FINCHLEY REFORM SYNAGOGUE

England & Wales · Charity number 1137557

Details

Other names	FRS
Status	Registered
Legal form	Previously excepted
Company number	07321494
Registered	2010-08-20
Register	View on the Charity Commission register

Contact

Address	Finchley Reform Synagogue 101 Fallow Court Avenue London N12 0BE
Phone	02084463244
Email	hon.sec@frs.org.uk
Website	http://www.frs.org.uk

Activities

Objects: THE PRACTICE, PROMOTION, DEVELOPMENT AND ADVANCEMENT OF JUDAISM THROUGH PUBLIC WORSHIP, RELIGIOUS, EDUCATIONAL, SOCIAL, CULTURAL AND CHARITABLE ACTIVITIES.

Activities: Promotion of Judaism in the spheres of public worship, religious, educational, social, cultural and charitable activities.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Religious Activities
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

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Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE FINCHLEY.
- Barnet

Finances

Period end	Income	Expenditure	Assets	Employees
2024-08-31	£1,829,696	£1,820,667	£2,858,584	21
2023-08-31	£1,860,542	£1,679,864	£2,849,255	18
2022-08-31	£2,304,211	£1,404,353	£2,668,577	18
2021-08-31	£2,651,634	£1,559,854	£1,768,719	19
2020-08-31	£1,803,910	£1,452,484	£676,939	18

Trustees

Name	Role	Appointed
Paul Goodman	Chair	2026-03-26
Abigail Chloe Jacobi		2023-04-24
Andrew Charles Fetterman		2024-03-21
Avraham David Marco		2025-03-20
David Alan Evans		2024-03-21
David Reinhardt		2024-03-21
Deborah Nancy Fiona Mowbray		2024-03-21
Gary Ian Philip		2024-03-21
Janet Lee Berenson		2025-03-20
Jenny Nuni		2017-12-18
Lisa Rousseau-Bedouch		2024-03-21
Matthew Ross Granger		2026-03-26
Michael John Gabbay		2024-03-21
Raymond Andre Simonson		2024-03-21
Richard Maurice Emile Reuben		2021-12-13

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FINCHLEY REFORM SYNAGOGUE

England & Wales - Charity number 1137557

Accounts

FINCHLEY REFORM SYNAGOGUE
COMPANY LIMITED BY GUARANTEE
COMPANY NUMBER 7321494
CHARITY NUMBER 1137557

DIRECTORS REPORT
AND FINANCIAL STATEMENTS
31 AUGUST 2024

NYMAN LIBSON PAUL LLP
CHARTERED ACCOUNTANTS AND STATUTORY AUDITORS
124 FINCHLEY ROAD
LONDON
NW3 5JS

FINCHLEY REFORM SYNAGOGUE

LEGAL AND ADMINISTRATIVE DETAILS

DATE OF INCORPORATION	21 July 2010		
COMPANY NUMBER	7321494		
CHARITY NUMBER	1137557		
DIRECTORS			
	Melanie Bruck	Resigned	21-Mar-24
	Nicole Hay-Carter	Resigned	21-Mar-24
	David Evans	Appointed	21-Mar-24
	Andrew Fetterman	Appointed	21-Mar-24
	Michael Gabbay	Appointed	21-Mar-24
	Robert Humphreys	Resigned	18-Jul-24
	Abigail Jacobi		
	Deborah Mowbray	Appointed	21-Mar-24
Chair of Ritual	Joseph Nathan		
Secretary	Ben Noah		
Chair	Jennifer Nuni		
	Gary Philip	Appointed	21-Mar-24
	Phil Phillips		
Vice Chair	Richard Reuben		
	David Reinhardt	Appointed	21-Mar-24
	Lisa Rousseau-Bedouch	Appointed	21-Mar-24
	Raymond Simonson	Appointed	21-Mar-24
Treasurer	Jeremy Summerfield	Appointed	21-Mar-24
	Keith Sussman	Resigned	21-Mar-24
	Emma Wohl	Resigned	24-Jul-24
EXECUTIVE DIRECTOR	Laura Crespi		
PRINCIPAL ADDRESS	101 Fallow Court Avenue, London, N12 0BE		
BANKERS	NatWest Bank, 30 Clarendon Road, Watford, WD17 1GQ		
AUDITORS	Nyman Libson Paul LLP, 124 Finchley Road, London NW3 5JS		

FINCHLEY REFORM SYNAGOGUE

DIRECTORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2024

The Directors have pleasure in presenting their report together with the audited financial statements of the Charity for the year to 31 August 2024. The financial statements are in accordance with current statutory requirements, the Memorandum and Articles of Association of the Charity and the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP FRS102) and the Companies Act 2006. This directors' report consolidates within it the strategic report and the trustees' report.

MEMORANDUM AND ARTICLES AND INCORPORATION

Finchley Reform Synagogue, known in Hebrew as Kehillah Kadosha Etz Chaim, was constituted under a deed of trust established in 1960 and is a registered charity No. 1137557. The principal objects of the Synagogue remain the practice, promotion, development and advancement of Judaism in the spheres of public worship, religious, educational, social, cultural and charitable activities.

The Synagogue was incorporated as a charitable company limited by guarantee on 21 July 2010 when new Memorandum and Articles of Association were adopted. The assets and liabilities, contracts and ongoing operations of the predecessor unincorporated charity, of the same name, registered number 1057053, were transferred to the new charitable company on 1 October 2010. The unincorporated charity accordingly became inactive from that date.

In furthering the charity's purpose for the public benefit, the directors as trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011

AUDITORS

A resolution will be proposed at the Annual General Meeting to re-appoint Nyman Libson Paul LLP as auditors.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Synagogue's governing document is its Memorandum and Articles of Association, which are reviewed periodically. The Directors of the Synagogue are its Council Members - including the Honorary Officers - who are elected by the membership in open meeting. The Directors are also Trustees of the Charity. Nominations for new Directors are invited from the Community and candidates are taken forward for election on the basis of their background and experience.

New Directors go through an induction process, which includes being briefed on relevant governance and financial documents, key organisational policies, and strategic priorities.

There is also provision for up to five members to be co-opted to serve on Council until the subsequent Annual General Meeting. No person may serve as just an ordinary Member of Council for more than six consecutive years. No Honorary Officer may serve in the same office for more than four consecutive years and no person (other than a retiring chairperson) may be a member of Council in any capacity for more than ten consecutive years. Council will normally seek nominations for new Directors from those members who have specific relevant skills (for example financial, educational or spiritual), who are already active in the community or who represent particular interest groups from within the membership.

The Directors normally meet eleven times a year (a minimum of eight meetings is specified by the Memorandum and Articles of Association) and there are Sub-committees and Groups that report to the Council, which then approves their activities. The main Sub-committees and Groups are:

Ritual: the committee, comprising wardens, regular congregants, and clergy, develops ideas to further enrich engagement in religious services and related activities. The committee meets at least twice a year, to review major religious festivals, initiatives, and ritual issues raised by the community.

Youth and Education: this committee deals with the provision of religious schooling and youth activities for children of members, through to B'nei Mitzvah age and beyond.

Kindergarten Management Committee: oversees the operational and strategic development of the kindergarten

Chesed (Community Services): this encompasses other community-based activities including co-ordinating the community's response to members in need.

Finance: this meets to review the financial affairs of the Synagogue.

Building Committee: this group meets regularly during the year, primarily to oversee the maintenance and upkeep of the new synagogue building, and its running costs. It also has responsibility for operational and Health & Safety matters and looking for ways to improve building efficiencies.

The Synagogue also employs an administrative team who, under the direction of the Synagogue's Executive Director, are responsible for the day-to-day management of the building, financial control and recordkeeping, the co-ordination of activities between the various groups and the management and administration on behalf of the clergy team. The Executive Director and the office staff are available to respond to queries which are often of a sensitive nature, including life cycle events and bereavements. Council, taking appropriate external advice where necessary, makes all significant operational and strategic decisions.

The remuneration of the Executive Director, and the senior clergy, is set by the Honorary Officers, taking into account relevant benchmarks (including the guidance issued by the Movement for Reform Judaism), and the individual's experience and performance.

The Memorandum and Articles of Association of the Synagogue require certain key decisions to be approved by the membership in general meeting, including the appointment and/or termination of the employment of the Principal Rabbi, the purchase or sale of freehold property and the taking out of large loans. The articles have been amended to permit meetings to be held and voting to be carried out virtually.

The Synagogue Council undertakes periodic reviews of its governance arrangements with reference to the Charities Governance Code. We are fully in compliance with most areas of the Code; those where we recognise more work needs to be done are in formalising terms of reference and delegation authority for some of our groups and committees. In addition we recognise that, as a faith-based community, it is difficult to deliver a governing body which is fully diverse in all respects. We continue to focus on those aspects of diversity which are available within our constitutional restrictions.

EXTERNAL AFFILIATIONS

The Memorandum and Articles of Association provide that the Synagogue shall be a member of Reform Judaism (previously the Movement for Reform Judaism), for which membership affiliation fees are payable which are calculated according to a formula related to a percentage of the previous year's subscription income.

One of the benefits of membership of a synagogue is the availability of a burial plan. A fee based on the number of adult members is paid by the Synagogue to the Jewish Joint Burial Society, which in most cases is then solely responsible for the provision of such burial services.

The Synagogue is also entitled to representation at the Board of Deputies of British Jews, for which a charge is levied based on the number of those members who opt to contribute to the Board's activities.

REVIEW OF ACTIVITIES AND PLANS FOR THE FUTURE

Chair's review of the year

Clergy Team Recruitment

Just before Rosh Hashana in 2023, we announced that Rabbi Miriam would be stepping down from her position as Principal Rabbi of FRS after 18 years of dedicated service at the end of June 2024. She will undertake a new project, developing the Wellspring initiative. Consequently, much of the year was devoted to restructuring the clergy team and recruiting a new Rabbi. During October and November 2023, we conducted a series of consultations with members both in person and online. These consultations were instrumental in defining the strengths of FRS and identifying the qualities needed in our clergy team. A Steering Committee and a Recruitment Process Group were established, comprising a diverse cross-section of community members, to oversee and manage the recruitment process. The senior Rabbi position was subsequently advertised both within the UK and internationally.

Throughout the interview process, it became clear that our current clergy team is exceptionally well-suited to meet the needs and expectations of FRS. Consequently, the Council confirmed Cantor Zöe Jacobs would be our principal clergy following Miriam's departure. Following her ordination from Leo Baeck College, Rabbi Eleanor Davis joined our team in August 2024. Additionally, Rabbi Miriam was honoured with the title of Rabbi Emerita for FRS.

FRS has a history of bold decisions, and choosing Zöe to lead our clergy team highlights our leadership in the Jewish world. This decision reflects FRS's commitment to spirituality, creativity, and progressive thinking.

Cantor Zöe spent 6 years studying abroad in Jerusalem and New York as part of Hebrew Union College's Cantorial Ordination program. This ordination allows a Cantor to officiate like a Rabbi. The main difference between rabbinical and cantorial studies lies in their focus. While 60% of the curriculum is similar, rabbinical students delve into rabbinic texts and homiletics, whereas cantorial students focus on liturgy, prayer, service styles, and music.

Professional Team Recruitment

Sam Clifford, our Executive Director, departed after Pesach to assume the position of CEO at Jewish Women's Aid.

In April, Laura Crespi joined us as our new Synagogue Director, bringing with her two decades of experience in education within Jewish schools.

Karen Bloom was appointed Deputy Synagogue Director, in addition to her responsibilities as Director of Education.

7th October & Israel

The horrific events of 7 October in Israel shaped a lot of the year 23/24.

In the immediate aftermath attendance numbers at services rose as the community felt the need to come together, to mourn and to process the unfolding events in Israel. FRS quickly pivoted and created spaces within services for memory, and to hold each other through moments of uncertainty as families waited for news.

Israel is in the minds and hearts of our community, and as a community we have supported the work of the Israel Movement for Progressive Judaism and Project Benji over the past year.

FRS also opened its door and supported the Israelis who found themselves stranded in the UK – and for several weeks we provided a drop-in for Israeli families who were in London – with activities for children. Many Israeli children also joined the half term October camp that was held in the building.

New security measures were implemented including additional security guards during Shabbat services. New security volunteers were recruited including new team leaders, and a fundraiser raised £15,000 to support the additional security costs,

New Trustees

In January 2024, a campaign was launched to invite community members to nominate themselves for council trustee positions, specifying required skills. This resulted in numerous applications from highly qualified individuals with valuable skills. At the March AGM, the community elected 9 new trustees. The council now has diverse expertise and high-calibre members, whilst still representing a cross-section of our community.

Membership

Membership in September 2024 was at a similar level to September 2023 with 982 households (984 in September 2023). The number of children was up by just under 4% at 793 vs 763 in the prior year.

Priorities announced at the AGM in March 2024

At the March 2023 AGM the following priorities were highlighted to the community:

1. Onboarding the new Council and building a high performing council team.
2. Developing a three-year strategy.
3. Growing our membership, especially to help ensure that our finances can support our spiritual and creative ambitions.
4. Reinvigoration of our adult education provision.

Progress to date against these priorities:

1. The new council has received trusteeship training from Sue Pearlman, a Charity governance consultant. The Council is working together well and most of the trustees have clearly defined portfolio responsibilities.
2. The three-year strategy is a priority, and we have appointed a small team to develop a financial strategy for FRS.
3. Council has analysed historical membership trends and identified a working group to focus on defining the membership groups that we want to target. Non-members show case event is planned for March 2025.
4. Rabbi Eleanor Davis is focusing on our adult education provision, which started with some Talmud sessions with Rabbi Greg Alexander in the summer of 2024. The clergy team as a whole are making progress with taking this forward.

Highlights of the year

High Holy Days (HHD) 2023

Due to the unavailability of StoneX Stadium for Rosh Hashanah, FRS organised the Rosh Hashanah services at Vue, North Finchley. This venue allowed us to provide smaller, tailored services for different groups. While there were some technological challenges and it did not work for everyone, the overall response was positive. The event was beneficial for our Rhythm 'n' Jews community and enabled us to promote community volunteering in collaboration with Food Bank Aid.

The creativity for Rosh Hashanah was appreciated, aiding FRS's innovative journey. The sensory spaces on Rosh Hashanah and Erev Simchat Torah were beneficial, with feedback to improve further. The

cinema elements, like parody posters and popcorn, created a lively atmosphere, and we maintained the kiddush hall/community vibe in the cinema atrium. Smaller groups for Rhythm n Jews on Rosh Hashanah meant a more engaged community. The services at FRS on Erev RH1 and RH2 were well attended for the 'home' community.

We also had the benefit of returning to StoneX for a smooth, inspiring and meaningful Yom Kippur. Our Erev Simchat Torah – Simcha in the Shul was a wonderful, uplifting carnival for the community, allowing us to safely engage 700 people over the course of the evening, before the world changed on 7th October 2023.

HHD Appeal

In 2023, we began a new 3-year partnership cycle through FRS's Eighth Rung Group to improve our charitable giving approach. Long-term relationships with charities allow them to use our funds more effectively for future development, and our partnership approach means we not only provide funding but contribute through volunteering and providing the use of our building for some of their activities. This cycle, we are partnering with Kisharon Langdon and New Citizens Gateway. The High Holy Day Appeal in 2023 raised approximately £28,000 (before gift aid). The funds were allocated to support the charities partnered with the 8th Rung group (Kisharon Langdon and New Citizens Gateway), the FRS Tzedakah Fund—which considers applications for smaller grants generally up to £500 from charities in the UK and overseas—and the Together Plan. This amount was about one-third lower than the previous year, potentially due to the impact of the cost of living and individuals choosing to personally support Israel-related causes.

Shirei Chagigah meets Reform Judaism Conference

The FRS delegation was by far the largest at March's Shirei meets Chagigah Reform Judaism conference. Cantor Zöe designed and led the incredible music strand of the conference that was the standout element for everyone.

RMB Celebration Activities and Weekend

To mark Rabbi Miriam Berger's 18 years of service at FRS, a series of events was organised over a weekend in June 2024. Each event targeted different segments of the community. The itinerary included:

- Kindergarten Shabbat and Lunch for Kindergarten families, current or former staff, and Alumni, focusing on Rabbi Miriam's relationship with FRS Kindergarten.
- A Shacharit to Remember - Rabbi Miriam's second-to-last Shacharit as principal Rabbi, featuring morning prayers and blessings followed by a celebratory Kiddush.
- A Celebratory Seudah for Reception - Year 8 students and their families, including activities and food.
- Young Adults Pub Night - an event for individuals aged 18-30 to honour their connection with Rabbi Miriam.
- Zero Waste Gala Dinner – an elegant zero-waste fundraising dinner coupled with a screening of "Rabbiting On" featuring interviews with Rabbi Miriam by Rabbis Robyn Ashworth Steen and Debbie Young Somers.
- Kuddle Up Shabbat Friday Night Dinner.
- Special Kochavim assembly.

Visiting Rabbi – Greg Alexander

Rabbi Greg Alexander joined us for 10 weeks between June and August as a visiting Rabbi from the Temple Israel community South Africa. Rabbi Greg was a wonderful addition to the clergy team over the summer and connected with many people in our community. He brought us the Biking Beit Midrash, a new way to mark Tisha B'Av, his stories during Kuddle-Up Shabbat, and general support to our professional team during this summer of transition – particularly helping us with new curriculum material for our teenagers. Greg has brought a wealth of knowledge, warmth, and spiritual guidance to our community.

Summary of Key Events and Activities

- **Defending Israeli Democracy** Meeting with guest speakers, a Q&A, and a music performance.
- '**To treat or not to treat?**' A session with Rabbi Miriam Berger, Robert Tobin, health care law solicitor, and Dr Mike Brunner, consultant in ICU and anaesthetist.
- Singing for Memory Fundraiser Tea
- **Shabbat of Solidarity** - Shabbat around the World of Hope and Solidarity with Israel
- **Israeli Friends in Concert** - a recital of beautiful Israeli music to raise money for the ongoing situation in Israel via the IMPJ & IRAC Emergency Campaign
- '**Comfort Among Community**' session
- Community Self-Defence Awareness training
- **Lunch and Learn Chavurah** sessions with Janet Berenson
- '**Reform Judaism, this is your life: prayer books as the diary of the Jewish people**': The fascinating story of how Jews invented prayer, how the prayer book innovated change, and where we are today. Rabbi Larry Hoffman
- **Music in the Atrium**, part of our Shabbat Shira weekend of music - featuring Horse to Water and friends
- The Together Plan annual supper quiz
- **An evening with Yaakov Zada Daniel from Fauda** - Israeli actor Yaakov Zada Daniel in conversation with journalist Shirit Gal Kedar - raising funds for Jewish Child's Day and the Israel Movement for Reform and Progressive Judaism.
- **A Balanced View on Assisted Dying**- with guest speakers: Rabbi Dr. Jonathan Romain, Dame Joan Ruddock, and Rabbi Mark Goldsmith.
- '**The Torah Service – what's it about?**' With Rabbi Howard Cooper. A three-part explanatory deep dive into liturgy
- **Point Me to the Mic: An Evening of Music and Entertainment** with Deborah Berenson - a writer and performer (who grew up at FRS) whose work has been showcased in London, New York and Chicago.
- **World Refugee Day Celebration**, organised by our partner New Citizens' Gateway: a vibrant event honouring diversity, unity, and human resilience.
- **2024 General Election Hustings** – for the Finchley and Golders Green constituency. A joint event with the Somali Bravanese Welfare Association and Finchley Progressive Synagogue. Hosted by Jack Kessler, Chief Leader Writer, Evening Standard.
- **A Taste of Talmud** with Rabbi Greg, using the original page layout & text.
- **Tea in the Garden** - a relaxed afternoon in the beautiful Finchley garden of Margaret and Gerald.
- **The Biking Beit Midrash** with Rabbi Greg and Rhiannon – cycling to the park to study and eat before cycling back.

Festivals

The Simcha in the Shul celebrations on Friday 6th Oct was an outstanding example of FRS at it's best. There was a true carnival atmosphere, the building was buzzing and lively with many families and individuals attending the range of activities, the services, the food trucks throughout the afternoon and evening.

In March Erev Purim was celebrated with a Pizza & Prosecco event; dinner and a spirited Spiel, with FRS as the butt of the joke!

FRS Community Seder 5784 - a musical, conversational Community Seder, to mark the 2nd night of Pesach together.

Yom HaShoah | Y'mei Hazikaron & Ha'atzma'ut

- Israel with all our Heart - A conversation with inspirational educator Jeremy Leigh to help us grapple with how this Y'mei Hazikaron & Ha'atzma'ut will be different from all others.
- Israel with all our Soul - Ruth Nieman, Author of The Galilean Kitchen gave a SOUL FOOD demonstration.
- Israel with all our Might - a range of active challenges to raise money in memory of Major Benji Trakeniski z"l.

Yom HaShoah Film Screening of award-winning Holocaust documentary: "Chaos Dragon and the Light" to mark Yom HaShoah followed by a Q&A with the film's Director, Sal Anderson, and Producer, Tracey Gardiner.

Erev Shavuot + Tikkun Leil: Erev Shavuot service followed by a chavurah dinner and an evening of learning:

- Ritual and mental health - Rabbi Miriam Berger with Consultant Psychiatrist Mark Berelowitz and Consultant Clinical Psychologist Stuart Linke to explore the place that ritual can play in our mental health.
- Ritual and decision making - Reform Judaism is not "Judaism Lite". So how do we make decisions about our ritual practices as a synagogue?
- Ritual and storytelling - Our late-night session interspersed singing and music with stories of our tradition which explain and highlight how certain ritual practices have come into our lives.

Tisha B'Av For Our Times - Cantor Zöe, Rabbi Greg and Rhiannon led a service to reflect on destruction and loss, through study, prayer and music, in a world that has changed since 7th Oct.

Chanukah – from cosy candle lightings in members' homes, to whole-community gatherings where we had the opportunity to celebrate together. Two highlights were 'Songs for Light and Hope' havdallah and our Chanukah 'Funukah' celebration. Rabbi Howard Cooper also led a session entitled 'Finding Light in the Darkness', an opportunity to take stock and reflect on the symbolism of light as we seek to discover what sources of illumination we have in our lives.

"Six Inches of Soil" film screening at FRS to mark Tu B'shevat with a screening of "Six Inches of Soil", featuring a Q&A with the director, Colin Ramsay. Six Inches of Soil follows the inspiring story of British farmers standing up against the industrial food system and transforming the way they produce food - to heal the soil, benefit our health and provide for local communities.

Ritual

Gateway

The Gateway programme is an access and conversion programme held every Tuesday evening. Our clergy team together with other speakers. teach participants about the Jewish life cycle, festivals, services, Hebrew reading from the siddur, and how to understand some of the prayers. Those who want to convert then attend a Rabbinic Court (Beit Din) with the support of an FRS Rabbi, once they are ready after the end of the course. We usually mark that milestone with an Affirmation of Faith within a Shabbat service.

Expertly taught by Hagit Tal, the Hebrew curriculum includes a custom Alef bet text with prayers and meanings.

After many dedicated years leading the programme, Irene Kay has stepped down. FRS deeply appreciates Irene's stewardship and support of Gateway participants, often accompanying them to the Beit Din with their sponsoring Rabbi.

Each year we have a new cohort of participants, many of whom go on to become hugely active and valued members of our community.

Wardens

Over the past year we have focused on rejuvenating the team of Wardens and training the new members. We now have a dedicated team who are regularly Wardening services. We are currently seeking a new Senior Warden to take over the responsibility of supporting the team and organising the rota.

New HHD Machzor

In early 2024, the Movement for Reform Judaism published the long awaited new High Holy Day Machzor. We suggested to our membership that they might like to donate the Machzorim to the synagogue in celebration of Miriam tenure as our principal Rabbi.

In total FRS has been able to build a supply of 250 of the new Machzorim. Although we had enough to use at some of our services, we need at 500 more before we will be able to use them for all of our High Holy Day services.

Youth & Education

The Youth and Education team provide a wide range educational and social programming to families with children under 18 years of age.

The overarching priority within the Youth and Education department remains the building of relationships. This underpins our other long term strategic themes of amplifying engagement and enhancing integration. Our commitment to developing overt inclusivity within both our programming and our support systems is integral to the realisation of our goals.

Year on year, we have seen an increase in the number of children in the community, a high percentage of children attending events (both ad hoc and regular), and an increase in the amount of programming on offer.

The numbers of children in our membership continues to grow, which does put some pressure on finding Shabbatot for Bnei Mitzvah, as well as space in the building at certain times.

Particular achievements this year include:-

- Increased participation of young people in key community moments
- In-depth review and revamp of Massuot programme, including hugely successful extended launch day off-site for year 5 in June; we are already seeing increased service attendance and general participation on the back of this, for the current year 6 cohort
- Consistently high numbers of participants at Sunday Fundays (20-40 each month)
- Enhanced engagement for social events, such as sleepovers
- Excellence in festival programming for pre-school and primary-school-aged children, attracting continually high numbers for the HHDs, and both Purim and Shavuot
- A strong committed parent body, who are willing to plan and execute social activities (with minimal youth team involvement) for various year groups, to enable further bonding between their children
- Improving processes internally to find ways to manage increasing numbers of children

Our education programme is thriving with 44 more children and 9 additional active madrichimot compared to last year. Youth participation remains high at events, supported by a strong and stable Youth & Ed team.

Examples of Y&Ed provision include:

- Sunday Fundays continued to grow in popularity

- 'Israel and Gaza in our social lives and on social media: a session for sixth formers and students' with Rabbi Deborah Blausten
- Multi Sports October Camp
- London teen outing for years 10-13 Puttshack mini golf followed by lunch at Borough Market
- Thinking Big About Your Future – FRS Youth Careers Fair for years 11-13
- Donut Sleepover for years 5 and 6
- Yom Kehilla Day with RSY-Netzer
- Multi-Sports Passover Camp in the Passover holidays with Galaxy Fitness
- Lag B'Omer Sleepover
- FRS Summer Scheme 5784 for children from Reception-Year 6
- Shavuot youth activities at FRS, including a giant indoor bouldering wall (suitable for all ages), an ice cream van, Shavuot baking, crafts and more.

Our team has expanded this year. Rhiannon Humphreys has joined the Y&Ed team as a permanent member of staff and continues the excellent work of coordinating Bnei Mitzvah duties previously overseen by Rabbi Deborah.

Kindergarten

Kindergarten enrolment is growing slightly, bucking the trend of other settings driven by the low UK birthrate. By summer 2024, there were 30 children, with a higher proportion of part-time attendees than usual. Several children need additional support, so the headteacher spends significant time acting as SENCO for the setting.

Attendance patterns have shifted over the past few years, with more two-year-olds attending afternoon sessions. Hot lunch uptake remains strong, averaging 12 meals daily, and most children stay for lunch, with few parents choosing packed lunches.

Recruitment remains difficult, with a national crisis in Early Years recruitment potentially worsened in Jewish settings due to the war.

To ensure more comprehensive year-round coverage, the Kindergarten has implemented regular Early Years camps during holidays, administered by Galaxy Fitness.

FRS and the wider community

Homeless Shelters

FRS hosted the **Christmas and Winter Shelters** to support the homeless in Barnet over the coldest months in collaboration with Homeless Action in Barnet. Tens of volunteers played a crucial role in supporting the Christmas shelter, whether through financial contributions, preparing meals, organising activities, or being on-site to assist our guests. The Christmas shelter looked after 16 guests and an amazing set of activities put on for the guests including Yoga, arts and crafts, a cinema trip. A special thank you goes to Suzi Philip for her dedication in running the Christmas Shelter in 2023, and to Alison Bacall and Leila Carter for running the Winter Shelter every Wednesday between January and February 2024.

Holocaust Memorial Day (HMD)

HMD Workshops for schools took place over a two-week period with over 1,000 young people attending. For over 20 years the FRS HMD team have delivered Holocaust education sessions for students in the London Borough of Barnet.

Over 250 local primary school children visited FRS across a number of visits to explain to them about Judaism and show them the Synagogue.

Eighth Rung

Our focus on social action, and seeing our place in the world as an obligation to help others, is core to FRS.

Through our High Holy Day Appeal we support Eighth Rung, an FRS initiative that works on the principle of building a longer-term relationship with a charity to enable them to do something different with the money that we can raise for them. In 2023, the 8th Rung group launched a new three-year programme with two charities: New Citizens Gateway and Kisharon Langdon.

New Citizens Gateway (NCG) works with refugees and asylum seekers. It helps over 2,000 people a year in Barnet to integrate into British life, and supports their physical, social and mental wellbeing. FRS supports the provision of English language education, as well as a range of activities for asylum seekers and refugees - especially those accommodated in the OYO hotel in Finchley.

Kisharon Langdon (KL) provides education and support for over 450 people within the Jewish learning disability and autism community. FRS provides funding to support a specialist work and learning coach.

The Building and Infrastructure

Usage

The building has continued to be highly utilised by all sections of the community. It is clear that the new building allows us to do a huge range of activities in a way that was simply not possible in the old building. The space that the Atrium affords makes a real difference to creating a space for community to get together for Kiddush or event receptions. There have been several occasions where the Ohel has been full to the max for a number of Shabbat services and festivals.

Venue hire has continued to grow for both Simcha hire and charity events and we now have a comprehensive set of trusted partner suppliers who we work with for catering, cleaning and caretaking.

Costs

The building costs, including the mortgage, means that we have uplifted our overall running costs of the synagogue by almost £300,000 per year. This puts significant pressure on our budget and means that we will need to continue to raise funds especially to bring the mortgage costs down to a more affordable level.

AV / Tech

With increased use of the building, comes the challenge of the need for a lot more tech and audio-visual support. We have a very small team of volunteers who provide AV for Shabbat and some festival services. We are especially grateful to Laura Tobias who manages this for us and who commits a huge amount of her personal time and energy to enabling our services to be accessed remotely and providing in room sound and visuals.

AV for High Holy Days is delivered by our partner provider, Wildings, under our supervision.

Additional volunteers are still needed to support AV for both FRS purposes and venue hire.

Challenges

In July 2024, we completed our negotiations with M&H - our contractor for the new build - and reached agreement on the final cost of the building. Many of the open issues have been resolved however there are a few remaining difficult issues which still need to be attended to. M&H confirmed that their obligations under the contract will continue, especially relating to the leaks for example.

Key items to be dealt with now are the fence re-positioning and the car park gate – the amount we will gain from the settlement effectively pays for these with a small amount remaining to cover other items. The new building itself is more difficult and costly to maintain than our old building because it's more sophisticated, and we need to find a way to set budget aside for replacement as well as maintenance.

We have a facilities management contract – although we are now relooking at that as it's turning out a little expensive for us. It runs through until next October at which point we might bring it back in house.

Many thanks to Alan Brill, who for the past two years has tirelessly investigated and documented our building related processes.

Supporting our Membership

Chesed

The role of Chesed is to offer support to members when they cannot manage themselves, from shopping, lifts to hospital appointments and prescription collection. Autism support, SFM, wellbeing and ADD are also covered in other parts of the FRS community.

Much of what the Chesed team is doing is filling in the gaps caused by the crisis in social care and the health service. In terms of the provision, Chesed has changed its leadership structure and has been debating whether it is suitable for our volunteers to pick up requests which in previous years would have been resolved by the health service or social care. We currently have a reduced number of active volunteers. Many of them are now elderly or have responsibilities towards their own families and parents.

In terms of membership needs, Chesed seems to have also taken a change in its path with fewer members coming forward asking for help, possibly not knowing the shul can help or not wanting to ask. We currently have only 10 active member files - but these are mostly recent, and they have been signposted to relevant charities. Some are intensive, for example, dog-visiting for one of our members in a care home, new members who were nervous to attend events – I met them in shul for services and helped the transition.

Members increasingly need support for their elderly parents and grandparents, especially those with dementia. Since we are not equipped or qualified to provide this assistance, we direct them to mobility, financial, wellbeing services, and befriending programs for those living alone.

Finally, it is worth noting that Café Culture has been a great success with “meet and make”, “Jews views on the news” and “weekly games” a much-valued addition to the activities available to support our members. In all cases members are so grateful for some help or just a friendly call now and again.

Singing for Memory

Singing for Memory at FRS began just over 5 years ago and has grown from strength to strength, so much so there is always a waiting list. We welcome up to 20 members each Monday morning in the Ohel. Not only do Singing for Memory sessions benefit those whilst attending the sessions by being part of a joyful communal and nonjudgmental activity it also reduces isolation. Family carers make connections with one another, and as volunteers we can signpost on to other activities and services that can be beneficial. The sessions are led by a professional who is skilled in therapeutic techniques.

Betty’s Bike

Betty’s Bike café is a major success. Open Mon-Thurs mornings and Friday afternoons during term time, it features Café Culture programs such as Meet & Make (arts and crafts), Jews’ Views of the News, Board Games, and the Babies and Toddlers Group. For many members, visiting Betty’s is the highlight of their week, helping some maintain cognitive abilities and others to socialise.

Through Betty’s Bike, the team makes approximately one referral per week to the clergy for pastoral care. They serve as a key triage point, identifying individuals who require support from FRS.

Betty’s Bike is run by volunteers and profits are donated back to the shul. We are truly grateful to Suzi Philip and Lucy Weiner for their dedicate, talent and enthusiasm for Betty’s Bike. They have created a unique space at FRS, which is now integral to the welcome people get when they come into the building – as well as of course amazing coffee and cakes. We are really proud of Betty’s Bike which has become so important and central to FRS.

New groups and initiatives

A number of new initiatives were established this year:

- Security Training led by the Community Security Trust (CST)
- Let's speak Hebrew! FRS partnered with Leo Baeck College to provide stimulating and enjoyable Ivrit classes.
- 'FRS in the Media' page on the website https://www.frs.org.uk/media-coverage.html showing the breadth of coverage FRS has received in both the Jewish and non-Jewish press.
- New Connexions aims to bring community members together outside of synagogue events, offering opportunities to visit museums or attend the theatre, through a self-running system.

Security

In October 2023, Avi Marco became the Security Officer for FRS (a voluntary role). His contribution over the past year has been exceptional, and we are very grateful for his leadership.

Since October 7th, we've improved both physical and human security measures. Despite progress, challenges remain, including finding regular, trained security volunteers for Shabbat services, festivals, and major events.

FRS experienced low-level antisemitic incidents in the past year. However, it has not faced the more severe incidents and attacks that are becoming more common in the local area and against Jewish organisations.

The new Shul building was designed with security in mind, in consultation with CST. The previous SO, Carolyn Spinks, developed a comprehensive set of protocols and procedures, which, along with the efforts of the professional and security Team Lead teams, enhanced the quality of FRS security.

Our professional security team knows the community well and is dedicated to providing good security. Over the past year, we added 5 new CST-trained Team Leads. Our small team of committed volunteer security leads is experienced, especially in Shabbat operations. Kochavim security has improved under the leadership of Jim Harrison, our Deputy Security Officer.

Over the past year, we have upgraded our on-site security equipment, including medical tools for treating severe wounds, as well as additional stab vests and waterproof jackets.

We have conducted extensive on-the-job training and organised several training sessions both online and in person. There is a strong awareness of security within the professional team, protocols are being followed, and risk assessments are systematically performed.

Chair's Thanks

There are many diverse groups of people who contribute to making FRS what it is. Our Clergy team, Youth & Education team, and Professional team all bring an exceptional amount of talent, commitment, and innovation to FRS. Their passion for our mission and their dedication to supporting our members are crucial in fostering such a thriving community. In a year marked by significant change, we are deeply grateful for their hard work, resilience, and positivity. Delivering the extensive range of activities we do is no small feat, and this is in addition to the compassionate pastoral care and individual interactions with our members and families that occur 'behind the scenes'.

