

COMPANY REGISTRATION NUMBER : 07316468

**BBYO
COMPANY LIMITED BY GUARANTEE
UNAUDITED FINANCIAL STATEMENTS
FOR
30 SEPTEMBER 2020**

Charity Number : 1141616



Edmund Carr LLP
Chartered Accountants
146 New London Road
Chelmsford
Essex
CM2 OAW

BBYO
COMPANY LIMITED BY GUARANTEE
FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2020

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**BBYO
COMPANY LIMITED BY GUARANTEE**

COMPANY INFORMATION

YEAR ENDED 30 SEPTEMBER 2020

Charity Number 1141616

Company Number 07316468

Registered Office 14 The Broadway
Stanmore
HA7 4DW

TRUSTEES WHO SERVED DURING THE PERIOD

Brian Royston	Chairman
Danielle Pearlman	
Matthew Herman	
Charles Robinson	
Jonathan Morris	
Daniel Rickman	appointed January 2020
Kira Blumer	appointed December 2020

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT
YEAR ENDED 30 SEPTEMBER 2020

The trustees have pleasure in presenting their report and the unaudited financial statements for the charity for the year ended 30 September 2020.

The Trustees of the charity as shown on page 1 are also the directors of the company.

We have strengthened the Board with the appointment of two senior professional in Jewish communal life. During the financial year, we welcomed Dan Rickman, who has been involved over many years as a youth leader and Vice-Chairman of the Youth Commission and is the Chief Executive of a UK charity which supports an international provider of education and operates a mentoring scheme in the UK for young adults.

After the end of the financial year, Kira Blumer, our former Executive Director, joined the Board. Kira has considerable experience of BBYO and Hillel in Canada, and BBYO International, and is now Chief Executive of a UK charity focused on international social action projects for primarily young people in their early-twenties.

After 10 years as Chair of the Board, I will be standing down from that position, but will continue to serve as a director for the remaining 2 years of my term. I would like to express my appreciation of the support extended by my fellow directors and the professional staff during my period as Chairman.

Objectives and Activities

The company's objectives as set out in its governing document are:

- a) The advancement of Jewish Education, leadership training and understanding of Judaism amongst Jewish teenagers and young people in accordance with the tenets of the Jewish faith in such manner as the Directors in their discretion shall determine and;
- b) The advancement of such other objects as are for the benefit of the public and are charitable according to English Law.

In accordance with Section 17(5) of the Charities Act and the Charities (Accounts and Reports) Regulations 2008, the directors have regard to the guidance on public benefit issued by the Charity Commission. In particular, BBYO has taken over from BBYO Charitable Trust the YOFI Scholarship Fund, a restricted fund, formed through the merger of Richard Crown Scholarship Fund into YOFI (the name of the fund raising campaign undertaken by the BBYO Chapters and National BBYO). The Fund provides bursaries to BBYO members towards the cost of BBYO's programmes, primarily its Israel programmes, its UK summer camp and its events. Applicants for bursaries for Israel programmes are also expected to apply for financial assistance to UJIA.

Bursaries are determined by the Scholarship Committee, taking into account the educational content of the programme and family circumstances of the participant. In addition, BBYO has agreed exceptionally to interest-free deferred payment plans with several participants, enabling them to make payment for programmes over an extended period.

The overall costs of BBYO's specific educational and leadership activities may also be subsidised, from both general funds and the YOFI Scholarship Fund. Chapters may also apply to YOFI Scholarship Fund to fund specific projects and activities. Fund raising proceeds and donations may be specifically ear-marked for YOFI Scholarship Fund.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2020

National Activities

BBYO offers a range of centrally organised activities to its youth members:

