

COMPANY REGISTRATION NUMBER : 07316468

**BBYO
COMPANY LIMITED BY GUARANTEE
UNAUDITED FINANCIAL STATEMENTS
FOR
30 SEPTEMBER 2024**

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 2024

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BBYO
COMPANY LIMITED BY GUARANTEE
COMPANY INFORMATION
YEAR ENDED 30 SEPTEMBER 2024

Charity Number 1141616

Company Number 07316468

Registered Office 146 New London Road
Chelmsford
Essex
CM2 0AW

Trustees

Jonathan, Lord Morris of Kenwood	Chairman
Charles Robinson	
Kira Laurelle Blumer	Resigned 28 May 2024
Beverley Lewis	
Robert Epstein	
Michael Allen-Harris	Appointed 18 October 2023
Emma Livingston	Appointed 18 October 2023
Lauren Benoliel	Appointed 1 October 2024
Jasmine Gothelf	Appointed 18 October 2023
	Resigned 3 December 2024

Independent Examiner Alex Stone FCCA
Edmund Carr LLP
Chartered Accountants
146 New London Road
Chelmsford
Essex CM2 0AW

Bankers Barclays Bank
1 Churchill Place
London E14 5HP

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT
YEAR ENDED 30 SEPTEMBER 2024

The trustees have pleasure in presenting their report and the unaudited financial statements for the charity for the year ended 30 September 2024. The Trustees of the charity as shown on page 1 are also the directors of the company.

During this financial year, one of our Trustees stepped down from the Board. Kira Blumer had previously served as the first professional Executive Director of BBYO UK, and having taken a year away from the organisation after she stepped down from that role, she joined the Board in 2021. Kira brought a wealth of expertise, experience and institutional knowledge to the group, providing an invaluable support to Ricky, and an unparalleled level of guidance to all in the organisation. All the directors recorded their thanks to Kira.

Ricky Kaplan continued in his role as Executive Director of BBYO UK, providing leadership, direction and management of the organisation and professional team.

Objectives and Activities

The company's objects 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.

National Activities

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

- 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). As a result of the events of October 7th 2023, and the subsequent challenging situation in Israel, the Trustees and Executive Director, having discussed at length and surveyed the parents of the relevant teens, took the difficult decision not to run the BBYO Israel Tour in 2024, and instead to offer a Trek Europe experience. This offering was taken up by 84 teens who enjoyed a wonderful trip and meaningful Jewish experience through four countries of Europe.

BBYO
COMPANY LIMITED BY GUARANTEE

TRUSTEES' ANNUAL REPORT (continued)

YEAR ENDED 30 SEPTEMBER 2024

- 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. In 2023, the venue for this returned to the UK, with 92 teens in attendance including a group of teens from Israel, and also extremely positive feedback.
- Winter Convention, a 2/3 day UK residential 'Camp' held during the winter holidays. Almost 100 teens attended this programme in 2023.
- 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.

Local Activities

BBYO has Chapters (youth groups) in NW London and surrounding areas, as well as a Chapter in Manchester. (The Glasgow chapter unfortunately proved unsustainable). We also attract participants from around the UK and Ireland to our national activities. We continue to explore the feasibility of groups in other areas, while building and developing the existing and newer ones. 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.

Safeguarding

Ricky Kaplan was our Designated Safeguarding Lead during the year under review, with Kira Blumer the Trustee with responsibilities for Safeguarding until she departed the Board. BBYO's Safeguarding Policy is reviewed annually by the directors to ensure that we offer the highest level of protection to our members. Training is provided to professional staff, Bogrim and the directors, disclosure barring checks are enforced, and regular updates are included at Board meetings.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2024

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.

