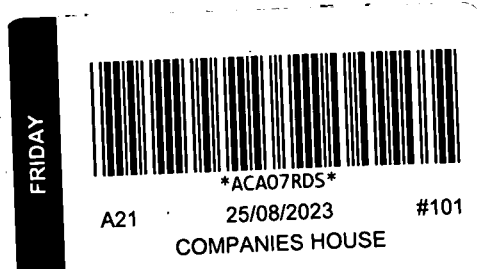


**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 NOVEMBER 2022
FOR
BROMLEY & DISTRICT REFORM SYNAGOGUE LIMITED
(A company limited by guarantee)**

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

Harris & Trotter LLP
101 New Cavendish Street
1st Floor South
London
W1W 6XH



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LEGAL AND ADMINISTRATIVE INFORMATION

Directors and Trustees

M Brooks-Evans (Chair)
H Small (Vice Chair)
E Fry (Secretary)
S Hurley (Treasurer)
M Abrahams
S Alberti
V Ashmore - resigned 22 March 2023
E Carr - resigned 23 June 2022
M De Lange - resigned 23 March 2022
M Freeman
R Green - resigned 5 July 2023
V Hart
K Hyams - resigned 23 March 2022
A Jackson - resigned 22 March 2023
J Millis - resigned 22 March 2023
A Penn
Dr J Posner
N Springer
F Spiegel - resigned 23 March 2022
B Strathmore - resigned 23 March 2022
J Taylor
J Woolf - resigned 23 March 2022
T Allin - appointed 22 March 2023
L Delange - appointed 22 March 2023
G Harris - resigned 23 March 2022 and appointed 22 March 2023
V Hart - appointed 23 March 2022
G Liebenhals - appointed 22 March 2023
A Penn - appointed 23 March 2022
S Solomon - appointed 22 March 2023

Secretary

E Fry

Registered Office and Principal Address

28 Highland Road
Bromley
Kent
BR1 4AD

Company Number

04583645 (England and Wales)

Charity Registration Number

1098431

Independent Examiner

Harris & Trotter LLP
101 New Cavendish Street
1st Floor South
London
W1W 6XH

Bankers

HSBC plc
184 High Street
Bromley
Kent BR1 1HL

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

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 2022. 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 2019).

Since the Charity qualifies as small under section 382, 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 Synagogue events.

Organisational Structure

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

The Board Chair 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 Chair 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 2022

Related Parties

The following trustees and connected persons received remuneration under a teaching, Youth Worker or Head Teacher contract.

- A Ashmore	£479	(2021: £228)
- J Ashmore	£209	(2021: £170)
- R Ashmore	£1,398	(2021: £1,138)
- R Green	£0	(2021: £391)
- S Hyams	£108	(2021: £0)
- H Small	£1,174	(2021: £1,174)
- S Taylor	£23	(2021: £155)

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

Data Protection Policy

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

Risk Management

External risks to funding have led to the development of a plan which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects. Procedures are in place to ensure compliance with health and safety of members, staff, volunteers and visitors to the Synagogue including a staff handbook. 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 its 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 part-time rabbi
- established sub-committees charged with the responsibility of overseeing matters such as religion and education
- Installed equipment to allow on-line streaming of services, adult education and guest speaker sessions.
- established a Sunday School for members' children including a 'nurse' group (cheder & pre-cheder)
- employed a part-time Head Teacher for the Sunday school
- provide professional security officer for the Sunday school
- established a youth programme
- established a Library within the premises
- established a by-monthly Social Centre for older members
- produced a magazine which details all Synagogue's activities ("Highlight")
- promoted weekly electronic communications of impending activities relevant to the membership.
- established and maintained a web-site and a presence on other social media
- Installed and maintained security and door entry systems for the security of its members and visitors and provide training via the CST for door volunteers
- a representative on the Board of Deputies committee
- a representative on the Bromley SACRE committee
- established a Jewish cemetery in south London.

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 Chair, Vice Chair, Secretary and Treasurer. Trustees appoint an Executive Committee consisting of the Executive Officers, the Chair 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 during 2022 was via volunteers, except for the part-time Rabbi, part-time Administrator and part-time Head Teacher. The cheder and pre-cheder teachers and classroom assistants receive a remuneration and other service providers are paid via invoice.

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

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 chair of each sub-committee who is directly answerable to the trustees.

