

RADLETT REFORM SYNAGOGUE

England & Wales · Charity number 1161059

Details

Status	Registered
Legal form	Charitable company
Company number	09271770
Registered	2015-03-25
Register	View on the Charity Commission register

Contact

Address	Radlett Reform Synagogue Watling Street Radlett WD7 7AA
Phone	01923856110
Email	honsec@radlettreform.org.uk
Website	http://radlettreform.org.uk

Activities

Objects: THE OBJECTS OF THE SYNAGOGUE ('THE OBJECTS') ARE TO PROVIDE AND MAINTAIN A PLACE OR PLACES OF PUBLIC WORSHIP AND TO FURTHER OR ADVANCE THE RELIGIOUS, EDUCATIONAL, CULTURAL AND CHARITABLE OBJECTIVES OF THE JEWISH FAITH WHILST BEING MINDFUL OF THE SYNAGOGUE'S ROLE IN THE WIDER COMMUNITY.

Activities: SYNAGOGUE - PROVISION OF RELIGIOUS, EDUCATIONAL , SOCIAL AND COMMUNITY SERVICES

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Other Charitable Activities
- **What:** Religious Activities
- **Who:** People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies

Geography

- Hertfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£808,753	£843,640	£854,456	30
2023-12-31	£745,966	£712,564	£889,343	37
2022-12-31	£695,141	£688,599	£855,940	25
2021-12-31	£687,494	£603,424	£828,440	25
2020-12-31	£728,120	£637,732	£744,370	31

Trustees

Name	Role	Appointed
Adam Mark Osper		2024-05-16
Daniel Shabetai		2021-06-17
Ella Lyons		2023-05-18
Gill Burn		2024-05-16
Julian Burman		2019-05-23
Martin Cowan		2023-05-18
Rachael Elizabeth Levy		2023-05-18
Robert Wiltshire		2024-05-16
Sacha Wingard		2021-06-17
Sarah-Jane Reemer		2023-10-19
Spencer Neil Grant		2022-06-09
Wayne Morris		2020-08-06
david martin		2018-05-17

Accounts

Report of the Trustees and
Financial Statements
for the Year Ended 31 December 2024
for
RADLETT REFORM SYNAGOGUE

Nagler Sim mons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

RADLETT REFORM SYNAGOGUE

Contents of the Financial Statements
FOR THE YEAR ENDED 31 DECEMBER 2024

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Report of the Trustees
FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2024. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives

The Synagogue was established in 1971 as a Congregation professing the Jewish Religion, with the objects of providing and maintaining a Synagogue for the purpose of public worship and advancing religious, educational and charitable activities. We carry out these objects in many ways. The Synagogue is a member of the Movement for Reform Judaism. What follows are only examples of what we do in the community.

Report of the Trustees
FOR THE YEAR ENDED 31 DECEMBER 2024

OBJECTIVES AND ACTIVITIES

Significant activities

There is so much to experience and enjoy in Synagogue life and I hope that the items here reflect some of the varied activities we have and the highlights of a memorable 2024:

Clergy - Rabbi Elisheva Salamo joined as the third member of clergy, working on a part-time basis with Senior Rabbi Paul Freedman and Rabbi David Yehuda Stern.

Cheder - under the expert leadership of Carol Green, the Cheder continues to be a success. Although more children are attending Jewish day schools, we are slowly beginning to grow again with higher numbers in our younger aged classes. We have combined some age groups this year to help with planning and organisation and have 55 children on roll.

Youth Clubs - alongside Carol, Josh Laikin has been running fortnightly clubs for teens with outings, trips and activities. We thank Josh for all his hard work as he has now left to go travelling.

Collaborations - we have continued with our successful partnership with Stevenage Liberal Synagogue with a programme of activities under the banner of "North Herts Progressive Jewish Community". We also joined up with a number of other Progressive Communities once again for an all-night Tikkun Leil Shavuot.

Wider Community - Remembrance Sunday provides an opportunity for the whole of Radlett to come together at the Radlett War Memorial and to refreshments in our Sanctuary. It was lovely to see people of all faiths and none, coming together as a Community in our building.

Tikkun Olam - Rabbi David Yehuda help set up a small team who are tasked with looking at what we can do for the wider world. They successfully raised over £20,000 for High holyday causes and ran a hugely enjoyable supper quiz to raise more funds for our chosen charities.

