



Liberal Judaism (ULPS)

Annual Report and Financial Statements

31 December 2024

Company Limited by Guarantee
Registration Number
08281223 (England and Wales)

Charity Registration Number
1151090

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COMPANY INFORMATION

Trustees	Karen Newman (Chair) Alexandra Boyd Alex Kinchin-Smith Leslie Moss (Treasurer) Owen Power Hannah Grant Penny Beral (appointed 10/07/2024) Tommer Spence (appointed 10/07/2024) Rabbi Anna Wolfson Amanda McFeeters (appointed 10/07/2024)
CEO	Rabbi Charley Baginsky
Registered office	The Montagu Centre 21 Maple Street London W1T 4BE
Company registration number	08281223 (England and Wales)
Charity registration number	1151090
Auditor	Nyman Libson Paul LLP 124 Finchley Road London NW3 5JS
Principal bankers	National Westminster Bank Plc Baker Street Branch PO Box 2BA 69 Baker Street London W1U 6AT United Kingdom

Liberal Judaism Trustees' Report

CEO's Foreword

Rabbi Charley Baginsky

This year's Trustees' Report is unlike any we have written before. It marks not only the end of a year, but the closing chapter of Liberal Judaism as a standalone organisation - and the beginning of a bold new journey.

In 2024, we lived through transformation. With overwhelming support from our communities, clergy and lay leaders, we stepped forward to co-create a single, unified Movement for Progressive Judaism in the UK. What had been imagined for decades - and talked about seriously for many years - finally became reality. And in typical Liberal Judaism fashion, we did not pause or wait. We delivered, supported, taught, created, and cared, just as we always have.

This report tells two stories at once. One is of continuity: our communities still received the same high level of support, care and guidance. Our clergy led with wisdom and compassion. Our youth and student programmes created connection. Our values were present in public life. The second story is of change: we aligned our work to the new Movement's four missions, deepened our partnership with Reform colleagues, and laid the foundations for an integrated and inspiring future.

I am proud beyond words of what our team has achieved this year. They have shown resilience, generosity, and imagination - often working under the pressure of deep change and multiple responsibilities. My heartfelt thanks go to every member of staff, across every department. You have built the bridge even as we walked across it.

I also want to thank our Board of Trustees, who have guided us with wisdom, challenge and care. They have been steadfast not only in governance, but in vision - ensuring that Liberal Judaism approached this transition not as retreat, but as renewal.

And finally, I am grateful to our communities for their honesty, their patience, their commitment. And to Rabbi Josh Levy, my friend and colleague, with whom I have had the privilege of shaping this new chapter.

There is still much to do. The coming year will bring continued transition: of systems, governance, roles and expectations. But it will also bring opportunity. Together, we are creating a Movement that speaks with courage and compassion, that reaches across geography and generation and is rooted in tradition and open to the world.

Liberal Judaism may be concluding as a legal entity. But its values - our values - live on at the heart of something larger. We go forward not in loss, but in fulfilment.

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Trustees' Report (cont'd)

The Trustees present their report and financial statements for the year ended 31 December 2024.

The financial statements comply with the Companies Act 2006 and the Memorandum and Articles of Association 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 (FRS 102) (effective 1 January 2019).

Aims and Objectives

In formulating the charity's aims and in planning the work of the members of the Community, the trustees have had regard to the general guidance published by the Charity Commission on public benefit.

The principal objective of Liberal Judaism is to promote religion by teaching and to advance the beliefs and practices of Liberal and Progressive Judaism generally.

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

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

Overview of achievements and performance

As we continued to work with the Movement for Reform Judaism to create one Progressive Judaism for the UK, Liberal Judaism, its leadership and its communities continued to excel in making sure members' spiritual, human, intellectual and pastoral needs were met throughout 2024, both in person and online.

Liberal Judaism also continued its remit of providing education, religious and community services to its constituents and to wider Anglo Jewry.

Introduction: A Year of Transition and Trust

2024 was the final full operational year of Liberal Judaism - and the first full year of building something new.

This was a year of trust: trust in our communities, our clergy, our shared vision. With overwhelming support in community and clergy votes, Liberal Judaism and the Movement for Reform Judaism continued to work together to form a new, united voice: **The Movement for Progressive Judaism (MPJ)**.

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Trustees' Report (cont'd)

This was not a merger for efficiency - it was a deliberate and courageous act of renewal. Our goal: to create a stronger, more confident Progressive Jewish Movement that honours our past and is equipped for the future. Throughout 2024, Liberal Judaism remained fully committed to its communities while delivering against the foundations of the MPJ's four emerging missions: **Communities; External Affairs and Communications; Youth, Students and Young Adults; and Outreach.**

2024 Highlights: From Strategy to Delivery

1. Communities: Strengthening Local and National Life

The first mission of the Movement for Progressive Judaism is to **strengthen, support and connect communities so that inclusive, meaningful Jewish life** thrives wherever Jews live in the UK. In 2024, we built on our long-standing commitments by focusing on:

- **The consecration of a new woodland cemetery:** Liberal Judaism opened its first new burial site in many years at GreenAcres Chiltern. The launch, held during Sukkot, was marked with a special service led by senior clergy and drew significant engagement from across the Movement.
- **Collaborative Kabbalat Torah planning:** We began working with colleagues in the Movement for Reform Judaism to support Kabbalat Torah programming in smaller communities. This partnership is helping create consistent, inclusive opportunities for lifecycle learning for Progressive Jewish teenagers.
- **Support for small and unaffiliated communities:** Through the Small Communities Network, we provided regular contact, peer support and volunteer development. We also supported the growth of five unaffiliated Progressive groups in Ireland and two in England, offering advice on governance, education, and pastoral care.
- **National community briefings:** Over the course of the year, we delivered targeted online briefings for lay leaders and volunteers. Topics included safeguarding, student support, racial justice, databases, and inclusive membership models, giving communities the tools to navigate key challenges and opportunities.

These actions demonstrate our commitment to ensuring that Progressive Jewish life is not only sustained but enriched, wherever it is found.