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

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

Board and the Trustees

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

M Brooks-Evans (Chair)
K Hyams (Vice-Chair (resigned 23.03.2022))
H Small (appointed Vice-Chair 23.03.2022)
E Fry (Secretary)
S Hurley (Treasurer)
M Abrahams
S Alberti
V Ashmore
E Carr (resigned 23.06.2022)
M de Lange (resigned 23.03.2022)
M Freeman
R Green
G Harris (resigned 23.03.2022)
V Hart (appointed 23.03.2022)
A Jackson
B Kurtz (resigned 23.03.2022)
J Millis
A Penn (appointed 23.03.2022)
Dr J Posner
F Spiegel (resigned 23.03.2022)
N Springer
J Taylor
J Woolf (resigned 23.03.2022)

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 2022

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 and there are currently 54 under 16s involved with the Cheder of which 46 are students. Classes are run by a combination of teachers and class-room assistants under the overall supervision of the Head Teacher. The Gan (pre-cheder group) also meet on a Sunday morning and has a register of 18 children.

Two courses ran through the year, namely, Gateway to Judaism and various levels of Adult Hebrew. In addition the new rabbi started an on-line Talmud class via Zoom and a Saturday Dining Club.

The Book Club was continued to meet every other month on-line via Zoom.

The Communal Seder was held on the second night of Pesach in the Garden Room in Garden

An Induction service was held for the new Rabbi in November and included invitees from the wider community.

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 £12,494.

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. A number of the Restricted Funds shown in note 14 relate to caring community issues, namely 'Caring Community', 'Pauline Jeffrey Fund', 'Rabbi Discretionary' and 'Transport'.

Youth

"YABS" - Young Adults of Bromley Synagogue was created during 2021 under a Youth Coordinator. Young adults themselves lead this new group for the 16 to 25 year olds of the community. The Synagogue aims to employ a 'Young People's Activities & Engagement Worker' in the coming year.

Burial ground at GreenAcres Kemnal Park

During 2020 the Synagogue established a Jewish cemetery in South London. This burial ground is the only active Jewish cemetery within the boroughs that make up South London. The designated lawn area has 80 double depth burial plots generously funded by a loan from the Jewish Joint Burial Society (JJBS). See note 12 to the Accounts.

Involvement in the Wider Community

Another key area is involvement within the local community. The Synagogue has 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. The programme aims to introduce Jewish history, traditions, practices and activities.

The Synagogue continued its involvement with the local CCJ (Council of Christians and Jews) and 3FF (Three Faiths Forum) groups. In addition the Synagogue hosted a coffee morning as part of the Macmillan Trust annual fund raising event.

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

Communications

Internal communications with members is very important. The Synagogue publishes a magazine called Highlight, which is complemented by a weekly email news letters called e-light. Highlight is printed and sent out in the post and also available on-line. Print dates are to coincide with the main festivals. The focus is on news of members; what they have been doing or find of interest and what is seen as the priorities religiously, socially and educationally, rather than immediate dates, which are better conveyed by e-light before they expire. The Synagogue also has an online presence via a website and other social media.

Membership

Since most funding comes from members' subscriptions, maintaining membership numbers 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 20 people were added to the membership. This was offset by 7 losses through resignation, 4 cancelled memberships and 5 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 lighting.

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 £158,374 compared to a budgeted figure of £161,400; The 2021 amount received was £153,055. The shortfall to budget is due to revenue lost from resignations, removals and deaths.

Other donations/recoverable tax totalled £15,434 verses a budget of £11,960. The total received for 2021 was £13,552. 2022 included two large donations totalling £5,427.

Sales of Burial Plots totalled £18,095 and reduced the loan payable to the JJBS.

Grants receivable are £4,680. £2,393 was from the Donor Trust: £1,000 to fund a resource curation project for the Jewish Studies curriculum; £208 for teacher training; £1,005 towards Refrom Judaism camp costs for 3 children; £180 to refund New Member Packs given out during the year. £730 was from the CST (Community Security Trust) to assist with the cost of security over the High Holy Days. £357 was from the Goldman Trust to pay for a new Siddur to be given to youngsters in their bar or bat mitzvah year. £1,200 was from the Jack Petchey Foundation's Achievement Award Scheme.

Other Income of £13,936 includes a number of items which are netted off against with expenses to allow a comparison to budget. Categories over £1000 are: £9,682 income from Hebrew and Gateway to Judaism students; £3,024 for Religion & Ritual related purchases (memorial plaques, seder tickets and non-member High Holy Days tickets. The adjusted total for 2022 is £332 verses a budget of £2,500. This shortfall is due to fewer general fund raising events in the year than expected at the time of setting the budget. The adjusted total for 2021 was £1,910.