Community Support Work - we continue to support our members with a wide variety of help and advice. We thank Shiran Goren for all her hard work and wish her luck in her new job.

" High Holyday machzor - we used the brand new machzor at our HHD services for the first time. The prayer book was edited by Rabbi Paul and was received to high acclaim. The book, and in particular the transliteration, enhanced our services and those of all the other Reform services in the UK.

BM programme - under the experience and expertise of Lawrence Turner, we have adapted and improved our offering to our boys and girls coming up to their Bar and Bat Mitzvah. It is such a popular programme that fitting them all in is the lovely problem we have.

Social - we continue to run various social activities, often involving invited guest speakers. "Thursday Club" is for the senior members and is followed by tea and "Wednesdays of Wonder" is for everyone.

Thanks go to all our staff for all their hard work throughout the year. We cannot achieve half of what we do without the valuable contributions of all our many volunteers. We are particularly grateful to David Brown, who stepped down as Honorary Treasurer after 4 years, and was replaced by Adam Osper.

Report of the Trustees
FOR THE YEAR ENDED 31 DECEMBER 2024

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Members of the community gave generously in support of the annual High Holy Day appeal, raising £5,562 for Friends of Bereaved Families, £5,612 for HIAS + JCORE, £5,644 for Helping Herts and £4,078 for Radlett Reform. The total raised was £20,896 (compared to £20,315 in 2023). These figures are inclusive of Gift Aid on the donations.

Achievements

The achievements of the year owe much to the efforts of a very large number of people who give their time, paid and unpaid to the Community.

Thanks goes to our rabbis, Paul Freedman, David-Yehuda Stern and Elisheva Salamo, who have been very dedicated to ensuring that the needs of the Community remain our priority as well as our Community Support Worker, Shiroan Goren. Thanks also to our very dedicated office staff, teaching staff and caretaker.

We are, however, very much a volunteer organisation, and we are indebted to a great many people; those on the Executive Committee and Board and many others, too numerous to name here, who have given up their time to further the activities of the community.

The Synagogue will continue to go from strength to strength and aims to be a beacon for Progressive Jewish life in Hertfordshire and ensuring that the community remains true to its values of caring for each of its members as they pass along their Jewish journey.

FINANCIAL REVIEW

Financial position and future plans

The Trustees report an overall deficit for the year amounting to £34,887 (2023: Profit of £33,402).

The principal source of funding is subscription income, which increased by 2.7% (2023: increased by 4.0%). We are constantly endeavouring to maintain and ideally improve our collection rate, however, as expected this has become more difficult during recent years.

Once again, a number of members were unable to pay their subscriptions in full during the year due to adverse personal circumstances. The Synagogue's policy for collecting subscriptions where we are made aware of circumstances of financial difficulty, is that we are as helpful as we can be.

Most members pay their subscriptions through Gift Aid. We are aware that members who are higher rate taxpayers could recover more tax than standard rate taxpayers. This gives rise to an anomaly that members, who might be presumed to be better off, end up paying less. We continue to address this anomaly by asking higher rate taxpayers to pay a subscription donation that, after the recovery of tax, means that they and standard rate taxpayers pay the same net amount.

At the 2024 AGM, it was resolved that Nagler Sim mons be reappointed auditors on a fee-paying basis.

Report of the Trustees
FOR THE YEAR ENDED 31 DECEMBER 2024

FINANCIAL REVIEW

Reserves

The trustees' policy is to utilise any reserves for future commitments and projects, which include work to the fabric of the building and creating a fund for future building works.

It is not the trustees' practice to keep material reserves, as this would impact on subscription levels and possibly have an adverse effect on membership numbers. Short-term liquidity is monitored on a monthly basis by the Treasurer and Finance Committee and (separately) the Executive committee to ensure that potential cash-flow issues are identified well in advance.

The charity had total reserves of £358,503 as at 31 December 2024 (2023: £389,517)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Synagogue is a company limited by guarantee with the company registration number 09271770 which is governed by the Memorandum and Articles on incorporation on 20th October 2014 as amended in General Meeting from time to time.

Management of the Synagogue's affairs is vested in the Synagogue's Board and day-to-day management is delegated to the Executive Officers. Each member of the Board is a trustee and director of the Charity.