Clergy: Collaborative Leadership at the Heart of the Movement

Our rabbis and cantors remain central to our vision of Progressive Jewish life. In 2024, the **Conference of Liberal Rabbis and Cantors (CoLRaC)** played a vital role in both supporting communities and shaping the future:

- CoLRaC helped define how clergy will be supported and represented within MPJ's governance and delivery structures.

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Trustees' Report (cont'd)

- Liberal and Reform clergy collaborated on joint study, pastoral forums, and shared public platforms.
- Rabbis continued to lead with creativity and compassion through lifecycle events, community challenges, and spiritual leadership.
- CoLRaC rabbis mentored student rabbis, lay leaders, and participants in the **Ba'alei Tefillah** programme, which trains laypeople to lead services, write sermons and support congregational prayer life.

2. External Affairs & Communications: A Clear, Consistent Voice

MPJ's second mission is to **promote and amplify our values and expressions of Jewish life**.

In 2024:

- Progressive Judaism was represented at national and civic events, including **Chanukah celebrations at Westminster Hall, Downing Street, Wembley Stadium and Guildhall**.
- Joint statements were issued in response to national and international events, maintaining a values-led and compassionate voice.
- Communications **training and media coaching** strengthened confidence among clergy and lay leaders across our communities.
- Progressive Judaism achieved significant **media presence**, with 288 items in Jewish and national press.

3. Youth, Students and Young Adults: Supporting Growth, Not Scale

In 2024, youth engagement focused on sustainability and alignment:

- Continued **student and young adult chaplaincy**, with in-person and digital engagement.
- Ongoing **collaboration between LJY-Netzer and RSY-Netzer**, including coordinated preparation for Israel Tour and shared leadership development.

4. Outreach: Opening Doors, Lowering Barriers

MPJ's fourth mission is to **foster inclusion, provide resources, and welcome all who seek to build a Jewish life**.

In 2024:

- Central **Access to Judaism courses** expanded, offering supportive pathways into Jewish life for people across the UK.
- **Lifecycle and pastoral support materials** were refreshed and made available to clergy and lay leaders.
- Cross-Movement **learning between Liberal and Reform Beit Din teams** began, improving consistency while retaining autonomy.
- New **festival and Shabbat resources** were distributed to support unaffiliated Jews, mixed-faith households, and smaller communities.

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Trustees' Report (cont'd)

Progressive Judaism Numbers: 2024 at a Glance

Category	Impact
Community Support	234 ad hoc support and check-in meetings with Progressive communities
Collaborative Projects	40% of communities worked with us on bespoke consultancy and joint initiatives
Conversions	265 individuals completed conversion across both Batei Din - a 20% year-on-year increase
Leadership Development	87 new youth leaders trained by LJY-Netzer and RSY-Netzer
Youth Engagement	3,200+ young people participated in Movement and local Progressive youth events
Financial Access	£76,218 awarded in bursaries for youth movement participation
Public Engagement	50+ civic, political and communal engagements by Rabbis Charley & Josh
Media Reach	288 items of media coverage featuring MPJ clergy and lay leaders
Learning & Conferences	400+ participants in MPJ conferences, trainings and public learning spaces

2025: From Strategy to Mission, from Transition to Delivery

In 2024, Liberal Judaism continued to deliver on its strategic aims:

- Rooted and Responsive
- Inclusive and Diverse
- Collaborative and Effective
- Proud and Joyful
- Meaningful and Accessible

These five aims now evolve into the four core missions of the **Movement for Progressive Judaism**:

LJ Strategic Aims	MPJ Missions (2025 Forward)
Rooted & Responsive + Proud & Joyful	Mission 1: Communities: Strengthen, support and connect communities
Inclusive & Diverse	Mission 2: External Affairs & Communications: Promote and amplify our values and voice
Collaborative & Effective	Mission 3: Youth, Students & Young Adults: Inspire and equip future generations
Meaningful & Accessible	Mission 4: Outreach: Foster access, inclusion and belonging

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Trustees' Report (cont'd)

2025 Deliverables

MPJ Mission	What We'll Deliver in 2025
Communities	Launch regional support networks, resource-sharing systems, and cross-community clergy collaboration
External Affairs	Build a central communications team, clarify public identity, and strengthen civic and Jewish communal partnerships
Youth, Students & Young Adults	Maintain strong youth movement infrastructure; align chaplaincy and safeguarding; support leadership development
Outreach	Expand Access to Judaism programmes; improve Beit Din coordination; provide digital and ritual entry points for seekers

2025 is not just about finalising a merger. It's about establishing delivery mechanisms that match our ambitions and our communities' needs.

Conclusion: A Legacy Fulfilled, A Future Begun

Liberal Judaism closes this chapter not in decline, but in fulfilment.

For over 120 years, we have modelled a Judaism rooted in justice, shaped by courage, and sustained by community. In 2024, we did that work in full: guiding communities, supporting individuals, and preparing the foundation for something enduring and new. Now, as the Movement for Progressive Judaism takes shape, we do so with confidence and commitment. This is not the end of our story. It is the beginning of something broader, deeper, and shared.

Financial review

General

The Senior Management Team is delegated by the Board of National Officers (BoNO), to generate funds that enable the delivery of a range of services whilst maintaining tight controls on spending. At the financial year end a surplus of £24,590 was recorded. This is compared to a deficit of £108,708 in 2023.

At the year-end reserves were £790,545 (2023 – £765,955) consisting of general unrestricted funds of £161,905 (2023 – £132,552), designated funds of £612,058 (2023: £618,048) and restricted funds of £16,582 (2023 – £15,355).

Income

Total income decreased by £279,621 to £1,579,539 in 2024 (2023: £1,859,160).

There were changes in a number of areas of income in 2024.

LJY-Netzer and youth activity income decreased by £106,422 to £262,667 (2023: £369,089) due largely to cancellation of tour to Israel in 2024. Outreach and rabbinic services decreased by £169,198 to £57,493 (2023: £226,691) due to a correction in the manner of accounting for recharged personnel and a one off rectification of revenue recognition for Batei Din process. There were no donated services in 2024 (2023: £65,040).