We are immensely thankful to the countless members who generously give their time and energy in so many wonderful ways. Of particular significance this year are those members who have assisted with security on Shabbat and during the High Holy Days, alongside service and site stewards. Giving up their time to keep us safe on cold, rainy days truly exemplifies the concept of caring for our community. I would also like to mention our volunteer receptionists, welcomers and kiddush volunteers, who ensure that everyone is welcomed and cared for when they enter our building. Of course, there are many other situations where members assist us, and although I can't mention each individual, we recognise and are very grateful for your valuable contributions.

I would also like to thank my fellow trustees, who bring rigour, discipline, and challenge to ensure that we properly meet our regulatory obligations, and that the synagogue is well managed.

FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31 August 2024 is set out on page 23 of the accounts and shows a net operating deficit from operations of £23,292 an improvement of £11,859 vs. prior year deficit (2023: £35,151). This was also an improvement vs. our 2023/2024 budgeted deficit, which was a planned deficit of £31,154. To avoid our general reserves reducing below our target range, it was agreed to transfer £48,000 from the Designated Loan Interest Fund, bringing our general reserves to £89,347.

Total Unrestricted Income increased by 11% to £1,658,633 (2023: £1,490,965). This is primarily driven by increases in:

- Membership donations principally from the annual subscription increases as well as a moderate membership numbers increase through the year.
- Kindergarten fees from additional enrolment of pupils vs. prior year.
- Betty's Bike income, as well as creating a valuable social space is also contributing valuable income for FRS.

Total Unrestricted Expenses increased by 10% to £1,681,925 (2003: £1,526,116). This is primarily driven by increases in:

- Office staff expenses due to annual inflationary increases and additional headcount.
- Kindergarten staff expenses to support additional children as well as cost pressures experienced across the Early Years sector.
- Repairs and maintenance of the building.
- Security expenses following the aftermath of October 7, this was offset by successful fundraising within the community.
- Interest expense on the building loan, following changes to the Bank of England base rate throughout both 2023 and 2024.
- Joint Jewish Burial Society fees following the recommencement of fees following the contribution holiday.

At the year end, the Designated Loan Interest Fund stood at £112,000, after transferring out £48,000 to our general reserve.

Our Designated Fixed Asset Fund is intended to maintain the same value as our fixed assets, less the value of the building loan – during the year we capitalised a further £12,812 of fixed asset additions and recorded depreciation of £92,453.

The balance of other restricted funds increased by £103,074 during the year to £229,135, primarily from donations received for the Building Fund and our 2023 High Holy Day Appeal. Movements on these funds are shown in note 10 to the accounts.

For 2024/25, Council has adopted a revised budget showing a deficit of £29,005, which will be wholly offset by making an equivalent transfer out of our designated Loan Interest Fund.

INVESTMENT POLICY

There are no restrictions on the Synagogue's powers to invest. The Trustees operate a low-risk strategy with respect to investments, limited to time deposits with major banks, which necessarily results in modest levels of interest income. The unrestricted and restricted funds may be invested in any type of investment.

RESERVES POLICY

It is the policy of the Synagogue to maintain our general funds, which are the free reserves of the Synagogue, at a level which is adequate to keep the Synagogue operating sustainably. In conjunction with the subscriptions and other incoming resources, this provides sufficient funds to cover the administrative and support costs of the Synagogue.

As disclosed in note 13, the unrestricted general funds are £89,347, an increase of £11,896 from £77,451 in the previous year, reflecting the deficit of £23,292, a transfer of £12,812 to the Designated Fixed Asset Fund regarding fixed asset additions and a transfer of £48,000 from the Designated Loan Interest Fund. Council believes that the current level of general reserves is sufficient at this time, however we believe that a more desirable level of free reserves is £140,000, representing approximately one month's operating costs, and we will continue to seek ways to achieve this target in the medium term.

It is also our policy to hold a designated fixed asset reserve to equal the net book value of tangible fixed assets, and thus to provide for future depreciation. The balance on this reserve has been set at an amount equal to the net book value of fixed assets, after deducting the amount financed through the loan and the amount which relates to our freehold land (which is not depreciated).

Following the completion of the new Synagogue building, and the related fundraising campaign, we created a designated Loan Interest Fund, in order to reserve funds to assist with servicing future loan interest payments. Movements on designated funds are shown in note 13 of the accounts.

This year we created a Designated Building Maintenance Fund with the residual money following the settlement with the contractor for the new building. This is to be provisioned for significant maintenance work for the building in the future.

The restricted funds are funds donated to the Synagogue for expenditure of a specific purpose or nature and are described in detail in note 10 of the accounts. Sufficient funds are held in an appropriate form to enable the funds to be applied for the purpose for which they were established. Having completed the construction of the new synagogue, the previous restricted Building Fund is no longer required.

GRANT MAKING POLICY

The Synagogue pursues its charitable giving through a number of programmes but mainly through the High Holy Day Appeal and the Charity Committee, which disburses the net income generated by a number of fund-raising activities during the year. With the exception of minor disbursements in the case of need, our policy is to make grants only out of donations received and only to registered charities, whether in the UK or overseas.

After three years of focusing our High Holy Day Appeal on raising funds for the Eighth Rung Project, the Synagogue has returned to its traditional strategy of supporting a small number of charities over a three-year period, allowing FRS to build up a better understanding of each charity's needs than would otherwise be the case when one-off donations are made. A significant balance of £83,004 remains available for use by the Eighth Rung team to cover future project work.

Additionally, the Synagogue continues to support other charities and individuals with smaller donations managed by a dedicated group of members, who consider applications and make awards based on the level of need, and the alignment with the Synagogue's values.

Monitoring of the grants, once made, is proportionate to their size – for larger grants we require periodic progress reports against agreed objectives, while for smaller grants, especially those addressing urgent needs, we do not typically require detailed follow-up reports.

Details of all grants made during the year are shown in note 16 of the accounts.

FUNDRAISING POLICY

The charity is committed to best practice, as outlined by the Fundraising Regulator, in its approach to fundraising and closely monitors its activities in this area, ensuring that vulnerable members are protected. No professional fundraisers are used to approach members or other individuals for donations.

RISK MANAGEMENT

The directors have examined the major strategic, business and operational risks which the Synagogue faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to mitigate risks as appropriate.

The principal risks identified in our risk register include:

Risk	**Mitigation**
Financial: The risk of failing to retain sufficient reserves to maintain our financial sustainability, especially as we begin to service the loan relating to the Synagogue rebuilding project.	A 3-year plan has been created and delivered and approved by Council as part of the 24/25 Budget. The plan for FRS is to reduce deficits and generate surpluses from 25/26. Separately a working group has been established to develop a medium- and long-term financial strategy for FRS.
Financial: the risk of being unable to fully service the interest on our building loan.	A loan interest reserve exists as well as a successful building fund raise in advance of the first capital loan repayment in 2025.
Financial: the risk of a reduction in subscription income either through lower membership numbers and / or due to a higher proportion of members paying reduced fees.	Regular tracking of membership data to identify early signs of a new downward trend. Strategic planning to ensure that the Synagogue continues to offer what our community needs and values. Annual review of reduced membership subscriptions to move people back to full membership if their circumstances can support this.

POST BALANCE SHEET EVENTS

Other than described above, there are no post balance sheet events to disclose.

DIRECTORS' RESPONSIBILITIES IN RELATION TO THE ACCOUNTS

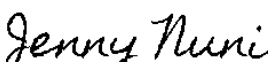
The directors are responsible for preparing the Directors' Report and financial statements in accordance with applicable laws and regulations. The law applicable in England & Wales requires the Board of Directors to prepare financial statements for each financial year in accordance with applicable Accounting Standards, which give a true and fair view of the company's financial activities during the year and of its financial position at the end of the financial year. In preparing those financial statements to give a true and fair view, the Board of Directors should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the accounts; and
- Prepare the accounts on a going concern basis, unless it is inappropriate to presume that the charity will continue to operate.

The Directors are also responsible for keeping proper accounting records, which disclose with reasonable accuracy the financial position of the company. These should enable them to ascertain the financial position of the company and to ensure that the financial statements comply with the requirements of applicable law and regulations. The Directors are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as the Directors are aware, at the time this report is approved, there is no relevant audit information of which the company's auditor is unaware and the Directors have taken all steps that they ought reasonably to have taken as directors, in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

The directors report, including the strategic report were approved by the Directors and signed on their behalf by:



Jenny Nuni, Chair

10 February 2025

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF FINCHLEY REFORM SYNAGOGUE

Opinion
We have audited the financial statements of Finchley Reform Synagogue (the 'charitable company') for the year ended 31 August 2024 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows, and the related notes, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2024 and of its incoming resources and application of resources, including its income and expenditure 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 Companies Act 2006 and the Charities Act 2011.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of
accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or
conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Directors are responsible for the other information contained
within the Annual Report. Our opinion on the financial statements does not cover the other information and,

except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' Report and from the requirement to prepare a Strategic Report.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement, the Directors (who are also the trustees of the charitable company) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report

that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the industry in which it operates and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management. There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud. As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Directors that represented a risk of material misstatement due to fraud.
We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Thomas

Andrew Thomas (Senior Statutory Auditor)
for and on behalf of
Nyman Libson Paul LLP

Chartered Accountants
Statutory Auditors
124 Finchley Road
London
NW3 5JS

Date: 10/03/2025

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2024

		Unrestricted				Restricted		Total	Unrestricted			Restricted		Total
INCOME AND EXPENDITURE	**Notes**	**Operations**	**Designated Fixed asset Fund**	**Designated Loan Interest Fund**	**Designated Bldg Mtce Fund**	**Building Fund**	**Other Restricted Funds**	**Funds 2024**	**Operations**	**Designated Fixed Asset Fund**	**Designated Loan Interest Fund**	**Building Fund**	**Other Restricted Funds**	**Funds 2023**
		£	**£**	**£**	**£**	**£**		**£**	**£**	**£**			**£**	**£**
INCOME AND ENDOWMENTS FROM														
Donations and legacies	2a	1,275,154	-		-	81,250	67,971	1,424,375	1,158,709			283,981	85,458	1,528,148
Other Trading Activities	2b	35,679				-	-	35,679	30,965					30,965
Investment Income	2c	34,890				-	-	34,890	38,795					38,795
Bank Interest		14,186					142	14,328	5,011				138	5,149
Charitable Activities	2d	298,724		-		-	-	298,724	257,485	-			-	257,485
Other Income	9A, 13				22,000			22,000						
TOTAL		1,658,633	-	-	22,000	81,250	68,113	1,829,996	1,490,965	-		283,981	85,596	1,860,542
EXPENDITURE ON														
Charitable activities	3, 4, 10	1,611,536	-	-	-	-	46,289	1,657,825	1,482,959				61,547	1,544,506
Other	5, 7	70,389	92,453		-		-	162,842	43,157	92,201				135,358
TOTAL		1,681,925	92,453	-	-	-	46,289	1,820,667	1,526,116	92,201		-	61,547	1,679,864
NET INCOME/(EXPENDITURE)		(23,292)	(92,453)	-	22,000	81,250	21,824	9,329	(35,151)	(92,201)		283,981	24,049	180,678
Transfer from designated loan interest fund		48,000	-	(48,000)		-	-	-	74,275	410,000	- 200,294	(283,981)	-	-
Transfer to designated fixed asset fund		(12,812)	12,812					-	(23,728)	23,728				
NET MOVEMENT IN FUNDS		11,896	(79,641)	(48,000)	22,000	81,250	21,824	9,329	15,396	341,527	(200,294)	-	24,049	180,678
Balance brought forward at beginning of year		77,451	2,485,743	160,000	-	-	126,061	2,849,255	62,055	2,144,216	360,294		102,012	2,668,577
Balance carried forward at end of year		89,347	2,406,102	112,000	22,000	81,250	147,885	2,858,584	77,451	2,485,743	160,000		126,061	2,849,255

The notes on pages 26 to 35 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2024

	Notes	31 August 2024		31 August 2023	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	7		5,331,102		5,410,743
Current Assets					
Debtors and prepayments	8	146,757		241,392	
Short term deposits		462,581		404,753	
Cash at bank and in hand		16,438		87,864	
		625,776		734,009	
Current Liabilities					
Amounts falling due within one year	9A	(173,294)		(370,497)	
Net Current Assets			452,482		363,512
			5,783,584		5,774,255
Long Term Liabilities					
Amounts falling due after one year	9B		(2,925,000)		(2,925,000)
Net Assets			2,858,584		2,849,255
Funds					
Restricted Funds	10		229,135		126,061
Unrestricted Funds	13		2,629,449		2,723,194
			2,858,584		2,849,255

The financial statements were approved and authorised for issue by the Board of Directors (The Synagogue Council) on 10 February 2025 and signed on its behalf by:

Jenny Nuni

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Jenny Nuni – Chair

The notes on pages 26 to 35 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2024

	2024	2023
	£	£
Cash flows from operating activities		
Net (expenditure)/income for the year	9,329	180,678
Adjustment for:-		
Depreciation charges	92,453	92,201
Decrease/(increase) in debtors	94,635	99,259
(Decrease)/increase in creditors	(197,203)	47,557
Net cash (utilised)/generated in operating activities	(786)	419,695
Cash flows from investing activities		
Purchase of property, plant and equipment	(12,812)	(23,728)
Decrease/(increase) in short term investments	(57,828)	(134,723)
Net cash (utilised)/generated in investing activities	(70,640)	(158,451)
Cash flows from financing activities		
Drawdown of (repayment of) long term loans	-	(410,000)
Net cash generated from financing activities	-	(410,000)
Change in cash and cash equivalents in the year	(71,425)	(148,486)
Cash and cash equivalents brought forward	87,864	236,350
Cash and cash equivalents carried forward	16,439	87,864

Reconciliation of net debt

	As at 1.9.23	Changes in Year	As at 31.8.24
	£	£	£
Cash and cash equivalents	87,864	(71,426)	16,438
Short-term deposits	404,753	57,829	462,582
Total cash and short-term deposits	492,617	(13,597)	479,020
Long term borrowings	(2,925,000)	-	(2,925,000)
	(2,432,383)	(13,597)	(2,445,980)

FINCHLEY REFORM SYNAGOGUE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

General information
Finchley Reform Synagogue is a charitable company limited by guarantee and is incorporated in England. The address of the registered office and its place of business is: 101 Fallow Court Avenue, London N12 0BE.

1.1 Basis of Preparation of Financial Statements
The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Finchley Reform Synagogue 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 note.

1.2 Preparation of the financial statements on a going concern basis
The directors have reviewed the circumstances of the charity, taking account of the ongoing cost of living challenges faced by many of our members, as well as our commitments to the Charity Bank relating to the outstanding building loan, both in terms of the increased interest cost and the need to begin making repayments of capital. Our cash resources remain adequate to be available both to fund the activities of the charity and to service the interest cost of the debt incurred for the foreseeable future, based on our 3-year financial plan. Accordingly the directors are confident of the charity's ability to continue as a going concern and the accounts have been prepared on this basis.

1.3 Income
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Membership donations are included in the financial year to which they relate. Donation pledges in respect of the building project are recognised as income when the relevant conditions are met and in advance of receipt.

Kindergarten fees are recognised in the term to which they relate.

Gift Aid claimable in relation to qualifying donations received is recognised at the time of the donation.

Legacy income is recognised on written confirmation from executors that the amounts are receivable.

Other income, including rental of the Synagogue Hall, is accounted for on an accruals basis.

1.4 Expenditure
Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. The charity is not registered for VAT and accordingly

expenditure includes any VAT which cannot be recovered and is included in the relevant costs in the statement of financial activities. Direct synagogue expenditure comprise the costs associated with attracting voluntary income, the costs of trading for fundraising purposes and those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Certain costs, primarily the cost of the rabbinic team, are allocated on the basis of an estimate of the time spent on each activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. These costs are allocated to the various activities based on the number of staff employed in each area.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 Fund accounting

Unrestricted funds are those that can be applied at the discretion of the Trustees for any of the charitable purposes permitted by the Constitution.

Unrestricted funds include the designated fixed assets fund, and the designated loan interest fund as described in the Trustees' Report and shown in note 15.

Restricted funds represent donations or income for which the respective donors have imposed restrictions as to their use.

1.6 Pensions

The Synagogue operates a defined contribution pension scheme and also contributes to the personal pension schemes of certain employees. The pension charge in the financial statements represents the total contributions payable in respect of both types of scheme made by the Synagogue in respect of the period.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending upon a number of factors. In re-assessing the assets' lives, factors such as technological innovation, product life cycles and maintenance programs are taken into account.

Fixed assets are included at cost less accumulated depreciation. Individual capital additions below £1,500 are written off in the year.

The following principal annual rates of depreciation are employed:

		Depreciation charged against
Freehold land	- None	
Freehold buildings	- 1% on cost	See note below

Computer and audio-visual equipment	- 25% on cost	Designated Fund - Fixed Assets
Furniture, fittings and other equipment	- 10% on cost	Designated Fund - Fixed Assets

As at 31 August 2022 the building under construction expenditure of £5,378,200 was transferred into freehold building, equipment and fixtures and fittings costs as appropriate. The new building was effectively brought into use at that date.

1.8 Taxation

The Synagogue is registered as a charity and is not liable to United Kingdom income or corporation tax on its income from charitable activities as they are applied wholly to charitable objectives.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.10 Loan costs and interest

Loan issue costs (including associated legal costs) have been capitalised within the freehold building costs. The cost of interest incurred between the first loan drawdown and the end of the construction project have also been capitalised.

1.11 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.12 Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.13 Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.14 Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

1.15 Critical accounting judgements and estimation uncertainty

There are currently no critical judgements that will have a material impact in the following financial years.

FINCHLEY REFORM SYNAGOGUENOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

2a DONATIONS AND LEGACIES

	2024	2023
Unrestricted funds	**£**	**£**
Membership donations	1,018,631	942,054
Income tax recoverable	238,432	193,179
Donations	18,091	13,226
Legacies	-	10,250
	1,275,154	1,158,709
Restricted funds		
Building Fund	81,250	283,981
Other Restricted	67,971	85,458
	1,424,375	1,528,148

2b OTHER TRADING ACTIVITIES

	2024	2023
Unrestricted funds	**£**	**£**
Hire of hall	17,142	19,499
Synagogue magazine advertising	2,525	3,996
Betty's Bike	16,012	7,470
	35,679	30,965

2c INVESTMENT INCOME

	2024	2023
	£	**£**
Shofar Distribution	34,890	38,795

2d CHARITABLE ACTIVITIES

	2024	2023
Unrestricted funds	**£**	**£**
Sale of High Holy Day tickets	11,157	15,595
Second Seder night	4,257	2,841
Marriages	10,267	6,350
Education fees - Kindergarten	251,916	213,604
Income from holiday schemes	21,127	19,095
	298,724	257,485

3 CHARITABLE ACTIVITIES

	Staff Costs	Direct Costs	Support Costs	2024	2023
	£	**£**	**£**	**£**	**£**
Services & Festivals	283,187	85,020	186,660	554,867	539,344
Youth & education	171,877	17,975	179,127	368,979	329,363
Kindergarten	209,744	25,459	132,003	367,206	309,051
Community activity	-	9,035	134,784	143,819	135,850
Governance Costs	-	-	176,665	176,665	169,351
	664,808	137,489	809,239	1,611,536	1,482,959

Support costs include the allocation of Administrative staff costs equating to £262,247.

FINCHLEY REFORM SYNAGOGUE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

4 SUPPORT COSTS	Services & Festivals	Youth & Education	Kinder-garten	Community activities	Governance costs	Total 2024	Total 2023
Premises costs	£	£	£	£	£	£	£
Caretaking costs	18,097	18,097	18,097	3,016	3,017	60,324	49,861
Lighting, heating and rates	9,477	9,477	9,477	1,580	1,580	31,591	31,361
Repairs and maintenance	13,634	13,634	13,634	2,272	2,273	45,447	23,906
Cleaning costs	2,653	2,653	2,653	442	443	8,844	8,171
Office costs							
Administrative staff costs	49,192	49,192	9,838	49,192	39,353	196,767	177,848
Printing, postage & stationery	1,767	1,767	353	1,767	1,414	7,068	7,339
Telephone	1,332	1,332	-	1,332	445	4,441	4,702
Insurance	4,283	4,283	4,283	714	714	14,277	14,975
Interest paid	56,556	56,557	56,557	56,557	-	226,227	212,506
Bank charges	2,391	2,391	2,391	2,391	2,393	11,957	2,903
Equipment repairs and maintenance	5,679	5,679	5,679	946	946	18,929	16,445
Computer and website consultancy	2,401	2,401	2,401	400	399	8,002	6,073
Legal & professional fees: Building	-	-	-	-	-	-	5,700
Legal & professional fees: Other	-	-	-	-	2,873	2,873	4,223
Security	12,559	5,024	-	7,535	-	25,118	41,424
Reform Judaism	-	-	-	-	120,815	120,815	113,807
Other Items	6,639	6,640	6,640	6,640	-	26,559	21,900
	186,660	179,127	132,003	134,784	176,665	809,239	743,144

5. OTHER COSTS	Unrestricted Funds	
	2024	2023
	£	£
Jewish Joint Burial Society	51,912	23,989
Board of Deputies	18,477	19,168
	70,389	43,157

6. STAFF COSTS	2024	2023
	£	£
Wages and Salaries	805,876	743,618
National Insurance	67,115	61,204
Pension Costs	54,064	53,514
	927,055	858,336

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

	2024	2023
	Full Time Equivalent Number of Employees	
Staff numbers (full time equivalents) were as follows:		
Spirituality	4	4
Education	5	3
Youth	1	1
Kindergarten	5	4
Administrative	6	6
	21	18
Average Employee Numbers		
Spirituality	4	4
Education	34	26
Youth	3	3
Kindergarten	8	8
Administrative	10	9
	59	50

	2024	2023
The number of higher paid employees		
in the band £60,001-£70,000	1	-
in the band £70,001-£80,000	1	1
in the band £80,001-£90,000	1	1

	2024	2023
	£	£
Total employee benefits of key management personnel	168,347	154,305
Trustee Remuneration:		
Salary paid to Emma Wohl as Head of Kindergarten	39,161	37,303
Salary paid to Shulamit Morris-Evans as Religion School Teacher	1,139	1,081

Other than the above there were no expenses or renumeration for any other Trustee serving in the year.

7. TANGIBLE FIXED ASSETS

	Freehold Land	Freehold Building	Computer and AV equipment	Furniture and Fittings	Total
Cost	£	£	£	£	£
At 1 September 2023	91,040	5,067,284	66,222	278,398	5,502,944
Disposals	-	-	-	-	0
Additions	-	10,872	-	1,940	12,812
Transfers	-	-	-	-	0
Total cost at 31 August 2024	91,040	5,078,156	66,222	280,338	5,515,756
Accumulated depreciation					
At 1 September 2023	-	50,619	13,742	27,840	92,201
Disposals	-	-	-	-	-
Charge for the period	-	50,672	13,742	28,039	92,453
Total depreciation at 31 August 2024	-	101,291	27,484	55,879	184,654
Net Book Values					
At 31 August 2024	91,040	4,976,865	38,738	224,459	5,331,102
At 31 August 2023	91,040	5,016,665	52,480	250,558	5,410,743

FINCHLEY REFORM SYNAGOGUE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

8. DEBTORS AND PREPAYMENTS comprise:	2024	2023
	£	£
Income tax recoverable	62,473	51,631
Capital pledges outstanding	30,482	127,628
Sundry debtors and prepayments	53,802	62,133
	146,757	241,392

The above figure for capital debtors is shown net of a provision for uncollectable balances of £9,100 (2023 - nil)

9A. CURRENT LIABILITIES - Amounts falling due within one year:	2024	2023
	£	£
Board of Deputies levy	15,552	15,897
Kindergarten fees received in advance	9,745	7,702
Hall hire deposits	9,316	6,734
High Holydays ticket sales received in advance	100	3,723
PAYE and NIC for August	14,684	15,716
Audit Fee	7,500	7,000
Pension Contributions	32,074	25,750
Rabbinic Costs	7,079	10,288
JJBS Over-Age Payments	2,040	400
Trade Creditors	4,724	37,152
Capital accruals	-	150,000
Other creditors and accruals	70,480	90,135
	173,294	370,497

During the year, a renegotiation with the building contractor of the final amount payable resulted in a £22,000 release of the provision, which has been transferred to a new designated maintenance fund.

9B. LONG TERM LIABILITIES - Amounts falling due after one year:	2024	2023
	£	£
Bank Loan	2,925,000	2,925,000

An agreement was signed on 12 April 2021 with The Charity Bank for a long term loan to fund part of the synagogue rebuilding project. The loan is secured on the assets of the synagogue and is for a maximum term of 25 years, with interest charged at an initial rate of 3.5% over the Bank of England base rate during the construction period, reducing to 2.5% over the Bank of England Base Rate after practical completion. Practical completion was on 13 April 2022.

Loan Repayments are due as follows:	2024	2023
	£	£
Less than 1 Year	-	-
Between 1 to 2 Years	120,475	57,919
Between 3 to 4 Years	139,373	128,368
Greater than 5 Years	2,665,152	2,738,714
	2,925,000	2,925,000

FINCHLEY REFORM SYNAGOGUE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

10. RESTRICTED FUNDS

These are analysed as follows:	Balance at 01.09.23 £	Interest accrued £	Donations received £	Transfers £	Disbursed during year £	Balance at 31.08.24 £
Building Fund	-	-	81,250	-	-	81,250
Other restricted funds:						
Adult Education Fund	10,000	-	-	-	-	10,000
Community Engagement Fund	3,125	-	12,500	-	-	15,625
Czech Scroll Trust Fund	584	-	-	-	-	584
Eighth Rung	82,841	-	1,004	23,238	(24,079)	83,004
FRS Cares Fund	6,568	-	11,069	-	(7,509)	10,128
High Holyday Appeal Fund	1,484	142	23,761	(23,238)	-	2,149
Inter-Faith Fund	1,418	-	6,250	-	(3,159)	4,509
Jack Petchey Award Fund	9,164	-	3,945	-	(1,912)	11,197
Ritual and Music Fund	500	-	125	-	-	625
Singing for the Memory Fund	563	-	7,697	-	(4,254)	4,006
Summer Hype	5,232	-	120	-	(5,352)	-
Youth and Education Victoria Fund	1,192	-	-	-	(24)	1,168
Youth Group Fund	3,390	-	1,500	-	-	4,890
	126,061	142	67,971	-	(46,289)	147,885
Total restricted funds	126,061	142	149,221	-	(46,289)	229,135

These are analysed as follows:	Balance at 01.09.22 £	Interest accrued £	Donations received £	Transfers £	Disbursed during year £	Balance at 31.08.23 £
Building Fund	-	-	283,981	-	(283,981)	-
Other restricted funds:						
Adult Education Fund	-	-	10,000	-	-	10,000
Community Engagement Fund	3,125	-	-	-	-	3,125
Czech Scroll Trust Fund	676	-	280	-	(372)	584
Eighth Rung	60,591	-	1,890	37,110	(16,750)	82,841
FRS Cares Fund	9,578	-	2,024	-	(5,034)	6,568
High Holyday Appeal Fund	2,117	138	46,655	(37,110)	(10,316)	1,484
Inter-Faith Fund	3,199	-	2,000	-	(3,781)	1,418
Jack Petchey Award Fund	5,564	-	3,600	-	-	9,164
Ritual and Music Fund	-	-	500	-	-	500
Singing for the Memory Fund	1,587	-	2,897	-	(3,921)	563
Summer Hype	10,515	-	15,212	-	(20,495)	5,232
Youth and Education Victoria Fund	2,011	-	-	-	(819)	1,192
Youth Group Fund	3,049	-	400	-	(59)	3,390
	102,012	138	85,458	-	(61,547)	126,061
Total restricted funds	102,012	138	369,439	-	(345,528)	126,061

Details relating to restricted funds expending or holding over £2,000	**Restrictions of funds**
Building Fund	Used towards repaying the long term loan
Adult Education Fund	Development of Adult Education
Community Engagement Fund	Involving marginalised Jews and non Jews in communal life
Eighth Rung	Long term project focussing on the needs of the homeless in Barnet, funded by a transfer from the High Holy Day Appeal
FRS Cares Fund	Grants and subsidies to members
High Holyday Appeal Fund	Charitable donations
Jack Petchey Award Fund	Development of youth resources and facilities
Summer Hype	Summer Camp for disadvantaged children
Youth Group Fund	Facilitating Jewish Life for FRS Youth

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible fixed assets - net of building loan of £2,925,000	-	2,406,102	-	2,406,102
Current assets	262,641	134,000	229,135	625,776
Creditors due within one year	(173,294)	-	-	(173,294)
	89,347	2,540,102	229,135	2,858,584

Analysis of net assets between funds - prior year	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible fixed assets	-	2,485,743	-	2,485,743
Current assets	447,948	160,000	126,061	734,009
Creditors due within one year	(370,497)	-	-	(370,497)
	77,451	2,645,743	126,061	2,849,255

12. OTHER DESIGNATED FUNDS

The purpose of the Designated Fixed Asset Fund is to make proper provision for depreciation on existing fixed assets, and is calculated as the total net book value of fixed assets less the value of the capital loan.

The Designated Loan Interest Fund is intended to provide funds for the future servicing of the building loan.

The Designated Building Maintenance Fund represents funds set aside for future major building maintenance expenditure

13. UNRESTRICTED FUNDS

	Balance at 01.09.23	Amounts received	Transfers	Incoming/ Outgoing	Balance at 31.08.24
	£	£	£	£	£
General Reserves	77,451		35,188	(23,292)	89,347
	77,451	-	35,188	(23,292)	89,347
Designated Fund - Fixed Assets	2,485,743		12,812	(92,453)	2,406,102
Designated Loan Interest Fund	160,000	-	(48,000)	-	112,000
Designated Building Maintenance Fund	-			22,000	22,000
Total Unrestricted Funds	2,723,194	-	-	(93,745)	2,629,449

	Balance at 01.09.22	Amounts received	Transfers	Incoming/ Outgoing	Balance at 31.08.23
	£	£	£	£	£
General Reserves	62,055	-	74,275	(58,879)	77,451
	62,055	-	74,275	(58,879)	77,451
Designated Fund - Fixed Assets	2,144,216		433,728	(92,201)	2,485,743
Designated Loan Interest Fund	360,294	-	-	(200,294)	160,000
Total Unrestricted Funds	2,566,565	-	508,003	(351,374)	2,723,194

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

14. GRANTS PAYABLE IN FURTHERANCE OF THE CHARITY'S OBJECTS

Fund	Recipients	2024 £	2023 £
FRS Cares (cheques to other charities)	1 amount of £800	800	
	1 amount of £600	600	
	1 amounts of £500	500	
	1 amounts of £400	400	
	18 amounts of £200	3,600	
	1 amount of £100	100	
			6,000
High Holyday Appeal (grants to institutions)	2 amounts of £8,265	16,530	
	2 amount of £3,250	6,500	
	1 amount of £500	500	
			23,530
			29,530

15. RELATED PARTY TRANSACTIONS

	2024 £	2023 £
Salary paid to daughter of a Director as Music and Youth/Ed Employee	16,361	6,312
Salary paid to daughter of a Director as a Scheme Helper	597	150
Salary paid to daughter of a Director as a Scheme Helper	493	143
Salary paid to daughter of a Director as a Scheme Helper	297	27
Salary paid to daughter of a Director as a Scheme Helper	228	
Salary paid to daughter of a Director as a Scheme Helper	165	
	18,141	6,632

	2024 £	2023 £
Total amount of donations received from related parties	18,689	41,444

The above figures include the salary paid to the Head of Kindergarten who is also a Trustee, which is disclosed in Note 6. In addition, amounts distributed from the Shofar Daycare Centre, which is a related party, are disclosed in note 2c above.

16. MEMBERS LIABILITY

The liability of every member is limited to an amount not exceeding £1

17. COMMITMENT

The capital commitment shown in note 9A above for 2023 has now been wholly satisfied - as at 31 August 2024 there are no remaining capital commitments.

18. CONTINGENT LIABILITY

There are no Contingent Liabilities as at 31 August 2024

Document Activity Report

Document Sent	Fri, 07 Mar 2025 12:18:33 GMT
Document E-Sign Status	E-Signed

E-Sign Activity Summary

Jenny Nuni	E-Signed
Andrew Thomas	E-Signed

Document Activity History

Document history shows most recent activity first

Date	Activity
Mon, 10 Mar 2025 11:44:59 GMT	Andrew Thomas Approved the document
Fri, 07 Mar 2025 15:22:07 GMT	Andrew Thomas viewed the document
Fri, 07 Mar 2025 15:18:53 GMT	Andrew Thomas viewed the document
Fri, 07 Mar 2025 12:24:51 GMT	Jenny Nuni viewed the document
Fri, 07 Mar 2025 12:24:02 GMT	Jenny Nuni Approved the document

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FINCHLEY REFORM SYNAGOGUE

England & Wales - Charity number 1137557

Accounts

FINCHLEY REFORM SYNAGOGUE
COMPANY LIMITED BY GUARANTEE
COMPANY NUMBER 7321494
CHARITY NUMBER 1137557

DIRECTORS REPORT
AND FINANCIAL STATEMENTS
31 AUGUST 2023

NYMAN LIBSON PAUL LLP
CHARTERED ACCOUNTANTS AND STATUTORY AUDITORS
124 FINCHLEY ROAD
LONDON
NW3 5JS

FINCHLEY REFORM SYNAGOGUE

LEGAL AND ADMINISTRATIVE DETAILS

DATE OF INCORPORATION	21 July 2010		
COMPANY NUMBER	7321494		
CHARITY NUMBER	1137557		
DIRECTORS			
	Melanie Bruck		
	Nicole Hay-Carter		
	Robert Humphreys		
	Abigail Jacobi	Appointed	24 April 2023
Chair of Ritual Committee (to 16 March 2023)	Benjamin Langleben	Resigned	16 March 2023
	Felix Mara	Resigned	11 September 2023
Vice Chair (and Co-Vice Chair to 16 March 2023)	Simon Morris	Resigned	16 March 2023
	Shulamit Morris-Evans	Resigned	16 March 2023
Honorary Secretary	Ben Noah		
Chair of Ritual Committee Chair	Joseph Nathan	Appointed	16 March 2023
	Jennifer Nuni		
	Phil Phillips	Appointed	16 March 2023
Vice Chair	Richard Reuben		
	Max Stainton-Parfitt	Resigned	16 March 2023
Treasurer	Keith Sussman		
	Nicole Valens	Resigned	16 March 2023
	Emma Wohl		
EXECUTIVE DIRECTOR	Sam Clifford		
PRINCIPAL ADDRESS	101 Fallow Court Avenue, London, N12 0BE		
BANKERS	NatWest Bank, 30 Clarendon Road, Watford, WD17 1GQ		
AUDITORS	Nyman Libson Paul LLP, 124 Finchley Road, London NW3 5JS		

FINCHLEY REFORM SYNAGOGUE

DIRECTORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2023

The Directors have pleasure in presenting their report together with the audited financial statements of the Charity for the year to 31 August 2023. The financial statements are in accordance with current statutory requirements, the Memorandum and Articles of Association of the Charity and the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP FRS102) and the Companies Act 2006. This directors' report consolidates within it the strategic report and the trustees' report.

MEMORANDUM AND ARTICLES AND INCORPORATION

Finchley Reform Synagogue, known in Hebrew as Kehillah Kadosha Etz Chaim, was constituted under a deed of trust established in 1960 and is a registered charity No. 1137557. The principal objects of the Synagogue remain the practice, promotion, development and advancement of Judaism in the spheres of public worship, religious, educational, social, cultural and charitable activities.

The Synagogue was incorporated as a charitable company limited by guarantee on 21 July 2010 when new Memorandum and Articles of Association were adopted. The assets and liabilities, contracts and ongoing operations of the predecessor unincorporated charity, of the same name, registered number 1057053, were transferred to the new charitable company on 1 October 2010. The unincorporated charity accordingly became inactive from that date.