- Our Israel programme organised in conjunction with the UJIA Israel Experience, comprise a near-month long summer holiday experience tours for post-GCSE students (aged 15/16 years). Due to COVID, no programmes ran in 2020 and will not run in 2021; however, we are offering a UK touring holiday to Year 11 and 12 students.
- We are also able to sponsor extended leadership training programmes (of 5 or 9 months) for post-'A' level students during their gap year between school and university or college (aged 18/19 years), although there has been little interest in recent years.
- Shorashim, a 10/11 day UK residential 'Camp' held during the summer holidays, primarily attracting younger participants aged 13, 14 or 15 years, and providing social activities and some leadership training. During 2020, we operated the programme on a non-residential basis, due to COVID restrictions, but hope to return to a residential format in 2021.
- Machane Choref, a 2/3 day UK residential 'Camp' held during the winter holidays. In December 2020, the programme was on-line, due to COVID restrictions.
- BBYO's leadership training programmes. Residential programmes include training for the newly elected National Executive, and the Chapter Leadership Training Course (held annually over an October weekend).
- Veida, a day-long National Convention in March when new National Executive youth leaders are elected, to take office at the beginning of September.
- Participation in BBYO International activities including International Convention (February) and Global Shabbat (December)
- Social action and awareness activities including participation in Mitzvah Day and J-Serve (International Day of Service).
- Social and fund raising events
- Events for sixth formers (school years 12 and 13).
- Training and social events for Bogrim (former youth leaders of BBYO usually at university). Bogrim are encouraged to staff and lead events including Israel tours, and advise youth leaders.

We have been able to continue running most of these programmes since March 2020, albeit on-line when COVID restrictions have prevented in-person activities

Local Activities

BBYO has Chapters (youth groups) in NW London and surrounding areas, and attracts participants from around the UK and Ireland to its national activities. We continue to explore the feasibility of groups in other areas. Chapters are led by youth executives, elected by the youth membership. Chapters meet weekly or fortnightly and offer a varied programme of educational, cultural, social welfare and social activities.

We have been able to continue running regular Chapter programmes since March 2020, albeit on-line as COVID restrictions have prevented in-person activities.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2020

Office Staff

We were sorry that Kira Blumer resigned in April 2020 to take up an appointment with another charity, having joined us as Executive Director in July 2017, and having been instrumental in strengthening the quality, attendance and reputation of our programme. We are very pleased that Kira continues to be involved with BBYO in a voluntary capacity, focusing on the BBYO 80 campaign and recently joining the Board.

Adam Nickels, who joined us in September 2017 as Associate Regional Director, was promoted in August 2019 to Assistant Regional Director and in March 2020 to Executive Director. Adam immediately faced the challenges posed by COVID which included closing down most of our summer residential programmes and sources of income. He re-orientated the organisation to providing on-line and non-residential activities, handled the concerns of parents and members on the cancellation of Israel Tours and Shorashim, and launched an emergency appeal to former members for financial support. In December 2020, Adam left BBYO to further his career and was awarded a scholarship for an MBA course at the prestigious Brandeis University, focusing on Jewish youth work. We thank him for his devotion to BBYO over more than 3 years and wish him well.

We were very fortunate to be able to appoint Natasha ('Tash') Shaw as Executive Director, and to ensure a smooth transition. Tash brings to BBYO her experiences as a former youth worker and a programme manager of an international charity providing education and training. Despite the difficult circumstances posed by COVID, she has settled in well and impressed the Board with her positive goal-orientated approach which is already yielding results.

During the year under review, Jonah Moore served as Associate Regional Director, for 4 months. He was succeeded initially by Hannah Paley and then by Sammy Kemp, both on a part-time basis for the remainder of the financial year. We took the difficult decision to put further recruitment on hold and not appoint a second Associate Regional Director because of the COVID crisis. However, we were very pleased to be able to offer Sammy a full-time role at the end of the financial year.

The directors have complied with the government's policy on automatic enrolment of staff into pension schemes since April 2017.

Adam participated in BBYO International Staff Conference in January 2020, and both he and Kira helped to programme International Convention in February 2020 (whose participants included 11 current and recent BBYO leaders). Due to Covid, there was no Chazon Seminar in Israel to provide induction and training for the UK's Youth Movement workers, but local training was provided. We would like to acknowledge our appreciation of the professional training and development provided by UJIA and BBYO International, and their financial assistance which allows our staff to attend.

The book keeping role is undertaken by Jacqui Rickman.