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Trustees' Report (cont'd)

Expenditure

In 2024 total expenditure decreased by £412,919 to £1,554,949 (2023: £1,967,868). The most significant decrease in this area relates to events – in 2024 there were no Biennial conference and smaller event costs which amounted to expenditure of £119,622 in 2023. Staffing costs decreased by £91,253 to £573,088 in 2024 (2023: £652,210). This was due to a combination of two significant back payments negotiated and paid during 2023 and fewer staff in 2024. Cemetery and funeral direct running costs decreased to £296,026 in 2024 (2023: £313,051). This was due in part to a decrease in the death rate from 2023, with associated decreases in costs. LJY-Netzer activities direct costs decreased to £208,743 in 2024 (2023: £300,992), due mainly to the cancellation of tour to Israel.

There was a decrease in grant funding to £151,464 in 2024 (2023: £164,027). This varies annually as it partly depends on the number of students enrolled at Leo Baeck College; as the cohort was smaller in 2024 than the prior year.

Support costs overall decreased during the year to £317,063 in 2024 (2023: £403,472) due to the decrease in staff costs and changes to outsource providers.

Grant Making Policy

The payment of a grant to Leo Baeck College provides funding towards the education and training of Rabbinic clergy to ensure continuity and future generations.

Pay Policy

The pay and remuneration of all staff, including senior management personnel, is set annually through a review process conducted by the Board of National Officers. This process includes a review of salaries for similar positions in other non-profit organisations, particularly in the Jewish charity sector, and rabbinic contractual arrangements recommended by the Conference of Liberal Rabbis and Cantors.

Fundraising

Liberal Judaism manages all fundraising internally. Fundraising is overseen by the Chief Executive Officer, Rabbi Charley Baginsky.

The key regular elements of the fundraising strategy are a Patron's scheme for donors paying £2,500 per annum and above, a Friends scheme for donors giving less than £2,500 per annum, one off donations and grant funding from a range of sources.

Fundraising communications are managed with regard to the General Data Protection Regulation. No complaints about fundraising were received in 2024, although a robust complaints process is publicised. Liberal Judaism is registered with the Fundraising Regulator and complies with the regulator's code of practice.

We continue to be fortunate to have the generous support of our patrons and friends.

We have received grants from a number of funders and continue to develop positive and mutually beneficial relationships to deliver a range of projects. This year we have received support from the North London Trust for Progressive Judaism to support a range of projects, including bursary support for our summer events, to support learning at all ages with a grant for LJY-Netzer leadership development and the Ba'alei Tefillah programme.

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Trustees' Report (cont'd)

We also received grants from the Jewish Youth Fund, the Oxford & St Georges Jewish Youth Trust and UJIA to support the essential work of LJY-Netzer for both core and project work. We are hugely grateful to all of our funding partners for their engagement with our work.

Specific grants were received from a range of grant making bodies and trusts. These grants totalled £90,112 in 2024 (2023 £97,278).

We assess that 70 volunteers gave their time in 2024, and estimate that this time totalled approximately 15,434 hours. Without the dedicated commitment of these volunteers we would not be able to offer these events, and we are very grateful for their contribution.

Structure, governance and management

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

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of approval of the financial statements:

- Karen Newman (Chair)
- Alexandra Boyd
- Alex Kinchin-Smith
- Leslie Moss (Treasurer)
- Owen Power
- Hannah Grant
- Penny Beral Appointed 10 July 2024
- Tommer Spence Appointed 10 July 2024
- Rabbi Anna Wolfson (co-Chair of Conference of Liberal Rabbis and Cantors)
- Amanda McFeeters Appointed 10 July 2024

The trustees of Liberal Judaism, known as Officers, are recruited on the basis of skills that they can offer where gaps exist in the trustee group. Consideration is also given to the representation of a cross section of Liberal Judaism's membership on the Board of National Officers.

Officers can be co-opted during the year by the Board of National Officers, for their election to be confirmed at the AGM or Council or can stand at the AGM for direct election. Officers serve three-year terms. The trustees' induction includes provision of a trustee induction pack and introductory meetings and the ongoing training programme is reviewed regularly to include presentations on new or specific target areas. The Board of National Officers delegate day-to-day decision making on matters relating to employment of staff, PR and business planning to the Chief Executive Officer, Rabbi Charley Baginsky.

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

Related organisations are disclosed in note 19.

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Trustees' Report (cont'd)

Public Benefit

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

Risk – significant events, risk and uncertainties

The most significant financial uncertainties and risks experienced by Liberal Judaism relate to the availability of different funding sources, all of which have different vulnerabilities.

These risks are managed using a variety of strategies:

1. Donors – this funding stream is always open to variation, with the Liberal Judaism Council of Patrons making up the majority of donations through a minimum contribution of £2,500 per annum. A new Friends scheme for donors making a contribution of less than £2,500 per annum was launched in late 2017 and has increased income from smaller regular donations. There is a risk that the relationship between donors and the organisation may become stale or that a lack of connection may lead to a loss of donors; the Chief Executive Officer works with the team on stewardship to ensure that donors receive regular communications and opportunities to engage with the work of the organisation.
2. Collection of Congregational Fees – in a challenging economic climate, affiliation fees can be affected, as lower membership fees are collected by communities. Liberal Judaism is working with member communities to support development and growth, which will lead to increased membership. Where difficulties arise a support package is offered, including development support and the reduction of fees as a loan repayable over an agreed time period. This has been a successful strategy so far.
3. Grants – Liberal Judaism accesses grants from a range of funders to develop and deliver core programmes (LJY-Netzer) and new projects. Project work can be delayed until suitable funding is awarded, so it is important that Liberal Judaism maintains good relationships with funders and identifies new funding opportunities.
4. Sale of Services – a range of services are sold to member communities (mainly rabbinic support) and to non-members (mainly funeral services). This target is something that the organisation has limited control to achieve. To mitigate this risk, the targets are kept at a sensible level and the organisation works to deliver an efficient, caring service.
5. Risk of Non-transference of Membership to the new Movement – the leaders of Liberal Judaism have been liaising with and communicating directly with communities to ensure concerns are addressed and there is full involvement in the continuing process.