Total Unrestricted incoming resources/revenues was £220,319 for the year (£174,139 adjusted compared to a budgeted amount of £175,860). The comparative adjusted figure for 2021 was £168,517.

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

Resources Expended/Expenses

'Subscription to Religious Organisation' of £21,427. This is a levy payment to Reform Judaism (RJ). The levy 2022 is calculated at 13.5% of prior year Subscription income. The payment made this year includes £675 as an agreed settlement of outstanding balance on RJ's books.

Other expenses (adjusted for income and capital items) associated with the Synagogue's activities and objectives are: 'Minister and Religion & Ritual expenses' - £18,769 versus a budget of £14,160 which is an adverse variance of £4,609. The Synagogue were without a rabbi for the first four months of the financial year. This category includes £4,369 of 'rabbi cover costs' which are offset in a lower payroll. 'Education expense' - £3,256 versus a budget of £5,270 due to unbudgeted cheder income of £483 together with continued cost savings initiatives implemented by the Head Teacher. 'Publicity & Promotion expense' - £1,624 versus a budget of £2,530 as fewer Highlight magazines were published than expected at the time of the budget.

Adjusted costs associated with day to day Synagogue administration include: '28 Highland Road expense' of £45,188 versus a budget of £25,980, and adverse variance of £19,208. A number of important building maintenance and repairs were approved by the Board as well a streaming project for the garden room to allow people at home to take part events held there. 'Management & Administration expense' - £4,709 versus a budget of £3,700. A lap-top computer was purchased for use of the Administrator.

'Staff Costs & Teaching Salaries' - £67,543 versus a budget of £101,224. Minister costs were under budget as the previous rabbi left at the end of October 2021 and the new rabbi started 1st April 2022. Rabbinic cover expenses are included under "Minister and Religion & Ritual". In addition, the synagogue is now benefitting from Employers Allowance which was not expected at the time of setting the budget.

As a result there is an Unrestricted net excess for the year of £32,471 which gives, after adjusting for income and capital items, an excess of income over expenditure of £22,128 versus a budgeted excess of £690.

Details of unrestricted funds movements are set out in Note 13 to the Accounts.

BALANCE SHEET

Fixed Assets

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 £592,225. This represents capitalised amounts. Other restricted funds totalled £16,451. Details are set out in Note 14 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.

In line with the membership, the Synagogue is facing higher costs. However, the Synagogue has been informed by the Jewish Joint Burial Society that for the next six months they are placing a moratorium on payments until June 2023. Therefore the Board have decided not to increase subscriptions for 2023.

A full-payer subscription for 2023 will be rates for 2022 are £517 (single) and £1,034 (family).

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

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 30th November 2022 would be £41k-£82k and for 2023 (based on the budgeted expenditure) £47-£94k. Actual reserves at 30th November 2022 are £160,258 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:

- the continued provision of education opportunities for children and adults throughout the year
- continued provision of Family and Children's services to meet the needs of the community
- continuing provision of care activities and programmes under the Caring Community Committee
- continuing provision of assistance with transportation to Synagogue or related events
- further active pursuit of new members
- continued maintenance of the premises and surrounding grounds
- active involvement in the wider community
- to employ a 'Young People's Activities & Engagement Worker'
- to relook at the Synagogue's membership framework to -
 - ensure that non-Jewish partners of members feel more included in Synagogue life
 - make membership financially viable for young adults
- to employ an Administrator & Community Co-ordinator and a Bookkeeper following the retirement of the current Administrator at the end of December 2022

REPORT OF THE BOARD AND TRUSTEES FOR THE YEAR ENDED 30 NOVEMBER 2022

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.
- (e) state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements.

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...18th August 2023.... and signed on their behalf by:



.....
M Brooks-Evans (Chair)

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

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 30 November 2022.