In furthering the charity's purpose for the public benefit, the directors as trustees have given due consideration to the Charity Commission's published guidance on the Public Benefit requirement under the Charities Act 2011

AUDITORS

A resolution will be proposed at the Annual General Meeting to re-appoint Nyman Libson Paul LLP as auditors.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Synagogue's governing document is its Memorandum and Articles of Association, which are reviewed periodically. The Directors of the Synagogue are its Council Members - including the Honorary Officers - who are elected by the membership in open meeting. The Directors are also Trustees of the Charity. Nominations for new Directors are invited from the Community and candidates are taken forward for election on the basis of their background and experience.

New Directors go through an induction process, which includes being briefed on relevant governance and financial documents, key organisational policies, and strategic priorities.

There is also provision for up to five members to be co-opted to serve on Council until the subsequent Annual General Meeting. No person may serve as just an ordinary Member of Council for more than six consecutive years. No Honorary Officer may serve in the same office for more than four consecutive years and no person (other than a retiring chairperson) may be a member of Council in any capacity for more than ten consecutive years. Council will normally seek nominations for new Directors from those members who have specific relevant skills (for example financial, educational or spiritual), who are already active in the community or who represent particular interest groups from within the membership.

The Directors normally meet eleven times a year (a minimum of eight meetings is specified by the Memorandum and Articles of Association) and there are Sub-committees and Groups that report to the Council, which then approves their activities. The main Sub-committees and Groups are:

Ritual: the committee, comprising wardens, regular congregants, and clergy, develops ideas to further enrich engagement in religious services and related activities. The committee meets at least twice a year, to review major religious festivals, initiatives, and ritual issues raised by the community.

Youth and Education: this committee deals with the provision of religious schooling and youth activities for children of members, through to B'nei Mitzvah age and beyond.

Kindergarten Management Committee: oversees the operational and strategic development of the kindergarten

Chesed (Community Services): this encompasses other community-based activities including co-ordinating the community's response to members in need.

Finance: this meets to review the financial affairs of the Synagogue.

Building Committee: this group meets regularly during the year, primarily to oversee the maintenance and upkeep of the new synagogue building, and its running costs. It also has responsibility for operational and Health & Safety matters, and looking for ways to improve building efficiencies.

The Synagogue also employs an administrative team who, under the direction of the Synagogue's Executive Director, are responsible for the day-to-day management of the building, financial control and recordkeeping, the co-ordination of activities between the various groups and the management and administration on behalf of the clergy team. The Executive Director and the office staff are available to respond to queries which are often of a sensitive nature, including life cycle events and bereavements. Council, taking appropriate external advice where necessary, makes all significant operational and strategic decisions.

The remuneration of the Executive Director, and the senior clergy, is set by the Honorary Officers, taking into account relevant benchmarks (including the guidance issued by the Movement for Reform Judaism), and the individual's experience and performance.

The Memorandum and Articles of Association of the Synagogue require certain key decisions to be approved by the membership in general meeting, including the appointment and/or termination of the employment of the Principal Rabbi, the purchase or sale of freehold property and the taking out of large loans. The articles have been amended to permit meetings to be held and voting to be carried out virtually.

During the current financial year, the membership approved changes to the Articles to add humanitarian considerations to our Objects; clarifying the process for appointing and dismissing a Principal Rabbi; removing the need for re-election of Directors during their normal terms of office, and generally updating the language used.

The Synagogue Council undertakes periodic reviews of its governance arrangements with reference to the Charities Governance Code. We are fully in compliance with most areas of the Code; those where we recognize more work needs to be done are in formalizing terms of reference and delegation authority for some of our groups and committees. In addition we recognize that, as a faith-based community, it is difficult to deliver a governing body which is fully diverse in all respects. We continue to focus on those aspects of diversity which are available within our constitutional restrictions.

EXTERNAL AFFILIATIONS

The Memorandum and Articles of Association provide that the Synagogue shall be a member of Reform Judaism (previously the Movement for Reform Judaism), for which membership affiliation fees are payable which are calculated according to a formula related to a percentage of the previous year's subscription income.

One of the benefits of membership of a synagogue is the availability of a burial plan. A fee based on the number of adult members is paid by the Synagogue to the Jewish Joint Burial Society, which in most cases is then solely responsible for the provision of such burial services.

The Synagogue is also entitled to representation at the Board of Deputies of British Jews, for which a charge is levied based on the number of those members who opt to contribute to the Board's activities.

REVIEW OF ACTIVITIES AND PLANS FOR THE FUTURE

Chair's review of the year

High Holy Days (HHD)

We started the year with the HHD 5783, and it was a great to return following the pandemic to a 'normal' HHD – inside at StoneX. However, this certainly didn't stop us innovating! Cantor Zöe Jacobs launched the **FRS Sings project** with Gareth Malone, featuring a new song written together by Gareth and Zöe; open choir sessions with over 100 singers and two breath-taking renditions on the morning of Rosh Hashanah and on Erev Simchat Torah.

Turnout reached a record high, with up to 1,500 people attending services across the Rosh Hashana, Yom Kippur, Sukkot and Simchat Torah holidays, both in person and online. There was an overwhelmingly positive sense amongst our members of coming back together, of coming home.

The introduction of Kuddle-Up Yom Kippur and a Teen discussion on Kol Nidre was welcomed by many and the feedback was hugely positive.

Erev Simchat Torah saw the FRS building filled to capacity, with a wonderful service, led by our wonderfully dynamic clergy team, and the 'Simcha' element brilliantly delivered by Suzi Philip. *"It was incredible. The atmosphere was electric. The whole time from walking in, through the service, the hakafot, the Torah and Gareth."*

We further developed our HHD website pages – which acted as the central point for information – and we know that we had a high volume of website hits and visits, including over 400 users who had never visited our website before.

Events and Activities

The year to September 2023 has been filled with many varied and fascinating events, talks and concerts – highlights include:

- Authentic Jewish Spirituality with Rabbi Lawrence Hoffman.
- *'Who are the Israelis?'*: A talk by BoD Chief Executive Michael Wegier - a guide to the demographic and ideological trends influencing Israeli society today
- *'Vaxxers'* talk with AstraZeneca Covid vaccine creator Dr Catherine Green.
- Concert with Israeli singer Bat Ella. *'Songs of Light and Hope - Sharing the spirit of Debbie Friedman'.*

- Community Chanukah reception: attended by about 150 people, supported by Maccabi scouts.
- The Together Plan one day exhibition at FRS – *'Making History Together'.*
- Tree Planting on Tu B'Shvat with the Somali Bravenese community.
- Dame Melinda Simmons, British Ambassador to Ukraine, in conversation with Lucy Tobin.
- *'Whose life is it anyway?'* FRS Assisted Dying Group event
- *'Talmudic Tales for our Times'* - a 3-part Pre Pesach series led by Rabbi Deborah Blausten
- *'They took everything apart from my dignity'*, Holocaust survivor Lydia Tischler in conversation with Jonathan Freedland, followed by a concert.
- L'Mayyim L'Chayyim – a concert in aid of WaterAid.
    - *A course on 'Martin Buber and the Hebrew Bible'* – 3 study sessions with Rabbi Howard Cooper.
    - Mum Thumb, a Play by Judith Silver, exploring the impact of dementia and death on family relationships.
    - Yom Ha'Shoah - Keeping Our Stories Alive
    - *'Hollywood and Israel: A History'.* A talk by historian Tony Shaw about the "special relationship" between Hollywood and Israel, both on and off the screen, investigating the ways Hollywood's moguls, directors, and actors have supported or challenged Israel for over 70 years.

Festivals

As well as the High Holy Days, including Sukkot and Simchat Torah, there were a range of other successful festival celebrations:

- Pesach services with full youth activities – including matzah making, and a community seder, attended by 100 people including guests from the Ukrainian and Somali communities joining us with their own modern exodus stories.
- Purim: A fabulous Matilda themed spiel written by Rachel Fidler was performed at our Purim carnival followed by an Erev Purim supper quiz, megillah reading and another performance of the spiel. In total across a series of events 450 celebrated Purim with us.
- Shavuot - A multi-sensory Tikkun Leyl Shavuot at FRS. Smell, taste, touch, listen and see new ways of accessing wisdom, learning together, and understanding the world around us.
- Chanukah – coming together for candle lighting, drinks and snacks, and activities to suit every generation, from text study to song, to a whole-community art project.

Community Weekend January 2023

- A very successful community weekend away took place in Oxford with almost 90 participants, and a very varied and inclusive programme, run by clergy, the professional team as well as some of the participants themselves.

New Groups

- ADHD support group for adults
- Coffee Club for Ukrainian Refugees
- Challah Project – a team of volunteers who bake and deliver homemade Challah to members of the community – who may have had a bereavement or who we simply want to reach out to.

Educational Outreach

- Holocaust Memorial Day (HMD) Workshops for schools took place over a two week period with over 1,000 young people attending. These were organised by an incredible team of volunteers, led by Sylvia Sheridan and received excellent feedback from schools. The sessions include first hand testimony from either a Holocaust survivor or a descendent family member, followed by a workshop that encourages the students to think about the roles of bystanders, both active and passive. For over 20 years the FRS HMD team have delivered Holocaust education sessions for students in the London Borough of Barnet.
- Over 250 local primary school children visited FRS across a number of visits where Rabbi Miriam explained to them about Judaism and showed them the Synagogue.

In Their Footsteps Exhibition

This is an exhibition of ceramic shoes created by Jenny Stolzenberg to commemorate those people incarcerated in concentration camps during the second world war – including her Austrian father Wilhelm Pollak. Stolzenberg's shoes return a sense of identity to the victims of the Holocaust by rescuing the shoes from their anonymity in the piles at Auschwitz, and the shoes each bear witness to a life cut short.

Our New Building

The new building has enabled FRS to go from strength to strength, and has enabled the wide range of programming, services and activities, some of which are listed above.

We had scaffolding on the building for quite a few months whilst the contractors tried to resolve some of the leaks. There have of course been teething problems as we learn more about how to use the building, which is much more sophisticated than our previous building. Overall however the building is a massive success and gives us that much needed space in which to serve our membership.

Venue hire has started to grow – in the year to March 2023 we had 6 charity event bookings, 6 partner events, 6 small simchas and 4 large simchas.

Membership

Membership continued to grow throughout the year and we ended the year with 2.5% more households than September 2022, and 4.3% more children.

Staffing

- **Rabbi Miriam**

In July 2023 Rabbi Miriam advised us that she would step down from her position as Principal Rabbi in June 2024, after 18 years in post. Rabbi Miriam's leadership of our community has been truly outstanding, and she has been a key driving force behind our growth and our success, helping to make FRS a flagship synagogue of the Reform movement. Rabbi Miriam will found a remarkable new organisation – Wellspring, the first of its kind in the UK, and will offer talking and complementary therapies, and pools for the powerful Jewish ritual of mikveh (immersion). This was announced to the community on the 14 September, just before the High Holy Days.

This of course represents a significant change for FRS. We are grateful that Cantor Zöe, Rabbi Deborah, and Rabbi Howard will continue to guide our community with care, energy, and dedication. Council and

a dedicated working group mobilized rapidly to plan for the future and to launch a search for a new person to join our clergy team.

- **Mich Sampson**

Mich Sampson left her role as our Music Director in February 2023 to take on a role at Oaks Lane Reform Synagogue. We are truly grateful for Mich's incredible work at FRS and with the Choir in particular.

- **Sam Evans**

We welcomed Sam Evans as our new Music Director, succeeding the remarkable Much Sampson. With 20 years of experience as a professional baritone, Sam specializes in various vocal music genres, ranging from community choirs and opera to professional chamber choirs. Currently serving as the Music Director of Battersea Choral Society, Battersea Power Station Community Choir, Barcarolle Choir, and the Kew Gardens Choir, Sam brings a wealth of expertise to our musical endeavors.

- **Others**

Other changes to the Staff team include Annie Williams (Operations Manager) who left in December 2022 and Susan Reuben (Programming and Comms) in January 2023. Lauren Coffman took over from Dani Myers as our part time youth worker. Rhiannon Humphreys joined us as both song leader to replace Mich Sampson and to support us through Cantor' Zoe's sabbatical (and beyond), and then subsequently as Bnei Mitzvah coordinator (maternity cover.

Betty's Bike

Betty's Bike opened in the summer of 2022, followed In November with the launch of the full Café Culture programme. This involves different activities every morning to accompany our café and has helped to create the buzzing hub that we had envisaged and enabled our building to be used in a new way. Café Culture activities include Meet and Make, the Parent and Baby group, Board Games and Jews Views on the News.

Betty's Bike is run by Suzi Philip and Lucy Weiner who both volunteer their time. All money raised goes to the Shul – it is not a private enterprise. We would like to thank Suzi and Lucy for the outstanding work they have done in running Betty's Bike and in truly creating an extraordinary welcome for people coming into the new building.

Betty's Bike in the atrium has created an environment for anyone needing a coffee, a chat and a friendly face. It's a place where parents/carers can sit and work or socialise after dropping their children off at kindergarten; it is also a space for meetings while enjoying a coffee and a piece of cake or perhaps a hot or cold drink after a long day at school. Betty's Bike encapsulates the warmth and friendship offered by FRS. If you've not sampled the fabulous beverages, sweet treats and warm welcome then come and see for yourself what it's all about.

Homeless shelter

In December 2022, the Christmas shelter made a comeback at FRS after a two-year hiatus due to Covid. Once again, we opened our doors to several guests, providing them with a temporary home to rest and recuperate over a 5-day period. Numerous volunteers played a crucial role in supporting the Christmas shelter, whether through financial contributions, preparing meals, organizing activities, or being on-site to assist our guests. A special thank you goes to Lauren Nathan for her dedication in running the Christmas Shelter for us.

In January 2023, we resumed the Winter Night Shelter at FRS. Collaborating within a programme involving 32 communities of various faiths and denominations through the Together in Barnet charity, we hosted a safe haven every Wednesday, offering shelter, dinner, and breakfast for homeless

individuals in Barnet. A heartfelt thank you to Suzi Philip and Vivienne Cato for their tremendous effort and dedication to making this initiative possible.

Our new building has given us better facilities that we can provide for these shelters, in particular we have a shower on site, so the guests no longer need to walk round the corner to the Homeless Action in Barnet building to take a shower!

Gateway

Gateway is our conversion to Judaism programme and usually lasts an academic year, consisting of 3 terms. The programme has been running at FRS for many years and is a hugely rewarding, content rich and thorough programme. Some people come as individuals wanting knowledge about Judaism and some come as part of a couple where one of the couple is Jewish and the other wants to convert. Gateway covers Judaism and Jewish life, Hebrew lessons, and how to understand some of the prayers. Those who want to convert then attend a Rabbinic Court (Beit Din) with the support of an FRS Rabbi, once they are ready after the end of the course. We usually mark that milestone with an Affirmation of Faith within a Shabbat service. Each year we have a new cohort of participants, many of whom go on to become hugely active and valued members of our community. Many thanks in particular to Irene Kay and Hagit Tal who coordinate and teach Gateway – alongside our clergy team.

Summer Hype

Summer Hype has run residential summer camps for disadvantaged young people from Hackney under the auspices of FRS since 2015. It was founded by *madrichim* (youth leaders) from RSY Netzer who were driven to give other young people the same opportunities they had. The participants who are invited to attend Summer Hype have various vulnerabilities including: living in poverty; experiencing poor mental health; being at risk of exclusion or exploitation; and experiencing abuse, neglect or other challenges at home or coming from marginalised communities. Many of these young people are particularly vulnerable during the school holidays. Summer Hype provides an opportunity for young people to have fun in a safe environment. Our creative programming focusses on personal growth and development. We empower young people, improve their confidence, and build a community. We train young people who have participated on our camps to become youth leaders on our camps, and role models in the community. In 2023, we ran a residential camp for 40 young people which was led by 10 former participants who graduated from our leadership course as well as experienced leaders. Summer Hype recently embarked on a new chapter as an independent charity to support our continued growth and ensure our sustainability. We are very grateful for the support of the FRS team and council, without whom Summer Hype would never have existed.

Here is the link to the video https://www.youtube.com/watch?v=o_3QyqaL3C0 and to their website https://www.summerhype.org

Thankyou!

We want to express appreciation for our exceptional clergy team, whose unwavering commitment and dedication play a crucial role in supporting our community. Their compassionate, thoughtful, and practical pastoral care often goes unnoticed by many, yet it profoundly impacts numerous members and families. In addition to guiding us in services and learning, where they inspire, motivate, and lead, they exemplify a forward-thinking approach. This year presented us with some resourcing challenges in the Clergy team. Cantor Zoe took a well-earned and deserved sabbatical, and Rabbi Deborah had to take some time off during her pregnancy. Our sincere gratitude goes to Rabbi Miriam for going above and beyond her already significant commitment to the Shul. We also extend our appreciation to all the lay leaders and our professional team who stepped in to support FRS services, teaching, and other activities.

The office team, under the excellent leadership of Sam Clifford, our Executive Director, has risen to the occasion this year. They effectively navigated the challenge of an office restructure in January 2023 and seamlessly adjusted to the new demands posed by the new building. We are fortunate to have a team at FRS that is not only talented and experienced but also incredibly warm and welcoming to our membership and visitors. Sam has announced that she will be moving on to take up the role of Chief Executive at Jewish Womens Aid after Pesach 2024, and the search for her replacement is in progress.

At our AGM in March 2023 we showed this brilliant film created by Sienna Faye Phillip and Chessy Weiner. Click on the link to watch it if you haven't already, it's a great recap of our first year in the building. https://youtu.be/EC9axK6ol3o

Ritual

The committee, comprising wardens, regular congregants and clergy, develops ideas to further enrich engagement in religious services and related activities. The committee typically meets twice a year to review major religious festivals, initiatives, and ritual issues raised by the community.

It is a blessing that our community has such a thriving bnei-mitzvah programme, but this inevitably increases the demand for wardens to officiate at services. Over the past year we have continued to rebuild the wardening team, and have enjoyed modest success in gaining new volunteers, who are now working alongside the longer-established members of the team.

Our challenge is to maintain this positive momentum and encourage even more participation by members in this vital aspect of communal prayer.

Youth and Education

This academic year in Youth & Education at FRS can be summarised as being one of strengthening the team and increasing engagement from the community.

We recruited a new part-time youth worker in the spring, who has fitted in well to the team and quickly learnt the ropes. Our other personnel have remained static this year, although our administrator has seen a change in their role, now encompassing whole community life cycle events, in addition to the Youth & Education aspects. She is managing the change well and it enables a more holistic view of community life.

In terms of numbers at our regular events and classes, uptake for Kochavim increased (85 participants on role, compared to 75 in the previous year), with attendance averaging a strong 80%. The participant numbers represents 44% of families with Kochavim-aged children – the majority of the remainder attend Jewish day schools. Massuot uptake was broadly similar year on year, with 116 on role this year (85% of families with Massuot-aged children), as against 117 the previous year. We also maintained a strong number of year 9 students taking our Hadracha training course (17). In terms of social activities, Feb Scheme and Summer Scheme continued to average around 40 participants per day, and Sunday Fundays, where our primary school aged children can experience something new in a fun and safe environment with their FRS friends, regularly reached capacity at around 30-40 attendees, depending on the event.

In the autumn of 2022, we invited expert trainers in the field of gender inclusion to share their experiences, advice and best practice with our Youth & Education staff team. This training was excellent and helped us to review our thinking as we continue to work towards a more gender-inclusive teaching and learning environment.

We experimented with a new style of family services this year, trying to find innovative ways to re-engage our young families. We worked with a small group of parents, trying to imagine a space where the participants could engage in both prayer and creativity, and had some interesting feedback along the way, which we will use to feed forwards into the new year.

Alongside this, we maintained our approach of trying to provide something for everyone – ensuring that we offer programmes for children who are pre-school aged, primary school aged, secondary school aged and students during both festival times and also at other times during the year.

Our Ruach teen band was small but dedicated, enjoying a mixture of service leading and singing together for pleasure. This year, they were directed by Rhiannon Humphreys, to whom we extend our gratitude for holding this programme.

Our teens were brought in through a combination of Youth Council activities at FRS and off-site activities. Further, for the second consecutive year, we worked with the Israeli Shinshin programme, receiving monthly visits from an Israeli Shinshin (scout) on their year abroad. Our shinshin was a great asset to our youth activities throughout the year, and our own teenagers really enjoyed meeting him and bonding. We also engaged more widely with other local Progressive communities, taking part in a Shavuot hill climb with 4 other north London shul groups.

One of the highlights of the year was our inaugural Family Shabbaton, in January. This was a dip-in programme, allowing for participants to join a session for children, for parents or for families. According to one participant, it was a "wonderful day, and brilliantly planned and executed, with a perfect balance of activities, food and space to talk/enjoy time as a family and as an adult". Overall, we continue to be proud of our accomplishments as a team and believe that our programmes are key to the sense of community and belonging that we strive to achieve for our participants.

Kindergarten

The financial year 2022-23 saw the Kindergarten enjoying the first academic year in our new building. With a steady number of enquiries since moving into our new premises in April of that year, we started the new academic year with 22 children on roll, increasing to 26 by the end of the Autumn Term. Eight of these children attended part-time. We had budgeted for 22.

In the Spring Term we had two new starters and in the Summer Term three children started. With a couple of children leaving mid-way through the year we ended the year with 29 children on roll. Our additional sessions were all well attended and above budget, with a significant uptake in booking ad hoc sessions. This increase in numbers required an increase in staffing levels during the afternoon sessions.

In response to the demand from prospective families we started offering two-course hot lunches for the first time. Other new initiatives included establishing fortnightly P.A.T (Pets as Therapy) visits for the children and establishing an FRS Baby and Parent Group, providing a useful 'space' in which to promote the Kindergarten.

To support the development of the kindergarten's outdoor learning environment, with the support and work of FRS member Sylvia Sheridan, we were able to secure a grant of £3,000 from the Jewish Child's Day charity.

With one of our deputies on maternity leave and operating on a tight staffing budget our staffing costs were reduced although the new legislation concerning Holiday Pay created an additional cost. The Kindergarten was comfortably profitable for the first time in several years although a decision was

taken to increase the size of the core staffing team for the start of the following academic year in order to provide more opportunities for free-flow access to the indoor and outdoor learning environment. Marketing challenges continued as did recruitment challenges experienced sector-wide although, despite a dip in the birth rate, a steady flow of enquiries continued throughout the year with our fees remaining competitive, boding well for the next academic year. By the end of the year, we had also secured five applications for the 2024-25 academic year.

Community

Winter and Christmas Shelter

During recent winters we have been unable to offer either a Winter or Christmas Shelter, because of the government's Covid restrictions, however we were delighted to welcome guests into the synagogue during the 2022/23 winter, including our extended Christmas shelter offering. As always, it is gratifying to see such a large number of members volunteering to host these shelters.

The Together Plan (in association with the FRS Belarus Project)

In the heart of ongoing challenges, the Belarus Project at FRS, operating under The Together Plan charity, remains a steadfast pillar of support and inspiration for the Jewish communities in Belarus. This past year, overshadowed by the reverberations of the war in Ukraine, has underscored the vital role played by the support from FRS in the UK, touching every aspect of community life.

As the impact of the war in Ukraine echoes across the region, the support extended from FRS and The Together Plan has become more critical than ever. From essential aid to financial assistance, guidance, training, and programming support, the contributions have formed a lifeline for communities in Belarus. With increased challenges in travel beyond their borders, the connection to the UK serves as a lifeline for the Belarusian Jewish communities.

Amidst these challenges, the Polotsk Jewish Heritage Club has seen remarkable growth. New members joined this year, and valuable contacts were established in the city and surrounding regions. Notably, there is a heightened interest among the elderly Jewish population in Polotsk, creating a bridge between generations. This connection is enabling children to gain insights into the lived experiences of older community members during the Soviet period and the Holocaust.

The collaborative efforts between The Together Plan and its partner organisation 'Dialog' in Belarus brought the travelling exhibition 'Holocaust Through the Eyes of an Artist' to Polotsk. This initiative not only facilitated collaboration with local authorities but also engaged residents from Polotsk and the surrounding region. Many were previously unaware of the existence and richness of the Polotsk Jewish community. The project served as a catalyst for raising awareness, garnering support, and attracting new members to the community.

The impact of these initiatives extends beyond the community, as the Polotsk Jewish community is now receiving new recognition from local authorities. An event dedicated to the Jewish heritage of Polotsk in late August attracted a significant number of participants, further solidifying the sense of community and shared history.

In a significant stride towards the advancement of Jewish communities in Belarus, the closing months of 2023 marked a momentous occasion as Artur Livshyts, co-founder of The Together Plan and overseas member of FRS, ascended to the role of Chairman of the Jewish Religious Union of Belarus. This appointment is not only a personal achievement but also a significant step forward for the Jewish Religious Union and, by extension, all Jewish communities in Belarus. His wealth of experience in

community-building and cross-cultural collaboration positions him as a dynamic force for positive change.

In the face of geopolitical complexities, the Belarus Project at FRS, in collaboration with The Together Plan, continues to weave a tapestry of support, empowerment, and connection for the Jewish communities in Belarus. Despite the challenges, the resilience and growth of the Polotsk Jewish community stands as a testament to the transformative power of partnership and shared heritage.

Chesed

Chesed, whilst still working closely with the clergy team in responding or identifying members who would like a little extra help, has found itself this year changing its leadership structure and debating whether it is suitable for our volunteers to pick up requests which in previous years would have been resolved by the health service or social care. We have though been able to continue with our many areas of support as well as attending Shiva prayers for mourners.

We have again had fewer requests for help, but those that we have had, are intensive, for example, dog-visiting for one of our members in a care home, supporting an elderly member by walking her to the synagogue for a weekly café culture session and signposting a member with memory loss and supporting them through that transition by reconnecting them with the community.

There is a clear trend whereby members are needing support not only for their parents but also grandparents as many people are living much longer lives. Members and their families are looking for additional day-to-day support for the elderly members and those with dementia, as a result we a signposting them to mobility, financial and wellbeing support services, and befriending for those living alone.

Much of what we are doing is still filling in the gaps caused by the crisis in social care and the health service and often the discussion is whether as a volunteer group, the request is within our remit.

High Holy Day Appeal

Our High Holy Day Appeal is the main opportunity in the year for our members to make charitable donations. Beginning with the 2020 High Holy Days, we have adopted a three-year strategy for our Appeal, which focuses our efforts on a new programme called the "Eighth Rung Project", and which is overseen by a group of lay leaders.

2022-2023 was the third and final year of the FRS community support for Homeless Action in Barnet (HAB) where we have funded a support worker for the full three year cycle. Her remit was to move clients towards independent living. We were very proud to raise over £100,000 from our community during our three year partnership with HAB.

In the high holiday appeal for 2023 Eighth Rung initiated the next 3 year cycle for fundraising and are now working in partnership with 2 wonderful charities. One being New Citizens Gateway (NCG), a charity instrumental in supporting refugees living in Barnet and the second being Kisharon Langdon (KL) a charity who support Jewish children and adults with learning disabilities and autism, towards living and working independently.

In 2023 the high holiday appeal donations are lower than in previous years probably in part due to the events of October 7th. The amount donated is being split between the two charities and we have been working closely with KL and NCG to explore how best to support them. In this first year of the 3 year commitment FRS will support joint events between the FRS community, KL and NCG where FRS members volunteer to work with clients in both charities. So far, FRS has hosted various key events for

NCG which have been a huge success. We have our first event with Kisharon Langdon planned for March when we will introduce KL members to our community at an event in our building. Eighth Rung is also planning to host a couple of fundraising events throughout this year in the hope of raising more funds that can be allocated to the charities. Both charities have been made aware of the reduced funds and are fully understanding of the situation. Eighth Rung is looking for volunteers to work alongside KL and NCG and to join the Eighth Rung steering group that masterminds, in conjunction with the synagogue council, how donations are distributed. Please contact Carol Balfe if you are interested in volunteering either to work directly with the charities or join the Eighth Rung group. Carol's email is caroljbalfe@gmail.com.

In addition to supporting the Eighth Rung Project, we also reserve part of the Appeal funds for our FRS Tzedakah Fund. The Tzedakah Fund is overseen by a group of lay leaders, who consider applications for smaller grants, generally up to £500, from charities in the UK and overseas.

As in previous years, a grant of £3,000 was also made out of Appeal funds to The Together Plan, whose work is described in more detail on pages 12 above.

Plans for the future

During 2022-23, our primary focus has been on settling ourselves in our new synagogue building, and re-establishing and enhancing our programmes of worship and education. During 2023-24, and in the context of the forthcoming changes in our clergy team and executive leadership, we intend to re-examine our strategy for the coming years and establish fresh goals for the community, while continuing to build on the activities and achievements described above. More details will be given in our 2023-24 annual report.

FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31 August 2023 is set out on page 21 of the accounts and shows a net operating deficit from operations of £35,151 (2022: £3,180). In order to avoid our general reserves reducing below our target range, it was agreed to transfer £74,275 from the Designated Loan Interest Fund, bringing our general reserves to £77,451.

Significant factors impacting on this year's result were:

- We continued to see slight growth in membership numbers, although at a slower rate than in previous years.
- Kindergarten income increased substantially, as a result of the growth in pupil numbers, and also reflecting the first full year in the new synagogue building.
- Bank interest payable increased to a very high level as we began to service the building loan, and as interest rates rose to their highest level for many years.
- The levy paid to the Joint Jewish Burial Society was reduced significantly, as a result of a contribution 'holiday' announced by the JJBS Board for the calendar year 2022.
- As a result of increases in electricity prices, our energy costs almost doubled.

As mentioned above, this was the first full year of occupation of our new synagogue building. The process of snagging continues and to date we have not yet agreed a final payment to the contractor, and we have accrued an amount of £150,000 at the year end to cover this. Our members have generously continued to make payments against their existing pledges, and we ended the year with only £127, 628 of pledges outstanding. In addition during the year we benefited a number of new donations with the purpose of paying down part of the outstanding loan, hence by the year end the loan had reduced from its peak value of £3.3m to £2.925m.

At the year end, the Designated Loan Interest Fund stood at £160,000, after transferring out £74,275 to boost our general reserves and £126,019 to cover part of the bank interest charges.

Our Designated Fixed Asset Fund is intended to maintain the same value as our fixed assets, less the value of the building loan - during the year we capitalized a further £23,728 of fixed asset additions and recorded depreciation of £92,210.

The balance of other restricted funds increased slightly during the year to £126,061, mainly as a result of our 2022 High Holy Day Appeal. Movements on these funds are shown in note 11 to the accounts.

For 2023/24, Council has adopted a revised budget showing a deficit of £31,154, which will be wholly offset by making an equivalent transfer out of our designated Loan Interest Fund.

INVESTMENT POLICY

There are no restrictions on the Synagogue's powers to invest. The Trustees operate a low risk strategy with respect to investments, limited to time deposits with major banks, which necessarily results in modest levels of interest income. The unrestricted and restricted funds may be invested in any type of investment.

RESERVES POLICY

It is the policy of the Synagogue to maintain our general funds, which are the free reserves of the Synagogue, at a level which is adequate to keep the Synagogue operating sustainably. In conjunction with the subscriptions and other incoming resources, this provides sufficient funds to cover the administrative and support costs of the Synagogue.

As identified in note 15, the unrestricted general funds are £77,451, an increase of £15,396 in the year, reflecting the deficit of £35,151, a transfer of £23,728 to the Designated Fixed Asset Fund regarding fixed asset additions and a transfer of £74,275 from the Designated Loan Interest Fund. Council believes that the current level of general reserves is sufficient at this time, however we believe that a more desirable level of free reserves is £100,000, representing approximately one month's operating costs, and we will continue to seek ways to achieve this target in the medium term.

It is also our policy to hold a designated fixed asset reserve to equal the net book value of tangible fixed assets, and thus to provide for future depreciation. The balance on this reserve has been set at an amount equal to the net book value of fixed assets, after deducting the amount financed through the loan and the amount which relates to our freehold land (which is not depreciated).

Following the completion of the new Synagogue building, and the related fundraising campaign, we created a designated Loan Interest Fund, in order to reserve funds to assist with servicing future loan interest payments. Movements on designated funds are shown in note 15 of the accounts.

The restricted funds are funds donated to the Synagogue for expenditure of a specific purpose or nature and are described in detail in note 11 of the accounts. Sufficient funds are held in an appropriate form to enable the funds to be applied for the purpose for which they were established. Having completed the construction of the new synagogue, the previous restricted Building Fund is no longer required.

GRANT MAKING POLICY

The Synagogue pursues its charitable giving through a number of programmes but mainly through the High Holy Day Appeal and the Charity Committee, which disburses the net income generated by a number of fund-raising activities during the year. With the exception of minor disbursements in the case of need, our policy is to make grants only out of donations received and only to registered charities, whether in the UK or overseas.

After three years of focusing our High Holy Day Appeal on raising funds for the Eighth Rung Project, the Synagogue has returned to its traditional strategy of supporting a small number of charities over a three-year period, allowing FRS to build up a better understanding of each charity's needs than would otherwise be the case when one-off donations are made. A significant balance of £82,841 remains available for use by the Eighth Rung team to cover future project work.

Additionally, the Synagogue continues to support other charities and individuals with smaller donations managed by a dedicated group of members, who consider applications and make awards based on the level of need, and the alignment with the Synagogue's values.

Monitoring of the grants, once made, is proportionate to their size – for larger grants we require periodic progress reports against agreed objectives, while for smaller grants, especially those addressing urgent needs, we do not typically require detailed follow-up reports.

Details of all grants made during the year are shown in note 16 of the accounts.

FUNDRAISING POLICY

The charity is committed to best practice, as outlined by the Fundraising Regulator, in its approach to fundraising and closely monitors its activities in this area, ensuring that vulnerable members are protected. No professional fundraisers are used to approach members or other individuals for donations.

RISK MANAGEMENT

The directors have examined the major strategic, business and operational risks which the Synagogue faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to mitigate risks as appropriate.

The principal risks identified in our risk register include:

Risk	**Mitigation**
Financial: the risk of being unable to fully service the interest on our building loan.	A Cost Working Group has been established to identify ways to both reduce operating cost and to increase revenue. Three year financial plans are prepared and approved annually.
Financial: The risk of failing to retain sufficient reserves to maintain our financial sustainability, especially as we begin to service the loan relating to the Synagogue rebuilding project.	Income and expenditure is managed by reference to an annual budget and three year plan, approved by Council, which aims to maintain reserves at a satisfactory level.
Financial: the risk of a reduction in subscription income either through lower membership	Regular tracking of membership data to identify early signs of a new downward trend.

numbers and / or due to a higher proportion of members paying reduced fees	Strategic planning to ensure that the Synagogue continues to offer what our community needs and values. Annual review of reduced membership subscriptions to move people back to full membership if their circumstances can support this.

POST BALANCE SHEET EVENTS

Other than described above, there are no post balance sheet events to disclose.

DIRECTORS' RESPONSIBILITIES IN RELATION TO THE ACCOUNTS

The directors are responsible for preparing the Directors' Report and financial statements in accordance with applicable laws and regulations. The law applicable in England & Wales requires the Board of Directors to prepare financial statements for each financial year in accordance with applicable Accounting Standards, which give a true and fair view of the company's financial activities during the year and of its financial position at the end of the financial year. In preparing those financial statements to give a true and fair view, the Board of Directors should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the accounts; and
- Prepare the accounts on a going concern basis, unless it is inappropriate to presume that the charity will continue to operate.