I would like to record our thanks to past and present staff who tirelessly organise our many National events and assist local Chapters under the most difficult of circumstances. They work with the National Executive and Officers of BBYO who provide peer-led leadership, with Bogrim, and with the committees and directors of BBYO.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2020

Safeguarding

Kira then Adam were our Designated Safeguarding Lead during the year under review, and Adam has subsequently been succeeded by Tash. BBYO's Safeguarding Policy is reviewed annually by the directors to ensure that we offer the highest level of protection to our members. We are fortunate to be able to call on the experience of Danielle Petar (nee Pearlman) who is involved professionally in safeguarding, as well as Reshet, the Jewish youth network. With their expertise, the staff ensures that our procedures are comprehensive and relevant to today's teenagers. Issues covered include recognising indications of mental illness, working with medical practitioners and ensuring that social media is used appropriately. Training is provided to professional staff, Bogrim and the directors, disclosure barring checks are enforced, and regular updates are included at Board meetings.

General Data Protection Regulations

We engaged with a specialist IT firm to provide training and advice, to ensure that our policies and practices have been GDPR compliant since May 2018, and that staff, directors and committee members are aware of their responsibilities. In accordance with our IT policy, we use bbyo.org.uk email addresses in order to help protect access to our data. We have also tightened our procedures to improve confidentiality of information in connection with applications for bursaries, as well as setting up pre-registration procedures to regulate attendance at online events.

Achievements and Performance

The company took over the assets, liabilities and activities of the unincorporated association BBYO with effect from 1 July 2011. Subsequently, the company also took over the assets and liabilities of BBYO Charitable Trust, and, in accordance with a Transfer Agreement dated 11 October 2011, BBYO Charitable Trust transferred its rights, title and interest in its assets, the full benefit (but subject to the full burden) of its contracts, and its goodwill to BBYO with an effective date of 11 January 2012. In particular, the 2 restricted funds of BBYO Charitable Trust - the YOFI Scholarship Fund and the Friends of BBYO account - have been maintained as restricted accounts of BBYO.

The financial year begins shortly after the new youth movement workers have settled in, the new National Executive have taken office and attended their annual residential training course, and a Kick-Off party which attracts returning and new participants.

The first national event of the financial year was a residential CLTC in October with 25 Chapter leaders (2018: 30). November and December saw participation in Mitzvah Day and Global Shabbat, which are undertaken at Chapter level.

We were able to revive Machane Choref winter convention in December 2019, with a successful programme and attendance of 50 teens. 2020 started with Spring Kick-Off with 39 participants (2019: 52). In March, we held Veida and a national Purim party, attracting 18 and 99 participants, respectively (2019: 29 and 46, respectively). In between, 11 (2019: 8) members attended International Convention in the USA.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2020

As always, our many activities rely on the inspiration and energy of the national executive and former BBYO leaders (Bogrim) who act as staff (tsevet) at events, taking on programming, supervisory and administrative roles.

Although the first half of the current financial year begun well, the COVID lock-down forced us to suspend all face-to-face activities at National, Chapter and governance levels. Chapters and Executives continued to meet regularly via 'Zoom', as have the directors and committees. Youth members are also able to access BBYO International's online programmes. The staff and youth leadership have facilitated and created other initiatives, including delivery of materials and 'treats' to members' homes. We require members to pre-register for online programmes, to ensure no unauthorised access.

During the summer holidays, a partial relaxation of COVID restrictions allowed us to reintroduce some face-to-face activities under carefully controlled conditions in line with government regulations for youth groups. 7 Youth participated in a week long teen activism training programme with Tzedek. During the first 2 weeks of August, 30 teens participated in our non-residential Bubbles Day Camp, held in the grounds of a NW London School. We were one of the few Jewish youth groups who were able to organise a summer camp, and we were highly praised by participants and parents for the success of the event.

Bursaries

Our Scholarship Committee works closely with UJIA's Israel Experience to provide bursaries and/or deferred payment plans to participants on Israel Tour. From 2019, UJIA is using standardised guidelines and will take on the operation of deferred payment plans. For other BBYO events, we provide support on a unilateral basis.

In 2020, the cancellation of Israel Tour meant that that there was no requirement for bursaries (2019: 6 participants with scholarships totalling £1,175 and who also received over £9,000 bursaries from UJIA). Subsequently, an award was made to a participant from the 2018 Tour, to cover the outstandings under a deferred payment plan.

The Committee supported 3 participants with bursaries for Choref (1) and Day Camp (2) totalling £190 (2019: 2 Shorashim participants with bursaries totalling £325 and 1 CLTC participant with £60).