In February 2024 we took a group of 14 teens from the UK to the BBYO International Convention in Orlando, an event which celebrated the Centennial of BBYO. These teens joined over 3,600 more from 60+ countries around the world in what was an inspiring, exciting and powerful event, reinforcing the value to BBYO UK of being part of a global organisation

Our Winter Convention in December proved once again to be extremely successful and popular. Almost 100 teens joined the event, held in a venue in Sussex, and thoroughly enjoyed taking part in a superb programme managed and run by our Tzevet (event leadership team), Bogrim and professional team.

As part of our Centennial fundraising and celebration campaign - the first Chapter of BBYO International began in 1924, so 2024 was the Centennial year for the organisation – we held an event for Alumni at Lords Cricket Ground in May, attended by 160 alumni, teens and stakeholders. The event was a huge success, with attendees thoroughly enjoying their re-connection to the organisation, and meeting old, and new friends. We also held a Centennial fundraising campaign in conjunction with this event, and our Summer fun run (organised by Maccabi), and raised over £16,000 including a generous £5,000 donation from B'nei B'rith.

Bursaries

Our Scholarship Committee works closely with UJIA's Israel Experience to provide bursaries and/or deferred payment plans to participants on Israel Tour. For other BBYO events, we provide support on a unilateral basis.

This scholarship fund was significantly boosted in July 2023 thanks to a grant from the R&H Klein Family Foundation of £50,000. We are extremely grateful to this Foundation for helping to ensure that for at least the next 3 years no teen will be prevented from attending a BBYO UK event, experience or activity for financial reasons.

As a result of the cancellation of Trek Israel, and the replacement with Trek Europe, we were not able to tap into the UJIA Israel Experience for bursaries this year. The result was that with significant demand for financial assistance, along with the high numbers of teens participating in Trek Europe, the Scholarship Committee granted a total of £49,170 in this financial year (which included grants for Shorashim and other experiences and events).

Following on from this expenditure, a full review of the policies and activities of the Scholarship Committee was undertaken by the Trustees in conjunction with Steve Forman (the Chair of that Committee) and his colleagues. The result of the review was an updated and improved application form for bursaries, and an agreement to restrict future grants to a pre-agreed total sum each year.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2024

Financial Review

BBYO reported a deficit of £49,906 (2022/23: surplus of £16,140), distributed between Unrestricted Funds at a surplus of £22,264 and Restricted Funds at a £72,170 deficit.

BBYO's reserves position continues to be acceptable: BBYO finished the year with £36,351 (2023: £14,087) Unrestricted Funds and £18,460 (2023: £90,630) 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.

Reserves 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. During this financial year, the directors continue to consider that the reserves should be sufficient.

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.

Plans for Future Periods

The Board and Professional team at BBYO are working on extensive sustainability plans to secure BBYO's long term future. These include:

- The development and implementation of a far-reaching alumni engagement strategy, making full use of the new Alumni Network platform launched by BBYO International, which includes a plan for consistent and ongoing alumni fundraising.
- The formulation of a comprehensive 5 year business plan to build on our strengths and achievements, and extend the BBYO UK offering in both depth and breadth. This will feed into a major venture philanthropy appeal to raise significant funds for an endowment and capital from a select number of wealthy BBYO alumni, to invest in and assure the long-term security of BBYO UK.

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.

BBYO
COMPANY LIMITED BY GUARANTEE
TRUSTEES' ANNUAL REPORT (continued)
YEAR ENDED 30 SEPTEMBER 2024

One third of the directors retire annually but may offer themselves for election by ordinary resolution at a General Meeting.

The directors appointed Jonathan, Lord Morris of Kenwood, to chair meetings and he also chairs General Meetings of BBYO. The directors met 4 times during the year under review.

Major risks have been reviewed and systems or procedures have been established to manage those risks.

Committees

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.

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.

Executive Remuneration

The pay for the Executive Director is determined based on benchmarks within the community and within the international organisation of similar roles; the experience and value of the candidate; and the financial situation of BBYO.