The Directors are also responsible for keeping proper accounting records, which disclose with reasonable accuracy the financial position of the company. These should enable them to ascertain the financial position of the company and to ensure that the financial statements comply with the requirements of applicable law and regulations. The Directors are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as the Directors are aware, at the time this report is approved, there is no relevant audit information of which the company's auditor is unaware and the Directors have taken all steps that they ought reasonably to have taken as directors, in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

The directors report, including the strategic report were approved by the Directors and signed on their behalf by:

Jenny Nuni

Jenny Nuni, Chair

12 February 2024

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF FINCHLEY REFORM SYNAGOGUE

Opinion

We have audited the financial statements of Finchley Reform Synagogue (the 'charitable company') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows, and the related notes, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2023 and of its incoming resources and application of resources, including its income and expenditure 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 Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Directors are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' Report and from the requirement to prepare a Strategic Report.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement, the Directors (who are also the trustees of the charitable company) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the industry in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management. There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not

identify any key audit matters relating to irregularities, including fraud. As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Directors that represented a risk of material misstatement due to fraud.
We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Thomas (Senior Statutory Auditor)
for and on behalf of
Nyman Libson Paul LLP

Chartered Accountants
Statutory Auditors

124 Finchley Road
London
NW3 5JS

Date: 22 February 2024

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 AUGUST 2023

		Unrestricted			Restricted		Total	Unrestricted			Total
INCOME AND EXPENDITURE	**Notes**	**Operations**	**Designated Fixed asset Fund**	**Designated Loan Interest Fund**	**Building Fund**	**Other Restricted Funds**	**Funds 2023**	**Operations**	**Designated**	**Restricted**	**Funds 2022**
		£	£	£	£		£	£	£	£	£
INCOME AND ENDOWMENTS FROM											
Donations and legacies	2a	1,158,709			283,981	85,458	1,528,148	1,012,724		1,073,712	2,086,436
Other Trading Activities	2b	30,965			-	-	30,965	6,757			6,757
Investment Income	2c	38,795			-	-	38,795	27,666			
Bank Interest		5,011				138	5,149	220		3	223
Charitable Activities	2d	257,485		-	-	-	257,485	183,129	-	-	183,129
TOTAL		1,490,965	-	-	283,981	85,596	1,860,542	1,230,496	-	1,073,715	2,276,545
EXPENDITURE ON											
Charitable activities	3, 5, 6, 11	1,526,116	-	-	-	61,547	1,587,663	1,233,676		170,677	1,404,353
Other	8, 15	-	92,201			-	92,201				
TOTAL		1,526,116	92,201	-	-	61,547	1,679,864	1,233,676	-	170,677	1,404,353
NET INCOME/(EXPENDITURE)		(35,151)	(92,201)	-	283,981	24,049	180,678	(3,180)	-	903,038	899,858
Transfer between funds		74,275	410,000	(200,294)	(283,981)	-	-		1,072,222	(1,072,222)	-
Other funds movements		(23,728)	23,728				-				
NET MOVEMENT IN FUNDS		15,396	341,527	(200,294)	-	24,049	180,678	(3,180)	1,072,222	(169,184)	899,858
Balance brought forward at beginning of year		62,055	2,144,216	360,294	-	102,012	2,668,577	65,235	1,432,288	271,196	1,768,719
Balance carried forward at end of year		77,451	2,485,743	160,000	-	126,061	2,849,255	62,055	2,504,510	102,012	2,668,577

The notes on pages 24 to 33 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2023

	Notes	31 August 2023		31 August 2022	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	8		5,410,743		5,479,216
Current Assets					
Debtors and prepayments	9	241,392		340,921	
Short term deposits		404,753		270,030	
Cash at bank and in hand		87,864		236,350	
		734,009		847,301	
Current Liabilities					
Amounts falling due within one year	10A	(370,497)		(322,940)	
Net Current Assets			363,512		524,361
			5,774,255		6,003,577
Long Term Liabilities					
Amounts falling due after one year	10B		(2,925,000)		(3,335,000)
Net Assets			2,849,255		2,668,577
Funds					
Restricted Funds	11		126,061		102,012
Unrestricted Funds	15		2,723,194		2,566,565
			2,849,255		2,668,577

The financial statements were approved and authorized for issue by the Board of Directors (The Synagogue Council) on 12 February 2024 and signed on its behalf by:

Jenny Nuni

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Jenny Nuni – Chair

The notes on pages 24 to 33 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2023

	2023	2022
	£	£
Cash flows from operating activities		
Net (expenditure)/income for the year	180,678	899,858
Adjustment for:-		
Depreciation charges	92,201	0
Decrease/(increase) in debtors	99,529	(246,762)
(Decrease)/increase in creditors	47,557	139,940
Net cash (utilised)/generated in operating activities	419,965	793,036
Cash flows from investing activities		
Purchase of property, plant and equipment	(23,728)	(4,046,928)
Decrease/(increase) in short term investments	(134,723)	41,756
Net cash (utilised)/generated in investing activities	(158,451)	(4,005,172)
Cash flows from financing activities		
Drawdown of (repayment of) long term loans	(410,000)	2,900,000
Net cash generated from financing activities	(410,000)	2,900,000
Change in cash and cash equivalents in the year	(148,486)	(312,136)
Cash and cash equivalents brought forward	236,350	548,486
Cash and cash equivalents carried forward	87,864	236,350

Reconciliation of net debt

	As at 1.9.22	Changes in Year	As at 31.8.23
	£	£	£
Cash and cash equivalents	236,350	(148,486)	87,864
Short-term deposits	270,030	134,723	404,753
Total cash and short-term deposits	506,380	(13,763)	492,617
Long term borrowings	(3,335,000)	410,000	(2,925,000)
	(2,828,620)	396,237	(2,432,383)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

General information

Finchley Reform Synagogue is a charitable company limited by guarantee and is incorporated in England. The address of the registered office and its place of business is: 101 Fallow Court Avenue, London N12 0BE.

1.1 Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Finchley Reform Synagogue 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 note.

1.2 Preparation of the financial statements on a going concern basis

The directors have reviewed the circumstances of the charity, taking account of the ongoing cost of living challenges faced by many of our members, as well as our commitments to the Charity Bank relating to the outstanding building loan, both in terms of the increased interest cost and the need to begin making repayments of capital. Our cash resources remain adequate to be available both to fund the activities of the charity and to service the interest cost of the debt incurred for the foreseeable future, based on our 3-year financial plan. Accordingly the directors are confident of the charity's ability to continue as a going concern and the accounts have been prepared on this basis.

1.3 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Membership donations are included in the financial year to which they relate. Donation pledges in respect of the building project are recognized as income when the relevant conditions are met and in advance of receipt.

Kindergarten fees are recognised in the term to which they relate.

Gift Aid claimable in relation to qualifying donations received is recognised at the time of the donation.

Legacy income is recognised on written confirmation from executors that the amounts are receivable.

Other income, including rental of the Synagogue Hall, is accounted for on an accruals basis.

1.4 Expenditure

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. The charity is not registered for VAT and accordingly expenditure includes any VAT which cannot be recovered and is included in the relevant costs in the statement of financial activities. Direct synagogue expenditure comprise the costs associated with attracting voluntary income, the costs of trading for fundraising purposes and those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Certain costs, primarily the cost of the rabbinic team, are allocated on the basis of an estimate of the time spent on each activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. These costs are allocated to the various activities based on the number of staff employed in each area.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 Fund accounting

Unrestricted funds are those that can be applied at the discretion of the Trustees for any of the charitable purposes permitted by the Constitution.

Unrestricted funds include the designated fixed assets fund and the designated loan interest fund as described in the Trustees' Report and shown in note 15.

Restricted funds represent donations or income for which the respective donors have imposed restrictions as to their use.

1.6 Pensions

The Synagogue operates a defined contribution pension scheme and also contributes to the personal pension schemes of certain employees. The pension charge in the financial statements represents the total contributions payable in respect of both types of scheme made by the Synagogue in respect of the period.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending upon a number of factors. In re-assessing the assets' lives, factors such as technological innovation, product life cycles and maintenance programs are taken into account.

Fixed assets are included at cost less accumulated depreciation. Individual capital additions below £1,500 are written off in the year.

The following principal annual rates of depreciation are employed:

		Depreciation charged against
Freehold land	- None	
Freehold buildings	- 1% on cost	See note below
Computer and audio-visual equipment	- 25% on cost	Designated Fund - Fixed Assets
Furniture, fittings and other equipment	- 10% on cost	Designated Fund - Fixed Assets

As at 31 August 2022 the building under construction expenditure of £5,378,200 was transferred into freehold building, equipment and fixtures and fittings costs as appropriate. The new building was effectively brought into use at that date.

1.8 Taxation

The Synagogue is registered as a charity and is not liable to United Kingdom income or corporation tax on its income from charitable activities as they are applied wholly to charitable objectives.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.10 Loan costs and interest

Loan issue costs (including associated legal costs) have been capitalised within the freehold building costs. The cost of interest incurred between the first loan drawdown and the end of the construction project have also been capitalized.

1.11 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.12 Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.13 Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.14 Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

1.15 Accruals

The company makes an estimate of accruals at the year-end based on invoices received after the year end and work undertaken which has not been invoiced based on quotations or estimates of amounts that may be due for payment.

2a DONATIONS AND LEGACIES

	2023	2022
Unrestricted funds	£	£
Membership donations	942,054	831,295
Income tax recoverable	193,179	176,550
Donations	13,226	4,879
Legacies	10,250	-
	1,158,709	1,012,724
Restricted funds		
Donations	369,439	1,073,712
	1,528,148	2,086,436

2b OTHER TRADING ACTIVITIES

	2023	2022
Unrestricted funds	£	£
Hire of hall	19,499	3,661
Synagogue magazine advertising	3,996	3,096
Betty's Bike	7,470	-
	30,965	6,757

2c INVESTMENT INCOME

Shofar Distribution	38,795	27,666

2d CHARITABLE ACTIVITIES

	2023	2022
Unrestricted funds	£	£
Sale of High Holy Day tickets	15,595	-
Second Seder night	2,841	3,641
Marriages	6,350	2,845
Education fees - Kindergarten	213,604	161,288
Income from holiday schemes	19,095	15,355
	257,485	183,129

3 CHARITABLE ACTIVITIES

	Staff Costs	Direct Costs	Support Costs	2023	2022
	£	£	£	£	£
Services & Festivals	281,796	84,707	170,622	537,125	457,874
Youth & education	154,811	14,138	158,195	327,144	241,920
Kindergarten	178,009	17,362	111,461	306,832	227,348
Community activity	-	8,992	124,639	133,631	74,281
	614,616	125,199	564,917	1,304,732	1,001,423

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

4 SUPPORT COSTS

	Services & Festivals	Youth & Education	Kinder-garten	Community activities	Governance costs	Total 2023	Total 2022
Premises costs	£	£	£	£	£	£	£
Caretaking costs	14,958	14,958	14,958	2,493	2,494	49,861	28,292
Lighting, heating and rates	9,408	9,408	9,408	1,568	1,569	31,361	33,789
Repairs and maintenance	7,172	7,172	7,172	1,195	1,195	23,906	4,125
Cleaning costs	2,451	2,451	2,451	409	409	8,171	4,460
Office costs							
Administrative staff costs	44,462	44,462	8,892	44,462	35,570	177,848	182,867
Printing, postage & stationery	1,835	1,835	367	1,835	1,467	7,339	4,108
Telephone	1,411	1,411	-	1,411	469	4,702	3,183
Insurance	4,493	4,493	4,493	749	747	14,975	11,359
Interest paid	53,127	53,127	53,127	53,127	- 2	212,506	-
Bank charges	581	581	581	581	579	2,903	2,513
Equipment repairs and maintenance	4,934	4,934	4,934	822	821	16,445	15,885
Computer and website consultancy	1,822	1,822	1,822	304	303	6,073	6,496
Legal & professional fees: Building	-	-	-	-	5,700	5,700	-
Legal & professional fees: Other	-	-	-	-	4,223	4,223	2,772
Security	20,712	8,285	-	12,427	-	41,424	35,760
Other Items	3,256	3,256	3,256	3,256	(1)	13,023	5,740
	170,622	158,195	111,461	124,639	55,543	620,460	341,349

5. GOVERNANCE COSTS

	Unrestricted Funds	
	2023	2022
	£	£
Trustee Indemnity Insurance	477	779
Audit	8,400	6,590
Allocated Support costs	55,543	46,200
	64,420	53,569

6. OTHER COSTS

	Unrestricted Funds	
	2023	2022
	£	£
Reform Judaism	113,807	89,343
Jewish Joint Burial Society	23,989	70,399
Board of Deputies	19,168	18,942
	156,964	178,684

7. STAFF COSTS

	2023	2022
	£	£
Wages and Salaries	743,618	680,873
National Insurance	61,204	59,694
Pension Costs	53,514	51,980
	858,336	792,547

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

	2023	2022
	Full Time Equivalent Number of Employees	
Staff numbers (full time equivalents) were as follows:		
Spirituality	3.50	3.30
Education	3.25	3.10
Youth	1.35	1.40
Kindergarten	4.35	4.30
Administrative	5.65	6.20
	18.10	18.30
Average Employee Numbers		
Spirituality	4	4
Education	26	26
Youth	3	2
Kindergarten	8	7
Administrative	9	11
	50	50

	2023	2022
The number of higher paid employees		
in the band £60,001-£70,000	-	-
in the band £70,001-£80,000	1	1
in the band £80,001-£90,000	1	1

	2023	2022
	£	£
Total employee benefits of key management personnel	154,305	144,989
Trustee Remuneration:		
Salary paid to Emma Wohl as Head of Kindergarten	37,303	36,249
Salary paid to Shulamit Morris-Evans as Religion School Teacher	1,081	1,540

8. TANGIBLE FIXED ASSETS

	Freehold Land	Freehold Building	omputer and \V equipment	Furniture and Fittings	Total
Cost	£	£	£	£	£
At 1 September 2022	91,040	5,061,964	47,814	278,398	5,479,216
Disposals	-	-	-	-	0
Additions	-	5,320	18,408	-	23,728
Transfers	-	-	-	-	0
Total cost at 31 August 2023	91,040	5,067,284	66,222	278,398	5,502,944
Accumulated depreciation					
At 1 September 2022	-	-	-	-	-
Disposals	-	-	-	-	-
Charge for the period	-	50,619	13,742	27,840	92,201
Total depreciation at 31 August 2023	0	50,619	13,742	27,840	92,201
Net Book Values					
At 31 August 2023	91,040	5,016,665	52,480	250,558	5,410,743
At 31 August 2022	91,040	5,061,964	47,814	278,398	5,479,216

The outstanding capital commitment at 31 August 2023 was estimated at £150,000 (2022 £152,168)

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

9. DEBTORS AND PREPAYMENTS comprise

	2023	2022
	£	£
Income tax recoverable	51,631	30,903
Capital pledges outstanding	127,628	242,986
Sundry debtors and prepayments	62,133	67,032
	241,392	340,921

10A. CURRENT LIABILITIES - Amounts falling due within one year:

	2023	2022
	£	£
Board of Deputies levy	15,897	15,563
Kindergarten fees received in advance	7,702	31,605
Hall hire deposits	6,734	2,280
High Holydays ticket sales received in advance	3,723	-
PAYE and NIC for August	15,716	15,987
Audit Fee	7,000	6,100
Pension Contributions	25,750	19,123
Rabbinic Costs	10,288	9,127
JJBS Over-Age Payments	400	2,372
Trade Creditors	37,152	19,623
Capital accruals	150,000	152,168
Other creditors and accruals	90,135	48,992
	370,497	322,940

10B. LONG TERM LIABILITIES - Amounts falling due after one year:

Bank Loan	2,925,000	3,335,000

An agreement was signed on 12 April 2021 with The Charity Bank for a long term loan to fund part of the synagogue rebuilding project. The loan is secured on the assets of the synagogue and is for a maximum term of 25 years, with interest charged at an initial rate of 3.5% over the Bank of England base rate during the construction period, reducing to 2.5% over the Bank of England Base Rate after practical completion. Practical completion was on 13 April 2022.

11. RESTRICTED FUNDS

These are analysed as follows:	Balance at 01.09.22 £	Interest accrued £	Donations received £	Transfers £	Disbursed during year £	Balance at 31.08.23 £
Building Fund	-	-	283,981	(283,981)	-	-
Other restricted funds:						
Adult Education Fund	-	-	10,000	-	-	10,000
Community Engagement Fund	3,125	-	-	-	-	3,125
Czech Scroll Trust Fund	676	-	280	-	(372)	584
Eighth Rung	60,591	-	1,890	37,110	(16,750)	82,841
FRS Cares Fund	9,578	-	2,024	-	(5,034)	6,568
High Holyday Appeal Fund	2,117	138	46,655	(37,110)	(10,316)	1,484
Inter-Faith Fund	3,199	-	2,000	-	(3,781)	1,418
Jack Petchey Award Fund	5,564	-	3,600	-	-	9,164
Ritual and Music Fund	-	-	500	-	-	500
Singing for the Memory Fund	1,587	-	2,897	-	(3,921)	563
Summer Hype	10,515	-	15,212	-	(20,495)	5,232
Youth and Education Victoria Fund	2,011	-	-	-	(819)	1,192
Youth Group Fund	3,049	-	400	-	(59)	3,390
	102,012	138	85,458	-	(61,547)	126,061
Total restricted funds	102,012	138	369,439	(283,981)	(61,547)	126,061

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

Details relating to restricted funds expending or holding over £2,000	**Restrictions of funds**
Adult Education Fund	Development of Adult Education
Community Engagement Fund	Involving marginalised Jews and non Jews in communal life
Eighth Rung	Long term project focussing on the needs of the homeless in Barnet, funded by a transfer from the High Holy Day Appeal
FRS Cares Fund	Grants and subsidies to members
High Holyday Appeal Fund	Charitable donations
Jack Petchey Award Fund	Development of youth resources and facilities
Summer Hype	Summer Camp for disadvantaged children
Youth Group Fund	Facilitating Jewish Life for FRS Youth

All of the funds were held in relevant FRS bank accounts. The transfer of £283,981 from the Building Fund formed part of the movement of funds into the designated Fixed Asset Fund - see note 15.

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year	**Unrestricted funds**	**Designated funds**	**Restricted funds**	**Total Funds**
	£	**£**	**£**	**£**
Tangible fixed assets - net of building loan of £2,925,000	-	2,485,743	-	2,485,743
Current assets	447,948	160,000	410,042	1,017,990
Creditors due within one year	(370,497)	-	-	(370,497)
	77,451	2,645,743	410,042	3,133,236

Analysis of net assets between funds - prior year	**Unrestricted funds**	**Designated funds**	**Restricted funds**	**Total Funds**
	£	**£**	**£**	**£**
Tangible fixed assets	-	2,144,216	-	2,144,216
Current assets	384,995	360,294	102,012	847,301
Creditors due within one year	(322,940)	-	-	(322,940)
	62,055	2,504,510	102,012	2,668,577

13. BUILDING FUND

The restricted building fund which was closed at the end of last financial year was reinstated during the current year, in order to receive donations specifically intended to assist in repaying part of the long term loan.

14. OTHER DESIGNATED FUNDS

The purpose of the Designated Fixed Asset Fund is to make proper provision for depreciation on existing fixed assets, and is calculated as the total net book value of fixed assets less the value of the capital loan.

The Designated Loan Interest Fund is intended to provide funds for the future servicing of the building loan.

15. UNRESTRICTED FUNDS	**Balance at 01.09.22**	**Amounts received**	**Transfers**	**Incoming/ Outgoing**	**Balance at 31.08.23**
	£	**£**	**£**	**£**	**£**
General Reserves	62,055	-	74,275	(58,879)	77,451
	62,055	-	74,275	(58,879)	77,451
Designated Fund - Fixed Assets	2,144,216		433,728	(92,201)	2,485,743
Designated Loan Interest Fund	360,294	-	-	(200,294)	160,000
Total Unrestricted Funds	2,566,565	-	508,003	(351,374)	2,723,194

16. GRANTS PAYABLE IN FURTHERANCE OF THE CHARITY'S OBJECTS

Fund	Recipients	2023 £	2023 £
FRS Cares (grants to individuals)	1 amount of £2,000	2,000	
	1 amount of £650	650	
	2 amounts of £600	1,200	
	2 amounts of £372	744	
	1 amount of £200	200	
	1 amount of £160	160	
	1 amount of £80	80	5,034
High Holyday Appeal (grants to institutions)	1 amount of £3,167	3,166	
	1 amount of £1,000	1,000	
	1 amounts of £600	600	
	1 amounts of £400	400	
	25 amounts of £200	5,000	
	1 amount of £150	150	10,316
			15,350

17. RELATED PARTY TRANSACTIONS

	£
Salary paid to daughter of a Director as Music and Youth/Ed Employee	6,312
Salary paid to daughter of a Director as a Scheme Helper	150
Salary paid to son of a Director as a Scheme Helper	143
Salary paid to son of a Director as a Scheme Helper	27
	6,632

	2023 £	2022 £
Total amount of donations received from related parties	41,444	44,360

The above figures include the salary paid to the Head of Kindergarten who is also a Trustee. In addition, amounts distributed from the Shofar Daycare Centre, which is a related party, are disclosed in note 2c above.

18. MEMBERS LIABILITY

The liability of every member is limited to an amount not exceeding £1

19. COMMITMENT

Other than the capital commitment, shown in note 10A, relating to the final payments estimated to be due to the contractor following completion of the construction contract, there are no other outstanding financial commitments.

20. CONTINGENT LIABILITY

There are no Contingent Liabilities as at 31 August 2023

FINCHLEY REFORM SYNAGOGUE

England & Wales - Charity number 1137557

Accounts

FINCHLEY REFORM SYNAGOGUE
COMPANY LIMITED BY GUARANTEE
COMPANY NUMBER 7321494
CHARITY NUMBER 1137557

DIRECTORS REPORT
AND FINANCIAL STATEMENTS
31 AUGUST 2022

NYMAN LIBSON PAUL LLP
CHARTERED ACCOUNTANTS AND STATUTORY AUDITORS
124 FINCHLEY ROAD
LONDON
NW3 5JS

FINCHLEY REFORM SYNAGOGUE

LEGAL AND ADMINISTRATIVE DETAILS

DATE OF INCORPORATION	21 July 2010		
COMPANY NUMBER	7321494		
CHARITY NUMBER	1137557		
DIRECTORS			
	Roger Barden	Resigned	21 March 2022
	Melanie Bruck		
	Nicole Hay-Carter		
Chair (to 30 June 2022)	Robert Humphreys		
Chair of Ritual Committee	Benjamin Langleben		
	Felix Mara	Appointed	21 March 2022
	Avi Marco	Resigned	21 March 2022
Vice Chair (and Co-Vice Chair from 21 March 2022)	Simon Morris		
	Shulamit Morris-Evans		
Honorary Secretary (from 21 March 2022)	Ben Noah		
Chair (from 1 July 2022)	Jennifer Nuni		
Co-Vice Chair (from 21 March 2022)	Richard Reuben	Appointed	13 December 2021
Honorary Secretary (to 21 March 2022)	Michael Salida	Resigned	21 March 2022
	Max Stainton-Parfitt		
Treasurer	Keith Sussman		
	Nicole Valens		
	Emma Wohl		
PRINCIPAL ADDRESS	101 Fallow Court Avenue, London, N12 0BE		
BANKERS	NatWest Bank, 30 Clarendon Road, Watford, WD17 1GQ		
AUDITORS	Nyman Libson Paul, 124 Finchley Road, London NW3 5JS		

FINCHLEY REFORM SYNAGOGUE

DIRECTORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2022

The Directors have pleasure in presenting their report together with the audited financial statements of the Charity for the 12 months to 31 August 2022. The financial statements are in accordance with current statutory requirements, the Memorandum and Articles of Association of the Charity and the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2015) and the Companies Act 2006.

This directors' report consolidates within it the strategic report and the trustees' report.

INCORPORATION, MEMORANDUM AND ARTICLES

The Synagogue was incorporated as a charitable company limited by guarantee on 21 July 2010 when new Memorandum and Articles of Association were adopted. The assets and liabilities, contracts and ongoing operations of the predecessor unincorporated charity, of the same name, registered number 1057053, were transferred to the new charitable company on 1 October 2010 and accordingly the then existing unincorporated charity became inactive from that date.

Finchley Reform Synagogue, known in Hebrew as Kehillah Kadosha Etz Chaim, was constituted under a deed of trust established in 1960 and is a registered charity No. 1137557. The principal objects of the Synagogue remain the practice, promotion, development and advancement of Judaism in the spheres of public worship, religious, educational, social, cultural and charitable activities.

AUDITORS

A resolution will be proposed at the Annual General Meeting to re-appoint Nyman Libson Paul as auditors.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Synagogue's governing document is its Memorandum and Articles of Association, which are reviewed periodically. The Directors of the Synagogue are its Council Members - including the Honorary Officers - who are elected by the membership in open meeting. The Directors are also Trustees of the Charity.

There is also provision for up to five members to be co-opted to serve on Council until the subsequent Annual General Meeting. No person may serve as just an ordinary Member of Council for more than six consecutive years. No Honorary Officer may serve in the same office for more than four consecutive years and no person (other than a retiring chairperson) may be a member of Council in any capacity for more than ten consecutive years. Council will normally seek nominations for new Directors from those members who have specific relevant skills (for example financial, educational or spiritual), who are already active in the community or who represent particular interest groups from within the membership.

The Directors normally meet eleven times a year (a minimum of eight meetings is specified by the Memorandum and Articles of Association) and there are Sub-committees and Groups that report to the Council, which then approves their activities. The main Sub-committees and Groups are:

Ritual: the committee, comprising wardens, regular congregants, and clergy, develops ideas to further enrich engagement in religious services and related activities. The committee meets at least twice a year, to review major religious festivals, initiatives, and ritual issues raised by the community.

Youth and Education: this committee deals with the provision of religious schooling and youth activities for children of members, through to B'nei Mitzvah age and beyond.

Kindergarten Management Committee: oversees the operational and strategic development of the kindergarten

Chesed (Community Services): this encompasses other community-based activities including co-ordinating the community's response to members in need.

Finance: this meets to review the financial affairs of the Synagogue.

In addition to these and other committees and groups, the Synagogue employs administrative staff who, under the direction of the Synagogue's Executive Director, are responsible for the day-to-day management of the building, financial control and recordkeeping, the co-ordination of activities between the various groups and the management and administration on behalf of the clergy team. The Executive Director and the office staff are available to respond to queries which are often of a sensitive nature, including life cycle events and bereavements. Council, taking appropriate external advice where necessary, makes all significant operational decisions.

The Memorandum and Articles of Association of the Synagogue require certain key decisions to be approved by the membership in general meeting, including the appointment and/or termination of the employment of the Principal Rabbi, the purchase or sale of freehold property and the taking out of large loans. Changes were made to the articles during the early stages of the Covid-19 pandemic to permit meetings to be held and voting to be carried out virtually.

During the current financial year, the membership approved changes to the Articles to add humanitarian considerations to our Objects; clarifying the process for appointing and dismissing a Principal Rabbi; removing the need for re-election of Directors during their normal terms of office, and generally updating the language used.

The Synagogue Council undertakes periodic reviews of its governance arrangements by reference to the Charities Governance Code.

EXTERNAL AFFILIATIONS

The Memorandum and Articles of Association provide that the Synagogue shall be a member of Reform Judaism (previously the Movement for Reform Judaism), for which membership affiliation fees are payable which are calculated according to a formula related to a percentage of the previous year's subscription income.

One of the benefits of membership of a synagogue is the availability of a burial plan. A fee based on the number of adult members is paid by the Synagogue to the Jewish Joint Burial Society, which in most cases is then solely responsible for the provision of such burial services.

The Synagogue is also entitled to representation at the Board of Deputies of British Jews, for which a charge is levied based on the number of those members who opt to contribute to the Board's activities.

REVIEW OF ACTIVITIES AND PLANS FOR THE FUTURE

Chair's review of the year

High Holy Days (HHD)

The year started with the High Holy Days in September 2021, which we were once again able to host in person. To mitigate the risk of Covid, and enabled by the HHD being earlier in the year, all services took place outdoors in the stands at the Stone X stadium in Mill Hill. The overwhelming response from the community was positive and enthusiastic, with much appreciation for the innovativeness shown by FRS. Members noted that they were impressed by FRS' bold and courageous approach – and many commented that being able to be together as a community outside in the stands had felt safe, inclusive and created moments of togetherness that had been so missed during the pandemic.

All HHD services were multi-access, and participation on Zoom was high throughout the period. The films, subtitles, and screen sharing that was used for the HHD made a massive impact but involved a significant amount of work in preparation and in the actual live delivery. Our partner, Wilding Sound, worked closely with us to successfully deliver our creative vision.

Costs for the 5782 High Holy Days were higher than usual, due to a total of 9 days use of Stonex (vs the normal 3 days) and the need for increased AV/Tech equipment. However, member attendance was high, and a record number of non-member guests also attended some services and the Simchat Torah celebration in particular. This non-member income helped to offset the increased costs for 2021. The HHD overspend is not expected to re-occur, as in 2021 we were faced with the dual factors of moving to an outdoor setting due to Covid and not being able to host large community events at Rubens House.

Temporary accommodation

For the first seven months of the year, services, the Kindergarten, and educational and social activities were based in our temporary home at Rubens House on Ballards Lane.

A range of programming continued, with activities such as the Finchley Social & Cultural programme, Bridge, Autism Support Group and Writing Our Stories. Youth programming was very active with good attendance at the Hadracha (leadership) training course for post B'nei Mitzvah teens, as well as Sunday Fundays and February Scheme for our younger members.

On-going and somewhat changing Covid restrictions meant that activities were sometimes curtailed and had to revert to an online format – either for the full group or at least a proportion of attendees. However, we were able to offer regular in-person services at Rubens House, albeit the requirement for ventilation often created cold and draughty conditions that resulted in limited attendance. B'nei Mitzvot were once again held in person, and some larger services and B'nei Miztvot were held in an alternative space at Frith Manor School when needed.

Until the move back to FCA, most of the professional and clergy team remained largely working from home, although there was an increased level of face-to-face team meetings and working sessions. A small core of staff remained present at Rubens House to support the Kindergarten and primary operations.

A relocation project to pack up Rubens House, to plan use of the new building and to manage the relocation and removals, was led and executed by our Operations Manager and a team of volunteers.

The New Building

The year to August 2022 was particularly significant for the community as it marked the completion of our new building and the move back from temporary accommodation.

Returning to in-person services and activities had a very positive impact on the community and it was clear that the ability to be together again with other members was very important both spiritually and socially. The move to the new building was well timed as it coincided with a marked difference with how the UK population moved to a phase of 'living with' Covid and many restrictions were relaxed. The timing of our launch enabled us to encourage both our professional staff and also members 'back' into the Synagogue building.

A stunning bespoke ark and Ner Tamid ('eternal light') were designed and built for us by Gerry Judah, a renowned British artist and FRS member. Gerry has worked in film, television, theatre, museums and public spaces, creating settings for the BBC, the British Museum, the Natural History Museum, the Imperial War Museum, and musicians including Paul McCartney, Jimmy Page and The Who.

The building was formally handed over to us from our contractors on the 13th April, one year and a day after demolition of the old building began. This was 'just in time' to open with a soft launch for Pesach in April 2022. Staff, and a team of committed volunteers managed to transform the building in the preceding week, from what had looked pretty much still like a building site only a few days before, into a working and welcoming space for the inaugural Shabbat service on 16 April (first day Pesach), followed by a record attendance of 150 at the second night communal seder.

The formal launch was held through a series of events to mark Shavuot – also coinciding with the Queen's Jubilee weekend. The weekend started with a cheese and wine reception in honour of our original founding members on Friday, and the Friday night service. On Shabbat morning the service included Rabbi Deborah Blausten's induction to the community where we presented her with her ordination certificate. A reception on Saturday provided a time to express deep gratitude to the hard work and extraordinary efforts of the building committee, and we were delighted to welcome a number of local dignitaries including Mike Freer, MP for Finchley and Golders Green, Madam Mayor Cllr Alison Moore Mayor of Barnet, Madam Mayoress Helen Gordon and Cllr Barry Rawlings, Leader of the Council. The evening service was followed by dinner and Tikkun Leil Shavuot (an evening of learning). Sunday morning completed the programme with fun youth activities followed by an ice cream kiddush for all the community. Each service was full to the brim, with different communities engaging in each event. A brilliant partnership with staff, volunteers and community pulled together an intensive but incredible weekend, eliciting lovely feedback from our members and guests.

For the first few months in the new building, organised tours were run by volunteers for members and guests.

The Kindergarten re-opened for the summer term, with its custom designed classrooms and beautiful and well equipped outdoor play area on the roof terrace. The children settled into the new environment remarkably quickly and the kindergarten continues to thrive in its marvelous new surroundings.

The conclusion of the building project

After four and a half years the Building Oversight Committee was wound up in June 2022, having achieved its purpose, in terms not only of delivering the physical building but also having successfully fundraised almost £3.2m from the community, which enabled us to complete this transformational project.

On behalf of FRS, I would like to express our deep gratitude to the many members who have made the new building a reality – in particular Bob Humphreys, Kathy Davison, Charles Kessler, Alan Brill, Paul Demby, Helen Bowers, Simon Morris, Richard Reuben, Roger Barden, Andrew Jacobs, Michael Salida and Suzi Philip.

With an eye firmly on the future, a House Committee was established in July, led by Richard Reuben, with responsibility for oversight of building operations, building-related budgets, overseeing long term building strategy, management of the relationship with the contractors regarding snagging, training assistance, fault repairs during warranty periods, oversight of building safe operation and associated

risks including Health & Safety, and looking for ways to improve building efficiencies including direct and indirect costs.

New Initiatives

In April we launched a new volunteer drive called #TeamFRS, with a video and a dedicated section on the website, to encourage more members to take on volunteering roles. The areas we recruited for included Chesed, Connectors, Gardeners, Israel, Kiddush Team Leaders, New Member Support, Security Team Leaders, Service Hosts, Team Tefilah, Tech and Writers & Proofreaders. The volunteer drive was very successful and attracted a good number of people to take on new roles; particular successes were the relaunch (post Covid) of the kiddush and welcoming rotas, and the reintroduction of volunteer security guards to supplement the professional security on a Shabbat morning.

By June 2022 it had become apparent that a number of our members, as well as other households in the local area, had offered their homes to displaced Ukrainian refugees. We launched a Coffee Club on a Thursday morning which provides tea, coffee and cake free of charge, as well as English language teaching and a chance to meet and chat with other Ukrainians and local people.

The Betty's Bike project was set up by volunteers in the summer of 2022 to enable us to make use of the new building in a different way – to encourage our members to be in the building and meet each other, not necessarily for a specific activity or service. The coffee tricycle is the focal point of the Betty's Bike café and it is positioned in the Atrium near the kitchen and seating area.

Audio Visual / Technology

Our AV/tech set up has become more advanced and is now a fundamental part of how we work. Our new building was designed with the future requirements in mind and has a dedicated AV room and suitable network / wiring within the fabric of the building. Since returning to in-person services, we have been able to increase the accessibility of our services, and we regularly have a significant cohort of people who join through Zoom, often from across the UK or other countries.

Membership

Membership has continued to grow steadily, with an almost 4% increase in the number of adult members since September 2021 (with a nearly 3% increase in children).

I would like to recognize our extraordinary clergy team who are so committed and dedicated to supporting our community. A large part of their work is often unseen by most of the community - they support so many of our members and families with compassionate, thoughtful and practical pastoral care. This is of course in addition to leading us in services and learning, where they inspire, motivate and guide us. They are a truly future-thinking team – always striving to bring innovation whilst at the same time maintaining traditions, ritual and familiar practice.