Other financial risks that could have an impact on Liberal Judaism include:

- Fraudulent activity – the organisation has a range of internal reviews and controls for payment, approval and payment. These are tested annually and subject to constant review and improvement.
- International instability – the effect of this has a major effect on the ability to facilitate overseas trips and is reviewed regularly and alternative solutions investigated.

There are no additional major risks, uncertainties or events which are anticipated or forecast for 2025.

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Trustees' Report (cont'd)

Reserves Policy

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained as a reserve fund. The purpose of this reserve fund is to, ensure that the organisation can continue to deliver our strategic objectives in the event of a loss or gap in income; the fund exists to enable Liberal Judaism to continue to operate whilst alternative sources of funding are identified. The reserve fund also enables the funding of capital projects and could cover expenditure to deliver strategic projects that Liberal Judaism would otherwise be unable to fund.

The trustees consider that reserves at a level equivalent to between three and six months' expenditure will ensure that in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised. The reserve target was reviewed in 2023 and increased to £355,000, based on operational outputs, partnership arrangements and HR commitments. This amount will be reviewed against future requirements.

The unrestricted general reserve fund at the end of 2024 was £161,905 (2023 - £132,552) and the target identified by the trustees remains in place with the goal of building this reserve figure to the requisite level. 2023 was a challenging year with corrections to recognition of income which has delayed reaching the target but in 2024 and 2025 this has improved.

Going Concern

On Sunday 18 May 2025, the member communities of Liberal Judaism (LJ) and the Movement for Reform Judaism (MRJ) voted to unite into one Movement for Progressive Judaism for the UK. It is anticipated that from 1 January 2026, the operational activities of both MRJ and LJ will transfer to a new registered entity, The Movement for Progressive Judaism (PJ), which will carry forward the charitable purposes and objectives of the merging entities. As a result, from that date, LJ will no longer undertake regular charitable activities. However, LJ will remain a registered charity and continue to exist to manage any residual matters arising from the merger, such as legal, financial, or administrative issues. The trustees are satisfied that LJ will continue to meet its obligations as they fall due and maintain sufficient resources for this purpose.

The operations of the charity, although transferred, are expected to continue in substance within PJ. Accordingly, the trustees consider it appropriate to prepare the financial statements on a going concern basis.

Statement of Trustees' Responsibilities

The Trustees listed on page 1 are responsible for preparing the Trustees' Report and the Financial Statements in accordance with applicable law and United Kingdom Accounting Standards. (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare Financial Statements for each financial year, which give a true and fair view of the state of affairs of the charitable company, and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period. In preparing these Financial Statements, the Trustees are required to:

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Trustees' Report (cont'd)

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- observe the methods and principles in the Charity's Statement of Recommended Practice (SORP);
- state whether applicable UK Accounting Standards have been followed subject to any material departures and explained in the financial statements;
- prepare the financial statements on a 'going concern' basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping accounting records which disclose, with reasonable accuracy at any time, the financial position of the charitable company and which enables them to ensure that the Financial Statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charitable company and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Statement as to Disclosure to our Auditors

At the time of approval of this Trustees' Report, each Trustee has confirmed that;

- so far as they are aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- they have taken all the steps that ought to have been taken as a Trustee in order to be aware of any information needed by the charitable company's auditors in connection with preparing their report and to establish that the charitable company's auditors are aware of that information.

Auditors

Nyman Libson Paul LLP were appointed as auditor.

In preparing this report, the Trustees have taken advantage of the small companies' exemptions provided by section 415a of the Companies Act 2006.

For and on behalf of the Trustees:



Chair

Karen Newman

Date: 17th September 2025

Independent Auditors' Report

To The Trustees of Liberal Judaism (ULPS)

Opinion

We have audited the financial statements of Liberal Judaism (ULPS) (the charitable company) for the year ended 31st December 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 31st December 2024 and of its incoming resources and application of resources for the year then ended;
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the 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

In auditing the financial statements, we have concluded that the Trustees' 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 Trustees with respect to going concern are described in the relevant sections of this report.

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Independent Auditors' Report (Cont'd)

Other information

The trustees 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 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 Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' Report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the 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 Trustee's 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 trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The trustees 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 Trustees' Report.

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Independent Auditors' Report (Cont'd)

Responsibilities of trustees

As explained more fully in the Trustees' Responsibilities Statement on page 11-12. The trustees 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 trustees 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 trustees 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 trustees 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 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 charity and the industry in which it operates, and considered the risk of acts by the 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 focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the Charities Act 2011 and Companies Act 2006. 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,

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Independent Auditors' Report (Cont'd)

including testing journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

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. The 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 the charitable company's 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

Regina House
124 Finchley Road
London
NW3 5JS

Date: 18th September 2025

Statement of Financial Activities

Incorporating Income and Expenditure Account For the Year Ended 31 December 2024

		Unrestricted Funds 2024	Restricted Funds 2024	Designated Funds 2024	Total Funds 2024	Total Funds 2023
		£	£	£	£	£
INCOME FROM:	Note					
Donations and legacies	2	152,649	250	-	152,899	209,329
Income from Charitable Activities	3	1,270,082	154,018	-	1,424,100	1,646,872
Income from Investments	4	2,540	-	-	2,540	2,959
Total Income and Endowments		£ 1,425,271	£ 154,268	£ -	£ 1,579,539	£ 1,859,160
EXPENDITURE ON:						
Raising funds	5	49,308	-	-	49,308	28,970
Charitable Activities	6	1,352,600	153,041	-	1,505,641	1,938,898
Total		£ 1,401,908	£ 153,041	£ -	£ 1,554,949	£ 1,967,868
Net Income before transfers		£ 23,363	£ 1,227	-	£ 24,590	(108,708)
Transfers between funds		£ 5,990	-	£ (5,990)	-	-
Net Movement in Funds		£ 29,353	£ 1,227	£ (5,990)	£ 24,590	£ (108,708)
Total funds brought forward at 1st January 2024		£ 132,552	£ 15,355	£ 618,048	£ 765,955	£ 874,663
Total Funds carried forward at 31st December 2024		£ 161,905	£ 16,582	£ 612,058	£ 790,545	£ 765,955

