711	503,111
Support costs	36,027	-	35,914	-	71,941	32,699
Total	68,209	3,761	266,682	-	338,652	535,810
<u>Rabbinic development</u>						
<u>Activities undertaken directly (including campus workers and chaplaincy)</u>						
Activities undertaken directly (including campus workers and chaplaincy)	67,516	1,880	37,587	-	106,983	86,687
Grant funding of activities	-	-	-	161,334	161,334	174,024
Support costs	18,013	-	17,955	-	35,968	13,643
Total	85,529	1,880	55,542	161,334	304,285	274,354
	597,258	18,804	824,432	161,334	1,601,828	1,663,995
Governance costs	-	-	14,820	-	14,820	24,468
	597,258	18,804	847,649	161,334	1,625,045	1,698,350

Governance costs includes payments to the auditors of £14,820 (2013: £13,120) for audit fees.

Staff costs and other costs include a percentage of the Chief Executive's and the core staff team's salaries.

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

7 Grants payable

	2014	2013
	£	£
Leo Baeck College	161,334	174,024

8 Support costs

	Youth activities	Outreach and community work	Lifecycle and cemetery services	Rabbinic development	Total 2014	Total 2013
	£	£	£	£	£	£
Office and general costs	45,280	60,373	30,187	15,091	150,931	122,264
Conference and publicity	8,591	11,454	5,727	2,864	28,636	38,519
Staff costs	54,040	72,053	36,027	18,013	180,133	-
	<u>107,911</u>	<u>143,880</u>	<u>71,941</u>	<u>35,968</u>	<u>359,700</u>	<u>160,783</u>

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year, but three of them were reimbursed a total of £2,917 for various expenses including travel and training costs (2013: three were reimbursed £445 for travel expenses).

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

10 **Employees**

Number of employees

The average monthly number of employees during the year was:

	2014 Number	2013 Number
Managerial	4	4
Professional	3	2
Support	3	2
Administrative	5	3
Youth	3	5
	<u>18</u>	<u>16</u>

Employment costs

	2014 £	2013 £
Wages and salaries	521,372	515,751
Social security costs	51,308	49,865
Other pension costs	24,578	24,320
	<u>597,258</u>	<u>589,936</u>

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

	2014 Number	2013 Number
£70,000 - £80,000	-	1
£80,000 - £90,000	1	-
	<u>1</u>	<u>-</u>

In relation to higher paid employees, pension contributions during the year were £10,118.

LIBERAL JUDAISM (ULPS)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2014

11 Tangible fixed assets	Share of cemeteries		Computer equipment	Fixtures, fittings & equipment	Scrolls	Total
	Freehold	Leasehold				
	£	£	£	£	£	£
Cost						
At 1 January 2014	513,270	232,000	214,200	134,597	1,014	1,095,081
Additions	=	=	291	4,999	-	5,290
At 31 December 2014	513,270	232,000	214,491	139,596	1,014	1,100,371
Depreciation						
At 1 January 2014	95,944	81,200	202,751	50,654	-	430,549
Charge for the year	-	5,800	11,507	1,497	-	18,804
At 31 December 2014	95,944	87,000	214,258	52,151	-	449,353
Net book value						
At 31 December 2014	417,326	145,000	233	87,445	1,014	651,018
At 31 December 2013	417,326	150,800	11,449	83,943	1,014	664,532

12 Debtors	2014	2013
	£	£
Trade debtors	49,712	62,634
Other debtors	2,246	2,840
Prepayments and accrued income	16,974	19,005
	68,932	84,479

13 Creditors: amounts falling due within one year	2014	2013
	£	£
Loans for the purchase of Edgwarebury Cemetery I and	19,000	16,000
Trade creditors	98,192	67,808
Taxes and social security costs	22,330	27,244
Other creditors	24,355	26,187
Accruals	35,201	68,545
	199,078	205,784

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14 Creditors: amounts falling due after more than one year	2014	2013
	£	£
Loans for the purchase of Edgwarebury Cemetery Land	80,893	103,020
Analysis of loans		
Wholly repayable within five years	99,893	119,020
Included in current liabilities	(19,000)	(16,000)
	80,893	103,020
Loan maturity analysis		
In more than two years but not more than five years	80,893	103,020
	80,893	103,020
15 Pension and other post-retirement benefit commitments		
Defined contribution		
	2014	2013
	£	£
Contributions payable by the company for the year	24,578	24,320

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16 Restricted funds

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

	Balance at 1 January 2014	Movement in funds		Transfers	Balance at 31 December 2014
	£	Incoming resources	Resources expended	£	£
Crawley land fund	106,583	-	-	(24,965)	81,618
Rainbow Jews project	-	28,654	(28,654)	-	-
Twilight people	-	37,450	(37,450)	-	-
UJIA	-	48,840	(48,840)	-	-
NLPS Trust	-	21,815	(21,815)	-	-
Other	-	9,219	(9,219)	-	-
	106,583	145,978	(145,978)	(24,965)	81,618

Crawley land fund relates to monies received on the sale of land which was transferred to the charity by the trustees of the Crawley Liberal Jewish Community. Under the terms of a further agreement with the trustees of the Crawley Liberal Jewish Community £200,000 was held on trust for use by Brighton & Hove Progressive Synagogue in its planned development. There were strict conditions for the use of this money which were met during the year and as a result the amount was paid to the Synagogue. The balance is to be used by Liberal Judaism for its development work. It is intended that this money will be used over a number of years.

Rainbow Jews project related to funds received from the Heritage Lottery Fund. These were being used in a project to research and document the history of LGBT members of the Jewish community.

The Twilight People project is funded by the Heritage Lottery Fund to create an archive of images, films and interviews relating to the history of transgender and gender-variant people of faith in the UK. The project will culminate in a national symposium in 2016 and the sharing of the archive.

The NLPS Trust for Progressive Judaism has supported a number of Liberal Judaism's projects during 2014, including the Emerging Leaders Network, Student Packs and outreach youth work.

The UJIA support the work of LJY-Netzer with an annual grant that covers staff and running costs, as well as project activities.

Other restricted funds consist of other small grants given for specific purposes, such as LJY activities.

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17 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 January 2014	Movement in funds		Transfers	Balance at 31 December 2014
		Incoming resources	Resources expended		
	£	£	£	£	£
Cemetery land	449,106	-	-	13,327	462,433
	449,106	-	-	13,327	462,433

Designated funds relate to cemetery land designated by the trustees for funerals and maintenance of cemeteries. The fund balance at the year end represents the net book value of the cemetery land less the balance outstanding on the loan for the purchase of the land at Edgwarebury.

18 Analysis of net assets between funds

	Unrestricted funds	Designated funds	Restricted funds	Total
	£	£	£	£
Fund balances at 31 December 2014 are represented by:				
Tangible fixed assets	88,692	562,326	-	651,018
Current assets	164,550	-	81,618	246,168
Creditors: amounts falling due within one year	(180,078)	(19,000)	-	(199,078)
Creditors: amounts falling due after more than one year	-	(80,893)	-	(80,893)
	73,164	462,433	81,618	617,215

19 Related parties

During the year, Liberal Judaism paid £710 (2013: £nil) to Rabbi Miriam Lawrence-Cohen for rabbinic services. Rabbi Lawrence-Cohen is the wife of Howard Cohen, a Trustee and Director of Liberal Judaism.