Responsibilities and Basis of Report

As the Trustees of the Company (and its directors for the purposes of company law) you are responsible for the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent Examiner's Statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent Examiner's Report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Hugh Lask FCA CTA

Harris & Trotter LLP
101 New Cavendish Street
1st Floor South
London
W1W 6XH

Signed: 

Dated: 18 August 2023

STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
<u>INCOMING RESOURCES</u>					
Incoming Resources from Generated Funds:					
<i>Voluntary Income:</i>					
Subscriptions Rec'ble/Recoverable Tax		158,374	-	158,374	153,055
Donations Rec'ble/Recoverable Tax		15,434	44,687	60,121	52,244
Sale of Burial Plots		18,095	-	18,095	7,238
Grants Receivable	2	3,480	1,200	4,680	13,678
<i>Activities for generating funds:</i>					
Bequest/Legacy	2	11,000	-	11,000	-
Other Income	2	13,936	460	14,396	20,677
<i>Interest Income</i>					
	2	-	-	-	4,467
Total Incoming Resources		220,319	46,347	266,666	251,359
<u>RESOURCES EXPENDED</u>					
Costs of Generating funds	4	1,624	-	1,624	2,107
Charitable Activities					
Subscription to Religious Organisation	4	21,427	-	21,427	19,900
Grants Made	4	-	20,430	20,430	20,390
Cost of activities in furtherance of the Charity's Objects	4	164,733	36,539	201,272	192,314
Governance Costs	4	-	-	-	-
Total Resources Expended		187,784	56,969	244,752	234,711
NET INCOMING/(OUTGOING)					
RESOURCES BEFORE TRANSFERS		32,535	(10,622)	21,914	16,648
Gross Transfers between Funds	5	(65)	65	-	-
NET MOVEMENT IN FUNDS		32,471	(10,557)	21,914	16,648
Reconciliation of Funds					
Total Funds brought forward		344,237	619,232	963,469	946,821
Total Funds carried forward		376,708	608,675	985,383	963,469

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 2022

	Notes	2022 £	2021 £
Fixed Assets			
Tangible Assets	9	<u>973,353</u>	<u>781,944</u>
Current Assets			
Stocks in Shop		2,048	1,549
Debtors	10	34,323	35,366
Cash at Bank and in hand		<u>258,215</u>	<u>227,719</u>
		<u>294,586</u>	<u>264,634</u>
Current Liabilities			
Creditors: amounts falling due within one year	11	<u>13,950</u>	<u>14,348</u>
Non-Current Liabilities			
Creditors: amounts falling due over one year	12	<u>268,606</u>	<u>68,761</u>
Net Assets		<u>985,383</u>	<u>963,469</u>
Represented by			
Unrestricted Funds	13	376,708	344,237
Restricted Funds	14	<u>608,675</u>	<u>619,232</u>
Total Funds		<u>985,383</u>	<u>963,469</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 November 2022.

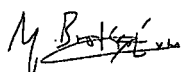
The members have not required the charitable company to obtain an audit of its financial statements for the year ended 30 November 2022 in accordance with section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with section 386 of the Companies Act 2006 and
- 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 18th August 2023 and were signed on its behalf by:



M Brooks-Evans (Chair)



Page 12 S Hurley (Treasurer)

NOTES TO THE ACCOUNTS

1 ACCOUNTING POLICIES

1.1 Basis of preparation

- The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.
- Bromley & District Reform Synagogue Limited meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Fund accounting

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

1.3 Incoming resources

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

1.4 Resources expended

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

1.5 Tangible fixed assets and depreciation

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

- | | |
|--|------------------------------|
| - Freehold land and buildings | Not depreciated/Nil |
| - Freehold improvements | Straight line over 50 years |
| - Fixtures, fittings & equipment | Straight line over 7 years |
| - Fixtures, fittings & equipment - Scrolls | Nil |
| - Computer Equipment | Straight line over 5 years |
| - Leasehold Land - Kemnal Park/GreenAcres | Straight line over 125 years |

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

NOTES TO THE ACCOUNTS

1.6 Stock

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

1.7 Pensions

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

1.8 Tax

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

2 ANALYSIS OF TOTAL INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	Total Fund 2022 £	Total Fund 2021 £
Voluntary Income:				
<i>Grants Receivable:</i>				
Community Security Trust	730	-	730	190
Donor Trust	2,393	-	2,393	3,236
Goldman Trust	357	-	357	252
Jack Petchey	-	1,200	1,200	-
Royal Borough of Greenwich	-	-	-	10,000
	<u>3,480</u>	<u>1,200</u>	<u>4,680</u>	<u>13,678</u>
Refund of overpaid bank fees:				
Refund of overpaid bank fees	-	-	-	6,537
Interest	-	-	-	4,467
	<u>-</u>	<u>-</u>	<u>-</u>	<u>11,004</u>
Activities for generating funds:				
Cheder	483		483	660
Education	9,682		9,682	10,572
Fund Raising & Social Events	-		-	2,054
Hire of Garden Room	75		75	-
Legacy	11,000		11,000	-
Religion & Ritual	3,024		3,024	-
School Visits	320		320	-
Other	352	460	812	854
	<u>24,936</u>	<u>460</u>	<u>25,396</u>	<u>14,140</u>