The notes on pages 20 to 32 form part of these Financial Statements

Statement of Financial Position

Company number: 08281223
As at 31 December 2024

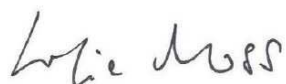
	Note	2024 £	2024 £	2023 £	2023 £
Fixed Assets					
Tangible Assets	8		612,058		620,855
Current Assets					
Stocks	9	15,263		20,606	
Debtors	10	86,703		105,805	
Cash at Bank and in Hand		307,165		234,045	
		<u>409,131</u>		<u>360,456</u>	
Creditors Amounts falling due within one year	11	(183,156)		(145,869)	
Net Current Assets			225,975		214,587
Creditors: amounts falling due after more than one year	12		(47,488)		(69,487)
Net Assets			<u>£ 790,545</u>		<u>£ 765,955</u>
Funds					
Restricted Funds	13		16,582		15,355
General - Designated Funds	14		612,058		618,048
Unrestricted Funds			161,905		132,552
			<u>£ 790,545</u>		<u>£ 765,955</u>

The financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard 102.

Approved by the trustees and signed on their behalf by:



Chair
Karen Newman
17th September 2025



Treasurer
Leslie Moss
17th September 2025

Statement of Cash Flows

	Notes	2024 £	2023 £
Cashflows from operating activities			
Net cash provided (used in) by operating activities	A	70,580	(175,511)
Cash flows from investing activities			
Investment income received		2,540	2,959
Purchase of tangible assets		-	-
Net cash provided by investing activities		<u>2,540</u>	<u>2,959</u>
Cash flows from financing activities			
Borrowings		-	93,500
Net cash provided by borrowing activities		<u>-</u>	<u>93,500</u>
Net increase/(decrease) in cash and cash equivalents		£ 73,120	£ (79,052)
Cash and cash equivalents at the beginning of the year	B	234,045	313,097
Cash and cash equivalents at the end of the year	B	£ 307,165	£ 234,045

Notes to the statement of cash flows for the year to December 2024

A Cashflows from operating activities

	2024 £	2023 £
Surplus/(deficit) for the year	24,590	(108,708)
Adjustments for:		
Investment income recognised in statement of financial activity	(2,540)	(2,959)
Purchase of tangible fixed assets	-	(109,750)
Depreciation of tangible fixed assets	8,797	8,954
Decrease in stocks	5,343	4,770
Decrease in debtors	19,102	35,540
Decrease/(increase) in creditors	15,288	(3,358)
Cash provided/(used) by operations	<u>70,580</u>	<u>(175,511)</u>

B Analysis of changes in net debt

	At 1 January 2024 £	Cash flows £	At 1 December 2024 £
Cash at bank and in hand	<u>234,045</u>	<u>73,120</u>	<u>307,165</u>
Borrowings	<u>93,500</u>	<u>(22,000)</u>	<u>71,500</u>

The notes on pages 20 to 32 form part of these Financial Statements

Notes to the Financial Statements for the Year Ended 31 December 2024

1 PRINCIPAL ACCOUNTING POLICIES

1.1 Company information

Liberal Judaism (ULPS) is a charitable company limited by guarantee and is a registered charity with the Charity Commission (No. 1151090). Liberal Judaism aims to promote religion by teaching and advancing the beliefs and practices of Liberal and Progressive Judaism.

The registered address for Liberal Judaism is The Montagu Centre, 21 Maple Street, London, W1T 4BE.

1.2 Accounting Convention

The financial statements have been prepared in accordance with the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommend Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is also the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.3 Going concern

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of at least one year from the date of approval of these financial statements. It is anticipated that from 1 January 2026, the operational activities of both MRJ and LJ will transfer to a new registered entity, The Movement for Progressive Judaism (PJ), which will carry forward the charitable purposes and objectives of the merging entities.

The operations of the charity, although transferred, are expected to continue in substance within PJ. Accordingly, the trustees consider it appropriate to prepare the financial statements on a going concern basis.

1.4 Charitable funds

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Contd

Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

Restricted funds are funds that can only be used for particular restricted purposes within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.5 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount can be measured reliably and receipt is considered probable. Where legacies have been notified to the charity, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Donated professional services are recognised on the basis of the value of the gift to the charity which is the amount that the charity would have been willing and able to pay to obtain these services on the open market; a corresponding amount is then recognised in expenditure in the same period as the receipt.

Cemetery scheme income includes ground fees, which relates to monies receivable for membership to the burial scheme, and funeral income, which relates to monies receivable from the charity's performance of funeral services and burials.

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

Congregational subscriptions relate to monies receivable from member synagogues.

Outreach and Rabbinic services relate to monies received for providing rabbinic and outreach services in Liberal Judaism communities.

Other incoming resources relate to monies received for smaller, ad-hoc services including publications sales, charges for postage and packaging and other smaller sales of materials.

Income from charitable activities is included in income on a receivable basis.

Contd

Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

In accordance with the Charities SORP FRS 102 volunteers time is not included as income in the charity's accounts. Liberal Judaism's key volunteers are young people who lead at all levels on LJY-Netzer events, including Machanhe Shamayim, Machaneh Kadimah, Kayitz and Israel Tour. We assess that 70 volunteers gave their time in 2024, and estimate that this time totalled approximately 15,434 hours. Without the dedicated commitment of these volunteers we would not be able to offer these events, and we are very grateful for their contribution.

1.6 Expenditure

Expenditure is accounted for on an accruals basis and includes attributable VAT, which cannot be recovered. Costs have been directly attributed to one of the functional categories of resources expended in the statement of financial activities.

Costs of raising funds consist of Council of Patrons expenditure.

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

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

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

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets over their useful lives on the following bases:

- | | |
|----------------------|--|
| • Freehold land | Not depreciated; this includes cemetery land |
| • Leasehold | Period of lease/over 40 years |
| • Computer equipment | 3 years straight line |
| • Scrolls | Not depreciated as high residual value |

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset and is recognised in net income (expenditure) for the year.