The trustees in 2024 are named on page 7. The Laws of the Synagogue govern appointment of trustees.

Ordinarily, trustees are elected at the Annual General Meeting ("AGM"). There is also power to co-opt members of the Board. This enables the trustees to fill vacancies arising through the resignation or death of an existing trustee.

Board members receive an induction pack at the time of their election or co-option, including a summary of their responsibilities as trustees.

Report of the Trustees
FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Board of the Synagogue is responsible for the management of the risks faced by the Synagogue. Detailed consideration of risks is delegated to the Executive, assisted by other Board members and members of staff. Risks are identified and assessed throughout the year and controls are established to manage the risks. A formal review of the Synagogue's risk management process has continued during the year and will remain under continuous review.

The Board of the Synagogue has adopted the following Risk Policy:

The Synagogue exists to provide religious, educational and social services for its members and the wider community. To avoid risk, it will carry out its activities in such a way that:

- It follows the moral and ethical principles of the Jewish faith;
- It conforms to all relevant legal requirements with regard to finance, taxation, employment, health and safety;
- It ensures the financial resources of the Synagogue are adequate to provide the services it wishes to provide, and balances income and expenditure from year to year;
- It is managed in accordance with good practice in terms of control, delegation and authority levels;
- All those involved in the management of the Synagogue, whether volunteers or paid, understand their responsibilities;
- It provides security for staff, volunteers, members and the physical assets of the Synagogue;
- It ensures continuity of operation by providing alternative arrangements for major disasters.
- Risks will be regularly reviewed and their impact assessed. Where there is a high risk of occurrence and the impact is great, immediate action will be taken to eliminate the risk by taking appropriate steps, changing procedures or providing adequate safeguards. Where the risk is lower, action will be taken to reduce or transfer the risk, for example through insurance. If the risk is high, but the likelihood is low, then action will be taken to avoid it. Low risks with a low likelihood of occurrence will be accepted unless simple steps can be taken to lower the risk. In all cases, the action to be taken will have regard to whether the steps taken, and associated cost, are proportionate to the risk and likelihood of occurrence.

The key controls used by the Synagogue are:

- Regular meetings of Board and Executive with formal agendas and minutes
- Detailed terms of reference for Executive, Board and sub-committees
- Annual budgets and regular management accounts
- Formal written policies including authority limits

Through the risk management processes established for the Synagogue, the members of the Board, as trustees are satisfied that the major risks identified have been adequately mitigated where necessary or are in the process of being mitigated. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately identified and addressed.

Report of the Trustees
FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Safeguarding

The Synagogue fully recognises the responsibility and duty placed upon them to safeguard all members.

The Synagogue promotes the welfare of children and young people entrusted to their care, as well as vulnerable adults. The Synagogue ensures that safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice. All staff and volunteers have a full and active part in protecting children and vulnerable adults from harm.

All our teaching staff (both adult and teenage classroom assistants) receive age-appropriate formal safeguarding training which is repeated every three years but reviewed annually before the beginning of the academic year. All our age 16+ staff are DBS cleared before working with the children. We have safeguarding policies in place which cover children and vulnerable adults - these are reviewed every three years.

Our Designated Safeguarding Lead (DSL) is Carol Green (Head of Primary Education, Youth and Families). Sarah-Jane Reemer is the Safeguarding Board Member. All lead members have undertaken DSL training.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

09271770 (England and Wales)

Registered Charity number

1161059

Registered office

118 Watling Street

Radlett

Hertfordshire

WD7 7AA

Report of the Trustees
FOR THE YEAR ENDED 31 DECEMBER 2024

Trustees

The trustees serving during the year were as follows:

Executive Officers

Spencer Grant	Chair	
Julian Burman	Honorary Secretary	
Adam Osper	Honorary Treasurer	(Appointed 16 May 2024)
David Brown	Honorary Treasurer	(Resigned 16 May 2024)
Daniel Shabetai	Head of Ritual	

Board

Wayne Morris	Head of Security
Sacha Wingard	
David Martin	
Rachael Levy	
Martin Cowan	
Ella Lyons	
Sarah-Jane Reemer	
Gill Burn	(Appointed 16 May 2024)
Robert Wiltshire	(Appointed 16 May 2024)
Kathryn Michael	(Resigned 16 May 2024)