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 2022 £	Total Fund 2021 £
Cost of Generating Funds						
<i>Generating Cost of Voluntary Income</i>		1,624			1,624	2,107
Charitable Activities						
Services and Office Supplies		4,220			4,220	4,346
Education	8,866	15,255			24,121	27,419
Minister		10,663			10,663	1,789
28 Highland Road		6,605			6,605	2,490
Religious and Ritual		11,975			11,975	6,284
Governance Costs					-	-
Total Support Costs	8,866	50,342	-	-	59,208	44,435

4 ANALYSIS OF TOTAL RESOURCES EXPENDED

	Staff Costs £	Property Maint. £	Support Costs £	Other £	Depre- ciation £	Total Fund 2022 £	Total Fund 2021 £
Cost of Generating Funds							
<i>Generating Cost of Voluntary Income</i>			1,624			1,624	2,107
	-	-	1,624	-	-	1,624	2,107
Charitable Activities							
<i>Subscription to Religious Organisation</i>				21,427		21,427	19,900
	-	-	-	21,427	-	21,427	19,900
Grants Made							
Board of Deputies				-		-	-
British Friends of Rabbis for Human Rights				4,020		4,020	-
World Jewish Relief				4,770		4,770	-
St Christopher's Hospice				3,704		3,704	-
Leo Baeck Education Center						-	4,087
RSY Netzer						-	4,203
DeafPlus						-	3,983
Nightingale Hammerson						-	2,000
Other Charitable Donations, each up to £250				500		500	311
Other				7,436		7,436	5,806
	-	-	-	20,430	-	20,430	20,390
Cost of activities in furtherance of the charity's objects							
Administration	20,898					20,898	24,159
Services and Office Supplies			4,220			4,220	4,346
28 Highland Road		32,445	6,605			39,050	15,572
Catering & Housekeeping		3,544				3,544	3,033
Education	11,579		24,122			35,701	39,008
Funerals including JJBS				17,420		17,420	17,654
Minister	27,199		10,663			37,862	53,360
Professional Fees						-	-
Religious and Ritual			11,975			11,975	6,284
Other	0			728		728	1,037
Depreciation					29,874	29,874	27,861
	59,677	35,989	57,585	18,148	29,874	201,272	192,314
Governance Costs						-	-
Total Resources Expended	59,677	35,989	59,209	60,005	29,874	244,752	234,711

NOTES TO THE ACCOUNTS

	Unrestricted Funds £	Restricted Funds £	2022 £	2021 £
5 <u>TRANSFER BETWEEN FUNDS</u>				
Bank Charges	(65)	65	-	-
	(65)	65	-	-

	2022 £	2021 £
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

29,874	27,861
--------	--------

Independent Examiner Fee

-	-
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7 EMPLOYEES

The average monthly number of full time employees during the year was:

Minister

Office Administration

Number	Number
1	1
-	-
1	1

Employment Costs

	£	£
Wages and Salaries	58,311	72,350
Social Security Costs (*)	(4,432)	11,361
Pension Costs	5,798	3,607
	59,677	87,318

* Social Security costs include Employers Allowance not previously claimed.

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

NOTES TO THE ACCOUNTS

8 TRUSTEES REMUNERATION AND EXPENSES

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

9 TANGIBLE FIXED ASSETS

	Leasehold Land	Freehold Property & Improvements	Furniture, Fittings & Equipment	Computer Equipment	TOTAL
	£	£	£	£	£
<u>COST</u>					
As at 01/12/2021	108,570	990,772	150,011	1,701	1,251,054
Addition	217,940	0	2,594	749	221,283
Disposal	0	0	0	0	0
As at 30/11/2022	<u>326,510</u>	<u>990,772</u>	<u>152,605</u>	<u>2,450</u>	<u>1,472,337</u>
<u>DEPRECIATION</u>					
As at 01/12/2021	869	344,683	122,002	1,556	469,110
Charge for year	2,612	19,555	7,412	295	29,874
Eliminate on Disposal	0	0	0	0	0
As at 30/11/2022	<u>3,481</u>	<u>364,238</u>	<u>129,414</u>	<u>1,851</u>	<u>498,984</u>
<u>NBV</u>					
NBV as at 30/11/2022	<u>323,029</u>	<u>626,534</u>	<u>23,191</u>	<u>599</u>	<u>973,353</u>
NBV as at 30/11/2021	<u>107,701</u>	<u>646,089</u>	<u>28,009</u>	<u>145</u>	<u>781,944</u>