Contd

Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

1.8 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Stocks

Stocks are stated at the lower of cost and estimated selling price less costs to complete and sell. Cost comprises direct costs that have been incurred in bringing the stocks to their present location and condition. Items held for distribution at no or nominal consideration are measured at the lower of replacement cost and cost.

1.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount repaid net of any trade discounts due.

1.11 Cash and cash equivalents

Cash and cash equivalents include cash in hand, and deposits held at call with banks.

1.12 Creditors

Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

1.13 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its 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 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.15 Pensions

The charity contributes towards employees' personal pension schemes. Contributions payable are charged to the statement of financial activities in the year they are payable.

1.16 Leases

Rentals payable under operating leases are charged as an expense on a straight line basis over the term of the relevant lease.

Contd

Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

1.15 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

There were no critical accounting estimates or judgements during the year.

2. Income from Donations and Legacies

	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2024
	£	£	£	£
Donations - general	45,460	250	-	45,710
Council of Patrons	99,750	-	-	99,750
Friends	7,439	-	-	7,439
Donated services	-	-	-	-
Total Grants & Donations	£ 152,649	£ 250	-	£ 152,899

	Unrestricted Funds	Restricted Funds	Designated Funds	Total Funds 2023
	£	£	£	£
<i>Donations - general</i>	<i>28,907</i>	<i>-</i>	<i>-</i>	<i>28,907</i>
<i>Council of Patrons</i>	<i>99,603</i>	<i>-</i>	<i>-</i>	<i>99,603</i>
<i>Friends</i>	<i>15,779</i>	<i>-</i>	<i>-</i>	<i>15,779</i>
<i>Donated services</i>	<i>65,040</i>	<i>-</i>	<i>-</i>	<i>65,040</i>
Total Grants & Donations	£ 209,329	-	-	£ 209,329

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Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

3. Income From Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total 2024 £
Cemetery scheme income	490,812	-	-	490,812
Youth and Kadimah income	197,155	65,512	-	262,667
Congregational Subscriptions	541,157	-	-	541,157
Outreach & Rabbinic services	40,893	16,600	-	57,493
Progressive Judaism project	-	61,906	-	61,906
Other incoming resources	65	10,000	-	10,065

TOTAL INCOME **£ 1,270,082** **£ 154,018** **-** **£ 1,424,100**

	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total 2023 £
<i>Cemetery scheme income</i>	<i>454,931</i>	<i>-</i>	<i>-</i>	<i>454,931</i>
<i>Youth and Kadimah income</i>	<i>307,546</i>	<i>61,543</i>	<i>-</i>	<i>369,089</i>
<i>Congregational subscriptions</i>	<i>527,320</i>	<i>-</i>	<i>-</i>	<i>527,320</i>
<i>Outreach & Rabbinic services</i>	<i>191,791</i>	<i>34,900</i>	<i>-</i>	<i>226,691</i>
<i>Progressive Judaism project</i>	<i>-</i>	<i>50,000</i>	<i>-</i>	<i>50,000</i>
<i>Other incoming resources</i>	<i>15,741</i>	<i>3,100</i>	<i>-</i>	<i>18,841</i>

TOTAL INCOME **£ 1,497,329** **£ 149,543** **-** **£ 1,646,872**

4. Income from Investments

	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total 2024 £
Interest receivable	2,540	-	-	2,540
	£ 2,540	-	-	£ 2,540

	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total 2023 £
<i>Interest receivable</i>	<i>2,959</i>	<i>-</i>	<i>-</i>	<i>2,959</i>
	£ 2,959	-	-	£ 2,959

5. Raising Funds

	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total 2024 £
Other fundraising costs	49,308	-	-	49,308
	£ 49,308	-	-	£ 49,308

	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total 2023 £
<i>Other fundraising costs</i>	<i>28,970</i>	<i>-</i>	<i>-</i>	<i>28,970</i>
	£ 28,970	-	-	£ 28,970

Contd

Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

6. Charitable activities

	Youth activities	Outreach and community work	Lifecycle and cemetery services	Rabbinic development	Total 2024
	£	£	£	£	£
Staff costs	184,254	127,704	51,521	38,066	401,546
Community projects	-	55,221	-	-	55,221
Youth expenditure	208,743	-	-	-	208,743
Funeral costs	-	-	143,937	-	143,937
Cemetery running costs	-	-	152,089	-	152,089
Other costs	-	72,337	1,118	2,123	75,579
	392,997	255,262	348,665	40,190	1,037,114
Grant funding of activities	-	-	-	151,464	151,464
Share of support costs	95,119	126,825	63,413	31,706	317,063
	£ 488,116	£ 382,087	£ 412,078	£ 223,360	£ 1,505,641
Analysis by fund					
Unrestricted funds - general	396,004	321,158	412,078	223,360	1,352,600
Restricted funds	92,112	60,929	-	-	153,041
	£ 488,116	£ 382,087	£ 412,078	£ 223,360	£ 1,505,641

Grant funding included a grant of £151,464 (2023: £164,027) to Leo Baeck College in the year.

	Youth activities	Outreach and community work	Lifecycle and cemetery services	Rabbinic development	Total 2023
	£	£	£	£	£
Staff costs	147,840	197,119	98,560	49,280	492,799
Depreciation	2,686	3,582	1,791	895	8,954
Local projects	-	119,622	-	-	119,622
Youth expenditure	300,992	-	-	-	300,992
Funeral costs	-	-	171,123	-	171,123
Cemetery running costs	-	-	141,928	-	141,928
Other costs	-	34,415	70,678	30,888	135,981
	451,518	354,738	484,080	81,063	1,371,399
Grant funding of activities	-	-	-	164,027	164,027
Share of support costs	121,042	161,389	80,694	40,347	403,472
	£ 572,560	£ 516,127	£ 564,774	£ 285,437	£ 1,938,898
Analysis by fund					
Unrestricted funds - general	503,776	460,862	564,774	255,537	1,784,949
Restricted funds	68,784	55,265	-	29,900	153,949
	£ 572,560	£ 516,127	£ 564,774	£ 285,437	£ 1,938,898

Grant funding included a grant of £164,027 (2022: £166,714) to Leo Baeck College.