The Committee consists of 3 alumni and meets when required. For the past 10 years, it has been led by Howard Shooter, a former youth leader, Youth Commission Chairman, Director and parent. We are most appreciative of the work that Howard has undertaken with the committee, including having to make difficult decisions and to advise parents, whilst maintaining absolute discretion at all times. Howard stood down from the committee in early-2021 and has passed on the chair to one of the committee members.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2020

Financial Review

BBYO reported a surplus of £8,915 (2018/9: deficit of £33,932), distributed between Unrestricted Funds at £9,105 and Restricted Funds deficit of £190. The surplus reflected higher donations and institutional grants, contribution from Choref, residual profits from the 2019 Israel Tour, legacy income from a Chapter, as well as a reduction in staff and travel costs, lower summer programme income, absence of membership income, dilapidation and our share of building repair costs at Shield House, the move to new premises, and the updating of our IT infrastructure.

BBYO's reserves position continues to be acceptable: BBYO finished the year with £46,844 (2019: £37,739) Unrestricted Funds and £39,525 (2019: £39,715) Restricted Funds.

During the current financial year, we have continued to maintain low overheads and are benefiting from grants from local and national government to recompense us for the lack of contributions from our main national events, as well as donations from alumni and their families.

We are grateful to our Treasurer, Charlie Robinson, who has strengthened the financial controls through monthly cash flow projections.

Funding

Our main institutional funders continue to be UJIA and BBYO International. We are very grateful that UJIA's Allocations Committee recognises the value of BBYO's work in engaging, educating and developing Jewish teenagers, and that BBYO international has continued to help meet our expenditure on programmes and promotion.

We also appreciate the regular financial support from other institutional donors including CST on behalf of the UK government (towards security costs), Shores (to assist with development and leadership events), the National Lottery (towards diversity training and policy), AJR (towards costs of March of the Living and Holocaust education), the Jewish Youth Fund (for reviewing and upgrading our summer programmes), Childrens Aid Committee (for welfare support) and B'nai B'rith Lodges for their funding support.

We also receive tangible 'off-balance sheet' support for our activities and operations from UJIA and Reshet which offer training and development opportunities to our staff, BBYO International which meets the costs of youth leaders and staff at its International and Staff Conventions, B'nai B'rith UK which presents its Cyril Trup Award to an outstanding alumnus of BBYO, and March of the Living UK which subsidises the cost of BBYO Bogrim and staff to participate in March of the Living in Poland (although this was not held in 2020 and 2021) .

Several alumni and supporters of BBYO provide regular and one-off donations to BBYO. We utilise *Just Giving* to facilitate many donations. A major fund raising campaign started in 2020 as part of the BBYO 80 celebrations, and I would like to thank my fellow directors for their leadership in pledging generously to the campaign. However, as a result of COVID, we had to postpone the BBYO 80 'reconnection' of alumni scheduled for November 2020. We launched an emergency appeal to our alumni and supporters in April and May 2020, who generously responded with a 5-figure sum.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2020

I would like to mention two significant post-balance sheet factors which are helping to secure the financial future of BBYO:

Harrow Council and the Department of Media, Culture and Sport have awarded BBYO grants of £7,000 and £26,539, respectively, to cover loss of income due to lockdowns and the impact of COVID. As well as thanking local and national government for recognising our work, I would also like to express our gratitude to Tash Shaw and Charlie Robinson in submitting the applications.

The BBYO 80 event has been redesigned as an on-line event for 23 May 2021, hosted live by the National Executive, and with interviews and messages from notable alumni, as well as break-out sessions for alumni to meet with their peers. Much planning has been undertaken by Jonathan Morris and Phil Peters, and we look forward to a successful evening and campaign. At the time of writing, the cost of the event has been met by a small group of donors, and we are well on the way to raising a significant sum.

Expenditure

BBYO's main costs are staff remuneration. We were in the process of hiring 2 full-time Assistant Regional Directors, when the impact of COVID struck. After careful consideration, we decided to manage with just the Executive Director and a part-time Assistant Regional Director and put recruitment 'on hold' for the time being.

Premises costs had been rising as repair work was carried out on Shield House, to which we had moved in early-2011. This was one of the factors in deciding to move to new premises which are closer to where the majority of our members reside. We appreciate the services and support which we have received from GRET, in enabling us to terminate our lease early.