We could not have achieved all that we have this year without our exceptional professional team. They have steered us and kept the Shul on track through three distinct periods: firstly our temporary home in Rubens House still with Covid restrictions in place, secondly the relocation to the new building, and thirdly setting up and settling into our new home. The level of upheaval has been significant, and we are very grateful for the additional time they gave to packing, unpacking, sorting and re-sorting all the paraphernalia, paperwork and equipment that goes with a 60+ year old synagogue. And this is on top of keeping the day-to-day operations, education, financial control, programming and communications going, whilst meeting the needs, queries and requests from our community and external partners. Being able to come together as a team in a new physical location has injected new energy and team spirit – we are privileged to have such a talented, experienced and friendly team to run FRS.

Ritual

Structure, Governance and Management

The committee comprising wardens, regular congregants and clergy, develops ideas to further enrich engagement in religious services and related activities. The committee typically meets twice a year to review major religious festivals, initiatives, and ritual issues raised by the community. Over the past year we have been trying to reestablish its leadership (which became fractured during the pandemic) by bringing people together and having many one-to-one conversations to discuss the right approach going forward.

Achievement of Objectives and Review of Activities

Services got off to a wonderful start in the new building with a successful soft launch and official opening. We soon found a new rhythm of use in the new space and there is a real sense of pride in our new home. We regularly have specific groups staying for meals after the service or using one of the other spaces for our B'nei mitzvah students or families during our service times.

For the 2022 High Holidays, we were able to return to our familiar location and more of a look and feel from pre pandemic usage. However we bring many learnings from our Covid experiences and work hard to make our online community feel at home on screens in the room on all shabbatot and festivals.

Plans for the Future

We have many willing long standing lay leaders to help us re-establish the important partnership between clergy and community in creating our services. We need to find strong leaders who will be both creative and practical in getting these structures working for our new world of multi access services, in a new building and with such a large community.

Youth and Education

The reporting year has been a busy one, with a key milestone being the move into our new building in the spring. Much of what we have accomplished this year feels as though it can be categorised as being 'Before The Move' or 'After The Move'.

In the Autumn of 2021, we continued to work from our temporary home at Rubens House. The space was not the most well-suited to youth programming but we managed to carry out our programmes as planned, continuing successfully with all regular programming in person.

As the winter drew near, we also spent time as a team sifting through our resources again, to be sure that we would be ready for our move to our new building in the Pesach time-frame. The build was completed almost on time and we moved during April 2022. The Youth and Education team worked with community volunteers to both pack up at Rubens House and then to unpack at Fallow Court Avenue, ready to pick up our programming in its new space from the start of the summer term.
We have maintained our approach of trying to provide something for everyone – ensuring that we offer bespoke programmes for children who are pre-school aged, primary school aged, secondary school aged and students during both festival times and also at other times during the year.

In terms of numbers over this reporting year, uptake for Kochavim was slightly down, (75 rather than 85 participants on role), but attendance was higher, averaging 80%. Massuot uptake was broadly

similar, with 117 on role this year, as against 120 the previous year. We had a slight increase in the number of year 9 students taking our Hadracha training course (20, instead of 17). In terms of social activities, Sunday Funday numbers were very varied, depending on a variety of factors, and ranged from 13 to 40 per session. Summer and Feb scheme numbers were good, averaging around 40 children per day. As the year progressed, and the issues of safety around mixing indoors post-pandemic eased, our numbers attending festivals and other activities steadily increased again.

We have spent a significant amount of time this year focusing on (re-)building relationships and recognising this as the key to community-building and engagement from members. Our Youth & Education committee has run additional social events, and we as a professional team have organised different times for various year groups to meet together with the primary purpose of reconnecting to each other and to FRS. While we see differing levels of success in different areas of programming, overall the feeling amongst the team is that the Youth & Education department is growing in both strength of content and also in numbers of participants at events.

Additionally, FRS Youth & Education has continued this year to support the Summer Hype programme in Hackney, albeit from a distance. Summer Hype undertook an Impact Report, the results of which were shared with us, and from this it was clear that Summer Hype continues to be a hugely impactful space for 30 underprivileged children from Hackney both during their summer week away but also during the year. The Summer Hype leadership team are currently working on becoming an independent charity, so FRS's role in supporting them will at some point in the reasonably near future come to an end.

Overall, we are proud of our achievements as a team. We are thrilled to have moved into the new building and are looking forward to continuing to grow and strengthen over the coming year.

Kindergarten

The academic and financial year, 2021-22, saw the Kindergarten dealing with the on-going challenges of the pandemic coupled with the planning and preparation for the move from our temporary premises into our new purpose-built building.

These factors continued to make enrolment challenging. We started the year with 16 children on roll, although this had grown to 19 by the end of the Autumn Term, with three children attending part-time. (We had budgeted for 18 children.) There were five new starters in the Spring Term, but with two children leaving, we had 22 children on roll by the end of the month. There were no new starters enrolled for the Summer Term '22. Our budgeted number of children for the Summer Term '22 was 28. Covid-19 continued to have an impact on procedures, policies, staffing logistics and the curriculum. With pandemic restrictions being eased, we were able to function once again as a 'whole Kindergarten' bubble. We continued to be vigilant and had no outbreaks amongst the children. We welcomed parents back into the building for special events and activities and re-started tours for prospective parents in-person. We were also able to re-start classes led by external providers, hiring a new company, 'Galaxy Fitness' to run a weekly sports class for both classes. Hebrew classes continued to be led by a member of the Youth and Education team for the Swans Class.

We started to offer 'extended' hours on Mondays to Thursdays, in order to meet the changing needs of our families, many of whom had expressed an interest in longer hours. These sessions were well-attended with an average of seven children attending from the outset. They became an important income stream for the kindergarten at this challenging time.

With one of our full-time members of staff leaving at the end of the previous academic year, we were able to reduce our staffing costs at a time of financial pressure. Our staff team remained stable

throughout the year. We recruited a new member of staff for a maternity cover position which started in May 2022.

At the end of the Spring Term '22, we closed the Kindergarten a week early in order to do our final pack up and move to our new premises. Despite losing the funding from our families for this time of closure, the borough of Barnet agreed to continue our funding, mitigating the financial loss. The Kindergarten re-opened at the start of the Summer Term successfully, with positive feedback from both the children, staff and parents alike.

The Kindergarten was inspected by Ofsted just ten days after re-opening in the new premises. We were delighted to receive a judgement of 'Good' under the new Ofsted Inspection Framework. Enquiries for places for the next academic year started to increase from June onwards and continued over the Summer holidays, with 22 children on roll by the 31st August 2022. This was significantly higher than at the same point the previous year, boding well for growth in the number of children on roll in the year ahead.

Community

Winter and Christmas Shelter

During the winter 2021-22 we were unable to offer either a Winter or Christmas Shelter, because of the government's Covid restrictions, however we are delighted that we are able to operate these valuable services for the benefit of the wider community, for the 2022-23 winter.

The Together Plan (in association with the FRS Belarus Project)

In 2021 The Together Plan and the FRS Belarus Project helped to initiate a new initiative at the Polotsk Jewish Community (FRS's twinned community) – a Jewish Heritage Club. The club has enabled young people in Belarus to learn how to research and discover the history of the Jews of Polotsk. Training was implemented and community members in Polotsk learned how to create an audio tour which is now available on the Izi Travel app under 'Jewish Streets of Polotsk' and can be accessed as a virtual tour or a walking tour when visiting the town. This project is a very exciting new development for the Polotsk community. Not only is it helping the community to take responsibility for the Jewish cultural heritage of Polotsk, it is also a very popular community project. Furthermore it is helping the Polotsk community to be a part of a new network of likeminded people across Belarus where others have also started Jewish heritage clubs with the support of The Together Plan.

The Together Plan has created a Holocaust education programme for young learners (13 and 14 year olds) called *Making History Together*. Designed to be a journey of self-development for young learners, one of the FRS bar mitzvah cohort who participated in the 2022 programme had the following to say:

> *I am more aware about how truth can be hidden and controlled and how important that can be. I am more aware of the roles people can play when there is suffering.*
> *I am allowing myself to be more aware of places where people are unkind to one another.*
> *I have begun speaking out about my longing for a school environment where teachers take action to take on the role of upstanders. I am feeling more power now, in knowing what behaviour doesn't feel acceptable to me, wherever I see it. This programme is about creating the kind of future we want to make together.*

Artur Livshyts, the co-founder of The Together Plan is based in Minsk and is a proud overseas member of FRS. He takes great strength from the continued ongoing support that the FRS community gives to

the Jews in Belarus and year on year he sees the progress and growth, in spite of the challenging geopolitical situation.

The FRS High Holy Day appeal support along with The Together Plan/FRS Belarus Project has enabled the Polotsk community to continue to develop and grow. They now have an active Sunday school, alongside the Jewish heritage club, arts and crafts workshop and weekly Shabbat gatherings as well as a Torah that was donated to them through funds raised by young people, many of whom are FRS members.

Community programming

Community publications: we produced two editions of Tree of Life for the High Holy Days and Pesach– edited by Susan Reuben and supported by an editorial team of lay leaders.

Writing Our Stories: the memoir writing workshop run by Michele Simmons and Barbara Elton met monthly. It has a core group of passionate and engaged participants, and is proving an important space to share and interact as well as to write.

Elevenses: since lockdown, the FRS Zoom has been open from 11am-12pm every weekday for community members to meet, connect and chat. The Elevenses attendees have become a really cohesive group, discussing many topics of importance both to FRS life and beyond it, and feeding these back to the professional team.

Short courses: during the period, several courses were run – on topics such as Spirituality and Kabbalah, both on Zoom and in person.

New Building preparation: we moved into our new building in the spring of 2022. In preparation, we held a community connecting tea at Rubens House to help those struggling to reengage both in person and in community which was a great success. We also held some preparation sessions on zoom. Members volunteered to lead tours around our new building, to help people familiarise themselves with it and share some information about the architecture, design and functionality of our new space.

Ukrainian drop in: following the outbreak of war in Ukraine, our members launched a drop in for refugees to connect and also provided English lessons.

Chesed

Chesed, whilst still working closely with the clergy team in responding or identifying members who would like a little extra help, has found itself this year changing its leadership structure and debating whether it is suitable for our volunteers to pick up requests which in previous years would have been resolved by the health service or social care. We have though been able to continue with our many areas of support as well as attending Shiva prayers for mourners.

Whilst we have had fewer requests for help, those that we have had, are intensive, for example regularly picking up medicine and cooking for someone with terminal cancer, dog-visiting for one of our members in a care home and supporting a family with a severely disabled child. Much of what we are doing is filling in the gaps caused by the crisis in social care and the health service and often the discussion is whether as a volunteer group, the request is within our remit.

The first half of the financial year we were in our temporary home and still in lockdown mode but gradually, as 2022 started, we began to plan for some of our groups that had been on zoom, such as Singing for Memory, to be in person and whilst Bridge, Social & Cultural and the Autism group found it

easier to use our temporary home, it was decided to wait for us to return in person to the new building. The Wellbeing group though decided to stay on zoom for their 6 weekly meetings. Bridge continues to be popular in person but with the departure of key leadership, the Social & Cultural programme has ceased, and the synagogue team has set up Café Culture to offer space for members to meet in the atrium of the new building. Singing for Memory started in person at the end of April slowly with a few participants and we benefited from a grant in the prior year from the Wingate Foundation as well as donations from individuals, which allowed us to keep the programme going until it became self-sufficient after the High Holydays.

FRS has become part of the Barnet Dementia Faith forum initiative and we are well situated to be part of the programme in the Borough. In addition, we have a number of well-trained volunteers who are skilled in dementia support who we can call upon to help individual members in addition to the synagogue programmes and Singing for Memory. Hardly a synagogue service takes place without members who have one of the many forms of dementia being part of the congregation and we are able to ensure that they can have as full an experience as possible.

In terms of leadership, we have now had one meeting on zoom with all the group leaders and a rabbi, and one in person and it has been decided to continue to meet twice a year to discuss all the issues and challenges. Half-way through the year, two long-standing volunteers decided to withdraw from their leadership roles and a two new people joined. Our Wellbeing group continues to change as people's work patterns change but they have proven well able to pick up requests for support. Unfortunately, those who were providing mental health and wellbeing events have had to step back from their role due to changing work and family commitments. This all has led us to consider how we will work, utilising the new building to support our members whilst continuing with programmes that work.

High Holy Day Appeal

Our High Holy Day Appeal is the main opportunity in the year for our members to make charitable donations. Beginning with the 2020 High Holy Days, we have adopted a three-year strategy for our Appeal, which focuses our efforts on a new programme called the "Eighth Rung Project", and which is overseen by a group of lay leaders.

2021-22 was the second year of three years of fundraising for this exciting project, which aims to help homeless clients to a sustainable path to independent living. The project, a partnership with Homeless Action in Barnet (HAB), funds the employment of a support worker with a specific remit to move clients towards independence. Over £100,000 has been raised to date from FRS members - enough to fund the support worker for three years.

The Covid pandemic created a number of obstacles at first, including difficulties in finding the right support worker, but by early 2022 these obstacles were overcome and Carol Wilson was appointed to the post in March 2022. By September 2022 she was working with nine clients and making a significant difference to their lives – two of the clients were by then settled in their own accommodation. The project is monitored through quarterly reports. Eighth Rung will continue to work with HAB on homelessness, while exploring the possibility of new areas in which the successful HAB partnership model can be deployed.

In addition to supporting the Eighth Rung Project, we also reserve part of the Appeal funds for our FRS Tzedakah Fund. In 2021 we allocated £5,000 for this purpose. The Tzedakah Fund is overseen by a group of lay leaders, who consider applications for smaller grants, generally up to £500, from charities in the UK and overseas.

As in previous years, a grant of £3,000 was also made out of Appeal funds to The Together Plan, whose work is described in more detail on pages 10 and 11 above.

FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31 August 2022 is set out on page 20 of the accounts and shows a net operating deficit from operations of £3,180 (2020: £52,328). Our general reserves therefore stand at £62,055. Significant factors impacting on this year's result are:

- We continued to see a steady increase in membership numbers, including Friends and Associates.
- Kindergarten income fell slightly, mainly because of the uncertainties surrounding the move back to Fallow Court Avenue.
- There was a substantial increase in the cost of the 2021 High Holy Day services, which required the renting of the whole stand at Stone X Stadium to accommodate all of our HHD services.
- The cost of our membership of Reform Judaism reduced by £20,000 as the result of a refund of past years' fees to all Reform Synagogues, for which we are very grateful to the RJ Board.

The year was very much a period of transition, from our temporary home at Rubens House, to our new synagogue building, which was handed over to us in April. It will take some time for us to establish an accurate operating budget for the new premises. Payments to our contractor have been completed, with the exception of the retention monies, and we accrued an amount of £150,000 in the year end accounts to cover this. We have also brought into account the outstanding building pledges of £242,986. The restricted Building Fund is now no longer needed, and the amounts within it have been capitalized or transferred to other funds as appropriate. We have set up a new designated fund, with the purpose of managing future loan capital and interest payments: at the year end this fund amounted to £360,294.

We have also set up a new designated fixed asset fund, to match future depreciation charges – at the year end the balance on this fund was £2,144,216.

The balance of other restricted funds increased slightly during the year to £102,012, including substantial donations to the Eighth Rung project. Movements on these funds are shown in note 11 to the accounts.

Council has been monitoring carefully the emerging financial situation and has approved a revised budget for 2022/23. Our approach to budgeting has changed from the beginning of this year, in order to combine all sources of income and expenditure into one statement, rather than accounting for building-related items separately. On this new combined basis, Council has adopted a revised budget showing a deficit of £30,163, which will be wholly offset by making an equivalent transfer out of our designated Loan Interest Fund. We also plan to increase our general reserves to a level of approximately £100,000 by transferring an additional amount out of the designated Loan Interest Fund.

After allowing for these transfers, a balance of approximately £290,000 will remain in the Loan Interest Fund, part of which we will use to repay some of the loan, and the remainder of which will be retained to help with the burden of loan interest payments for the next few years.

INVESTMENT POLICY

There are no restrictions on the Synagogue's powers to invest. The Trustees operate a low risk strategy with respect to investments, which necessarily results in low interest income. The unrestricted and restricted funds may be invested in any type of investment.

RESERVES POLICY

It is the policy of the Synagogue to maintain our unrestricted funds, which are the free reserves of the Synagogue, at a level which is adequate to keep the Synagogue solvent. In conjunction with the subscriptions and other incoming resources, this provides sufficient funds to cover the administrative and support costs of the Synagogue.

As identified in note 15, the unrestricted general funds are £62,055, a reduction of £3,180 in the year. Council believes that the current level of general reserves is just sufficient at this time, however, we would like to increase the level of these funds in the next few years, recognizing the need for us to service the Charity Bank mortgage.

It is also our policy to hold a designated fixed asset reserve to equal the net book value of tangible fixed assets, and thus to provide for future depreciation. The balance on this reserve has been set at an amount equal to the net book value of fixed assets, after deducting the amount financed through the loan and the amount which relates to our freehold land (which is not depreciated).

We have created a new designated Loan Interest Fund, in order to reserve funds to assist with servicing future loan interest payments. Movements on designated funds are shown in note 15 of the accounts.

The restricted funds are funds donated to the Synagogue for expenditure of a specific purpose or nature and are described in detail in note 11 of the accounts. Sufficient funds are held in an appropriate form to enable the funds to be applied for the purpose for which they were established. Having completed the construction of the new synagogue, the previous restricted Building Fund is no longer required.

GRANT MAKING POLICY

The Synagogue pursues its charitable giving through a number of programmes but mainly through the High Holy Day Appeal and the Charity Committee, which disburses the net income generated by a number of fund-raising activities during the year. With the exception of minor disbursements in the case of need, our policy is to make grants only out of donations received and only to registered charities, whether in the UK or overseas.

The Synagogue normally adopts a policy of supporting a small number of charities over a three-year period, allowing FRS to build up a better understanding of each charity's needs than would otherwise be the case when one-off donations are made. However for the time being, Council has agreed to focus its support on one main FRS initiative, the Eighth Rung Project, which aims to make a sustainable difference to the lives of homeless people in Barnet, as well as continuing to give a modest annual grant to the Belarus Project.

Additionally, the Synagogue continues to support other charities with smaller donations managed by a dedicated group of members.

Details of all grants made during the year are shown in note 16 of the accounts.

FUNDRAISING POLICY

The charity is committed to best practice, as outlined by the Fundraising Regulator, in its approach to fundraising and closely monitors its activities in this area, ensuring that vulnerable members are protected. No professional fundraisers are used to approach members or other individuals for donations.

RISK MANAGEMENT

The directors have examined the major strategic, business and operational risks which the Synagogue faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to mitigate risks as appropriate.

The principal risks identified in our risk register include:

Risk	Mitigation
Financial: the risk of being unable to fully service the interest on our building loan.	A Cost Working Group has been established to identify ways to both reduce operating cost and to increase revenue.
Financial: The risk of failing to retain sufficient reserves to maintain our financial sustainability, especially as we begin to service the loan relating to the Synagogue rebuilding project.	Income and expenditure is managed by reference to an annual budget and three year plan, approved by Council, which aims to maintain reserves at a satisfactory level.
Financial: the risk of a reduction in subscription income either through lower membership numbers and / or due to a higher proportion of members paying reduced fees	Regular tracking of membership data to identify early signs of a new downward trend. Strategic planning to ensure that the Synagogue continues to offer what our community needs and values. Annual review of reduced membership subscriptions to move people back to full membership if their circumstances can support this.

POST BALANCE SHEET EVENTS

Other than described above, there are no post balance sheet events to disclose.

DIRECTORS' RESPONSIBILITIES IN RELATION TO THE ACCOUNTS

The directors are responsible for preparing the Directors' Report and financial statements in accordance with applicable laws and regulations. The law applicable in England & Wales requires the Board of Directors to prepare financial statements for each financial year in accordance with applicable Accounting Standards, which give a true and fair view of the company's financial activities during the year and of its financial position at the end of the financial year. In preparing those financial statements to give a true and fair view, the Board of Directors should follow best practice and:

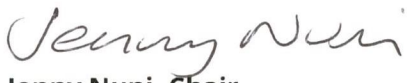
- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the accounts; and
- Prepare the accounts on a going concern basis, unless it is inappropriate to presume that the charity will continue to operate.

The Directors are also responsible for keeping proper accounting records, which disclose with reasonable accuracy the financial position of the company. These should enable them to ascertain the financial position of the company and to ensure that the financial statements comply with the requirements of applicable law and regulations. The Directors are also responsible for safeguarding the

assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as the Directors are aware, at the time this report is approved, there is no relevant audit information of which the company's auditor is unaware and the Directors have taken all steps that they ought reasonably to have taken as directors, in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Approved by the Directors and signed on their behalf by:



Jenny Nuni, Chair

13 February 2023

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF FINCHLEY REFORM SYNAGOGUE

Opinion

We have audited the financial statements of Finchley Reform Synagogue (the 'charitable company') for the year ended 31 August 2022 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows, and the related notes, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2022 and of its incoming resources and application of resources, including its income and expenditure 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 Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Directors are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' Report and from the requirement to prepare a Strategic Report.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement, the Directors (who are also the trustees of the charitable company) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the industry in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management. There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not

identify any key audit matters relating to irregularities, including fraud. As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Directors that represented a risk of material misstatement due to fraud.
We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Jennifer Pope (Senior Statutory Auditor)
for and on behalf of
Nyman Libson Paul LLP

Chartered Accountants
Statutory Auditors

124 Finchley Road
London
NW3 5JS

Date: 13th February 2023

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2022

INCOME AND EXPENDITURE	Notes	Unrestricted Operations	Unrestricted Designated Fixed asset Fund	Unrestricted Designated Loan Interest Fund	Restricted Building Fund	Restricted Other Restricted Funds	Total Funds 2022	Unrestricted Operations	Unrestricted Designated	Restricted	Total Funds 2021
		£	£	£	£	£	£	£	£	£	£
INCOME AND ENDOWMENTS FROM											
Donations and legacies	2a	1,040,390	-	-	1,006,524	67,188	2,114,102	968,731	-	1,482,885	2,451,616
Other Trading Activities	2b	6,757	-	-	-	-	6,757	2,593	-	-	2,593
Investments		220	-	-	-	3	223	1,323	-	1	1,324
Charitable Activities	2c	183,129	-	-	-	-	183,129	185,328	10,773	-	196,101
TOTAL		1,230,496		-	1,006,524	67,191	2,304,211	1,157,975	10,773	1,482,886	2,651,634
EXPENDITURE ON											
Charitable activities	3, 5, 6, 11	1,233,676	-	-	110,355	60,322	1,404,353	1,210,303	-	332,128	1,542,431
Other	8, 15	-	-	-	-	-	-	-	17,423	-	17,423
TOTAL		1,233,676	-	-	110,355	60,322	1,404,353	1,210,303	17,423	332,128	1,559,854
NET INCOME/(EXPENDITURE)		(3,180)	-	-	896,169	6,869	899,858	(52,328)	(6,650)	1,150,758	1,091,780
Transfer between funds	11, 15	-	711,928	360,294	(1,072,222)	-	-	51,319	1,289,929	(1,341,248)	-
NET MOVEMENT IN FUNDS		(3,180)	711,928	360,294	(176,053)	6,869	899,858	(1,009)	1,283,279	(190,490)	1,091,780
Balance brought forward at beginning of year		65,235	1,432,288	-	176,053	95,143	1,768,719	66,244	149,009	461,686	676,939
Balance carried forward at end of year		62,055	2,144,216	360,294	-	102,012	2,668,577	65,235	1,432,288	271,196	1,768,719

The notes on pages 23 to 32 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2022

	Notes	31 August 2022		31 August 2021	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	8		5,479,216		1,432,288
Current Assets					
Debtors and prepayments	9	340,921		94,159	
Short term deposits		270,030		311,786	
Cash at bank and in hand		236,350		548,486	
		847,301		954,431	
Current Liabilities					
Amounts falling due within one year	10A	(322,940)		(183,000)	
Net Current Assets			524,361		771,431
			6,003,577		2,203,719
Long Term Liabilities					
Amounts falling due after one year	10B		(3,335,000)		(435,000)
Net Assets			2,668,577		1,768,719
Funds					
Restricted Funds	11		102,012		271,196
Unrestricted Funds	15		2,566,565		1,497,523
			2,668,577		1,768,719

Approved by the Board of Directors (The Synagogue Council) on 13 February 2023 and signed on its behalf by:

Jenny Nuni

.....

Jenny Nuni – Chair

The notes on pages 23 to 32 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2022

	2022 £	2021 £
Cash flows from operating activities		
Net (expenditure)/income for the year as per the statement of financial activities	899,858	1,091,780
Adjustment for:-		
Depreciation charges	-	17,423
Decrease/(increase) in debtors	(246,762)	157,874
(Decrease)/increase in creditors	139,940	43,651
Net cash (utilised)/generated in operating activities	793,036	1,310,728
Cash flows from investing activities		
Purchase of property, plant and equipment	(4,046,928)	(1,341,248)
Net cash (utilised)/generated in investing activities	(4,046,928)	(1,341,248)
Cash flows from financing activities		
Income from long term loans	2,900,000	435,000
Net cash generated from financing activities	2,900,000	435,000
Change in cash and cash equivalents in the year	(353,892)	404,480
Cash and cash equivalents brought forward	860,272	455,792
Cash and cash equivalents carried forward	506,380	860,272

FINCHLEY REFORM SYNAGOGUE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022

General information

Finchley Reform Synagogue is a charitable company limited by guarantee and is incorporated in England. The address of the registered office and its place of business is: 101 Fallow Court Avenue, London N12 0BE.

1.1 Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition effective 1 January 2019) – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Finchley Reform Synagogue 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 note.

1.2 Preparation of the financial statements on a going concern basis

The directors have reviewed the circumstances of the charity, taking account of the financial effects of the ongoing pandemic on its normal operations and on the recently completed building project, following which our new synagogue was brought into use in April 2022. The project has been funded by community donations and a bank loan which was fully drawn down during the financial year. Our cash resources remain adequate to be available both to fund the activities of the charity and to service the interest cost of the debt incurred for the foreseeable future. The loan terms include an interest-only period up to August 2024, and we are confident that this interest-only period could be extended if required, although the expectation is that interest rates will reduce before then. Accordingly the directors are confident of the charity's ability to continue as a going concern.

1.3 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Membership donations are included in the financial year to which they relate. Donation pledges in respect of the building project are recognized as income when the relevant conditions are met and in advance of receipt.

Kindergarten fees are recognised in the term to which they relate.

Gift Aid claimable in relation to qualifying donations received is recognised at the time of the donation.

Legacy income is recognised on written confirmation from executors that the amounts are receivable.

Other income, including rental of the Synagogue Hall, is accounted for on an accruals basis.

Grant income in the prior year consisted of grants from the government in relation to the Coronavirus Job Retention scheme.

1.4 Expenditure

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. The charity is not registered for VAT and accordingly expenditure includes any VAT which cannot be recovered and is included in the relevant costs in the statement of financial activities. Direct synagogue expenditure comprise the costs associated with attracting voluntary income, the costs of trading for fundraising purposes and those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Certain costs, primarily the cost of the rabbinic team, are allocated on the basis of an estimate of the time spent on each activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. These costs are allocated to the various activities based on the number of staff employed in each area.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 Fund accounting

Unrestricted funds are those that can be applied at the discretion of the Trustees for any of the charitable purposes permitted by the Constitution.

Unrestricted funds include the designated fixed assets fund and the designated loan interest fund as described in the Trustees' Report and shown in note 15.

Restricted funds represent donations or income for which the respective donors have imposed restrictions as to their use.

1.6 Pensions

The Synagogue operates a defined contribution pension scheme and also contributes to the personal pension schemes of certain employees. The pension charge in the financial statements represents the total contributions payable in respect of both types of scheme made by the Synagogue in respect of the period.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending upon a number of factors. In re-assessing the assets' lives, factors such as technological innovation, product life cycles and maintenance programs are taken into account.

Fixed assets are included at cost less accumulated depreciation. Individual capital additions

below £1,500 are written off in the year.

The following principal annual rates of depreciation are employed:

		Depreciation charged against
Freehold land	- None	
Freehold buildings	- None	See note below
Computer and audio-visual equipment	- 25% on cost	Designated Fund - Fixed Assets
Furniture, fittings and other equipment	- 10% on cost	Designated Fund - Fixed Assets

As it is the intention of the community to maintain its new Synagogue building in such a condition that it retains at least its cost value, no depreciation is to be charged on it. Depreciation on the equipment and furniture acquired subsequent to the completion of the new building will commence from 1 September 2022.

As at 31 August 2022 the building under construction expenditure of £5,378,200 was transferred into freehold building, equipment and fixtures and fittings costs as appropriate. The new building was effectively brought into use at that date.

1.8 Taxation

The Synagogue is registered as a charity and is not liable to United Kingdom income or corporation tax on its income from charitable activities as they are applied wholly to charitable objectives.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.10 Loan costs and interest

Loan issue costs (including associated legal costs) have been capitalised within the freehold building costs. The cost of interest incurred between the first loan drawdown and the end of the construction project have also been capitalized.

1.11 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.12 Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.13 Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.14 Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

1.15 Accruals

The company makes an estimate of accruals at the year-end based on invoices received after the year end and work undertaken which has not been invoiced based on quotations or estimates of amounts that may be due for payment.

2a DONATIONS AND LEGACIES

	2022	2021
Unrestricted funds	£	£
Membership donations	858,961	794,294
Income tax recoverable	176,550	162,834
Donations	4,879	11,603
	1,040,390	968,731
Restricted funds		
Donations	1,073,712	1,482,885
	2,114,102	2,451,616

2b OTHER TRADING ACTIVITIES

	2022	2021
Unrestricted funds	£	£
Hire of hall	3,661	-
Synagogue magazine advertising	3,096	2,593
	6,757	2,593

2c CHARITABLE ACTIVITIES

	2022	2021
Unrestricted funds	£	£
Sale of High Holy Day tickets	-	-
Second Seder night	3,641	-
Marriages	2,845	4,948
Education fees - Kindergarten	161,288	170,040
Income from holiday schemes	15,355	10,340
	183,129	185,328
Designated funds		
Covid - 19 Fund	-	10,773
	183,129	196,101

3 CHARITABLE ACTIVITIES

	Staff Costs	Direct Costs	Support Costs	2022	2021
	£	£	£	£	£
Services & Festivals	260,484	98,549	98,841	457,874	401,504
Youth & education	141,739	12,068	88,113	241,920	245,514
Kindergarten	170,088	14,650	42,610	227,348	225,915
Community activity	-	8,696	65,585	74,281	85,972
Interest	-	-	-	-	-
	572,311	133,963	295,149	1,001,423	958,905

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022

4 SUPPORT COSTS	Services & Festivals	Youth & Education	Kinder-garten	Community activities	Governance costs	Total 2022	Total 2021
Premises costs	£	£	£	£	£	£	£
Caretaking costs	8,488	8,488	8,488	1,415	1,413	28,292	50,798
Lighting, heating and rates	10,137	10,137	10,137	1,689	1,689	33,789	27,209
Repairs and maintenance	1,238	1,238	1,238	206	205	4,125	2,685
Cleaning costs	1,338	1,338	1,338	223	223	4,460	4,259
Office costs							
Administrative staff costs	45,717	45,717	9,143	45,717	36,573	182,867	203,131
Printing, postage & stationery	1,027	1,027	205	1,027	822	4,108	4,191
Telephone	955	955	-	955	318	3,183	3,818
Insurance	3,408	3,408	3,408	568	567	11,359	7,511
Interest paid	-	-	-	-	-	-	-
Bank charges	503	503	503	503	501	2,513	2,438
Equipment repairs and maintenance	4,766	4,766	4,766	794	793	15,885	16,868
Computer and website consultancy	1,949	1,949	1,949	325	324	6,496	16,524
Legal & professional fees: Building	-	-	-	-	-	-	-
Legal & professional fees: Other	-	-	-	-	2,772	2,772	2,732
Security	17,880	7,152	-	10,728	-	35,760	13,469
Other Items	1,435	1,435	1,435	1,435	-	5,740	8,381
	98,841	88,113	42,610	65,585	46,200	341,349	364,014

5. GOVERNANCE COSTS	Unrestricted Funds	
	2022	2021
	£	£
Trustee Indemnity Insurance	779	511
Audit	6,590	5,650
Allocated Support costs	46,200	51,357
	53,569	57,518

6. OTHER COSTS	Unrestricted Funds	
	2022	2021
	£	£
Reform Judaism	89,343	106,740
Jewish Joint Burial Society	70,399	68,394
Board of Deputies	18,942	18,746
	178,684	193,880

7. STAFF COSTS	2022	2021
	£	£
Wages and Salaries	680,873	728,945
National Insurance	59,694	61,170
Pension Costs	51,980	47,827
	792,547	837,942

Wages and Salaries and NI costs are before reimbursement for 2 Kick Start Employees of £0 (2021: £14,483) and £0 (2021: £348) respectively. During the year the Charity received £0 (2021: £10,773) from the UK Government in connection with the Coronavirus Job Retention scheme

	2022	2021
	Full Time Equivalent Number of Employees	
Staff numbers (full time equivalents) were as follows:		
Spirituality	3.30	3.30
Education	3.10	2.60
Youth	1.40	1.40
Kindergarten	4.30	5.00
Administrative	6.20	7.30
	18.30	19.60

	2022	2021
The number of higher paid employees in the following bands:		
£80,001-£90,000	-	2
£90,000-£100,000	1	-
£100,000-£110,000	1	-

	2022	2021
	£	£
Total employee benefits of key management personnel	144,989	128,804

No expenses were reimbursed to Trustees or persons connected with them.

8. TANGIBLE FIXED ASSETS

Cost	Freehold Land £	Building under Construction £	Freehold Building £	Computer and AV equipment £	Furniture and Fittings £	Total £
At 1 September 2021	91,040	1,341,248	-	-	-	1,432,288
Disposals	-	-	-	-	-	-
Additions	-	4,036,952	-	9,976	-	4,046,928
Transfers		(5,378,200)	5,061,964	37,838	278,398	-
Total cost at 31 August 2022	91,040	-	5,061,964	47,814	278,398	5,479,216
Accumulated depreciation						
At 1 September 2021	-	-	-	-	-	-
Disposals	-	-	-	-	-	-
Charge for the period	-	-	-	-	-	-
Total depreciation at 31 August 2022	-	-	-	-	-	-
Net Book Values						
At 31 August 2022	91,040	-	5,061,964	47,814	278,398	5,479,216
At 31 August 2021	91,040	1,341,248	-	-	-	1,432,288

The outstanding capital commitment at 31 August 2022 was estimated at £150,000. The amounts capitalised as part of the freehold building include £111,067 capitalised interest and fees (2021: £52,035).

FINCHLEY REFORM SYNAGOGUE

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022

9. DEBTORS AND PREPAYMENTS comprise	2022	2021
	£	£
Income tax recoverable	-	61,338
Capital pledges outstanding	242,986	-
Sundry debtors and prepayments	97,935	32,821
	340,921	94,159

10A. CURRENT LIABILITIES - Amounts falling due within one year:	2022	2021
	£	£
Board of Deputies levy	15,563	15,397
Kindergarten fees received in advance	31,605	12,699
PAYE and NIC for August	15,987	15,752
Audit Fee	6,100	5,750
Pension Contributions	19,123	12,640
Rabbinic Costs	9,127	13,325
JJBS Over-Age Payments	2,372	10,460
Trade Creditors	19,623	14,220
Capital accruals	152,168	-
Other creditors and accruals	51,272	82,757
	322,940	183,000

10B. LONG TERM LIABILITIES - Amounts falling due after one year:		
Bank Loan	3,335,000	435,000

An agreement was signed on 12 April 2021 with The Charity Bank for a long term loan to fund part of the synagogue rebuilding project. The loan is secured on the assets of the synagogue and is for a maximum term of 25 years, with interest charged at an initial rate of 3.5% over the Bank of England base rate during the construction period, reducing to 2.5% over the Bank of England Base Rate after practical completion. Practical completion was on 13 April 2022.