Auditors

Nagler Sim mons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

Bankers

Barclays Bank PLC
22-24 Upper Marborough Road
St. Albans
AL1 3AL

Report of the Trustees
FOR THE YEAR ENDED 31 DECEMBER 2024

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Principles).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements the Trustees are required to:

- a) select suitable accounting policies and apply them consistently;
- b) observe the methods and principles in the Charity SORP;
- c) make judgements and estimates that are reasonable and prudent;
- d) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

The auditors, Nagler Simmons, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 13 May 2025 and signed on its behalf by:

A Osper - Trustee

Report of the Independent Auditors to the Trustees of
Radlett Reform Synagogue

Opinion

We have audited the financial statements of Radlett Reform Synagogue (the 'charitable company') for the year ended 31 December 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 UK, including the FRC'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.

Report of the Independent Auditors to the Trustees of
Radlett Reform Synagogue

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 Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) 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.

Report of the Independent Auditors to the Trustees of
Radlett Reform Synagogue

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of the instances of non-compliance. The risk is also greater regarding irregularities regarding fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the company's internal control;
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors;
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern;
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Report of the Independent Auditors to the Trustees of
Radlett Reform Synagogue

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

Use of our report

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

Nagler Sim mons

Chartered Accountants and Statutory Auditors

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

5 Beaumont Gate

Shenley Hill

Radlett

WD7 7AR

14 May 2025

RADLETT REFORM SYNAGOGUE

Statement of Financial Activities (Incorporating an Income and Expenditure Account) FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.24 Total funds £	31.12.23 Total funds £
	Notes					
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	686,782	18,219	-	705,001	644,923
Charitable activities	5					
Synagogue operations		3,278	-	-	3,278	1,625
Education		33,801	-	-	33,801	63,668
Government grants		19,240	-	-	19,240	7,350
Other trading activities	3	33,856	-	-	33,856	23,059
Investment income	4	13,577	-	-	13,577	5,341
Total		<u>790,534</u>	<u>18,219</u>	<u>-</u>	<u>808,753</u>	<u>745,966</u>
EXPENDITURE ON						
Charitable activities	6					
Synagogue operations		682,498	9,728	-	692,226	564,158
Education		104,469	-	-	104,469	107,817
High Holy Day Appeal		28,100	12,365	-	40,465	40,589
Auditors' remuneration		6,480	-	-	6,480	-
Total		<u>821,547</u>	<u>22,093</u>	<u>-</u>	<u>843,640</u>	<u>712,564</u>
NET INCOME/(EXPENDITURE)		(31,013)	(3,874)	-	(34,887)	33,402
RECONCILIATION OF FUNDS						
Total funds brought forward		759,396	27,257	102,690	889,343	855,941
TOTAL FUNDS CARRIED FORWARD		<u>728,383</u>	<u>23,383</u>	<u>102,690</u>	<u>854,456</u>	<u>889,343</u>

The notes form part of these financial statements

Balance Sheet
31 DECEMBER 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.24 Total funds £	31.12.23 Total funds £
FIXED ASSETS						
Tangible assets	13	369,880	-	102,690	472,570	472,570
CURRENT ASSETS						
Debtors	14	8,377	-	-	8,377	6,290
Cash at bank and in hand		392,808	23,383	-	416,191	460,829
		<u>401,185</u>	<u>23,383</u>	<u>-</u>	<u>424,568</u>	<u>467,119</u>
CREDITORS						
Amounts falling due within one year	15	(42,682)	-	-	(42,682)	(50,346)
NET CURRENT ASSETS		<u>358,503</u>	<u>23,383</u>	<u>-</u>	<u>381,886</u>	<u>416,773</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>728,383</u>	<u>23,383</u>	<u>102,690</u>	<u>854,456</u>	<u>889,343</u>
NET ASSETS		<u><u>728,383</u></u>	<u><u>23,383</u></u>	<u><u>102,690</u></u>	<u><u>854,456</u></u>	<u><u>889,343</u></u>