Other administration costs continue to fall, as we make more use of the internet and social media for contact with our stakeholders, including on-line systems to handle registration and payment of events. We continue to co-operate closely with BBYO International, which has provided us with considerable support and allowed us to benefit from their expertise.

Towards the end of the previous financial year, we took the decision to upgrade our IT and telecommunications infrastructure, to benefit from technological developments. Although there were some one-off costs involved, ongoing expenses will be subsequently reduced.

Reserves and Investment Policy

The directors review the level of reserves annually, to ensure that we maintain sufficient reserves to enable normal operating activities to continue over a period of 12 months, should a shortfall in income occur and to take account of potential risks and contingencies that may arise from time to time. The impact of COVID severely tested whether we had sufficient reserves. The directors consider that the reserves should be sufficient to see us through the crisis.

The directors have agreed that the YOFI Scholarship Fund should be reduced, if necessary, to meet reasonable demand for bursaries, taking into account the economic impact on the families of BBYO's youth membership and the lower investment income for the Scholarship Fund.

The Friends of BBYO were established in 1992 to raise funds through 2 appeals to former BBYO members to help ensure BBYO's long term future. The Friends have been dormant for several years. In accordance with the wishes of the donors, the Friends of BBYO account has become part of the long term reserves of BBYO.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2020

The directors review annually the investments, including the types of securities held and the financial institution counterparties, to ensure that investments are of low risk and provide a secure and stable income, so far as this is possible.

The directors reviewed the guidance of the Charity Commission on its web site and believe that the company is eligible to participate in the Financial Services Compensation Scheme ("FSCS"). Accordingly, the directors agreed that any term deposits placed with Virgin Money Plc are to be restricted to the amount which is covered by the FSCS (£85,000). The directors are comfortable with placing monies in excess of £85,000 in instant access accounts with Barclays Bank.

Structure, Governance and Management

BBYO was incorporated in July 2010. In April 2011 BBYO was registered as a charity by the Charity Commission and commenced operating with effect from 1 July 2011.

BBYO is governed by its Memorandum and Articles of Association, which set out the requirements for membership and directors of the company. The Articles of Association stipulate that, annually, a General Meeting of the members is held at which the directors are elected by ordinary resolution.

One third of the directors retire annually but may offer themselves for election by ordinary resolution at a General Meeting. Between General Meetings, the directors may appoint a person to be a director, but such person must then retire at the next annual General Meeting although he or she shall be eligible for election.

The directors appointed Brian Royston, to chair meetings and he also chairs General Meetings of BBYO.

The directors met 5 times during the year under review.

Committees

The Chairman of the Youth Commission is responsible for dealing with day to day issues on behalf of the company. In particular, he supervises the permanent staff. The directors have agreed that the Chairman of the Youth Commission is an ex-officio Trustee and Director of BBYO. The directors appointed Matt Herman as Chairman of the Youth Commission in June 2016. Matt stood down as Youth Commission Chairman in December 2020 and has been succeeded by Jonathan Morris.

The Fund Raising Committee has evolved into the BBYO 80 Committee, which was set up to plan celebrations of BBYO's 80th anniversary in 2020/21, whilst launching an appeal to secure the Organisation's future. Phil Peters, an alumnus and former director, is chairing the Committee whose members include Kira Blumer and Jonathan Morris. Other fund raising responsibilities, including applications to institutions, are now handled directly by the Office.

The Scholarship Committee plays a vital role in enabling many members to participate in our programmes and educational events, through providing and facilitating financial support. Howard Shooter recently retired as chairman and member of the committee. The other members are 2 former alumni who are also members of Spirit of D15. A new member of the committee is being sought at the time of writing.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2020

During the financial year, BBYO negotiated the early termination of the lease on the premises at Shield House, and a new 4-year lease on premises in Stanmore until January 2024. Kira Blumer and Brian Royston constituted the Property Committee for these negotiations, and worked closely with our solicitor, Katheryn Walters of Jaswal Johnstone LLP, during what turned out to be protracted negotiations. In view of the move into the new premises, we have given notice to terminate the lease on a garage used for storage.

The directors express their sincere appreciation to all the members of these committees for their efforts. The directors also thank the committee of Spirit of D15, an alumni group, for helping to publicise our requests for volunteers to join our committees.