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Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

Support costs

	2024	2023
	£	£
Staff costs	190,926	130,441
Office and general costs	39,446	126,415
Travel and subsistence	5,219	25,885
Other costs	47,300	24,216
Legal and professional	6,720	33,653
Accountancy Fees	6,451	22,062
Govenance costs - Audit Fees	21,000	16,800
Govenance costs - Legal fees	-	24,000
	£ 317,063	£ 403,472

7. Staff Costs

	2024	2023
	£	£
Wages and salaries	458,300	540,481
Social security costs	47,240	52,171
Pension costs	38,848	54,414
Redundancy payments	28,700	5,144
	£ 573,088	£ 652,210

Number of employees

The average monthly headcount during the year was

	2024	2023
Managerial	3	4
Professional	3	3
Support	4	5
Youth	3	3
	13	15

The emoluments of higher paid employees fell into the following range:

	2024	2023
£60,001 - £70,000	1	-
£80,001 - £90,000	-	-
£90,001 - £100,000	-	1
£100,001 - £110,000	1	-

KEY MANAGEMENT COMPENSATION

Key management personnel consists of the Chief Executive and Chief Operating Officer. Their total remuneration (including taxable benefits and employer's national insurance and pension contributions) is shown below

	2024	2023
	£	£
Total key management compensation	£ 197,651	£ 193,137

During the year payment was made to one employee on termination of employment. The amount of this cash payment totalled £28,700 and was fully paid during the year.

During the year, no trustees received any remuneration (2023: £Nil) and no trustees received reimbursed expenses (2023: £311).

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Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

8. Tangible Fixed Assets

Cost	Freehold Land £	Leasehold £	Computer Equipment £	Scrolls £	Total £
At 1st January 2024	513,270	341,750	10,426	1,014	866,460
Additions	-	-	-	-	0
At 31st December 2023	£ 513,270	£ 341,750	£ 10,426	£ 1,014	£ 866,460
Accumulated Depreciation					
At 1st January 2024	95,944	141,029	8,632	-	245,605
Charge for the year	-	7,629	1,168	-	8,797
At 31st December 2024	£ 95,944	£ 148,658	£ 9,800	£ 0	£ 254,402
Net book value					
At 31st December 2024	£ 417,326	£ 193,092	£ 626	£ 1,014	£ 612,058
At 31st December 2023	£ 417,326	£ 200,721	£ 1,794	£ 1,014	£ 620,855

All Tangible Fixed Assets are used in the furtherance of the Charity's objectives.

9. Stock

	2024 £	2023 £
Finished goods and goods for resale	15,263	20,605
	£ 15,263	£ 20,605

10. Debtors

	2024 £	2023 £
Trade debtors	36,901	45,255
Prepayments and accrued income	49,802	60,550
	£ 86,703	£ 105,805

11. Creditors: amounts falling due within one year

	2024 £	2023 £
Borrowings	24,012	23,653
Trade creditors	38,070	71,462
Other creditors	2,476	9,866
Other taxation and social security	11,792	13,600
Accruals and deferred income	106,806	27,288
	£ 183,156	£ 145,869

12. Creditors: amounts falling due after more than one year

	2024 £	2023 £
Borrowings	47,488	69,487
	£ 47,488	£ 69,487

During the prior year Liberal Judaism borrowed £110,000 from The Ark Synagogue to enable the purchase of plots at Greenacres woodland burial site. The loan is unsecured and repayable over a period of 5 years from 31 March 2023, with monthly repayment amounts of £2,001 and an annual fixed interest charge of 3.5%

Contd

Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

13. Restricted Funds

13. Restricted Funds		Movement in Funds:				
		Balance as at 01-Jan-24	Incoming	Outgoing	Transfers	Balance as at 31-Dec-24
		£	£	£	£	£
1.	Church Urban Fund	3,400	-	-	-	3,400
2.	UJIA	-	35,000	35,000	-	-
3.	NLPS Trust	-	34,612	34,612	-	-
4.	Jewish Youth Fund	-	2,000	2,000	-	-
5.	Rosita Rosenberg Legacy Fund	824	-	-	-	824
6.	The Ark Yom Kippur Appeal Fund	7,528	-	-	-	7,528
7.	Chief Executive Discretionary Fund	1,855	250	-	-	2,105
8.	West Central Liberal Synagogue	1,706	-	-	-	1,706
9.	Social Action Fund	42	-	-	-	42
10.	Progressive Judaism Project	-	61,906	60,929	-	977
11.	Progressive Jewish Students	-	6,000	6,000	-	-
12.	Youth Activities	-	14,500	14,500	-	-
		£ 15,355	£ 154,268	£ 153,041	-	£ 16,582

		Movement in Funds:				
		<i>Balance as at 01-Jan-23</i>	<i>Incoming</i>	<i>Outgoing</i>	<i>Transfers</i>	<i>Balance as at 31-Dec-23</i>
		£	£	£	£	£
1.	Church Urban Fund	3,400	-	-	-	3,400
2.	UJIA	-	41,001	41,001	-	-
3.	NLPS Trust	-	45,900	45,900	-	-
4.	Jewish Youth Fund	-	4,500	4,500	-	-
5.	Rosita Rosenberg Legacy Fund	3,107	-	2,283	-	824
6.	The Ark Yom Kippur Appeal Fund	7,528	-	-	-	7,528
7.	Chief Executive Discretionary Fund	4,020	3,100	5,265	-	1,855
8.	West Central Liberal Synagogue	1,706	-	-	-	1,706
9.	Social Action Fund	-	42	-	-	42
10.	Progressive Judaism Project	-	50,000	50,000	-	-
11.	Progressive Jewish Students	-	-	-	-	-
12.	Youth Activities	-	-	-	-	-
13.	Childrens Aid Committee	-	5,000	5,000	-	-
		£ 19,761	£ 149,543	£ 153,949	£ -	£ 15,355

The **Church Urban Fund** grant money is being held on behalf of a small local project, Celebrating Camden Women and will be released on request when their project is complete.