The notes form part of these financial statements

Balance Sheet - continued
31 DECEMBER 2024

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.24 Total funds £	31.12.23 Total funds £
FUNDS	16					
Unrestricted funds:						
General fund					706,549	733,469
High Holy Day Appeal					21,834	25,927
					728,383	759,396
Restricted funds:						
Burial provision					3,125	3,125
High Holy Day Appeal					16,819	12,367
Clergy fund					2,037	11,765
Building levy					1,402	-
					23,383	27,257
Endowment funds:						
Permanent building fund (Permanent endowment)					102,690	102,690
TOTAL FUNDS						
					854,456	889,343

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2024.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

Balance Sheet - continued

31 DECEMBER 2024

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 13 May 2025 and were signed on its behalf by:

S. Grant - Trustee

A Osper - Trustee

RADLETT REFORM SYNAGOGUE

Cash Flow Statement
FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	31.12.24 £	31.12.23 £
Cash flows from operating activities			
Cash generated from operations	1	(58,215)	54,456
Net cash (used in)/provided by operating activities		(58,215)	54,456
Cash flows from investing activities			
Interest received		13,577	5,341
Net cash provided by investing activities		13,577	5,341
Change in cash and cash equivalents in the reporting period		(44,638)	59,797
Cash and cash equivalents at the beginning of the reporting period		460,829	401,032
Cash and cash equivalents at the end of the reporting period		416,191	460,829

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

Notes to the Cash Flow Statement
FOR THE YEAR ENDED 31 DECEMBER 2024

1.	RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	31.12.24	31.12.23
		£	£
	Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(34,887)	33,402
	Adjustments for:		
	Interest received	(13,577)	(5,341)
	(Increase)/decrease in debtors	(2,087)	14,439
	(Decrease)/increase in creditors	(7,664)	11,956
	Net cash (used in)/provided by operations	(58,215)	54,456

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.24	Cash flow	At 31.12.24
	£	£	£
Net cash			
Cash at bank and in hand	460,829	(44,638)	416,191
	460,829	(44,638)	416,191
Total	460,829	(44,638)	416,191

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees have assessed whether the use of the going concern basis is appropriate, and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements, and have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore adopts the going concern basis in preparing its financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation. Individual fixed assets costing less than £2,500 are not capitalised.

Depreciation is provided at rates calculated to write off the cost of fixed assets, over their expected useful lives on the following basis.

Furniture & fittings 20% Reducing balance

No depreciation is provided on freehold land and buildings, scrolls and silverware, which, in the opinion of the trustees have a residual value not less than their cost.

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

1. ACCOUNTING POLICIES - continued

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Deferred income

A provision for deferred income is made where the income is received in the year but can only be recognised for a future year, and can be reliably measured at the balance sheet date.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Legal status

The charity is incorporated as a company limited by guarantee and is registered with the Charity Commission. The members of the company have undertaken to contribute up to their guarantee of £1 each towards the liabilities of the company in the event that it is wound up whilst they are, or within one year of being members.

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

2. DONATIONS AND LEGACIES

	31.12.24	31.12.23
	£	£
Membership donations	563,705	532,751
Legacies	25,000	-
Gift Aid receivable	98,077	99,805
Donations - restricted funds	18,219	12,367
	<u>705,001</u>	<u>644,923</u>

Membership donations

	31.12.24	31.12.23
	£	£
Membership subscriptions	438,679	427,002
Higher rate tax donations	29,770	37,645
Board of deputies	9,175	10,965
Jewish Joint Burial Society	71,861	41,387
Donations - unrestricted	14,220	15,752
	<u>563,705</u>	<u>532,751</u>

Donations - restricted funds

	31.12.24	31.12.23
	£	£
Building levy	1,401	-
Friends of Bereaved Families	5,562	-
HIAS + JCORE	5,612	-
Helping Herts	5,644	-
Borehamwood Foodbank	-	6,183
Leket Israel	-	6,183
	<u>18,219</u>	<u>12,366</u>

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

3. OTHER TRADING ACTIVITIES

	31.12.24	31.12.23
	£	£
Tree of life	942	1,000
Other fundraising activities	17,041	2,394
Hall hire	6,873	6,165
Nursery rental income	9,000	13,500
	<u>33,856</u>	<u>23,059</u>

4. INVESTMENT INCOME

	31.12.24	31.12.23
	£	£
Deposit account interest	<u>13,577</u>	<u>5,341</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.24	31.12.23
		£	£
Synagogue operations	Synagogue operations	3,278	1,625
Education	Education	33,801	63,668
Grants	Government grants	19,240	7,350
		<u>56,319</u>	<u>72,643</u>