Financial Powers

The directors have approved a Scheme of Empowerment, setting out the delegation of authorities to approve payments and contractual arrangements. This scheme is reviewed annually.

Training and Induction of New Directors

The directors receive training in their responsibilities as trustees of a charitable company through the publications of the Charity Commission and information on their website. New directors will also benefit from an induction led by the existing directors.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published on 16 July 2014.

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies' exemption.

Approved by the trustees on 10 May 2021 and signed on their behalf:

Brian Royston

.....

Brian Royston

Chairman

BBYO
COMPANY LIMITED BY GUARANTEE
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BBYO
YEAR ENDED 30 SEPTEMBER 2020

I report on the accounts of the company for the year ended 30 September 2020 which are set out on pages 12 to 20.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

Colin Barker

.....
Colin A Barker FCA
Independent examiner
146 New London Road
Chelmsford
CM2 0AW

12 May 2021

BBYO**COMPANY LIMITED BY GUARANTEE****STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT)****YEAR ENDED 30 SEPTEMBER 2020**

		Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
		£	£	£	£
Income from:					
Donations and legacies	2	87,518	2,433	89,951	69,056
Investments	3	35	-	35	370
Charitable activities	4	34,791	-	34,791	236,839
Total Income		<u>122,344</u>	<u>2,433</u>	<u>124,777</u>	<u>306,265</u>
Expenditure on:					
Charitable activities	5	113,429	2,433	115,862	340,197
Total Expenditure		<u>113,429</u>	<u>2,433</u>	<u>115,862</u>	<u>340,197</u>
Net Income/(Expenditure)		8,915	-	8,915	(33,932)
Transfers Between Funds		<u>190</u>	<u>(190)</u>	<u>-</u>	<u>-</u>
Net Movement in Funds		9,105	(190)	8,915	(33,932)
RECONCILIATION OF FUNDS					
Total funds brought forward		37,739	39,715	77,454	111,386
Total funds carried forward		<u>46,844</u>	<u>39,525</u>	<u>86,369</u>	<u>77,454</u>

All of the activities of the charity are classed as continuing.

The notes on pages 14 to 20 form part of these financial statements.

**BBYO
COMPANY LIMITED BY GUARANTEE
BALANCE SHEET
AS AT 30 SEPTEMBER 2020**

		2020		2019	
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	11		1,552		83
CURRENT ASSETS					
Debtors	12	5,939		9,226	
Cash at bank		<u>85,059</u>		<u>85,257</u>	
		90,998		94,483	
CREDITORS: Amounts falling due within one year	13	<u>6,181</u>		<u>17,112</u>	
NET CURRENT ASSETS			84,817		77,371
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>86,369</u>		<u>77,454</u>
NET ASSETS			<u>86,369</u>		<u>77,454</u>
FUNDS OF THE CHARITY					
Unrestricted			46,844		37,739
Restricted	14		39,525		39,715
TOTAL CHARITY FUNDS			<u>86,369</u>		<u>77,454</u>

For the year ending 30 September 2020 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 (the Act) relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

These financial statements were approved by the Trustees on 10 May 2021 and are signed on their behalf by:

Brian Royston
.....
BRIAN ROYSTON
Company Registration Number: 7316468

The notes on pages 14 to 20 form part of these financial statements.

BBYO
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2020

1. ACCOUNTING POLICIES

Basis of accounting

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

Legal Status

BBYO is a charitable company limited by guarantee. It is incorporated in England and Wales and its registered address is 14 The Broadway, Stanmore HA7 4DW. The company meets the definition of a public benefit entity under FRS 102.

Going concern

The directors have considered the impact of the Covid-19 pandemic in their assessment of the charity's ability to prepare accounts as a going concern. Because of the uncertainties surrounding the effects of the economic slowdown it is difficult to predict the impact on the charity and its funders, but having taken all the factors into account, the directors are of the opinion that the charity has sufficient resources to continue trading for the next 12 months from the date of signing these accounts.

Incoming Resources

Income from donations is included in incoming resources when these are receivable, except when donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods. Income from Tours and events is accounted for on an accruals basis. Scholarships are used to reduce the cost of the tours to participants.

Resources Expended

All expenditure is accounted for on an accruals basis and includes VAT as the charity is not VAT registered. The majority of expenditure is directly attributable to specific charitable activities. Governance costs are associated with the governance arrangements of the charity.