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, and training in the Safeguarding responsibilities of 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 on26 June 2025..... and signed on their behalf:

Jonathan, Lord Morris of Kenwood
.....
Jonathan, Lord Morris of Kenwood
Chairman

**BBYO
COMPANY LIMITED BY GUARANTEE
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF BBYO
YEAR ENDED 30 SEPTEMBER 2024**

I report on the accounts of the company for the year ended 30 September 2024 which are set out on pages 8 to 17.

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

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

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

Alex Stone

.....
Alex Stone FCCA
Edmund Carr LLP
146 New London Road
Chelmsford
CM2 0AW

27 June 2025
.....

**BBYO
COMPANY LIMITED BY GUARANTEE**

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND
EXPENDITURE ACCOUNT)**

YEAR ENDED 30 SEPTEMBER 2024

		Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
Income from:					
Donations and legacies	2	89,862	4,000	93,862	121,875
Investments	3	868	-	868	117
Charitable activities	4	471,508	-	471,508	319,139
Total Income		<u>562,238</u>	<u>4,000</u>	<u>566,238</u>	<u>441,131</u>
Expenditure on:					
Raising funds		12,444	-	12,444	-
Charitable activities	5	535,530	68,170	603,700	424,991
Total Expenditure		<u>547,974</u>	<u>68,170</u>	<u>616,144</u>	<u>424,991</u>
Net Income/(Expenditure)		14,264	(64,170)	(49,906)	16,140
Transfers Between Funds		<u>8,000</u>	<u>(8,000)</u>	<u>-</u>	<u>-</u>
Net Movement in Funds		22,264	(72,170)	(49,906)	16,140
RECONCILIATION OF FUNDS					
Total funds brought forward		14,087	90,630	104,717	88,577
Total funds carried forward		<u>36,351</u>	<u>18,460</u>	<u>54,811</u>	<u>104,717</u>

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

The notes on pages 11 to 17 form part of these financial statements.

BBYO
COMPANY LIMITED BY GUARANTEE
BALANCE SHEET
AS AT 30 SEPTEMBER 2024

		2024		2023	
	Note	£	£	£	£
FIXED ASSETS					
Tangible assets	11		1,113		1,663
CURRENT ASSETS					
Debtors	12	3,397		9,609	
Cash at bank		59,422		102,648	
		<u>62,819</u>		<u>112,257</u>	
CREDITORS: Amounts falling due within one year	13	<u>9,121</u>		<u>9,203</u>	
NET CURRENT ASSETS			53,698		103,054
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>54,811</u>		<u>104,717</u>
NET ASSETS			<u>54,811</u>		<u>104,717</u>
FUNDS OF THE CHARITY					
Unrestricted			36,351		14,087
Restricted	14		18,460		90,630
TOTAL CHARITY FUNDS			<u>54,811</u>		<u>104,717</u>

For the year ending 30 September 2024 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 ~~26 June 2025~~ and are signed on their behalf by:

Jonathan, Lord Morris of Kenwood

Jonathan, Lord Morris of Kenwood

Company Registration Number: 7316468

The notes on pages 11 to 17 form part of these financial statements.

BBYO
COMPANY LIMITED BY GUARANTEE
STATEMENT OF CASH FLOWS
YEAR ENDED 30 SEPTEMBER 2024

	Notes	Total 2024 £	Total 2023 £
Net movement in funds for the reporting period (as per the statement of financial activities)		(49,906)	16,140
Adjustments for:			
Investment income		(868)	(117)
Depreciation charges	10	550	839
(Increase) / decrease in debtors	7	6,212	(1,474)
Increase / (decrease) in creditors	8	(82)	(7,216)
Cash flows from operating activities:			
Net cash provided by / (used in) operating activities		<u>(44,094)</u>	<u>8,172</u>
Cash flows from investing activities:			
Purchase of tangible fixed assets		-	(1,733)
Bank interest		868	117
Net cash provided by / (used in) investing activities		<u>868</u>	<u>(1,616)</u>
Change in cash and cash equivalents in the reporting period		(43,226)	6,556
Cash and cash equivalents brought forward		102,648	96,092
Cash and cash equivalents carried forward		<u>59,422</u>	<u>102,648</u>

The notes on pages 11 to 17 form part of these financial statements.