Grants received, included in the above, are as follows:

	31.12.24	31.12.23
	£	£
Unrestricted fund		
Government grants	<u>19,240</u>	<u>7,350</u>
	<u>19,240</u>	<u>7,350</u>

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Totals £
Synagogue operations	586,344	-	105,882	692,226
Education	104,469	-	-	104,469
High Holy Day Appeal	19,928	12,365	8,172	40,465
Auditors' remuneration	-	-	6,480	6,480
	<u>710,741</u>	<u>12,365</u>	<u>120,534</u>	<u>843,640</u>

7. GRANTS PAYABLE

	31.12.24 £	31.12.23 £
High Holy Day Appeal	<u>12,365</u>	<u>17,868</u>
	31.12.24 £	31.12.23 £
Leket Israel	6,183	-
Borehamwood food bank	6,183	5,308
World Jewish Relief	-	10,462
	<u>12,366</u>	<u>15,771</u>

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

8. SUPPORT COSTS

	Other £	Governance costs £	Totals £
Synagogue operations	105,882	-	105,882
High Holy Day Appeal	8,172	-	8,172
Auditors' remuneration	-	6,480	6,480
	<u>114,054</u>	<u>6,480</u>	<u>120,534</u>

Support costs, included in the above, are as follows:

				31.12.24	31.12.23
	Synagogue operations £	High Holy Day Appeal £	Auditors' remuneration £	Total activities £	Total activities £
Equipment hire	1,943	-	-	1,943	1,563
Insurance	14,880	-	-	14,880	15,291
Light and heat	21,450	-	-	21,450	22,960
Telephone	5,637	-	-	5,637	5,505
Postage and stationery	4,790	-	-	4,790	4,966
Computer costs	13,279	-	-	13,279	14,190
Property maintenance	36,512	8,172	-	44,684	25,282
Bank charges	1,110	-	-	1,110	923
Professional fees	3,195	-	-	3,195	4,711
Payroll fees	3,086	-	-	3,086	5,335
Auditors' remuneration	-	-	6,480	6,480	6,480
	<u>105,882</u>	<u>8,172</u>	<u>6,480</u>	<u>120,534</u>	<u>107,206</u>

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.24	31.12.23
	£	£
Auditors' remuneration	6,480	6,480
Hire of plant and machinery	1,943	1,563
Other operating leases	15,544	18,154
	<u> </u>	<u> </u>

10. TRUSTEES' REMUNERATION AND BENEFITS

The following are amounts paid to trustees or their families:

The trustees, R Levy or close members of their family were paid a total of £603 (2023: £436) for working in the charity's religion school. Authority for this remuneration is given in the Synagogue's governing document.

Except for specific items purchased for the charity, no reimbursement of expenses has been made to any of the trustees during the year.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2024 nor for the year ended 31 December 2023.

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.12.24	31.12.23
Rabbinic team	2	2
Youth and education	22	28
Administration	3	4
Maintenance	2	2
Community support worker	1	1
	<u> </u>	<u> </u>
	30	37
	<u> </u>	<u> </u>

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

11. STAFF COSTS - continued

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.12.24	31.12.23
£90,001 - £100,000	1	1
	<u>1</u>	<u>1</u>
	31.12.24	31.12.23
	£	£
Gross wages and salaries	391,469	373,015
Employers' NIC	30,582	30,303
Pension costs	38,511	21,937
	<u>460,562</u>	<u>425,255</u>

During the year, the Rabbis and one administrator were the only full time members of staff.

Employer contributions to the defined contribution pension scheme for the employee earning over £60,000 in the year was £28,849 (2023: £11,548).

Key management personnel

The key management personnel of the trust comprise the trustees, rabbis and community director. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the trust was £267,458 (2023: £244,717).