Fixed Assets

Fixed assets transferred from the unincorporated BBYO were valued at net book value at the date of transfer.

Depreciation

Major expenditure on tangible fixed assets is capitalised. The cost of other items is written off as incurred. Depreciation is calculated so as to write off the cost of an asset, less its estimated residual value, over the useful economic life of that asset as follows:

Office & computer equipment	25% straight line
Catering equipment	10% straight line

Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised as expenditure.

Leases

Rentals payable under operating leases are charged to the SOFA on a straight line basis over the period of the lease.

Fund accounting

Funds held by the charity are either:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees: Designated funds – these are funds set aside by the trustees out of unrestricted funds for specific future purposes or projects.

Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charity.

BBYO
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2020

2. DONATIONS & LEGACIES

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
	£	£	£	£
Membership fees	-	-	-	924
Donations and grants	87,518	2,433	89,951	68,132
	<u>87,518</u>	<u>2,433</u>	<u>89,951</u>	<u>69,056</u>
<i>2019</i>	<i>66,752</i>	<i>2,304</i>	<i>69,056</i>	

3. INVESTMENT INCOME

All of the charity's investment income arises from interest bearing deposit accounts.

4. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
	£	£	£	£
Summer Schemes & Tours	16,713	-	16,713	227,211
Events Income	16,841	-	16,841	8,907
Income from Chapters	1,237	-	1,237	721
	<u>34,791</u>	<u>-</u>	<u>34,791</u>	<u>236,839</u>
<i>2019</i>	<i>236,839</i>	<i>-</i>	<i>236,839</i>	

5. CHARITABLE EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
	£	£	£	£
Summer schemes and tours	1,825	2,433	4,258	205,732
Event expenditure	11,392	-	11,392	10,127
Support costs (Note 6)	95,637	-	95,637	119,923
Governance costs (Note 7)	4,575	-	4,575	4,415
	<u>113,429</u>	<u>2,433</u>	<u>115,862</u>	<u>340,197</u>
<i>2019</i>	<i>327,893</i>	<i>12,304</i>	<i>340,197</i>	

BBYO
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NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2020

6. SUPPORT COSTS

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
	£	£	£	£
Staff salaries and expenses	63,536	-	63,536	89,844
Premises costs	15,403	-	15,403	12,831
Other administrative expenses	16,698	-	16,698	17,248
	<u>95,637</u>	<u>-</u>	<u>95,637</u>	<u>119,923</u>

7. GOVERNANCE COSTS

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
	£	£	£	£
Accounting services	3,630	-	3,630	3,103
Company secretarial and payroll services	420	-	420	787
Independent Examination fee	525	-	525	525
Fees payable to independent examiner	<u>4,575</u>	<u>-</u>	<u>4,575</u>	<u>4,415</u>

8. ANALYSIS OF STAFF COSTS

	2020	2019
	£	£
Wages and salaries	55,262	80,552
Social security costs	4,870	4,870
Pension contributions	2,693	2,022
	<u>62,825</u>	<u>87,444</u>

Particulars of employees:

The average number of staff employed by the charity during the financial year on a headcount basis amounted to:

2020	2019
No.	No.
2.6	3.2

No employee received emoluments of more than £60,000 during the year (2019 - None).

BBYO
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2020

9. TRUSTEES REMUNERATION

None of the trustees or persons connected with them received any remuneration for their services.

None of the trustees were reimbursed expenses incurred when acting on behalf of the company during the period.

10. NET OUTGOING RESOURCES FOR THE PERIOD

This is stated after charging:	2020	2019
	£	£
Depreciation	493	105

11. TANGIBLE FIXED ASSETS

	Fixtures, Fittings & Equipment	Total 2020
	£	£
COST		
At 1 October 2019	7,517	7,517
Additions	1,962	1,962
Disposals	-	-
At 30 September 2020	9,479	9,479
DEPRECIATION		
At 1 October 2019	7,434	7,434
Charge for the year	492	492
On disposals	-	-
At 30 September 2020	7,926	7,926
NET BOOK VALUE		
At 30 September 2020	1,552	1,552
At 30 September 2019	83	83

BBYO
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YEAR ENDED 30 SEPTEMBER 2020

12. DEBTORS	2020	2019
	£	£
Other debtors	1,668	-
Prepayments and accrued income	4,271	9,226
	<u>5,939</u>	<u>9,226</u>

13. CREDITORS: Amounts falling due within one year	2020	2019
	£	£
Trade creditors	1,334	6,638
Payroll taxes and social security	574	1,834
Other Creditors	163	797
	<u>2,071</u>	<u>9,269</u>
Accruals	3,810	3,630
Deferred income	300	4,213
	<u>6,181</u>	<u>17,112</u>

Deferred income relates to events income paid in advance and released to income in the following year.