UJIA awarded a grant to support the work of our youth movement, LJY-Netzer; whilst this grant must be spent on youth activities, no further requirements are put in place.

The North London Trust for Progressive Judaism (NLPS Trust) provided grants to assist in offering bursaries to as many families as possible to enable attendance on LJY-Netzer events, to support the Ba'alei Tefillah programme, to support Hadracha (leadership education) programme of LJY Netzer and to support rabbinic student bursaries.

The Rosita Rosenberg Legacy Fund was set up to honour the memory of Rosita Rosenberg z"l and is made up of donations in her honour. It is to be used for bursaries to support young people to engage with LJY-Netzer and Liberal Judaism.

The Ark Yom Kippur Appeal Fund was granted to assist with the development costs of special projects within Liberal Judaism.

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Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

The **Chief Executive Discretionary Fund** comprises money received for the work of the CEO when she provides consultancy to organisations outside Liberal Judaism. It is used to support bursaries and other ad-hoc needs of Liberal Judaism's members, including bursaries for LJY-Netzer events.

West Central Liberal Synagogue gave a grant when they disbanded to fund the printing of new copies of the Liberal Judaism siddur. The monies left will be used for further reprinting work.

Social Action Fund relates to funds raised by LJY-Netzer for disbursement to social action projects.

Progressive Judaism Project relates to donations received specifically to fund work necessary for the co-creation of the new progressive Jewish organisation in partnership with the Movement for Reform Judaism.

14. Designated Funds

	Movement in Funds			
	Balance as at 01-Jan-24 £	Incoming £	Outgoing £	Transfers £
Fixed Asset Fund	618,048	-	-	(5,990)
	£ 618,048	-	-	£ (5,990)
	£ 612,058			

Designated funds relate primarily to cemetery land designated by the trustees for funerals and maintenance of cemeteries. The fund balance at the year end represents the net book value of the cemetery land and other assets.

	Movement in Funds			
	Balance as at 01-Jan-23 £	Incoming £	Outgoing £	Transfers £
Fixed Assets Fund	515,927	-	-	102,121
	£ 515,927	-	-	£ 102,121
	£ 618,048			

15. Unrestricted Funds

	Movement in Funds			
	Balance as at 01-Jan-24 £	Incoming £	Outgoing £	Transfers £
Unrestricted Funds	132,552	1,425,271	1,401,908	5,990
	£ 132,552	£ 1,425,271	£ 1,401,908	£ 5,990
	£ 161,905			

	Movement in Funds			
	Balance as at 01-Jan-23 £	Incoming £	Outgoing £	Transfers £
Unrestricted Funds	338,975	1,709,617	1,813,919	(102,121)
	£ 338,975	£ 1,709,617	£ 1,813,919	£ (102,121)
	£ 132,552			

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Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

16. Analysis of Net Assets between Funds

	Tangible Fixed Assets £	Net Current Assets £	Total 2024 £
Restricted Funds	-	16,582	16,582
Designated Funds	610,419	-	610,419
Unrestricted Funds	1,639	161,905	163,544
	£ 612,058	£ 178,487	£ 790,545

	Tangible Fixed Assets £	Net Current Assets £	Total 2023 £
<i>Restricted Funds</i>	-	15,355	15,355
<i>Designated Funds</i>	618,048	-	618,048
<i>Unrestricted Funds</i>	2,807	129,745	132,552
	£ 620,855	£ 145,100	£ 765,955

17. Operating lease commitments

	2024 £	2023 £
Within one year	1,500	1,500
Between two and five years	6,000	6,000
In over five years	446,625	448,125
	454,125	455,625

18. Pension Commitments

The Charity operates a defined contribution pension scheme. The pension cost charge represents contributions payable by the Charity to the fund and amounted to £38,848 (2023: £54,414). £2,476 (2023: £5,956) was outstanding at the year end.

19. Related Party Transactions

The trustees of Liberal Judaism are also members of Liberal Judaism communities, and receive and access services from Liberal Judaism as members in this capacity. Transactions relating to trustees that would apply to any other member – for example paying for children to attend LJY-Netzer events – have not been disclosed in these accounts as there is no difference in access of payment due to trustee status.

During 2024, payments to the value of £7,125 (2023: £3,075) were made to Tigerpink, which is owned by Richard Bloom, partner of Rabbi Charley Baginsky. These payments were for the production of materials and resources used for promotion and publicity in 2023, including websites and materials for the Biennial.

During 2024, Rabbi Charley Baginsky and Karen Newman served on the board of Leo Baeck College. During the year, grants of £151,464 (2023: £164,027) were made to Leo Baeck College for the purpose of training rabbis, and payments relating to the activities of the college of £Nil (2023: £20,144) were made.

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Notes to the Financial Statements for the Year Ended 31 December 2024 (cont'd)

During 2024, donations totalling £1,820 (2023: £2,935) were received, from three trustees (2023: five trustees and one member of key management personnel).

During 2024, Alexandra Boyd served as a trustee of the Wessex Liberal Jewish Community. Payments to the value of £3,365 (2023: £3,960) were made in relation to outreach and community work for Wessex Liberal Jewish Community and amounts totalling £9,616 (2023: £7,371) were received including synagogue contributions to youth activities and Rabbi services.

Liberal Judaism operates in close partnership with The Movement for Reform Judaism. The Contact address for this charity is:

The Sternberg Centre for Judaism, 80 East End Road, Finchley, N3 2SY

During the year Liberal Judaism made payments of £36,690 (2023: Nil) in respect of shared staff and administrative services.

During the year Liberal Judaism received £61,906 (2023: Nil) from The Movement for Reform Judaism in respect of expenditure relating to working towards the new Progressive Movement.

20. Non-adjusting Post Balance Sheet Event

On 18 May 2025, the member communities of Liberal Judaism and the Movement for Reform Judaism and voted to unite into one Movement for Progressive Judaism for the UK. The merger is intended to take effect operationally from 1 January 2026, at which point the ongoing charitable activities of the two charities will continue in the financial statements of The Movement for Progressive Judaism.

This event does not affect the recognition or measurement of assets or liabilities as at 31 December 2024 but is disclosed as a non-adjusting post balance sheet event.