BBYO
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2024

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 (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 146 New London Road, Chelmsford, Essex, CM2 0AW. The company meets the definition of a public benefit entity under FRS 102.

Going concern

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 2024

2. DONATIONS & LEGACIES

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Government grants	-	-	-	-
Other donations and grants	89,862	4,000	93,862	121,875
	<u>89,862</u>	<u>4,000</u>	<u>93,862</u>	<u>121,875</u>
<i>2023</i>	<i>44,875</i>	<i>77,000</i>	<i>121,875</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 2024	Total Funds 2023
	£	£	£	£
Summer Schemes & Tours	399,938	-	399,938	274,717
Events Income	63,234	-	63,234	41,369
Income from Chapters	6,025	-	6,025	2,855
Membership fees	2,311	-	2,311	198
	<u>471,508</u>	<u>-</u>	<u>471,508</u>	<u>319,139</u>
<i>2023</i>	<i>319,139</i>	<i>-</i>	<i>319,139</i>	

5. CHARITABLE EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
	£	£	£	£
Summer schemes and tours	343,875	8,000	351,875	240,574
Event expenditure	66,591	-	66,591	47,829
Bursaries	-	49,170	49,170	-
Support costs (Note 6)	120,550	11,000	131,550	132,298
Governance costs (Note 7)	4,514	-	4,514	4,290
	<u>535,530</u>	<u>68,170</u>	<u>603,700</u>	<u>424,991</u>
<i>2023</i>	<i>412,991</i>	<i>12,000</i>	<i>424,991</i>	

BBYO
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2024

6. SUPPORT COSTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Staff salaries and expenses	82,008	11,000	93,008	97,199
Premises costs	13,965	-	13,965	11,136
Other administrative expenses	24,577	-	24,577	23,963
	<u>120,550</u>	<u>11,000</u>	<u>131,550</u>	<u>132,298</u>

7. GOVERNANCE COSTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Accountancy and independent examination	4,446	-	4,446	4,264
Companies House fees	68	-	68	26
	<u>4,514</u>	<u>-</u>	<u>4,514</u>	<u>4,290</u>

8. ANALYSIS OF STAFF COSTS

	2024 £	2023 £
Wages and salaries	86,367	89,148
Social security costs	2,672	2,460
Pension contributions	2,205	2,193
	<u>91,244</u>	<u>93,801</u>

Particulars of employees:

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

2024	2023
No.	No.
2.8	3.2

No employee received emoluments of more than £60,000 during the year (2023 - None).

The remuneration benefits of key management personnel in the year totalled £44,850.

BBYO
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2024

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:	2024	2023
	£	£
Depreciation	550	839

11. TANGIBLE FIXED ASSETS

	Fixtures, Fittings & Equipment	Total
	£	£
COST		
At 1 October 2023	11,514	11,514
Additions	-	-
Disposals	-	-
At 30 September 2024	11,514	11,514
DEPRECIATION		
At 1 October 2023	9,851	9,851
Charge for the year	550	550
On disposals	-	-
At 30 September 2024	10,401	10,401
NET BOOK VALUE		
At 30 September 2024	1,113	1,113
At 30 September 2023	1,663	1,663

12. DEBTORS

	2024	2023
	£	£
Other debtors	1,778	1,778
Prepayments and accrued income	1,619	7,831
	3,397	9,609

BBYO
COMPANY LIMITED BY GUARANTEE
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 30 SEPTEMBER 2024

13. CREDITORS: Amounts falling due within one year

	2024	2023
	£	£
Trade creditors	1,600	866
Payroll taxes and social security	1,655	1,719
Other Creditors	1,396	2,334
	<u>4,651</u>	<u>4,919</u>
Accruals	4,470	4,284
	<u>9,121</u>	<u>9,203</u>