14. RESTRICTED FUNDS

	Movement in resources:				
	Balance at 1 Oct 2019	Incoming	Outgoing	Transfers	Balance at 30 Sept 2020
	£	£	£	£	£
a) Friends of BBYO	20,895	-	-	-	20,895
b) YOFI scholarship	18,820	-	-	(190)	18,630
c) Children's Aid Committee	-	1,000	(1,000)	-	-
d) Government Grant	-	1,433	(1,433)	-	-
	<u>39,715</u>	<u>2,433</u>	<u>(2,433)</u>	<u>(190)</u>	<u>39,525</u>

- a) The Friends were established in 1992 to raise funds through 2 appeals to former BBYO members to help to ensure BBYO's long term future.
- b) The YOFI Scholarship Fund provides bursaries and subsidies to BBYO members towards the cost of BBYO's programmes, primarily its Israel programmes, its summer camps and its events. The transfer to unrestricted funds represents the value of these awards during the year.
- c) The Children's Aid Committee provided funds towards the Summer camp.
- d) The government grant relates to CST Security Trust, and is to cover the costs of security.

BBYO
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2020

15. ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible fixed assets £	Other net assets £	Total £
Restricted	-	39,525	39,525
Unrestricted	1,552	45,292	46,844
	<u>1,552</u>	<u>84,817</u>	<u>86,369</u>

16. COMPANY LIMITED BY GUARANTEE

Every member of the Company undertakes to contribute to the assets of the Company in the event of the same being wound up during the time he/she is a member, or within one year afterwards, for the payments of the debts and liabilities of the Company contracted before the time at which he/she ceases to be a member and of the costs, charges and expenses of winding up the same, and for the adjustments of the rights of the contributors among themselves such amount as may be required not exceeding one pound.

The company is controlled by the Trustees.

17. COMMITMENTS UNDER OPERATING LEASES

The charity is committed to total future minimum lease payments under a non-cancellable operating leases as follows:

	2020 £	2019 £
Not later than one year	10,000	4,662
Later than one year and not later than five years	23,330	-
	<u>33,330</u>	<u>4,662</u>

18. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

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NOTES TO THE FINANCIAL STATEMENTS
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19. PRIOR YEAR FUNDS NOTES

RESTRICTED FUNDS

	Balance at	Movement in resources:			Balance at
	1 Oct 2018	Incoming	Outgoing	Transfers	30 Sept 2019
	£	£	£	£	£
a) Friends of BBYO	20,832	63	-	-	20,895
b) YOFI scholarship	20,253	127	-	(1,560)	18,820
c) Government Grant	-	2,304	(2,304)	-	-
d) National Lottery	10,000	-	(10,000)	-	-
	<u>51,085</u>	<u>2,494</u>	<u>(12,304)</u>	<u>(1,560)</u>	<u>39,715</u>

- a) The Friends were established in 1992 to raise funds through 2 appeals to former BBYO members to help to ensure BBYO's long term future.
- b) The YOFI Scholarship Fund provides bursaries and subsidies to BBYO members towards the cost of BBYO's programmes, primarily its Israel programmes, its summer camps and its events. It also subsidises the costs of BBYO's educational and leadership events. The transfer to unrestricted funds represents the value of these awards during the year.
- c) The government grant relates to CST Security Trust, and is to cover the costs of security.
- d) The National Lottery awarded funds for an LGBT inclusion and celebration project, which included education at events and a policy review.

ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible	Other net	Total
	fixed assets	assets	
	£	£	£
Restricted	-	39,715	39,715
Unrestricted	83	37,656	37,739
	<u>83</u>	<u>77,371</u>	<u>77,454</u>