11. RESTRICTED FUNDS

These are analysed as follows:	Balance at 01.09.22 £	Interest accrued £	Donations received £	Transfers £	Disbursed during year £	Balance at 31.08.22 £
Building Fund	176,053	-	1,006,524	(1,072,222)	(110,355)	-
Community Engagement Fund	10,053	-	-		(6,928)	3,125
Czech Scroll Trust Fund	650	-	26	-	-	676
Eighth Rung	38,012	-	4,362	34,855	(16,638)	60,591
FRS Cares Fund	12,949	-	1,025	-	(4,396)	9,578
High Holyday Appeal Fund	1,189	3	44,610	(34,855)	(8,830)	2,117
Inter-Faith Fund	1,200	-	2,500	-	(501)	3,199
Jack Petchey Award Fund	5,314	-	750	-	(500)	5,564
Singing for the Memory Fund	2,405	-	2,382	-	(3,200)	1,587
Summer Hype	8,911	-	11,407	-	(9,803)	10,515
Youth and Education Victoria Fund	10,836	-	-	-	(8,825)	2,011
Youth Group Fund	3,624	-	125	-	(700)	3,049
	271,196	3	1,073,712	(1,072,222)	(170,676)	102,012

The Transfer of £1,072,222 from the Building Fund was for the costs incurred during the year for the building under construction.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022

Details relating to restricted funds expending or holding over £2,000	Restrictions of funds
Building Fund	Improvement of building
Community Engagement Fund	Involving marginalised Jews and non Jews in communal life
Eighth Rung	Long term project focussing on the needs of the homeless in Barnet
FRS Cares Fund	Grants and subsidies to members
High Holyday Appeal Fund	Charitable donations
Inter-Faith Fund	Development of interfaith connections and understanding
Jack Petchey Award Fund	Development of youth resources and facilities
Singing for the Memory Fund	Helping people with dementia through singing
Summer Hype	Summer Camp for disadvantaged children
Youth and Education Victoria Fund	Facilitating Jewish life for FRS youth
Youth Group Fund	Facilitating Jewish life for FRS youth

All of the funds were held in relevant FRS bank accounts

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year	Unrestricted funds £	Designated funds £	Restricted funds £	Total Funds £
Tangible fixed assets - net of building loan of £3,335,000	-	2,144,216	-	2,144,216
Net current assets	62,055	360,294	102,012	524,361
	62,055	2,504,510	102,012	2,668,577

Analysis of net assets between funds - prior year	Unrestricted funds £	Designated funds £	Restricted funds £	Total Funds £
Tangible fixed assets	-	1,432,288	-	1,432,288
Current assets	248,235	-	271,196	519,431
Creditors due within one year	(183,000)	-	-	(183,000)
	65,235	1,432,288	271,196	1,768,719

13. DESIGNATED FUND - COVID - 19

Fund established in 2020 to allow the Synagogue to fund the additional costs expected to be incurred and the potential needs of the community relating to the Covid-19 pandemic. This fund was wholly utilised in 2021.

14. OTHER DESIGNATED FUNDS

The purpose of the Designated Fixed Asset Fund is to make proper provision for depreciation on existing fixed assets, and is calculated as the total net book value of fixed assets less the value of the capital loan.
The Designated Loan Interest Fund is intended to provide funds for the future servicing of the building loan.

15. UNRESTRICTED FUNDS

	Balance at 01.09.21 £	Amounts received £	Transfers £	Incoming/ Outgoing £	Balance at 31.08.22 £
General Reserves	65,235	-	-	(3,180)	62,055
Designated Fund - Covid - 19	-	-	-	-	-
	65,235	-	-	(3,180)	62,055
Designated Fund - Fixed Assets	1,432,288	-	711,928	-	2,144,216
Designated Loan Interest Fund	-	-	360,294	-	360,294
Total Unrestricted Funds	1,497,523	-	1,072,222	(3,180)	2,566,565

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2022

16. GRANTS PAYABLE IN FURTHERANCE OF THE CHARITY'S OBJECTS

Fund	Recipients (all institutional)	2022 £	2022 £
FRS Cares	1 amount of £1,000	1,000	
	2 amounts of £750	1,500	
	2 amounts of £500	1,000	
	1 amount of £401	401	
	1 amount of £250	250	
	1 amount of £175	175	
	1 amount of £70	70	4,396
High Holyday Appeal	1 amount of £3,000	3,000	
	2 amounts of £500	1,000	
	16 amounts of £200	3,200	
	1 amount of £180	180	
	9 amounts of £150	1,350	
	1 amount of £100	100	8,830
			13,226

17. RELATED PARTY TRANSACTIONS

	£
Salary paid to a Director as Head of Kindergarten	36,249
Salary paid to a Director as as Religion School Teacher	1,540
Salary paid to son of a Director as a Caretaker	115
Salary paid to daughter of a Director as a Religion School Helper	40
	37,944

	2022 £	2021 £
Total amount of donations received from related parties, including trustees	44,360	92,373

In addition to the above, Finchley Reform Synagogue is a founding member of the Shofar Daycare Nursery, and is entitled to a proportion of any declared distributions from the nursery. In the current financial year, an amount of £27,666 was received (2021: nil)

18. MEMBERS LIABILITY

The liability of every member is limited to an amount not exceeding £1

19. COMMITMENT

Other than the capital commitment, shown in note 10A, relating to the final payments estimated to be due to the contractor in respect of the construction contract, there are no other outstanding financial commitments.

20. CONTINGENT LIABILITIES

There are no Contingent Liabilities as at 31 August 2022

FINCHLEY REFORM SYNAGOGUE

England & Wales - Charity number 1137557

Accounts

FINCHLEY REFORM SYNAGOGUE
COMPANY LIMITED BY GUARANTEE
COMPANY NUMBER 7321494
CHARITY NUMBER 1137557

DIRECTORS REPORT
AND FINANCIAL STATEMENTS
31 AUGUST 2021

NYMAN LIBSON PAUL
CHARTERED ACCOUNTANTS AND STATUTORY AUDITORS
REGINA HOUSE
124 FINCHLEY ROAD
LONDON
NW3 5JS

FINCHLEY REFORM SYNAGOGUE

LEGAL AND ADMINISTRATIVE DETAILS

DATE OF INCORPORATION	21 July 2010		
COMPANY NUMBER	7321494		
CHARITY NUMBER	1137557		
DIRECTORS			
	Roger Barden		
	Melanie Bruck		
Treasurer (to 18.3.21)	Marty Dropkin	Resigned	18 March 2021
	Candice Gubbay	Resigned	18 March 2021
	Nicole Hay-Carter		
Chair	Robert Humphreys		
Chair of Ritual Committee	Benjamin Langleben		
	Avi Marco		
Vice Chair	Simon Morris		
	Shulamit Morris-Evans	Appointed	18 March 2021
	Ben Noah		
	Jennifer Nuni		
	Michael Salida		
	Max Stainton-Parfitt		
Treasurer (from 18.3.21)	Keith Sussman	Appointed	18 March 2021
	Nicole Valens		
	Emma Wohl		
Honorary Secretary	Michael Salida		
PRINCIPAL ADDRESS	101 Fallow Court Avenue, London, N12 0BE		
BANKERS	NatWest Bank, 30 Clarendon Road, Watford, WD17 1GQ		
AUDITORS	Nyman Libson Paul, Regina House, 124 Finchley Road, London NW3 5JS		

FINCHLEY REFORM SYNAGOGUE

DIRECTORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2021

The Directors have pleasure in presenting their report together with the audited financial statements of the Charity for the 12 months to 31 August 2021. The financial statements are in accordance with current statutory requirements, the Memorandum and Articles of Association of the Charity and the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2015) and the Companies Act 2006.

This directors' report consolidates within it the strategic report and the trustees' report.

INCORPORATION, MEMORANDUM AND ARTICLES

The Synagogue was incorporated as a charitable company limited by guarantee on 21 July 2010 when new Memorandum and Articles of Association were adopted. The assets and liabilities, contracts and ongoing operations of the predecessor unincorporated charity, of the same name, registered number 1057053, were transferred to the new charitable company on 1 October 2010 and accordingly the then existing unincorporated charity became inactive from that date.

Finchley Reform Synagogue, known in Hebrew as Kehillah Kadosha Etz Chaim, was constituted under a deed of trust established in 1960 and is a registered charity No. 1137557. The principal objects of the Synagogue remain the practice, promotion, development and advancement of Judaism in the spheres of public worship, religious, educational, social, cultural and charitable activities.

AUDITORS

A resolution will be proposed at the Annual General Meeting to re-appoint Nyman Libson Paul as auditors.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Synagogue's governing document is its Memorandum and Articles of Association, which are reviewed periodically. The Directors of the Synagogue are its Council Members - including the Honorary Officers - who are elected annually by the membership in open meeting. The Directors are also Trustees of the Charity.

There is also provision for up to five members to be co-opted to serve on Council until the subsequent Annual General Meeting. No person may serve as just an ordinary Member of Council for more than six consecutive years. No Honorary Officer may serve in the same office for more than four consecutive years and no person (other than a retiring chairperson) may be a member of Council in any capacity for more than twelve consecutive years. Council will normally seek nominations for new Directors from those members who have specific relevant skills (for example financial, educational or spiritual), who are already active in the community or who represent particular interest groups from within the membership.

The Directors normally meet eleven times a year (a minimum of eight meetings is specified by the Memorandum and Articles of Association) and there are Sub-committees and Groups that report to the Council, which then approves their activities. The main Sub-committees and Groups are:

Ritual: The committee, comprising wardens, regular congregants, and clergy, develops ideas to further enrich engagement in religious services and related activities. The committee meets at least twice a year, to review major religious festivals, initiatives, and ritual issues raised by the community.

Youth and Education: this committee deals with the provision of religious schooling and youth activities for children of members, through to B'nei Mitzvah age and beyond.

Kindergarten Management Committee: oversees the operational and strategic development of the kindergarten

Chesed (Community Services): this encompasses other community-based activities including co-ordinating the community's response to members in need.

Finance: this meets to review the financial affairs of the Synagogue.

In addition to these and other committees and groups, the Synagogue employs administrative staff who, under the direction of the Synagogue's Executive Director, are responsible for the day-to-day management of the building, financial control and recordkeeping, the co-ordination of activities between the various groups and the management and administration on behalf of the clergy team. The Executive Director and the office staff are available to respond to queries which are often of a sensitive nature, including life cycle events and bereavements. Council, taking appropriate external advice where necessary, makes all significant operational decisions.

The Memorandum and Articles of Association of the Synagogue require certain key decisions to be approved by the membership in general meeting, including the appointment and/or termination of the employment of the Principal Rabbi, the purchase or sale of freehold property and the taking out of large loans.

The Synagogue Council undertakes periodic reviews of its governance arrangements by reference to the Charities Governance Code.

EXTERNAL AFFILIATIONS

The Memorandum and Articles of Association provide that the Synagogue shall be a member of Reform Judaism (previously the Movement for Reform Judaism), for which membership affiliation fees are payable which are calculated according to a formula related to a percentage of the previous year's subscription income.

One of the benefits of membership of a synagogue is the availability of a burial plan, and a proportion of members' subscriptions are specifically levied in this respect: these amounts are paid by the Synagogue to the Jewish Joint Burial Society, which in most cases is then solely responsible for the provision of such burial services.

The Synagogue is also entitled to representation at the Board of Deputies of British Jews, for which a charge is levied based on the number of members.

REVIEW OF ACTIVITIES AND PLANS FOR THE FUTURE

Chair's review of the year

The year has been dominated by two major influences, namely the extended Covid pandemic, and the progress on constructing our new Synagogue building.

We began the financial year at a time when it appeared that worst of the Covid pandemic was over, and our planning was for a gradual resumption of in-person services and activities. However, it rapidly became clear that a further wave of restrictions would be necessary, and accordingly we made the decision to continue with a predominantly virtual mode of operation.

We celebrated the High Holy Days at our usual venue, the Stone X stadium, using a creative and inspirational drive-in format, attended by over 200 cars filled with members and visitors. This format was so successful that we repeated it a few months later at Chanukah, although the contrast in weather in between the two festivals couldn't have been more extreme!

Our Kindergarten remained fully open throughout the year, thanks to Emma Wohl and her amazing team, always adopting best practice and being remarkably Covid-free for most of the period.

Thankfully very few of our staff needed to be put on furlough during the year, nevertheless we are grateful for the modest amount of funding which was secured through the government job retention scheme.

As we progressed towards Spring, we cautiously began to experiment with in-person services, conducted in the garden in Rubens House. For those attending, it was incredibly welcome, both spiritually and in terms of community feeling. In parallel, our Youth and Education team recommenced their in-person programmes.

Remote working remained the norm for our professional team, who, under the leadership of our new Executive Director, are trialing new hybrid ways of working for the next phase of the recovery from the pandemic.

Financially, we had budgeted for a break-even result for the year Given that the Covid-related challenges persisted for much longer than expected, we are very pleased to have finished the year with a very small deficit.

Turning now to the building project, the progress in a relatively short time has been nothing short of astounding. At the beginning of the year, we were still in discussion with McLaughlin & Harvey, to develop a proposal which was within our budget. By October we had secured the wholehearted support of the community, and signed a pre-contract agreement, which allowed us to move ahead quickly and begin to plan for the construction stage.

By January we had agreement from the Charity Bank to our loan application, which was finally signed in April, as on-site construction commenced.

Fundraising continued during all these negotiations, resulting in over £3.15m being pledged and we continue to look for sponsorship of particular items not included in the main contract, for example the chairs, and equipment for the Kindergarten and Youth and Education.

Our relocation to Rubens House took place 6 months later than originally expected, with the Kindergarten re-opening in their temporary home for the January term, and the office keeping a core level of staff present to support operations.

The final hiccup in the process was something completely outside our control - the delay in receiving a demolition licence from to Natural England, because of bats roosting within the building.

Since the licence was granted, the contractors have not lost a moment, and progress has been incredibly fast. Completion is due by the end of March, which means we will be occupying our amazing

new synagogue in time for Pesach. We are also planning a formal opening over the weekend during Shavuot.

My thanks, and those of the community, are due to the large number of members and friends of the community who have carried the torch for this project for many years, and who have devoted huge amounts of time to ensure its success. In addition, thanks are due to all the members and others who have shown wonderful generosity in their financial support - it is gratifying that we have had donations from such a high proportion of the community, which bodes well for the future of FRS.

Finally, I would like to thank our wonderful clergy team, who have held the community with love, compassion and creativity during this very difficult period, and also our professional team who have kept us on the tracks throughout. And we were delighted when Sam Clifford joined us as our new Executive Director in March 2021, and I know we will benefit enormously from her experience and skills in the coming months and years.

Ritual

Structure, Governance and Management

The committee comprising wardens, regular congregants and clergy, develops ideas to further enrich engagement in religious services and related activities. The committee typically meets twice a year to review major religious festivals, initiatives, and ritual issues raised by the community. Over the past year we have adopted a more fluid approach in order to react to the latest implications of the Covid-19 pandemic.

Achievement of Objectives and Review of Activities

The Covid-19 pandemic has continued to challenge. We resumed in person services when allowed, with suitable precautions, while continuing to include congregants joining online. Catering to both within a single service has its challenges, and this is something we are continuing to look at given the on-going situation and a number of congregants who have found us online but would struggle to attend services in person.

For the 2021 High Holidays, we were able to return to our familiar location but with a new name and a fresh twist. The main services were conducted in the fresh air of the terraces of the StoneX Stadium, with service leaders and choir under gazebos on the pitch, and a big screen video link enabling mitzvot to be carried out from the stands and helping those without machzorim to follow the service. We owe a huge debt of gratitude to all those with the creativity to break the mould and do what few if any other communities dared, and to those who gave countless hours of their time to make the dream a reality.

אֲנִי וְאַתָּה נְשַׁנֶּה אֶת הָעוֹלָם

Together we are changing the world.

Plans for the Future

The development of the new synagogue building is covered elsewhere in this report, but from a ritual perspective we are very much looking forward to being able to once more hold regular services in our permanent home.

Youth and Education

FRS Youth & Education has remained strong, as we have adapted ourselves to life in this phase of the pandemic.

Like other departments, logistics were stretched in the Autumn of 2020 as we moved physically out of our premises on Fallow Court Avenue and into our temporary home at Ruben's House. Being mid-pandemic, and having to down-size quite significantly, meant that a large chunk of time was spent sorting through all the Youth & Education resources, in order to ascertain what we would need in our temporary accommodation, what we would want upon our return to the new build, and what could be upcycled/repurposed/removed in order to make space. The team worked tirelessly to get this done and felt a real sense of accomplishment once it was completed.

Despite the difficulties and uncertainties of the pandemic, we were able to continue with our programming, though the first part of the reporting year was spent very much still online. Kochavim, our programme for primary-school-aged children, attempted some in-person teaching in the autumn, but with the onset of a second lockdown, it was sadly short-lived. Not to be deterred, the staff team quickly moved back online, where we stayed for the remainder of the winter and spring terms, coming back in person just for the last six weeks of the Summer term in June 2021. We were all thrilled to see the children in person again at that point!

One of our greater successes this year was to be able to complete the roll out Massuot, our new Bnei Mitzvah programme, despite the pandemic. Taking students on a journey from the start of Year 6 to the point of their Bnei Mitzvah, this entails relationship-building "Away Days" at the start of the academic year for our students in years 6, 7 and 8, followed by a varied programme for each year group. In Year 6 there are monthly off-site outings as part of their family learning curriculum, and those in years 7 and 8 take part in Community Life and Learning (CLL) sessions, in addition to Friday Group (our long-standing 1:1 peer mentoring programme) for the final 10 months leading up to the marking of their milestone. This unique element of the B'nei Mitzvah programme continues to thrive, with approximately 25 attendees and their 25 young helpers working one-to-one chevruta-style, with continued access to supervision and support, as they prepare for their personal B'nei Mitzvah celebration.

Hebrew classes continued and maintained a consistent approach to teaching across all ages. We are benefiting now from several years of consistency, as the Hebrew ability of those beginning at Friday Group is now significantly higher than it was a few years ago. Our thanks to Ravid Kochavi for her hard work in this area. Due to the pandemic, the decision was made not to begin the GCSE course in Modern Ivrit anew, though we do hope that it will be something we can begin again in the near future.

In terms of our numbers over this reporting year, stability has been the name of the game in terms of membership (85 on roll at Kochavim, 120 at Massuot), though we inevitably have seen a lower rate of participation as activities have been more challenging to engage with during the pandemic. Having said that, the year 6 outings enjoyed around 75% attendance, and the year 7 cohort was notably engaged in their online CLL sessions, achieving 85% attendance. Year 8 attendance should be measured in a different way this year, as, due to the change over from TAP to Massuot, they were not offered the standard Massuot programme, but more focus was placed on them receiving one to one help with Mitzvah Projects and Bnei Mitzvah preparations. We were delighted that the vast majority of them chose to find a way to celebrate the Bnei Mitzvah, despite the challenges of the pandemic, and they should be commended for their true resilience throughout.

Youth leadership has maintained strength throughout another challenging year. Youth Council continued to meet regularly and to share their thoughts and insights with our youth workers, thereby helping to shape their programmes. The Hadracha (youth leadership) programme maintained its pull, and we were able to train another 17 young leaders through this bespoke course. Sadly, once again, the pandemic meant that they were unable to go ahead with their residential weekend at the end of their course.

Summer Scheme went ahead in person and was run jointly with North Western Reform Synagogue (Alyth) for the first time. Holding this 4-day camp on the neutral territory of the Sternberg Centre worked well, and was quickly booked up to capacity, proving (in case of doubt) that everyone had truly missed the opportunities that in-person activities provide for connection and relationship-building.

While the majority of the Youth & Education team has remained constant, our part time youth worker role has seen some changes. We employed two part-time youth workers on a temporary basis over the summer to get us through the busy summer months and to prepare for the Chaggim. We were then joined by Joel Stokes, a PhD student, from September, who took on the part-time youth worker role and really has been an asset to the team. The team continues to comprise Karen Bloom, Director of Education, the Youth & Education administrator, the Hebrew co-ordinator, a full-time youth worker and a part-time youth worker, and as of November 2021 we have extended the team to include a (part time) Youth Educator role.

In addition to our in-house work, we are privileged to continue to support the work of the Summer Hype team. Their report is below:

This year we took 31 young people away for a week-long residential programme. Our participants were split into a leadership training camp for young people who had just finished Year 11 and another camp for young people who had just finished Year 8. Of the 16 participants who were training to be leaders, 2/3rds have been coming on Summer Hype for the last 6 years.

The leadership training camp was a great success. At the end of the week they planned and led engaging sessions for the younger participants. They were excellent role models and wrote some of the best sessions we have seen on Summer Hype. We were incredibly proud to watch them develop into young leaders and we are looking forward to having them back on camp as junior leaders next year. The year 8 camp also went well, with participants taking part in a wide range of activities from small group discussions to zip lining. Our young people spoke about how Summer Hype has helped increase their confidence, build friendships, and express themselves.

Summer Hype was made possible by funding from the Angus Lawson Memorial Trust (£3000) as well as the Champions for Children matched funding campaign, where the Childhood Trust and pledge donors matched £4000 in online donations from individual supporters.

In closing, despite the challenges of another year of Covid-19, Karen Bloom, has continued to feel pride in the achievements of the Youth & Education team. The dedication of the professional staff, the Kochavim teachers, and our young madrichimot, is extraordinary in these challenging times. They are a phenomenal group of people, and it is a pleasure to see them through the challenges and to experience the joys of success and growth with each of them.

Kindergarten

At the start of the academic year, we were able to welcome back our two year olds to the setting along with five new starters in the Chicks and Cygnets class and three new starters in the Swans class, bringing

the total number of children in the Autumn Term to 23, the same as in the previous year. By the Summer Term of that year, we had 27 children on roll.

The staffing team remained stable, but with continued guidance around 'bubbles', the Headteacher made the decision to keep the classes separated throughout the day, essentially running two nurseries in parallel. This decision led to increased staffing costs, but the Kindergarten remained Covid-free throughout the year, minimising disruption and eradicating the need for additional supply cover costs. Having this clear structure, also supported both the children and teachers during this time of change and uncertainty and helped to alleviate the additional stresses and anxieties of working in the early years sector during this time.

The pandemic continued to have a negative impact on enrolment, with many families finding their working patterns changing, making it difficult to plan too far in advance. The other factor affecting enrolment was the relocation of the Kindergarten which took place at the end of the Autumn Term '20.

Following guidance from Ofsted, the Headteacher made an application to add an additional setting to our current registration. She involved Barnet's Early Years Standards team in the process, with the result being that Ofsted chose not to visit the site, as they were confident that processes and procedures had been satisfactorily managed. The additional setting registration was granted on the 3rd December '20, with the move taking place a couple of weeks later.

The Kindergarten re-opened in their new home in Rubens House in January 2021 with the children skipping in enthusiastically. Over the coming weeks and months, the Headteacher and staff team created an outstanding learning environment using the additional space which the building afforded them in innovative new ways.

Community

Winter and Christmas Shelter

Finchley Reform Synagogue has been heavily involved with the Together in Barnet Night Shelter for many years. Together in Barnet works in partnership with Homeless Action in Barnet and has been offering emergency shelter for people experiencing homelessness since 2003.

The shelter has been granted funds for the homeless guests to be put up in a hotel in Golders Green until March 2022.

In the past each shelter provider, usually churches and synagogues would be responsible for one day a week, over a 10-12 week period where they would coordinate a meal - because of Covid the institutions have worked much closer together and because of this FRS has managed to take on two cycles instead of one.

Also because of Covid, people haven't been allowed to cook in their temporary accommodation and so FRS has sponsored meals for the guests to provide food or deliveries.

The Together Plan (in association with the FRS Belarus Project)

What started as a twinning in 2009 and then changed to the FRS Belarus Project in 2011 led the way to the establishment of The Together Plan Charity in 2013. The work that was started then, and today continues, has ensured that an isolated and all but abandoned Jewish community in Polotsk in the north of Belarus, has been able to exist, develop and connect to the wider world. The uniqueness of the project is that the community there, has been given the opportunity to take the lead in how it operates, what programmes it

runs and take responsibility for how it wants to grow. This approach to Jewish community is rare in the former Soviet Union today and was not simple to initiate by any means. Young Jewish adults from FRS played a key role in helping to change the mentality and show the way. Many of those young adults who first travelled to Belarus are now young professionals and remain connected and involved in the developments.

The Together Plan is today a member of the AEPJ, the European Association for the Preservation and Promotion of Jewish Heritage and Culture, based in Barcelona. The AEPJ are the coordinating body managing the *European Route of Jewish Heritage* – a certified cultural route of the Council of Europe. As part of this route, The Together Plan is leading the management and building of a Jewish Cultural Heritage Trail in Belarus and community members and people across the Belarus society are being encouraged to participate and play an active role in the programme. In Polotsk, the Jewish community there are playing a key role and members of all ages are exploring the Jewish story of the town; helping to identify the buildings with Jewish Provenance, locate where the 23 synagogues once stood, discover the Jews of repute and tell the story of the destruction of the community between 1941 and 1943. This in itself is a powerful community project in its own right.

In September 2020, the Polotsk Jewish Community created a two day event inviting local residents of Polotsk to explore the Jewish Culture and Heritage of Polotsk. This was part of the European Days of Jewish Culture a festival that takes place across Europe. The members of the Polotsk Jewish Community made and shared typical Jewish food, they appeared in traditional historic Jewish costume, gave a presentation and played Klezmer music. Members of the community today are enjoying the sense of self-determination and feeling of trust that they never had, prior to the FRS Belarus Project being established. It is with grateful thanks to the FRS Community that these changes have been possible in one of the most neglected and troubled countries in Europe.

Community programming

Moss Hall School Project: during the 2020 Christmas holidays, FRS partnered with Moss Hall School to support a number of its families who are vulnerable or under financial stress over the winter holiday period. We arranged for 30 families to be paired up with an FRS volunteer, in order to deliver two weekly grocery shops to the family over the holiday. The project was hugely successful and much appreciated by the recipient families.

Community publications: We produced two editions of Tree of Life at the High Holy Days 2020 and Pesach 2021 - edited by Susan Reuben and supported by an editorial team of lay leaders. In addition our "puzzle" calendar was a great success, with thanks to Suzi Philip and Ben Langleben.

Writing Our Stories: The memoir writing workshop run by Michele Simmons and Barbara Elton met monthly, making a smooth transition online. It has a core group of passionate and engaged participants, and is proving an important space to share and interact as well as to write.

Jewish at Twoish: *this popular programme was absorbed back into Finchley Social and Cultural under the leadership of John Kay, Ruth Young and Ruth Wildish. Some of the programme was able to be brought back into the building, while other events remained on line.*

Elevenses: Since lockdown, the FRS Zoom has been open from 11am-12pm every weekday for community members to meet, connect and chat. At first a member of our clergy was present every day, but subsequently, once the crisis began to feel less acute, this was reduced to twice a week. The Elevenses attendees have become a really cohesive group, discussing many topics of importance both to FRS life and beyond it, and feeding these back to the professional team.

Taste of Torah: *a monthly shiur taking place on Thursday afternoons, led by a selection of rabbis and lay leaders.*

Chesed

Chesed works closely with the clergy team in responding or identifying members who would like a little extra help. In the first half of the year, the Chesed committee continued to work online and by telephone, only visiting people within the government guidelines. As lockdown eased, we were asked to transport people to hospital, cook for them, take them to the shops or to their family. Several of the people we used to help had unfortunately become weaker and were in residential or nursing care or had died. There were fewer people who asked for this physical help but other organisations such as the North London Hospice asked for transport for their clients. The requests that came in were more for those who needed support from the Wellbeing Group made up volunteers who are mental health professionals or social workers. Singing for Memory continued to take place on zoom as it was felt that our temporary home was unsuitable for these programmes. There were several online events organised by the Mental Health Well-being group including a Speed chat social event: an evening for parents supporting their children through lockdown as well as 3 understanding dementia sessions

As lockdown eased in the summer, Social and Cultural resumed their twice monthly meetings in person when they could, and Bridge Club re-started. The Autism group which had been monthly on zoom met in person from September 2021. New younger volunteers have joined us particularly able to drive people which is very helpful but overall demand from our membership is down as it is much more common for people to have shopping delivered and their children and neighbours where appropriate have become much more helpful.

During the year, our Adult Safeguarding Policy has been reviewed and revised and volunteers are appraised of what to do when they have any concerns.

Tzedakah Group

The Tzedakah Group normally receives 10% of the donations to the High Holy Day Appeal plus other sums specifically allocated by members. However, beginning in 2020, we have applied the the bulk of monies raised to the 8th Rung Project (see below) and accordingly a fixed contribution of £4,000 was made to the Tzedakah Fund out of the funds raised during the 2020 High Holy Day Appeal.

High Holy Day Appeal

Beginning with the 2020 High Holy Days, we have adopted a new three-year strategy for our Appeal. Instead of supporting a number of external charities, we will be focusing our efforts on a new programme to help homeless people in Barnet, which is called the "8th Rung Project", which is overseen by a group of lay leaders. During 2021, the focus for the group has been on recruiting a case worker.

FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31 August 2021 is set out on page 18 of the accounts and shows a net operating deficit from operations before reserves movements of £52,328 (2020: £1,984). Following utilization of the Covid-19 designated fund established in the previous year, the overall impact on general reserves is a deficit of £1,009 (2020: £2,984), and general reserves now stand at £65,235 (2020: £94,774).

During the year, the Charity commenced building work in relation to the new synagogue building. A further £1.4 million of donations has been received over and above funds raised in the previous year. Accordingly, a transfer from the restricted Building Fund to a designated building fund of £1.33 million was made during the year. The restricted building fund stands at £176,053 (2020: £377,428) and this together with other funds led to a total restricted fund balance at 31 August 2021 of £271,196 (2020: £461,686).

Designated funds now include the new fixed asset fund which stands at £1,432,288 - this is intended to cover the costs associated with the development of the new synagogue at Fallow Court Avenue.

The movements in the restricted funds are shown in note 11 to the accounts and movements on unrestricted funds are analysed in note 15. As explained above, the Charity has adopted a proactive approach to managing its financial position and has adopted a budget for 2021/22 which anticipates small operating deficit for the year ahead on regular activities, although the considerable costs of the High Holy Day services 2021 are expected to put some pressure on the overall out-turn. Council will be monitoring the financial position carefully and adjusting our spending plans in order to be as close as possible to the budgeted result.

INVESTMENT POLICY

There are no restrictions on the Synagogue's powers to invest. The Trustees operate a low risk strategy with respect to investments, which necessarily results in low interest income. The unrestricted and restricted funds may be invested in any type of investment.

RESERVES POLICY

It is the policy of the Synagogue to maintain our unrestricted funds, which are the free reserves of the Synagogue, at a level which is adequate to keep the Synagogue solvent. In conjunction with the subscriptions and other incoming resources, this provides sufficient funds to cover the administrative and support costs of the Synagogue.

As identified in note 15, the unrestricted general funds are £65,235, a reduction of £1,009 in the year. In addition, the unrestricted Covid-19 reserve of £28,530 has been wholly utilized during the year.

It is also our policy to hold a designated fixed asset reserve to equal the net book value of tangible fixed assets, and thus to provide for future depreciation. The opening balance of £120,479 was written off in the year, reflecting the demolition of our previous buildings, and the expenditure on the capital elements of the new building are being transferred to this fund, the balance of which stood at £1,432,288 at the end of the year.

Council believes that the current level of general reserves is just sufficient at this time, however, we would like to increase the level of these funds in the next few years, recognizing the need for us to service the Charity Bank mortgage.

The restricted funds are funds donated to the Synagogue for expenditure of a specific purpose or nature and are described in detail in note 11 of the accounts. Sufficient funds are held in an appropriate form to enable the funds to be applied for the purpose for which they were established.

GRANT MAKING POLICY

The Synagogue pursues its charitable giving through a number of programmes but mainly through the High Holy Day Appeal and the Charity Committee, which disburses the net income generated by a number of fund-raising activities during the year. With the exception of minor disbursements in the case of need, our policy is to make grants only out of donations received and only to registered charities, whether in the UK or overseas.

The Synagogue normally adopts a policy of supporting a small number of charities over a three-year period, allowing FRS to build up a better understanding of each charity's needs than would otherwise be the case when one-off donations are made. However for the time being, Council has agreed to focus its support on one main FRS initiative, the "8th Rung Project" which aims to make a sustainable difference to the lives of homeless people in Barnet, as well as continuing to give a modest annual grant to the Belarus Project.

Additionally, the Synagogue continues to support other charities with smaller donations managed by a dedicated group of members.

Details of all grants made during the year are shown in note 16 of the accounts.

FUNDRAISING POLICY

The charity is committed to best practice, as outlined by the Fundraising Regulator, in its approach to fundraising and closely monitors its activities in this area, ensuring that vulnerable members are protected. No professional fundraisers are used to approach members or other individuals for donations.

RISK MANAGEMENT

The directors have examined the major strategic, business and operational risks which the Synagogue faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to mitigate risks as appropriate.

The principal risks identified in our risk register include:

Risk	**Mitigation**
Strategic: the risk of not succeeding in remaining relevant in the lives of our members and the wider community, and of responding to external and demographic changes.	Our strategic plan (the "Community Action Plan") is updated periodically and reviewed by Council.
Financial: The risk of failing to retain sufficient reserves to maintain our financial sustainability, especially as we progress with the Synagogue rebuilding project.	Income and expenditure is managed by reference to an annual budget, approved by Council, which aims to maintain reserves at a satisfactory level. The budget for the rebuilding project is separate from the Synagogue's operational budget and is subject to a specific risk register and control process.

Operational: Risks associated with safeguarding, health and safety and security.	Training on safeguarding, IT security and health and safety is given to all staff and lay members as required. We work closely with the Community Security Trust (CST) in all matters relating to physical security.

POST BALANCE SHEET EVENTS

Other than described above, there are no post balance sheet events to disclose. At the time of writing, it is unclear whether the government will need to re-impose additional restrictions on our activities. We continue to monitor the situation carefully.

DIRECTORS' RESPONSIBILITIES IN RELATION TO THE ACCOUNTS

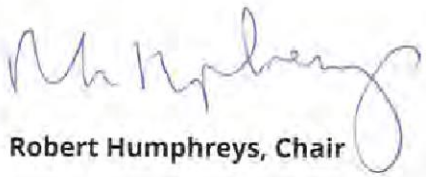
The directors are responsible for preparing the Directors' Report and financial statements in accordance with applicable laws and regulations. The law applicable in England & Wales requires the Board of Directors to prepare financial statements for each financial year in accordance with applicable Accounting Standards, which give a true and fair view of the company's financial activities during the year and of its financial position at the end of the financial year. In preparing those financial statements to give a true and fair view, the Board of Directors should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the accounts; and
- Prepare the accounts on a going concern basis, unless it is inappropriate to presume that the charity will continue to operate.