Note:

1. Leasehold land additions :Purchase of cemetery plots at Kemnal Park GreenAcres; 20 @ £3,619 and 30 @ £4,852
2. FF&E additions: Garden room audio & streaming £1,504; Carpet & furniture for rabbi's office £865; Step ladder £225
3. Computer equipemt additons: Lap-top computer for the Administrator's use £749
4. All tangible fixed assets are used for or to support charitable purposes.
5. Capital commitments contracted for as at 30 November 2022 were £Nil (2021 - £Nil).

NOTES TO THE ACCOUNTS

	2022	2021
10 DEBTORS		
		£
Income Tax Recoverable	33,172	28,990
Prepayments	556	3,840
Subscriptions	86	1,143
Chanukah Fair late deposit of monies	-	771
Goldman Trust	189	252
CST	240	190
Donor Trust	-	180
School visits	80	-
	34,323	35,366

11 CREDITORS: Amounts falling due within one year

	£	£
Employment Costs	7,823	6,531
Prepaid Subscription monies	1,654	2,498
Adult Education teaching invoices	-	1,793
Prepaid Adult Education monies	670	1,235
Security Costs	-	300
Maintenance & Utilities	3,519	878
Other Creditors, each below £500	284	1,113
	13,950	14,348

12 CREDITORS: Amounts falling due over one year

	£	£
Joint Jewish Burial Society (JJBS)	268,606	68,761
	268,606	68,761

JJBS gave Bromley & District Reform Synagogue (BDRS) an interest free loan of £108,570 in July 2020 for the purpose of enabling BDRS to purchase a lease on 30 grave spaces at GreenAcres Kemnal Park Cemetery. An additional loan of £217,940 was made in Summer 2022 for the purchase of a further 50 grave spaces. As at 30th November 2022, £57,904 has been repaid back to JJBS following the purchase of 16 grave spaces. The agreement with GreenAcres Kemnal Park grants BDRS a 125 year lease which is recorded in the Land Registry and covers the entire Jewish burial area of 50 burial plots for which BDRS will pay a rent of £1 per annum.

NOTES TO THE ACCOUNTS

13 UNRESTRICTED FUNDS

	<u>Movements in Resources</u>						
	Balance as at 1 Dec 2021	Transfer Between Funds	Realised Gain on Disposal	Incoming	Outgoing	Depn	Balance as at 30 Nov 2022
	£	£	£	£	£	£	£
Unrestricted Funds	344,237	(65)	-	220,319	(176,687)	(11,097)	376,708

14 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 2021	Transfer Between Funds	Grants / Donation s Received	Interest & Gift Aid Received or due	Outgoing	Depn	Balance as at 30 Nov 2022
	£	£	£	£	£	£	£
Board of Deputies	-	-	-	-	-	-	-
Burial Scheme	-	-	17,420	-	(17,420)	-	-
Caring Community	737	-	200	-	(212)	-	725
Cheder:Outings	549	-	-	-	(100)	-	449
External Charities:Donations	650	65	15,122	2,344	(17,958)	-	223
Jack Petchey Grant	486	-	1,200	-	(191)	-	1,495
Music Director/Teacher	1,837	-	-	-	(165)	-	1,672
Music for Services	-	-	900	-	-	-	900
New Building & Sanctuary	611,002	-	-	-	-	(18,777)	592,225
Pauline Jeffree Fund	-	-	3,149	702	-	-	3,851
Rabbi's Discretionary	450	-	3,100	625	(1,823)	-	2,352
Scrolls	1,668	-	900	225	-	-	2,793
Social Centre	-	-	460	-	(12)	-	448
Transport	1,854	-	-	-	(311)	-	1,543
	619,232	65	42,451	3,896	(38,192)	(18,777)	608,676

NOTES TO THE ACCOUNTS

15 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 2022 £
Fund Balances at 30 November 2022			
are represented by:			
Tangible Fixed Assets	381,128	592,225	973,353
Current Assets	278,135	16,451	294,586
Creditors: amounts falling due within one year	(13,950)	-	(13,950)
Creditors: amounts falling due after one year	(268,606)	-	(268,606)
	376,708	608,676	985,383