14. RESTRICTED FUNDS

	Movement in resources:				
	Balance at				Balance at
	1 Oct 2023	Incoming	Outgoing	Transfers	30 Sept 2024
	£	£	£	£	£
a) YOFI scholarship	17,630	-	(17,630)	-	-
b) Rothschild Foundation	8,000	-	-	(8,000)	-
c) Oxford & St. Georges JYT	4,000	4,000	(8,000)	-	-
d) Nathan Laski Memorial Trust	1,000	-	(1,000)	-	-
e) R&H Klein Family Foundation	50,000	-	(31,540)	-	18,460
f) National Lottery Community Fund	10,000	-	(10,000)	-	-
	<u>90,630</u>	<u>4,000</u>	<u>(68,170)</u>	<u>(8,000)</u>	<u>18,460</u>

- a) 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.
- b) Rothschild Foundation Hanadiv Europe awarded a grant towards a project to develop educators to strengthen Jewish community life. It has now been agreed that these can be used for the charity's general charitable purposes.
- c) Oxford & St. Georges Jewish Youth Trust awarded a grant for use on the summer programme.
- d) The Nathan Laski Memorial Trust awarded a grant to assist with the Manchester chapter of BBYO.
- e) The R&H Klein Family Foundation awarded a grant to be used on providing bursaries over the next 3 years.
- f) The National Lottery Community Fund awarded a grant to be used on the Health Education & Advice for Life (HEAL) project.

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

	Tangible fixed assets £	Other net assets £	Total £
Restricted	-	18,460	18,460
Unrestricted	1,113	35,238	36,351
	<u>1,113</u>	<u>53,698</u>	<u>54,811</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:

	2024 £	2023 £
Not later than one year	-	3,330
Later than one year and not later than five years	-	-
	<u>-</u>	<u>3,330</u>

18. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

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19. PRIOR YEAR FUNDS NOTES

RESTRICTED FUNDS

	Balance at		Movement in resources:			Balance at
	2022	Incoming	Outgoing	Transfers		2023
	£	£	£	£		£
a) Friends of BBYO	20,895	-	-	(20,895)	-	-
b) YOFI scholarship	17,630	-	-	-	-	17,630
c) Rothschild Foundation	8,000	-	-	-	-	8,000
d) Jewish Youth Fund	-	2,000	(2,000)	-	-	-
e) Children's Aid Committee	-	10,000	(10,000)	-	-	-
f) Oxford & St. Georges JYT	-	4,000	-	-	-	4,000
g) Nathan Laski Memorial Trust	-	1,000	-	-	-	1,000
h) R&H Klein Family Foundation	-	50,000	-	-	-	50,000
i) National Lottery Community Fund	-	10,000	-	-	-	10,000
	<u>46,525</u>	<u>77,000</u>	<u>(12,500)</u>	<u>-</u>		<u>90,630</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) Rothschild Foundation Hanadiv Europe has awarded a grant towards a project to develop educators to strengthen Jewish community life.
- d) The Jewish Youth Fund provided grants for both the Summer and Winter programmes.
- e) The Children's Aid Committee Charitable Fund provided a grant towards the employment costs of a Community Engagement Manager.
- f) Oxford & St. Georges Jewish Youth Fund awarded a grant for use on the summer programme.
- g) The Nathan Laski Memorial Trust has awarded a grant to assist with the Manchester chapter of BBYO
- h) The R&H Klein family Foundation has awarded a grant to be used on providing bursaries over the next 3 years.
- i) The National Lottery Community Fund awarded a grant to be used on the Health Education & Advice fo Life (HEAL) project.

ANALYSIS OF NET ASSETS (between restricted and unrestricted funds)

	Tangible	Other net	Total
	fixed assets	assets	
	£	£	£
Restricted	-	90,630	90,630
Unrestricted	1,663	12,424	14,087
	<u>1,663</u>	<u>103,054</u>	<u>104,717</u>