The Directors are also responsible for keeping proper accounting records, which disclose with reasonable accuracy the financial position of the company. These should enable them to ascertain the financial position of the company and to ensure that the financial statements comply with the requirements of applicable law and regulations. The Directors are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as the Directors are aware, at the time this report is approved, there is no relevant audit information of which the company's auditor is unaware and the Directors have taken all steps that they ought reasonably to have taken as directors, in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Approved by the Directors and signed on their behalf by:



Robert Humphreys, Chair

21 February 2022

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF FINCHLEY REFORM SYNAGOGUE

Opinion

We have audited the financial statements of Finchley Reform Synagogue (the 'charitable company') for the year ended 31 August 2021 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows, and the related notes, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2021 and of its incoming resources and application of resources, including its income and expenditure 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 Companies Act 2006 and the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Directors with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Directors are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing

so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' Report and from the requirement to prepare a Strategic Report.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement, the Directors (who are also the trustees of the charitable company) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the

basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charitable company and the industry in which it operates, and considered the risk of acts by the charitable company that were contrary to applicable laws and regulations, including fraud. We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focused on laws and regulations which could give rise to a material misstatement in the financial statements. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management. There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it. We did not identify any key audit matters relating to irregularities, including fraud. As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the Directors that represented a risk of material misstatement due to fraud. We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Jennifer Pope (Senior Statutory Auditor)
for and on behalf of

Nyman Libson Paul LLP
Chartered Accountants
Statutory Auditors
124 Finchley Road, London, NW3 5JS

Date: 21 February 2022

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2021

INCOME AND EXPENDITURE	Notes	Unrestricted Operations £	Designated £	Restricted £	Total Funds 2021 £	Unrestricted Operations £	Designated £	Restricted £	Total Funds 2020 £
INCOME AND ENDOWMENTS FROM									
Donations and legacies	2a	968,731		1,482,885	2,451,616	949,688		633,930	1,583,618
Other Trading Activities	2b	2,593		-	2,593	2,435		-	2,435
Investments		1,323		1	1,324	2,307		5	2,312
Charitable Activities	2c	185,328	10,773	-	196,101	187,015	28,530	-	215,545
TOTAL		1,157,975	10,773	1,482,886	2,651,634	1,141,445	28,530	633,935	1,803,910
EXPENDITURE ON									
Charitable activities	3, 5, 6, 11	1,210,303	-	332,128	1,542,431	1,143,429	-	301,384	1,444,813
Other	8, 15	-	17,423	-	17,423	-	7,671	-	7,671
TOTAL		1,210,303	17,423	332,128	1,559,854	1,143,429	7,671	301,384	1,452,484
NET INCOME/(EXPENDITURE)		(52,328)	(6,650)	1,150,758	1,091,780	(1,984)	20,859	332,551	351,426
Transfer between funds	11, 15	51,319	1,289,929	(1,341,248)	-	(1,000)	-	1,000	-
NET MOVEMENT IN FUNDS		(1,009)	1,283,279	(190,490)	1,091,780	(2,984)	20,859	333,551	351,426
Balance brought forward at beginning of year		66,244	149,009	461,686	676,939	69,228	128,150	128,135	325,513
Balance carried forward at end of year		65,235	1,432,288	271,196	1,768,719	66,244	149,009	461,686	676,939

The notes on pages 21 to 31 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2021

	Notes	31 August 2021		31 August 2020	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	8		1,432,288		108,463
Current Assets					
Debtors and prepayments	9	94,159		252,033	
Short term deposits		311,786		236,421	
Cash at bank and in hand		548,486		219,371	
		954,431		707,825	
Current Liabilities					
Amounts falling due within one year	10A	(183,000)		(139,349)	
Net Current Assets			771,431		568,476
			2,203,719		676,939
Long Term Liabilities					
Amounts falling due after one year	10B		(435,000)		-
Net Assets			1,768,719		676,939
Funds					
Restricted	11		271,196		461,686
Unrestricted	15		1,497,523		215,253
			1,768,719		676,939

Approved by the Board of Directors (The Synagogue Council) on 21st February 2021 and signed on its behalf by:

.....

Robert Humphreys – Chair

The notes on pages 21 to 31 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2021

	2021 £	2020 £
Cash flows from operating activities		
Net (expenditure)/income for the year as per the statement of financial act	1,091,780	351,426
Adjustment for:-		
Depreciation charges	17,423	7,671
Decrease/(increase) in debtors	157,874	(161,820)
(Decrease)/increase in creditors	43,651	(59,511)
Net cash (utilised)/generated in operating activities	1,310,728	137,766
Cash flows from investing activities		
Purchase of property, plant and equipment	(1,341,248)	-
Net cash (utilised)/generated in investing activities	(1,341,248)	-
Cash flows from financing activities		
Income from long term loans	435,000	-
Net cash generated from financing activities	435,000	-
Change in cash and cash equivalents in the year	404,480	137,766
Cash and cash equivalents brought forward	455,792	318,026
Cash and cash equivalents carried forward	860,272	455,792

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021

General information

Finchley Reform Synagogue is a charitable company limited by guarantee and is incorporated in England. The address of the registered office and its place of business is: 101 Fallow Court Avenue, London N12 0BE.

1.1 Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements 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.

Finchley Reform Synagogue 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 note.

1.2 Preparation of the financial statements on a going concern basis

The directors have reviewed the circumstances of the charity, taking account of the financial effects of the ongoing pandemic on its normal operations and on the current building project which is due to complete in early 2022. This latter project is being funded by community donations and a bank loan which will be fully drawn down during 2022. The directors consider that adequate resources will continue to be available both to fund the activities of the charity and to service the debt incurred for the foreseeable future. The directors consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.3 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Membership donations are included in the financial year to which they relate.

Kindergarten and Education fees are recognised in the term to which they relate.

Gift Aid claimable in relation to qualifying donations received is recognised at the time of the donation.

Legacy income is recognised on written confirmation from executors that the amounts are receivable.

Other income, including rental of the Synagogue hall, is accounted for on an accruals basis.

Grant income consists of grants from the government in relation to the Coronavirus Job Retention scheme. Government grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

1.4 Expenditure

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. The charity is not registered for VAT and accordingly expenditure includes any VAT which cannot be recovered and is included in the relevant costs in the statement of financial activities. Direct synagogue expenditure comprise the costs associated with attracting voluntary income, the costs of trading for fundraising purposes and those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Certain costs, primarily the cost of the rabbinic team, are allocated on the basis of an estimate of the time spent on each activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. These costs are allocated to the various activities based on the number of staff employed in each area.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 Fund accounting

Unrestricted funds are those that can be applied at the discretion of the Trustees for any of the charitable purposes permitted by the Constitution.

Unrestricted funds include the designated fixed assets fund as described in the Trustees' Report and Note 14.

Restricted funds represent donations or income for which the respective donors have imposed restrictions as to their use.

1.6 Pensions

The Synagogue operates a defined contribution pension scheme and also contributes to the personal pension schemes of certain employees. The pension charge in the financial statements represents the total contributions payable in respect of both types of scheme made by the Synagogue in respect of the period.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending upon a number of factors. In re-assessing the assets' lives, factors such as technological innovation, product life cycles and maintenance programs are taken into account.

Fixed assets are included at cost less accumulated depreciation. Individual capital additions below £1,500 are written off in the year.

The following principal annual rates of depreciation are employed:

		Depreciation charged against
Freehold buildings	- None	See note below
Synagogue Improvements	- 10% on cost	See note below
Kindergarten Extension	- 10% on cost	See note below
Vestments, furniture & books	- 15% on cost	Designated Fund - Fixed Assets
Office and sound system equipment	- 20/25% on cost	Designated Fund - Fixed Assets
Computers	- 25% on cost	Designated Fund - Fixed Assets

During the year, the freehold buildings (including synagogue improvements and kindergarten extension) were demolished in preparation for the construction of a new building on the land owned by the Synagogue. At this point, the carrying value of the building was treated as fully impaired and accordingly fully written off, leaving only a balance relating to the land element.

The construction of the new building is included in fixed assets as assets under construction and will be transferred into the relevant class of asset on completion at the date it is brought into use.

1.8 Taxation

The Synagogue is registered as a charity and is not liable to United Kingdom income or corporation tax on its income from charitable activities as they are applied wholly to charitable objectives.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.10 Loan Issue costs

Loan issue costs (including associated legal costs) are recognised at the settlement amount due and capitalised within the building under construction costs. These costs will be amortised when the building is complete at the same rate as the building.

1.11 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.12 Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.13 Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.14 Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

1.15 Accruals

The company makes an estimate of accruals at the year end based on invoices received after the year end and work undertaken which has not been invoiced based on quotations or estimates of amounts that may be due for payment.

2a DONATIONS AND LEGACIES

	2021	2020
Unrestricted funds	£	£
Membership donations	747,759	735,636
Income tax recoverable	162,834	159,651
Parental contributions to education costs	46,535	51,504
Donations	11,603	2,897
	968,731	949,688
Restricted funds		
Donations	1,482,885	633,930
	2,451,616	1,583,618

2b OTHER TRADING ACTIVITIES

	2021	2020
Unrestricted funds	£	£
Hire of hall	-	910
Synagogue magazine advertising	2,593	1,525
	2,593	2,435

2c CHARITABLE ACTIVITIES

	2021	2020
Unrestricted funds	£	£
Sale of High Holy Day tickets	-	6,285
Second Seder night	-	-
Marriages	4,948	2,360
Education fees - Kindergarten	170,040	150,760
Income from holiday schemes	10,340	27,610
	185,328	187,015
Designated funds		
Covid - 19 Fund	10,773	28,530
	196,101	215,545

3 CHARITABLE ACTIVITIES

	Staff Costs	Direct Costs	Support Costs	2021	2020
	£	£	£	£	£
Services & Festivals	259,195	42,259	100,050	401,504	381,644
Youth & education	134,435	15,070	96,009	245,514	255,510
Kindergarten	169,186	6,023	50,706	225,915	207,412
Community activity	-	20,080	65,892	85,972	64,151
Interest	-	-	-	-	-
	562,816	83,432	312,657	958,905	908,717

4 SUPPORT COSTS	Services & Festivals	Youth & Education	Kinder-garten	Community activities	Governance costs	Total 2021	Total 2020
Premises costs	£	£	£	£	£	£	£
Caretaking costs	15,239	15,239	15,239	2,540	2,541	50,798	39,922
Lighting, heating and rates	8,163	8,163	8,163	1,360	1,360	27,209	9,536
Repairs and maintenance	806	806	806	134	133	2,685	8,148
Cleaning costs	1,278	1,278	1,278	213	212	4,259	3,868
Office costs							
Administrative staff costs	50,783	50,783	10,157	50,783	40,625	203,131	161,200
Printing, postage & stationery	1,048	1,048	210	1,048	837	4,191	5,885
Telephone	1,145	1,145	-	1,145	383	3,818	5,748
Insurance	2,253	2,253	2,253	376	376	7,511	8,319
Interest paid	-	-	-	-	-	-	-
Bank charges	488	488	488	488	486	2,438	2,771
Equipment repairs and maintenance	5,060	5,060	5,060	843	845	16,868	13,423
Computer and website consultancy	4,957	4,957	4,957	826	827	16,524	16,123
Legal & professional fees: Building	-	-	-	-	-	-	-
Legal & professional fees: Other	-	-	-	-	2,732	2,732	2,659
Security	6,735	2,694	-	4,041	1	13,469	19,326
Other Items	2,095	2,095	2,095	2,095	1	8,381	2,978
	100,050	96,009	50,706	65,892	51,357	364,014	299,906

5. GOVERNANCE COSTS	Unrestricted Funds 2021	2020
	£	£
Trustee Indemnity Insurance	511	528
Audit	5,650	5,280
Allocated Support costs	51,357	42,173
	57,518	47,981

6. OTHER COSTS	Unrestricted Funds 2021	2020
	£	£
Reform Judaism	106,740	102,220
Jewish Joint Burial Society	68,394	66,138
Board of Deputies	18,746	18,374
	193,880	186,732

7. STAFF COSTS

	2021	2020
	£	£
Wages and Salaries	728,945	641,615
National Insurance	61,170	51,410
Pension Costs	47,827	36,535
	837,942	729,560

Wages and Salaries and NI costs are before reimbursement for 2 Kick Start Employees of £14,483 and £348 respectively

During the year the Charity received £10,773 (2020: £28,530) from the UK Government in connection with the Coronavirus Job Retention scheme

	2021	2020
	Full Time Equivalent Number of Employees	
Staff numbers (full time equivalents) were as follows:		
Spirituality	3.30	2.55
Education	2.60	3.50
Youth	1.40	1.45
Kindergarten	5.00	4.90
Administrative	7.30	5.50
	19.60	17.90

	2021	2020
The number of higher paid employees		
in the band £70,001-£80,000	-	2
in the band £80,001-£90,000	2	-
	2	2

	2021	2020
	£	£
Total employee benefits of key management personnel	128,804	129,363

No expenses were reimbursed to Trustees or persons connected with them.

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2021

8. TANGIBLE FIXED ASSETS

Cost	Freehold Land £	Building under Construction £	Synagogue, Youth Centre & Kindergarten Improvements £	Synagogue vestments furniture & books £	Office & Sound System Equipment £	Computers £	Total £
At 1 September 2020	109,615	-	339,529	34,084	35,066	40,786	559,080
Disposals	(18,575)	-	(339,529)	(34,084)	(35,066)	(40,786)	(468,040)
Additions	-	1,341,248	-	-	-	-	1,341,248
Total cost at 31 August 2021	91,040	1,341,248	-	-	-	-	1,432,288
Accumulated depreciation							
At 1 September 2020	18,575	-	325,014	34,084	32,158	40,786	450,617
Disposals	(18,575)	-	(339,529)	(34,084)	(35,066)	(40,786)	(468,040)
Charge for the period	-	-	14,515	-	2,908	-	17,423
Total depreciation at 31 August 2021	-	-	-	-	-	-	-
Net Book Values							
At 31 August 2021	91,040	1,341,248	-	-	-	-	1,432,288
At 31 August 2020	91,040	-	14,515	-	2,908	-	108,463

The outstanding capital commitment at 31 August 2021 was £3,350,000 (2020 - £Nil)

9. DEBTORS AND PREPAYMENTS comprise

	2021 £	2020 £
Income tax recoverable	61,338	223,000
Sundry debtors and prepayments	32,821	29,033
	94,159	252,033

10A. CURRENT LIABILITIES - Amounts falling due within one year:

	2021 £	2020 £
Board of Deputies levy	15,397	15,051
Kindergarten fees received in advance	12,699	17,447
PAYE and NIC for August	15,752	15,106
Audit Fee	5,750	5,500
Pension Contributions	12,640	5,502
Rabbinic Costs	13,325	13,227
JJBS Over-Age Payments	10,460	2,412
Trade Creditors	14,220	7,233
Other creditors and accruals	82,757	57,871
	183,000	139,349

10B. CURRENT LIABILITIES - Amounts falling due after one year:

Bank Loan	435,000	-

An agreement was signed on 12 April 2021 with The Charity Bank for a long term loan to fund part of the synagogue rebuilding project. The loan is secured on the assets of the synagogue and is for a maximum term of 25 years, with interest charged at an initial rate of 3.5% over the Bank of England base rate during the contract period, reducing to 2.5% over the Bank of England Base Rate after practical completion.

11. RESTRICTED FUNDS

These are analysed as follows:	Balance at 01.09.20 £	Interest accrued £	Donations received £	Transfers £	Disbursed during year £	Balance at 31.08.21 £
Building Fund	377,428	-	1,424,104	(1,341,248)	(284,231)	176,053
Community Engagement Fund	10,053	-	-	-	-	10,053
Czech Scroll Trust Fund	564	-	86	-	-	650
Eighth Rung	2,675	-	2,310	33,061	(34)	38,012
FRS Cares Fund	15,937	-	541	-	(3,529)	12,949
High Holyday Appeal Fund	1,806	1	41,093	(33,061)	(8,650)	1,189
Inter-Faith Fund	6,067	-	859	-	(5,726)	1,200
Jack Petchey Award Fund	3,064	-	2,250	-	-	5,314
Singing for the Memory Fund	2,334	-	4,471	-	(4,400)	2,405
Summer Hype	12,573	-	7,071	-	(10,733)	8,911
Youth and Education Victoria Fund	25,661	-	-	-	(14,825)	10,836
Youth Group Fund	3,524	-	100	-	-	3,624
	461,686	1	1,482,885	(1,341,248)	(332,128)	271,196

All the Disbursements totalling £332,128 were for Charitable Activities

Details relating to restricted funds spending or holding over £2,000	Sources of funds	Restrictions of funds	Assets of funds
Building Fund	Events and donations	Improvement of building	FRS bank account
Community Engagement Fund	Donations	Involving marginalised Jews and non Jews	FRS bank account
Eighth Rung	Donations	Long term project focussing on the needs of the homeless in Barnet	FRS bank account
FRS Cares Fund	Donations	Grants and subsidies to members	FRS bank account
High Holyday Appeal Fund	High holyday appeal	Charitable donations	HHD Appeal bank
Inter-Faith Fund	Grants and donations	Development of interfaith connections and understanding	FRS bank account
Jack Petchey Award Fund	Grants	Development of youth resources and facilities	FRS bank account
Singing for the Memory Fund	Donations	Helping people with dementia through singing	FRS bank account
Summer Hype	Grants and donations	Summer Camp for disadvantaged children	FRS bank account
Youth and Education Victoria Fund	Grants and donations	Facilitating Jewish life for FRS youth	FRS bank account
Youth Group Fund	Grants and donations	Facilitating Jewish life for FRS youth	FRS bank account

Details of transfers between unrestricted and restricted funds:

The Transfer of £1,341,248 from the Building Fund was for the costs incurred during the year for the building under construction at 101 Fallow Court Avenue

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible fixed assets		1,432,288		1,432,288
Current assets	248,235	-	271,196	519,431
Creditors due within one year	(183,000)			(183,000)
	65,235	1,432,288	271,196	1,768,719

Analysis of net assets between funds - prior year	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible fixed assets		108,463		108,463
Current assets	205,593	40,546	461,686	707,825
Creditors due within one year	(139,349)			(139,349)
	66,244	149,009	461,686	676,939

13. DESIGNATED FUND - COVID - 19

Fund established in 2020 to allow the Synagogue to fund the additional costs expected to be incurred and the potential needs of the community relating to the Covid-19 pandemic. This Fund was wholly utilised in 2021.

14. DESIGNATED FUND - FIXED ASSETS

The purpose of this fund is to make proper provision for depreciation on existing fixed assets.

15. UNRESTRICTED FUNDS	Balance at 01.09.20	Amounts received	Transfers	Incoming/ Outgoing	Balance at 31.08.21
	£	£	£	£	£
General Reserves	66,244	-	51,319	(52,328)	65,235
Designated Fund - Covid - 19	28,530	10,773	(39,303)	-	-
	94,774	10,773	12,016	(52,328)	65,235
Designated Fund - Fixed Assets	120,479	-	1,329,232	(17,423)	1,432,288
Total Unrestricted Funds	215,253	10,773	1,341,248	(69,751)	1,497,523

The amount disbursed from the Designated Fund - Fixed Assets of £17,423 relates to the writing off of the 1.9.20 Net Book Values of £960 for the Photocopier and Sound System, £6,000 for the Synagogue Improvements, £8,515 for the Kindergarten Improvements and £1,948 for Office Equipment as a result of the move from 101 Fallow Court Avenue.

16. GRANTS PAYABLE IN FURTHERANCE OF THE CHARITY'S OBJECTS

Fund	Recipients (all Institutional)	2021 £	2021 £
FRS Cares	1 amount of £1,200	1,200	
	1 amount of £960	960	
	1 amount of £600	600	
	1 amount of £500	500	
	1 amount of £269	269	3,529
High Holyday Appeal	1 amount of £2,000	2,000	
	1 amount of £500	500	
	2 amounts of £250	500	
	23 amounts of £200	4,600	
	7 amounts of £150	1,050	8,650
			12,179

17. RELATED PARTY TRANSACTIONS

	£
Salary paid to a Director as Head of Kindergarten	35,834
Salary paid to a Director as as Religion School Teacher	325
Salary paid to son of a Director as a Caretaker	24
Salary paid to daughter of a Director as a Religion School Helper	23
Salary paid to two daughters of a Director as Religion School helpers	20
	36,226

	2021 £	2020 £
Total amount of donations received from related parties, including trustees	92,373	4,244

18. MEMBERS LIABILITY

The liability of every member is limited to an amount not exceeding £1

19. COMMITMENT

On 22 November 2019, a lease was concluded between FRS and Jewish Care, providing for the occupation of Rubens House as a temporary location for the synagogue during the period of construction of our new building. The lease termination date is 22 February 2022, subject to notice being given by FRS for earlier termination. Taking into account the notice period specified within the lease, the maximum financial commitment under the lease is approximately £50,000.

20. CONTINGENT LIABILITY

There are no Contingent Liabilities as at 31 August 2021

FINCHLEY REFORM SYNAGOGUE

England & Wales - Charity number 1137557

Accounts

FINCHLEY REFORM SYNAGOGUE
COMPANY LIMITED BY GUARANTEE
COMPANY NUMBER 7321494
CHARITY NUMBER 1137557

DIRECTORS REPORT
AND FINANCIAL STATEMENTS
31 AUGUST 2020

NYMAN LIBSON PAUL
CHARTERED ACCOUNTANTS AND STATUTORY AUDITORS
REGINA HOUSE
124 FINCHLEY ROAD
LONDON
NW3 5JS

FINCHLEY REFORM SYNAGOGUE

LEGAL AND ADMINISTRATIVE DETAILS

DATE OF INCORPORATION	21 July 2010		
COMPANY NUMBER	7321494		
CHARITY NUMBER	1137557		
DIRECTORS			
	Roger Barden		
	Sara Ben-Susan	Resigned	26 March 2020
	Melanie Bruck	Appointed	26 March 2020
Treasurer	Martin Dropkin		
	Candice Gubbay		
	Nicole Hay-Carter	Appointed	26 March 2020
Chair	Robert Humphreys		
Chair of Ritual Committee	Benjamin Langleben		
	Avi Marco		
Vice Chair	Simon Morris		
	Ben Noah		
	Jennifer Nuni		
	Michael Salida		
	Max Stainton-Parfitt	Appointed	26 March 2020
	Robert Stitcher	Resigned	26 March 2020
	Nicole Valens	Appointed	26 March 2020
	Emma Wohl		
Company Secretary	Michael Salida		
PRINCIPAL ADDRESS	101 Fallow Court Avenue, London, N12 0BE		
BANKERS	NatWest Bank, 30 Clarendon Road, Watford, WD17 1GQ		
AUDITORS	Nyman Libson Paul, Regina House, 124 Finchley Road, London NW3 5JS		

FINCHLEY REFORM SYNAGOGUE

DIRECTORS' REPORT FOR THE YEAR ENDED 31 AUGUST 2020

The Directors have pleasure in presenting their report together with the audited financial statements of the Charity for the 12 months to 31 August 2020. The financial statements are in accordance with current statutory requirements, the Memorandum and Articles of Association of the Charity and the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP 2015) and the Companies Act 2006.

This directors' report consolidates within it the strategic report and the trustees' report.

INCORPORATION, MEMORANDUM AND ARTICLES

The Synagogue was incorporated as a charitable company limited by guarantee on 21 July 2010 when new Memorandum and Articles of Association were adopted. The assets and liabilities, contracts and ongoing operations of the predecessor unincorporated charity, of the same name, registered number 1057053, were transferred to the new charitable company on 1 October 2010 and accordingly the then existing unincorporated charity became inactive from that date.

Finchley Reform Synagogue, known in Hebrew as Kehillah Kadosha Etz Chaim, was constituted under a deed of trust established in 1960 and is a registered charity No. 1137557. The principal objects of the Synagogue remain the practice, promotion, development and advancement of Judaism in the spheres of public worship, religious, educational, social, cultural and charitable activities.

AUDITORS

A resolution will be proposed at the Annual General Meeting to re-appoint Nyman Libson Paul as auditors.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Synagogue's governing document is its Memorandum and Articles of Association, which are reviewed periodically. The Directors of the Synagogue are its Council Members - including the Honorary Officers - who are elected annually by the membership in open meeting. The Directors are also Trustees of the Charity.

There is also provision for up to five members to be co-opted to serve on Council until the subsequent Annual General Meeting. No person may serve as just an ordinary Member of Council for more than six consecutive years. No Honorary Officer may serve in the same office for more than four consecutive years and no person (other than a retiring chairperson) may be a member of Council in any capacity for more than twelve consecutive years. Council will normally seek nominations for new Directors from those members who have specific relevant skills (for example financial, educational or spiritual), who are already active in the community or who represent particular interest groups from within the membership.

The Directors normally meet eleven times a year (a minimum of eight meetings is specified by the Memorandum and Articles of Association) and there are Sub-committees and Groups that

report to the Council, which then approves their activities. The main Sub-committees and Groups are:

Ritual: The committee, comprising wardens, regular congregants, and clergy, develops ideas to further enrich engagement in religious services and related activities. The committee meets at least twice a year, to review major religious festivals, initiatives, and ritual issues raised by the community.

Youth and Education: this committee deals with the provision of religious schooling and youth activities for children of members, through to B'nei Mitzvah age and beyond.

Kindergarten Management Committee: oversees the operational and strategic development of the kindergarten

Chesed (Community Services): this encompasses other community-based activities including co-ordinating the community's response to members in need.

Finance: this meets to review the financial affairs of the Synagogue.

In addition to these and other committees and groups, the Synagogue employs administrative staff who, under the direction of the Synagogue's Executive Director, are responsible for the day to day management of the building, financial control and recordkeeping, the co-ordination of activities between the various groups and the management and administration on behalf of the clergy team. The Executive Director and the office staff are available to respond to queries which are often of a sensitive nature, including life cycle events and bereavements. Council, taking appropriate external advice where necessary, makes all significant operational decisions.

The Memorandum and Articles of Association of the Synagogue require certain key decisions to be approved by the membership in general meeting, including the appointment and/or termination of the employment of the Principal Rabbi, the purchase or sale of freehold property and the taking out of large loans.

The Synagogue Council undertakes periodic reviews of its governance arrangements by reference to the Charities Governance Code.

EXTERNAL AFFILIATIONS

The Memorandum and Articles of Association provide that the Synagogue shall be a member of Reform Judaism (previously the Movement for Reform Judaism), for which membership affiliation fees are payable which are calculated according to a formula related to a percentage of the previous year's subscription income.

One of the benefits of membership of a synagogue is the availability of a burial plan, and a proportion of members' subscriptions are specifically levied in this respect: these amounts are paid by the Synagogue to the Jewish Joint Burial Society, which in most cases is then solely responsible for the provision of such burial services.

The Synagogue is also entitled to representation at the Board of Deputies of British Jews, for which a charge is levied based on the number of members.

REVIEW OF ACTIVITIES AND PLANS FOR THE FUTURE

Covid-19

In March, when the extent of the pandemic became clear, our Board prepared a forward financial projection, and at our April Board meeting we considered various scenarios based on it, in order to satisfy our fiduciary responsibilities.

At that time, the main planning scenario showed that our reserves in 12 months' time could fall from its current level to around £50k. We agreed that was not an existential threat and that we were justified in continuing to operate, subject to some adjustments. The biggest negative impacts were from closure of the Kindergarten, and from reductions in membership subscriptions. Both of these are discussed in more detail below.

Subsequently, the government announced its job retention scheme, which was of considerable help: taking into account the income from that scheme, together with the continuation of the Early Years grant from Barnet Borough Council, effectively meant that the reduction which our April projections had shown, would be more or less mitigated. Nevertheless we agreed on a series of actions in response, which have all been implemented, as follows:

1. A shift to remote working for all staff – this brought some financial costs, including additional IT equipment and phone charges, but was balanced by lower power costs of operating the physical building, and lower ancillary costs such as caretaking.
2. A move to delivering religious services by Zoom – this also resulted in reduced direct costs as we normally pay for security guards to be in attendance during in-person services.
3. We furloughed 7 staff, including 2 caretakers and 5 kindergarten staff. The latter came back to work after the May half term break, for the second part of the summer term. The caretakers were brought back part-time over the summer.
4. We committed to paying the uplift from the Government's Job Retention Scheme's 80%, to the full salary for all employees.
5. We have changed our constitution to permit meetings and voting to take place electronically, which reduces the related costs of mail-shots.
6. We deferred the annual inflationary salary increases which are normally implemented from 1 September, until 1 January 2021. The main reason for this was to mitigate against the risk of members not renewing their subscriptions. In the event the impact of this was limited.
7. We put in place a support facility for loans to the self-employed, in April when it was clear that government support would take some time to be realised. In the event we thankfully had only a few members taking advantage of that facility.

At the start of the Covid-19 response, our financial projections assumed we would have 50 additional families asking for a reduction or suspension in their membership. In the event we had only 24 families requesting temporary reductions, several of whom are now back to paying as before.

The Kindergarten has been impacted in two ways; firstly by the planned move off-site, which has made it difficult to market the facility, and by the Covid-19 pandemic, which resulted in the loss of one half-term's parental income (although the Barnet Early Years grant was continued, which represents 30% of the kindergarten's income). Both of these have meant that child numbers fell to a lower than budgeted number, and have remained so since our re-opening. We have also

needed to incur additional costs on deep cleaning and anti-Covid-19 measures such as disinfectant mats etc, and we are adopting richer (more expensive) staff ratios.

In aggregate, our 2019-20 year delivered a better outcome than we feared, and, looking forward, our budget for 2020-21 shows a break-even, although the main reason for that is the lower costs of the High Holy Days. We have also set up a specific Covid-19 designated fund to help absorb the additional costs of responding to the extended pandemic.

Accordingly there is a strong sense of confidence within our Board that we have dealt effectively with the first phases of the pandemic, and that we have a reasonable expectation of managing without significant financial loss over the coming period, resulting in reserves remaining at around their current level.

Building

During the early part of the financial year, we finalised our design concept for our new building and went to tender in the early part of 2020. Unfortunately the end of the tender process coincided with the onset of the Covid-19 lockdown and the process took longer than expected. Following post-tender negotiation it became clear that none of the tenders could be brought down to be within our budget, and accordingly we paused the process while we developed an alternative strategy.

During July and August we worked with a different contractor, who developed a simplified design at a significantly lower price, and by October 2020 we had reached agreement in principle for them to complete their detailed design work under a "pre-contract agreement", intended to lead to a design and build contract for a price of ca £4.4m.

In parallel, we continued discussions with the Charity Bank resulting in a loan application being submitted, and approved by their Credit Committee on 24th November 2020. The loan is for a maximum amount of £3.5m, which will reduce to ca £2.75m after the development period, for a term of up to 25 years. It is secured on our freehold interest in our property at 101 Fallow Court Avenue.

Fundraising also progressed well during the period, with over 40% of the community having pledged or donated to the project, raising a total of just over £3.0m. Fundraising efforts will continue in 2021, both to secure funds for items not included in the main contract (eg furniture) and also to allow us to reduce our maximum borrowing.

We have also been making improvements to our leased property at Rubens House, for occupation during the off-site period. Office staff moved in during October, and some Youth and Education activities were conducted from Rubens House until the imposition of a second lockdown at the start of November 2020. They recommenced in January 2021, and the Kindergarten relocated over the winter holiday to begin their new term in Rubens House from the start of the January term.

A General Meeting was held on 29 October 2020, when the membership gave overwhelming support in favour of proceeding, and authorised Council to complete arrangements in order to be able to sign contracts.

The construction contract is due to be signed imminently and demolition of the old building is expected to commence on 15th February.

Construction is planned to take 48 weeks. The loan agreement with the Charity Bank will be signed on the same date as the construction contract.

Ritual

The Ritual committee comprising wardens, regular congregants and clergy, develops ideas to further enrich engagement in religious services and related activities. The committee meets at least twice a year, to review major religious festivals, initiatives, and ritual issues raised by the community.

The challenges of Covid-19 and lockdown were a catalyst for a fresh perspective on accessibility to services, and other ways we could enhance our values and brand of services, beyond merely adapting to the latest government guidance.

- All Shabbat services since the outset were conducted online via the Zoom platform. This enabled members to see each other and "chat" during services, so ensuring human connectivity at a time when external restrictions heightened risks of social isolation and loneliness.
- Clergy, lead musicians, lay leaders, and lay readers, all joined Zoom services from home, ensuring that being unable to enter the Synagogue building was not a barrier to leading or having a *mitzvah*, and helping to contribute to a participatory atmosphere.
- Members were invited to borrow *siddurim*, the link to the online version was posted during every Zoom service, and texts for supplementary readings and songs, as well as the Torah and Haftarah readings, were displayed via screenshare, to further enable full participation in services.
- In contrast to the national and global trend, we actually increased the frequency of opportunities to pray together during this period, introducing *Havdalah* and weekday *ma'ariv* services to provide further opportunities for the community to gather virtually.
- A highly flexible approach was taken with regards to *b'nei mitzvah* to enable each family to celebrate in the most appropriate way for them in accordance with government regulations, including delivering a *Sefer Torah* to the homes of those who so desired.
- FRS clergy were also at the forefront of having mourners join funerals remotely, and so reduce risks of virus transmission even when it was legally permitted to have a number of mourners physically present.

This approach has proven highly successful. The number of members attending virtual services continues to be consistently higher than is typical for services in the Synagogue building. Many visitors from further afield have been able to join, several becoming familiar faces on our screens, and becoming members despite not living in the vicinity. And close ties have been developed with other communities, notably Ne've Shalom from Hull, who have made our virtual services their own.

The leadership and innovation shown by FRS on how to continue to provide meaningful religious services while helping to stop the spread of Covid-19 has been acknowledged in the wider Jewish community and national media, and imitation of our drive-in model is indeed high flattery.

Helping to achieve all this, we were fortunate to have the services of (then student) rabbi Deborah Blausten to support the clerical workload from the onset of the Covid-19 crisis, before she officially joined the professional team in June.

Our response to the challenges of Covid-19 and lockdown have prompted us to question the level of inclusivity of streaming in-person services. So, while we look forward to returning to praying in the same physical space when it is safe to do so, we will also be challenging ourselves to think about how we can continue to provide engaging and participatory experiences for those unable to join in person.

Youth and Education

FRS Youth & Education started this reporting year in fine form with our long-awaited teen trip to New York taking place in October 2019. Four members of staff accompanied twenty of our most committed teenagers on a truly memorable 5-day trip to New York City, where we visited three Jewish communities, created challah shapes to represent different parashiot, enjoyed a quiz night with our local hosts and learnt from survivors of the 9/11 attrocities. The trip was funded by a combination of group fundraising, the Victoria Club Grant and parental contributions. The trip also led directly to the inception of a new teen band for FRS - Ruach - which has since enjoyed platforms at Kabbalat Shabbat services and at various community events, including the High Holidays 5781. The band is directed by Gili Goldberg, one of the staff on our New York trip, and currently meets online to prepare for performance, with a membership of 8 participants.

Our youth provision continued to evolve, with the number of pupils enrolled in our youth programmes being roughly stable this year (90 on roll at Kochavim, 120 at TAP). For the first half of the academic year, attendance was at regular levels - around 90% at Kochavim, around 50% at TAP. It is worth noting that this TAP figure is very unbalanced - the year 6 programme (once a month, off-site) enjoyed almost 100% attendance, year 7 was closer to 50% (this year group has struggled with engagement since the outset), and year 8 only saw around 30% attendance. These issues with attendance were a large part of the driving force behind the full re-think of the Bnei Mitzvah programme, which was an ongoing project throughout this academic year, with the new programme ready to be launched in September 2020.

In the meantime, at Kochavim, the team continued to strive to develop a unique curriculum, advancing learning and teaching, and creating an environment where children feel secure, enjoy their Jewish identity and make friends within the community.

The second half of the year was predominantly spent online, due to the Coronavirus pandemic affecting programming from late March 2020. We moved quickly to online teaching, initially through pre-recorded videos, but then changing to live online sessions using the Zoom platform when it became apparent that the videos were no longer reaching our intended audience.

Our online teaching continued to develop throughout the remainder of the reporting year, as we all became more familiar with different ways of using the platform. The entire team worked (and continues to work) tirelessly to create positive learning experiences online for our youth, and the Synagogue expresses deep gratitude for the flexibility of all the staff involved.

The Friday Group element of our unique B'nei Mitzvah programme continued to thrive. At any one time there are approximately 25 attendees and their 25 young helpers working one-to-one chevruta-style using break out rooms online and with continued access to supervision and support, as they prepare for their personal B'nei Mitzvah celebration.

Hebrew classes continued and maintain a consistent approach to teaching across all ages. We are benefiting now from several years of consistency, as the Hebrew ability of those beginning at Friday Group is now significantly higher than it was a few years ago. Our thanks to Ravid Kochavi for her hard work in this area. This year also saw the culmination of our first GCSE course in Modern Ivrit, with all 3 students achieving top grades in the summer of 2020, despite the adverse effects of the pandemic on learning since March.

Youth leadership has maintained strength through this challenging year. Youth Council continues to meet regularly and to share their thoughts and insights with our youth workers, thereby helping to shape their programmes. One particularly successful piece of programming came directly from these discussions, and the younger members of the community thoroughly enjoyed the buddy programme over the summer months. The Hadracha (youth leadership) programme saw a record number of participants once again this year, turning out 18 graduates, although the pandemic meant that they were unable to enjoy their residential weekend at the end of their course. With a large amount of planning, we did manage to successfully hold a small in-person summer scheme that was fully Covid-19 compliant, which felt like a real treat for all involved.

Our part-time youth worker, Louise Garfield, came to the end of her degree course in August 2020, and so moved on from her role at that time, and we thank her for her consistency, thorough attention to detail and planning prowess. She will be missed by the team.

Overall, despite the challenges of the second half the year, Karen Bloom, our Director of Education, has felt very privileged to lead such a dedicated team and to experience the joys of success and growth with each of them.

Kindergarten

The Kindergarten started the year with 11 children in the Chicks and Cygnets class and 12 children in the Swans (Pre-Reception) class. There were no changes in the staff teams from the previous academic year, with two teaching teams of three and with all teachers working five mornings a week.

As it was originally expected that we would relocate at the end of the Autumn Term 2019, it was more challenging to recruit new children for the 2019-20 academic year, which impacted on the numbers on roll at the start of the year. However, as it became clear that we would not be moving during that year, numbers gradually increased to 27 by March, with the vast majority of children attending five days a week.

The impact of the first lockdown meant that the Kindergarten was forced to close its doors from 23 March. The Headteacher immediately devised a daily programme for the children on Zoom which continued throughout April and May (including during the holiday periods) until the Kindergarten was able to re-open in June for its 3-4 year olds. During this time, parents were asked to make a reduced contribution to support the virtual provision, and most were able and happy to do so in the knowledge that the teachers were continuing to offer support, albeit virtually. The setting also continued to receive funding from Barnet which helped to mitigate the significant losses which it would otherwise have incurred.
In planning for re-opening in September 2020, the Headteacher decided to continue using the successful model from the Summer Term, essentially running two Kindergartens in parallel, keeping the two class groups and their teaching teams separated, in order to minimise mixing. The additional staffing costs in running this way will hopefully be mitigated by the reduction in

expenditure for sessional specialist teachers, as these classes continue to be suspended at this time.

The Kindergarten completed its move to Rubens House in December 2020, ready for the start of the January term. In line with government guidance, the Kindergarten has remained open since that time, implementing an enhanced level of precautions.

Community

Winter and Christmas Shelter: Finchley Reform Synagogue has been heavily involved with the Together in Barnet Night Shelter for many years. Together in Barnet works in partnership with Homeless Action in Barnet and has been offering emergency shelter for people experiencing homelessness since 2003.

The shelter had previously been extended to run seven nights a week from October to June, offering dinner, bed and breakfast. Prior to the Covid-19 pandemic, we had also agreed to open our doors once a week during the summer months for our guests to come and sleep, with a cold snack on entry and a takeaway breakfast for those who would not make it to HAB for breakfast, or to other commitments like appointments, work or studies.

This far exceeds most volunteer run night shelters in the country. However, the hope is to keep the shelter open all year around! FRS is a part of a multi-faith grassroots project that provides a vital service. In addition to the night shelter, FRS also runs the Christmas Shelter, opening its doors for four days and nights, allowing our guests the chance to come in, take off their shoes and relax over the festive period. For Christmas 2019, we asked members of the community who had expertise in certain areas to listen to any guests who needed help with anything that HAB could not help with due to staff shortages, whilst having all the relevant safe-guarding in place. This was only taken up once but we hope to offer this again in the future.

Of course, Covid-19 has had a massive impact on all shelters for homeless people, including ours. We had to close our shelter activities with the onset of the first lockdown in March 2020. As the problem of rough sleeping is increasing, Together in Barnet's work becomes even more vital and this couldn't be done without the hard work of communities like FRS.

The Together Plan: The Polotsk Jewish Cultural Educational Foundation 'Finchley' established in 2011 with support from the FRS Belarus Project in collaboration with The Together Plan Charity (TTP) is continuing to flourish. In September 2019, three members of the community travelled through Belarus on a summer programme with TTP to research the building of a Jewish heritage trail through the country. The three young adults from Polotsk were deeply moved, discovering so much about the rich Jewish history of their own country that had been lost in the Soviet narrative. As a result, members of the community have started their own local research for inclusion in a new Belarus Jewish Heritage Trail.

The leadership of the Polotsk Jewish community are young people who have been trained at our annual summer programmes. The inspiration and skill sharing from our enthusiastic youth at FRS is now bearing fruit. The first cohort of madrichim who travelled to Belarus ten years ago are now young professional adults, but their legacy remains, and when Covid-19 has been defeated we will again return to our annual summer programme, to continue with our work in Belarus. This will of course create opportunities for the 16 and 17 year olds at FRS to travel, skill share and continue to build relationships across borders.

Members of all ages and abilities in Polotsk are today enjoying the benefits of community, with a well attended Sunday School, weekly Kabbalat Shabbat, a popular regular arts and crafts workshop run by a Vlad Hamenok who has cerebral palsy, and now a Jewish heritage programme. Vlad's walking is impaired, and to get to the community centre he has to walk up 4 flights of stairs, but he wouldn't miss his classes for anything because they give him real purpose, and he is a valued part of the community. This is what the FRS Belarus Project is enabling, in a country where Jews and Judaism had almost disappeared.

Summer Hype: This year we ran a day camp in Hackney for 8 participants, three in year 10 and five in year 7. Our days were packed with games, art, sport and discussions. Our participants particularly valued the 'Big Chats' sessions we facilitated where they had the opportunity to discuss important issues in their lives such as racism and the Black Lives Matter movement, Covid-19, inequality, and youth violence. They told us that they really appreciated having a safe space to discuss some of the challenges they have been facing over the last 6 months. As the week continued, we handed over the reins to the older participants who took charge, leading their own sessions. It was a joy to watch them improve and become more confident, taking on some constructive feedback along the way. This coming summer we are hoping to start our formal leadership training with a view to have our older participants become junior leaders in two years' time, which they are very excited about. We have already had some participants sign up. We have our fingers crossed for Summer Hype 2021!

Moss Hall School Project: subsequent to the year end, FRS has partnered with Moss Hall School to support a number of its families who are vulnerable or under financial stress over the winter holiday period. We arranged for 30 families to be paired up with an FRS volunteer, in order to deliver two weekly grocery shops to the family over the holiday. The project was hugely successful and much appreciated by the recipient families.

Israel Programming: The Israel group ran regular film nights led by Diana Stanley in the pre-pandemic months, along with speakers such as James Sorene, and Sikkuy – the Association of Advancement and Civic Equality. Since lockdown, sessions have moved online, with a Yom Ha'atzmaut singalong, a history series from Robin Moss, and a four-part series on the Arab/Israeli conflict by Professor David Stone.

Singing for Memory: Singing for Memory continued to meet weekly until lockdown with a continuously growing group of attendees. Since then, the volunteers have organised one on one Zoom sessions with some of the attendees.

Tree of Life: We produced two editions of Tree of Life at the High Holy Days 2019 and Pesach 2020 – edited by Susan Reuben and supported by an editorial team of lay leaders.

Writing Our Stories: The memoir writing workshop run by Michele Simmons and Barbara Elton met monthly, making a smooth transition online. It has a core group of passionate and engaged participants, and is proving an important space to share and interact as well as to write.

Jewish at Twoish: Rachel Fidler ran a series of speaker sessions every weekday afternoon for the first months of lockdown which were very well attended and proved to be a lifeline particularly for those who suffering from the shock and isolation that the beginning of the pandemic brought to so many.

Elevenses: Since lockdown, the FRS Zoom has been open from 11am-12pm every weekday for community members to meet, connect and chat. At first a member of our clergy was present

every day, but subsequently, once the crisis began to feel less actute, this was reduced to twice a week. The Elevenses attendees have become a really cohesive group, discussing many topics of importance both to FRS life and beyond it, and feeding these back to the professional team.

Chesed

In the first half of the year, the Chesed committee and volunteers continued as before, to visit members in their homes, and to provide support to those who require assistance, for example with shopping and lifts to hospital and bereavement support. They also provided transport to and from regular events for older members including our weekly bridge afternoon. Our regular events such as Singing for Memory, Social and Cultural and bi-annual tea parties continued. The Mental Health initiative continued to grow to support the Rabbi and members when required and the men's' group held an event. We re-visited our Adult Safeguarding Policy and looked at training for our volunteers.

When it became clear that the Covid-19 pandemic was taking hold, we revisited all our programmes and pivoted them to be online and on the phone, including bridge, Singing for Memory and bereavement support. The Social and Cultural events were superseded by our 4 times a week "Jewish at 2ish" until the end of August and then took over the programme with at least a once-a-week programme. Our values were agreed to ensure the health and safety of all our members, whether it was those we helped or those who volunteered, and kept to Government guidelines. We linked up closely with the FRS Connectors who contact every member. We also set up a Covid-19 support group with the following purposes:

- to ensure that members could access shopping, dog-walking or other support in the event of them needing to quarantinine.
- A wellbeing support group to help members with their mental health.
- An IT support group to ensure members could access our online programmes. We rang and offered support to those members who did not have a suitable device.

When Government guidelines permitted and where appropriate, volunteers visited members needing support, either outside or inside, keeping social distancing. This was particularly appreciated by members who were not able to access our online programmes.

Tzedakah Group

The Tzedakah Group normally receives 10% of the donations to the High Holy Day Appeal plus other sums specifically allocated by members. However, as part of the 2019 High Holy Day Appeal, the bulk of monies raised were applied to the Building Fund Appeal, and an agreed allocation of £5,000 was made to the Tzedakah Fund, of which £4,750 was distributed to a number of charities in June 2020.

High Holy Day Appeal

As mentioned above, our High Holy Day Appeal in 2019 focused on the Building Fund – in addition we have adopted a new strategy for our Appeal for the next three years. Instead of supporting a small number of external charities, we will be focusing our efforts on a new programme to help homeless people in Barnet, which is called "8th Rung".

FINANCIAL REVIEW

The Statement of Financial Activities for the year ended 31 August 2020 is set out on page 19 of the accounts and shows a net operating deficit from operations of £1,984 (2019: a deficit of £6,899).

During the year, the Synagogue significantly ramped-up activities on its re-building project, with just over £600,000 having been received from donors, and £251,143 having been spent, mainly on professional fees. Accordingly the closing balance on the Building Fund was £377, 428 (2019: £37,938). Other funds took the total restricted fund balance to £461,686 (2019: £128,135).

Designated funds now include a new Covid-19 reserve of £28,530: this is intended to cover the costs of responding to the pandemic, over the next 12 months. Our Fixed Asset Reserve stands at £120,479

Including these designated funds, the Synagogue's unrestricted reserves now total £215,253 (2019: £197,378).

The movements in the restricted funds are shown in note 11 to the accounts and movements on unrestricted funds are analysed in note 15.

As explained above, the Synagogue has adopted a proactive approach to managing its financial position, and has adopted a cautious budget for 2020/21 which anticipates a break-even result.

INVESTMENT POLICY

There are no restrictions on the Synagogue's powers to invest. The Trustees operate a low risk strategy with respect to investments, which necessarily results in low interest income. The unrestricted and restricted funds may be invested in any type of investment.

RESERVES POLICY

It is the policy of the Synagogue to maintain our unrestricted funds, which are the free reserves of the Synagogue, at a level which is adequate to keep the Synagogue solvent. In conjunction with the subscriptions and other incoming resources, this provides sufficient funds to cover the administrative and support costs of the Synagogue.

As identified in note 15, the unrestricted funds are £215,253, an increase of £17,875. This includes £120,479 in the Designated Fund – Fixed Assets. The unrestricted funds level is more than sufficient to cover payroll costs for several months and provides for asset depreciation and repairs as identified in note 14.

The restricted funds are funds donated to the Synagogue for expenditure of a specific purpose or nature and are described in detail in note 11 of the accounts. Sufficient funds are held in an appropriate form to enable the funds to be applied for the purpose for which they were established.

GRANT MAKING POLICY

The Synagogue pursues its charitable giving through a number of programmes but mainly through the High Holy Day Appeal and the Charity Committee, which disburses the net income

generated by a number of fund-raising activities during the year. With the exception of minor disbursements in the case of need, our policy is to make grants only out of donations received and only to registered charities, whether in the UK or overseas.

The Synagogue normally adopts a policy of supporting a small number of charities over a three-year period, allowing FRS to build up a better understanding of each charity's needs than would otherwise be the case when one-off donations are made. However for the time being, Council has agreed to focus its support on a new FRS initiative, "8th Rung" which aims to make a sustainable difference to the lives of homeless people in Barnet, as well as continuing to give a modest annual grant to the Belarus Project.

Additionally, the Synagogue continues to support other charities with smaller donations managed by a dedicated group of members. During the year, £950 was also disbursed through the FRS Cares Fund. Details of grants made are shown in note 16 of the accounts.

FUNDRAISING POLICY

The charity is committed to best practice, as outlined by the Fundraising Regulator, in its approach to fundraising and closely monitors its activities in this area, ensuring that vulnerable members are protected. No professional fundraisers are used to approach members or other individuals for donations.

RISK MANAGEMENT

The directors have examined the major strategic, business and operational risks which the Synagogue faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to mitigate risks as appropriate.

The principal risks identified in our risk register include:

Risk	Mitigation
Strategic: the risk of not succeeding in remaining relevant in the lives of our members and the wider community, and of responding to external and demographic changes.	Our strategic plan (the "Community Action Plan") is updated periodically and reviewed by Council.
Financial: The risk of failing to retain sufficient reserves to maintain our financial sustainability, especially as we progress with the Synagogue rebuilding project.	Income and expenditure is managed by reference to an annual budget, approved by Council, which aims to maintain reserves at a satisfactory level. The budget for the rebuilding project is separate from the Synagogue's operational budget and is subject to a specific risk register and control process.
Operational: Risks associated with safeguarding, health and safety and security.	Training on safeguarding, IT security and health and safety is given to all staff and lay members as required. We work closely with the Community Security Trust (CST) in all matters relating to physical security.

POST BALANCE SHEET EVENTS

Other than described above, there are no post balance sheet events to disclose. At the date of approval of these accounts, the Synagogue is still operating under the Covid-19 lockdown rules, and the only in-person activity relates to the Kindergarten, together with a minimum of support services.

DIRECTORS' RESPONSIBILITIES IN RELATION TO THE ACCOUNTS

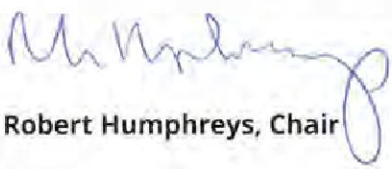
The directors are responsible for preparing the Directors' Report and financial statements in accordance with applicable laws and regulations. The law applicable in England & Wales requires the Board of Directors to prepare financial statements for each financial year in accordance with applicable Accounting Standards, which give a true and fair view of the company's financial activities during the year and of its financial position at the end of the financial year. In preparing those financial statements to give a true and fair view, the Board of Directors should follow best practice and:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the accounts; and
- Prepare the accounts on a going concern basis, unless it is inappropriate to presume that the charity will continue to operate.

The Directors are also responsible for keeping proper accounting records, which disclose with reasonable accuracy the financial position of the company. These should enable them to ascertain the financial position of the company and to ensure that the financial statements comply with the requirements of applicable law and regulations. The Directors are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

As far as the Directors are aware, at the time this report is approved, there is no relevant audit information of which the company's auditor is unaware and the Directors have taken all steps that they ought reasonably to have taken as directors, in order to make themselves aware of any relevant audit information and to establish that the company's auditor is aware of that information.

Approved by the Directors and signed on their behalf by:



Robert Humphreys, Chair

8 February 2021

INDEPENDENT AUDITORS REPORT TO THE MEMBERS OF FINCHLEY REFORM SYNAGOGUE

Opinion

We have audited the financial statements of Finchley Reform Synagogue (the 'charitable company') for the year ended 31 August 2020 which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows, and the related notes, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 2020 and of its incoming resources and application of resources, including its income and expenditure 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 Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' Report thereon. Our opinion on the financial statements does not cover the other information and,

except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Directors' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Directors' Report and from the requirement to prepare a Strategic Report.

Responsibilities of directors

As explained more fully in the Directors' Responsibilities Statement, the Directors (who are also the trustees of the charitable company) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intend to

liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' Report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Jennifer Pope (Senior Statutory Auditor)
for and on behalf of
Nyman Libson Paul LLP

Chartered Accountants
Statutory Auditors

Regina House
124 Finchley Road
London
NW3 5JS

Date: 8 February 2021

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 AUGUST 2020

INCOME AND EXPENDITURE	Notes	Unrestricted Operations £	Designated £	Restricted £	Total Funds 2020 £	Unrestricted Operations £	Designated £	Restricted £	Total Funds 2019 £
INCOME AND ENDOWMENTS FROM									
Donations and legacies	2a	949,688		633,930	1,583,618	904,327		342,955	1,247,282
Other Trading Activities	2b	2,435		-	2,435	5,148		-	5,148
Investments		2,307		5	2,312	2,239		21	2,260
Charitable Activities	2c	187,015	28,530	-	215,545	225,571		-	225,571
TOTAL		1,141,445	28,530	633,935	1,803,910	1,137,285	-	342,976	1,480,261
EXPENDITURE ON									
Charitable activities	3, 5, 6, 11	1,143,429	-	301,384	1,444,813	1,144,184	-	345,930	1,490,114
Other	8, 15	-	7,671	-	7,671	-	8,165	-	8,165
TOTAL		1,143,429	7,671	301,384	1,452,484	1,144,184	8,165	345,930	1,498,279
NET INCOME/(EXPENDITURE)		(1,984)	20,859	332,551	351,426	(6,899)	(8,165)	(2,954)	(18,018)
Transfer between funds	11, 15	(1,000)	-	1,000	0	(1,000)	-	1,000	-
NET MOVEMENT IN FUNDS		(2,984)	20,859	333,551	351,426	(7,899)	(8,165)	(1,954)	(18,018)
Balance brought forward at beginning of year		69,228	128,150	128,135	325,513	77,127	136,315	130,089	343,531
Balance carried forward at end of year		66,244	149,009	461,686	676,939	69,228	128,150	128,135	325,513

The notes on pages 22 to 32 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2020

	Notes	31 August 2020		31 August 2019	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	8		108,463		116,134
Current Assets					
Debtors and prepayments	9	252,033		90,213	
Short term deposits		236,421		260,623	
Cash at bank and in hand		219,371		57,403	
		707,825		408,239	
Current Liabilities					
Amounts falling due within one year	10	(139,349)		(198,860)	
Net Current Assets			568,476		209,379
Net Assets			676,939		325,513
Funds					
Restricted	11		461,686		128,135
Unrestricted	15		215,253		197,378
			676,939		325,513

Approved by the Board of Directors (The Synagogue Council) on 8th February 2021 and signed on its behalf by:

.....

Robert Humphreys – Chair

The notes on pages 22 to 32 form part of these financial statements

FINCHLEY REFORM SYNAGOGUE

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 AUGUST 2020

	2020 £	2019 £
Cash flows from operating activities		
Net (expenditure)/income for the year as per the statement of financial act	351,426	(18,018)
Adjustment for:-		
Depreciation charges	7,671	8,165
Decrease/(increase) in debtors	(161,820)	(38,689)
(Decrease)/increase in creditors	(59,511)	14,753
Net cash (utilised)/generated in operating activities	137,766	(33,789)
Cash flows from investing activities		
Purchase of property, plant and equipment	-	-
Net cash (utilised)/generated in investing activities	-	-
Change in cash and cash equivalents in the year	137,766	(33,789)
Cash and cash equivalents brought forward	318,026	351,815
Cash and cash equivalents carried forward	455,792	318,026

General information

Finchley Reform Synagogue is a charitable company limited by guarantee and is incorporated in England. The address of the registered office and its place of business is: 101 Fallow Court Avenue, London N12 0BE.

1.1 Basis of Preparation of Financial Statements

The financial statements have been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their financial statements 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.

Finchley Reform Synagogue 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 note.

1.2 Preparation of the financial statements on a going concern basis

The directors have reviewed the circumstances of the charity, taking account of the financial effects of the ongoing pandemic on its operations, and consider that adequate resources continue to be available to fund the activities of the charity for the foreseeable future. The directors consider that there are no material uncertainties about the charity's ability to continue as a going concern.

1.3 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Membership donations are included in the financial year to which they relate.

Kindergarten and Education fees are recognised in the term to which they relate.

Gift Aid claimable in relation to qualifying donations received is recognised at the time of the donation.

Legacy income is recognised on written confirmation from executors that the amounts are receivable.

Other income, including rental of the Synagogue hall, is accounted for on an accruals basis.

Grant income consists of grants from the government in relation to the Coronavirus Job Retention scheme. Government grants are credited to the Statement of Financial Activities as the related expenditure is incurred.

1.4 Expenditure

Expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities. The charity is not registered for VAT and accordingly expenditure includes any VAT which cannot be recovered and is included in the relevant costs in the statement of financial activities. Direct synagogue expenditure comprise the costs associated with attracting voluntary income, the costs of trading for fundraising purposes and those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Certain costs, primarily the cost of the rabbinic team, are allocated on the basis of an estimate of the time spent on each activity.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. These costs are allocated to the various activities based on the number of staff employed in each area.

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.5 Fund accounting

Unrestricted funds are those that can be applied at the discretion of the Trustees for any of the charitable purposes permitted by the Constitution.

Unrestricted funds include the designated fixed assets fund as described in the Trustees' Report and Note 14.

Restricted funds represent donations or income for which the respective donors have imposed restrictions as to their use.

1.6 Pensions

The Synagogue operates a defined contribution pension scheme and also contributes to the personal pension schemes of certain employees. The pension charge in the financial statements represents the total contributions payable in respect of both types of scheme made by the Synagogue in respect of the period.

1.7 Tangible fixed assets and depreciation

Fixed assets are included at cost less accumulated depreciation. Individual capital additions below £1,500 are written off in the year.

The following rates of depreciation are employed to depreciate those assets over their effective lives:

		Depreciation charged against
Freehold buildings	- None	See note below
Synagogue Improvements	- 10% on cost	Designated Fund - Fixed Assets
Kindergarten Extension	- 10% on cost	Designated Fund - Fixed Assets
Vestments, furniture & books	- 15% on cost	Designated Fund - Fixed Assets
Office and sound system equipment	- 20/25% on cost	Designated Fund - Fixed Assets
Computers	- 25% on cost	Designated Fund - Fixed Assets

The synagogue and the adjoining building were professionally valued in October 1998 at £520,000. The valuation was significantly in excess of the original cost and the Trustees consider that this continues to be the case.
No depreciation has been charged as it is considered that the residual value is at least as great as the carrying value. The charity operates a rolling repairs and maintenance program to ensure that this policy continues to be appropriate.

1.8 Taxation

The Synagogue is registered as a charity and is not liable to United Kingdom income or corporation tax on its income from charitable activities as they are applied wholly to charitable objectives.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

1.10 Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1.12 Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.13 Judgments in applying accounting policies and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

Accruals
The company makes an estimate of accruals at the year end based on invoices received after the year end and work undertaken which has not been invoiced based on quotations or estimates of amounts that may be due for payment.

Tangible fixed assets
Building improvements, fixtures and fittings, office equipment and computer equipment are depreciated over their useful lives taking into account residual values where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending upon a number of factors. In re-assessing the assets' lives, factors such as technological innovation, product life cycles and maintenance programs are taken into account.

2a DONATIONS AND LEGACIES

	2020	2019
Unrestricted funds	£	£
Membership donations	735,636	699,665
Income tax recoverable	159,651	151,972
Parental contributions to education costs	51,504	47,636
Donations	2,897	5,054
	949,688	904,327
Restricted funds		
Donations	633,930	342,955
	1,583,618	1,247,282

2b OTHER TRADING ACTIVITIES

	2020	2019
Unrestricted funds	£	£
Hire of hall	910	4,273
Synagogue magazine advertising	1,525	875
	2,435	5,148

2c CHARITABLE ACTIVITIES

	2020	2019
Unrestricted funds	£	£
Sale of High Holy Day tickets	6,285	6,711
Second Seder night	-	1,243
Marriages	2,360	4,533
Education fees - Kindergarten	150,760	196,397
Income from holiday schemes	27,610	16,687
	187,015	225,571
Designated funds		
Covid - 19 Fund	28,530	-
	215,545	225,571

3 CHARITABLE ACTIVITIES

	Staff Costs	Direct Costs	Support Costs	2020	2019
	£	£	£	£	£
Services & Festivals	213,578	83,807	84,259	381,644	362,603
Youth & education	143,851	33,198	78,461	255,510	253,087
Kindergarten	160,277	7,680	39,455	207,412	231,744
Community activity	-	8,593	55,558	64,151	69,397
Interest	-	-	-	-	-
	517,706	133,278	257,733	908,717	916,831

4 SUPPORT COSTS	Services & Festivals	Youth & Education	Kinder-garten	Community activities	Governance costs	Total 2020	Total 2019
Premises costs	£	£	£	£	£	£	£
Caretaking costs	11,977	11,977	11,977	1,996	1,995	39,922	41,009
Lighting, heating and rates	2,861	2,861	2,861	477	476	9,536	12,103
Repairs and maintenance	2,444	2,444	2,444	407	409	8,148	8,696
Cleaning costs	1,160	1,160	1,160	193	195	3,868	4,129
Office costs							
Administrative staff costs	40,300	40,300	8,060	40,300	32,240	161,200	155,649
Printing, postage & stationery	1,471	1,471	294	1,471	1,178	5,885	8,745
Telephone	1,724	1,724	-	1,724	576	5,748	4,758
Insurance	2,496	2,496	2,496	416	415	8,319	8,337
Interest paid	-	-	-	-	-	-	-
Bank charges	554	554	554	554	555	2,771	3,105
Equipment repairs and maintenance	4,027	4,027	4,027	671	671	13,423	19,817
Computer and website consultancy	4,837	4,837	4,837	806	806	16,123	12,409
Legal & professional fees: Building	-	-	-	-	-	-	-
Legal & professional fees: Other	-	-	-	-	2,659	2,659	2,566
Security	9,663	3,865	-	5,798	-	19,326	25,475
Other Items	745	745	745	745	(2)	2,978	7,923
	84,259	78,461	39,455	55,558	42,173	299,906	314,721

5. GOVERNANCE COSTS	Unrestricted Funds 2020	2019
	£	£
Trustee Indemnity Insurance	528	535
Audit	5,280	5,360
Allocated Support costs	42,173	41,867
	47,981	47,762

6. OTHER COSTS	Unrestricted Funds 2020	2019
	£	£
Reform Judaism	102,220	97,104
Jewish Joint Burial Society	66,137	64,451
Board of Deputies	18,374	18,034
	186,731	179,589

7. STAFF COSTS

	2020	2019
	£	£
Wages and Salaries	641,615	640,947
National Insurance	51,410	46,997
Pension Costs	36,535	30,768
	729,560	718,712

	2020	2019
	Full Time Equivalent Number of Employees	
Staff numbers (full time equivalents) were as follows:		
Spirituality	2.55	2.30
Education	3.50	3.80
Youth	1.45	1.40
Kindergarten	4.90	5.40
Administrative	5.50	4.95
	17.90	17.85

	2020	2019
The number of higher paid employees		
in the band £60,001-£70,000	-	2
in the band £70,001-£80,000	2	-
	2	2

	2020	2019
	£	£
Total employee benefits of key management personr	129,363	119,577

No expenses were reimbursed to Trustees or persons connected with them.

8. TANGIBLE FIXED ASSETS

Cost	Freehold Land and Buildings £	Synagogue, Youth Centre & Kindergarten Improvements £	Synagogue vestments furniture & books £	Office & Sound System Equipment £	Computers £	Total £
At 1 September 2019	109,615	339,529	34,084	35,066	40,786	559,080
Disposals	-	-	-		-	-
Additions	-	-	-	-	-	-
Total cost at 31 August 2020	109,615	339,529	34,084	35,066	40,786	559,080
Accumulated depreciation						
At 1 September 2019	18,575	319,277	34,084	30,224	40,786	442,946
Disposals	-	-	-		-	-
Charge for the period	-	5,737	-	1,934	-	7,671
Total cost at 31 August 2020	18,575	325,014	34,084	32,158	40,786	450,617
Net Book Values						
At 31 August 2020	91,040	14,515	-	2,908	-	108,463
At 31 August 2019	91,040	20,252	-	4,842	-	116,134

The outstanding capital commitment at 31 August 2020 was £Nil (2019 - £Nil)

The Trustees consider that the residual value of the freehold property is not materially different to cost so no depreciation has been charged

9. DEBTORS AND PREPAYMENTS comprise

	2020 £	2019 £
Income tax recoverable	223,000	24,836
Sundry debtors and prepayments	29,033	65,377
	252,033	90,213

10. CURRENT LIABILITIES - Amounts falling due within one year:

	2020 £	2019 £
Board of Deputies levy	15,051	14,771
Kindergarten fees received in advance	17,447	12,416
PAYE and NIC for August	15,106	13,740
Audit Fee	5,500	5,500
Pension Contributions	5,502	3,868
Rabbinic Costs	13,227	11,197
JJBS Over-Age Payments	2,412	1,685
Trade Creditors	7,233	69,228
Other creditors and accruals	57,871	66,455
	139,349	198,860

11. RESTRICTED FUNDS

These are analysed as follows:	Balance at 01.09.19 £	Interest accrued £	Donations received £	Transfers £	Disbursed during year £	Balance at 31.08.20 £
Belarus Project Fund	3,453	-	312	5,000	(8,765)	-
Building Fund	37,938	-	600,633	(10,000)	(251,143)	377,428
Community Engagement Fund	10,053	-	-	-	-	10,053
Czech Scroll Trust Fund	564	-	-	-	-	564
Eighth Rung	-	-	2,675	-	-	2,675
FRS Cares Fund	11,312	-	4,575	1,000	(950)	15,937
FRS Charity Committee Fund	-	-	1,225	-	(1,225)	-
High Holyday Appeal Fund	788	5	1,613	5,000	(5,600)	1,806
Inter-Faith Fund	1,051	-	8,620	-	(3,604)	6,067
Jack Petchey Award Fund	3,564	-	750	-	(1,250)	3,064
James Harris Memorial Prize	-	-	-	-	-	-
Musical Engagement Intern Fund	-	-	-	-	-	-
RJ Community Development Grant	-	-	-	-	-	-
Singing for the Memory Fund	2,195	-	4,560	-	(4,421)	2,334
Summer Hype	10,714	-	8,967	-	(7,108)	12,573
Youth and Education Victoria Fund	42,979	-	-	-	(17,318)	25,661
Youth Group Fund	3,524	-	-	-	-	3,524
	128,135	5	633,930	1,000	(301,384)	461,686

All the Disbursements totalling £301,384 were for Charitable Activities

Details relating to restricted funds expending or holding over £2,0(	Sources of funds	Restrictions of funds	Assets of funds
Building Fund	Events and donations	Improvement of building	FRS bank account
Community Engagement Fund	Donations	Involving marginalised Jews and non Jew	FRS bank account
Eighth Rung	Donations	Long term project focussing on the need:	FRS bank account
FRS Cares Fund	Donations	Grants and subsidies to members	FRS bank account
High Holyday Appeal Fund	High holyday appeal	Charitable donations	HHD Appeal bank account
Inter-Faith Fund	Grants and donations	Development of interfaith connections ar	FRS bank account
Jack Petchey Award Fund	Grants	Development of youth resources and fac	FRS bank account
Singing for the Memory Fund	Donations	Helping people with dementia through s	FRS bank account
Summer Hype	Grants and donations	Summer Camp for disadvantaged childr	FRS bank account
Youth and Education Victoria Fund	Grants and donations	Facilitating Jewish life for FRS youth	FRS bank account
Youth Group Fund	Grants and donations	Facilitating Jewish life for FRS youth	FRS bank account

Details of transfers between unrestricted and restricted funds:
The Synagogue donated £1,000 to FRS Cares out of general reserves.

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible fixed assets		108,463		108,463
Current assets	205,593	40,546	461,686	707,825
Creditors due within one year	(139,349)			(139,349)
	66,244	149,009	461,686	676,939

Analysis of net assets between funds - prior year	Unrestricted funds	Designated funds	Restricted funds	Total Funds
	£	£	£	£
Tangible fixed assets		116,134		116,134
Current assets	268,088	12,016	128,135	408,239
Creditors due within one year	(198,860)			(198,860)
	69,228	128,150	128,135	325,513

13. DESIGNATED FUND - COVID - 19

Fund established in 2020 to allow the Synagogue to fund the additional costs expected to be incurred and the potential needs of the community relating to the Covid-19 pandemic

14. DESIGNATED FUND - FIXED ASSETS

The purpose of this fund is to make proper provision for depreciation on existing fixed assets, for future repairs and renewal of the synagogue building and to provide funds for a possible major refurbishment and/or future building improvements. No transfer was made to this Fund for the year ended 31 August 2020.

15. UNRESTRICTED FUNDS

	Balance at 01.09.19	Amounts received	Transfers	Incoming/ Outgoing	Balance at 31.08.20
	£	£	£	£	£
General Reserves	69,228	-	(1,000)	(1,984)	66,244
Designated Fund - Covid - 19	-	28,530		-	28,530
	69,228	28,530	(1,000)	(1,984)	94,774
Designated Fund - Fixed Assets	128,150	-	-	(7,671)	120,479
Total Unrestricted Funds	197,378	28,530	(1,000)	(9,655)	215,253

The amount disbursed from the Designated Fund - Fixed Assets of £7,671 relates to the years depreciation of £960 on the Photocopier and Sound System, £2,000 on Synagogue improvements, £3,737 on Kindergarten improvements and £974 on office equipment.

16. GRANTS PAYABLE IN FURTHERANCE OF THE CHARITY'S OBJECTS

Fund	Recipients (all Institutional)	2020 £	2020 £
FRS Cares	3 amounts under £500, 1 of £520		950
FRS Charity Committee	Transfer to FRS Covid-19 Support Fund		1,225
High Holyday Appeal	1 amount of £500	500	
	3 amounts of £200	600	
	30 amounts of £150	4,500	5,600
			7,775

17. RELATED PARTY TRANSACTIONS

	£
Salary paid to a Director as Head of Kindergarten	34,758
Salary paid to daughter of a Director as Office Receptionist/Secretary	3,664
Salary paid to two daughters of a Director as Religion School helpers	570
Salary paid to daughter of a Director as a Tech Camp Helper	325
Salary paid to two daughters of a Director as Religion School helpers	281
	39,598

	2020	2019
	£	£
Total amount of donations received from related parties, including trustees	4,244	37,205

18. MEMBERS LIABILITY

The liability of every member is limited to an amount not exceeding £1

19. COMMITMENT

On 22 November 2019, a lease was concluded between FRS and Jewish Care, providing for the occupation of Rubens House as a temporary location for the synagogue during the period of construction of our new building. The lease termination date is 22 February 2022, subject to notice being given by FRS for earlier termination. Taking into account the notice period specified within the lease, the maximum financial commitment under the lease is approximately £75,000.

20. CONTINGENT LIABILITY

There are no Contingent Liabilities as at 31 August 2020