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	632,556	12,367	-	644,923
Charitable activities				
Synagogue operations	1,625	-	-	1,625
Education	63,668	-	-	63,668
Government grants	7,350	-	-	7,350
Other trading activities	23,059	-	-	23,059
Investment income	5,342	(1)	-	5,341
	<u>733,600</u>	<u>12,366</u>	<u>-</u>	<u>745,966</u>
Total	733,600	12,366	-	745,966

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
EXPENDITURE ON				
Charitable activities				
Synagogue operations	564,158	-	-	564,158
Education	107,817	-	-	107,817
High Holy Day Appeal	24,818	15,771	-	40,589
Total	696,793	15,771	-	712,564
NET INCOME/(EXPENDITURE)	36,807	(3,405)	-	33,402
RECONCILIATION OF FUNDS				
Total funds brought forward	722,589	30,662	102,690	855,941
TOTAL FUNDS CARRIED FORWARD	759,396	27,257	102,690	889,343

13. TANGIBLE FIXED ASSETS

	Freehold property £	Jubilee extension £	Fixtures and fittings £	Scrolls & Ark £	Totals £
COST					
At 1 January 2024 and 31 December 2024	115,974	340,112	731	16,484	473,301
DEPRECIATION					
At 1 January 2024 and 31 December 2024	-	-	731	-	731
NET BOOK VALUE					
At 31 December 2024	115,974	340,112	-	16,484	472,570
At 31 December 2023	115,974	340,112	-	16,484	472,570

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

14.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.12.24	31.12.23
		£	£
	Prepayments and accrued income	8,377	6,290
		<u> </u>	<u> </u>
15.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.12.24	31.12.23
		£	£
	Trade creditors	972	36
	Other creditors	1,583	-
	Accruals and deferred income	40,127	50,310
		<u> </u>	<u> </u>
		42,682	50,346
		<u> </u>	<u> </u>
	DEFERRED INCOME	31.12.23	31.12.23
		£	£
	Deferred income at 1 January	27,593	11,766
	Resources deferred in the period	21,013	27,593
	Amount released from previous periods	(27,593)	(11,766)
		<u> </u>	<u> </u>
	Deferred income at 31 December	21,013	27,593
		<u> </u>	<u> </u>
	Deferred income comprises the following:		
	Advance subscriptions	21,013	27,593
		<u> </u>	<u> </u>
		21,013	27,593
		<u> </u>	<u> </u>

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

16. MOVEMENT IN FUNDS

	At 1.1.24 £	Net movement in funds £	At 31.12.24 £
Unrestricted funds			
General fund	733,468	(26,919)	706,549
High Holy Day Appeal	25,928	(4,094)	21,834
	759,396	(31,013)	728,383
Restricted funds			
Burial provision	3,125	-	3,125
High Holy Day Appeal	12,367	4,452	16,819
Clergy fund	11,765	(9,728)	2,037
Building levy	-	1,402	1,402
	27,257	(3,874)	23,383
Endowment funds			
Permanent building fund (Permanent endowment)	102,690	-	102,690
TOTAL FUNDS	889,343	(34,887)	854,456

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	786,456	(813,375)	(26,919)
High Holy Day Appeal	4,078	(8,172)	(4,094)
	790,534	(821,547)	(31,013)
Restricted funds			
High Holy Day Appeal	16,817	(12,365)	4,452
Clergy fund	-	(9,728)	(9,728)
Building levy	1,402	-	1,402
	18,219	(22,093)	(3,874)
TOTAL FUNDS	808,753	(843,640)	(34,887)

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued
FOR THE YEAR ENDED 31 DECEMBER 2024

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	702,511	30,958	733,469
High Holy Day Appeal	20,078	5,849	25,927
	722,589	36,807	759,396
Restricted funds			
Burial provision	3,125	-	3,125
High Holy Day Appeal	15,772	(3,405)	12,367
Clergy fund	11,765	-	11,765
	30,662	(3,405)	27,257
Endowment funds			
Permanent building fund (Permanent endowment)	102,690	-	102,690
TOTAL FUNDS	<u>855,941</u>	<u>33,402</u>	<u>889,343</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	725,654	(694,696)	30,958
High Holy Day Appeal	7,946	(2,097)	5,849
	733,600	(696,793)	36,807
Restricted funds			
High Holy Day Appeal	12,366	(15,771)	(3,405)
TOTAL FUNDS	<u>745,966</u>	<u>(712,564)</u>	<u>33,402</u>

RADLETT REFORM SYNAGOGUE

Notes to the Financial Statements - continued FOR THE YEAR ENDED 31 DECEMBER 2024

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2024 nor for the year ended 31st December 2023 other than those disclosed in note 10.

18. DETAILS OF RESTRICTED FUNDS

Clergy fund - Donations to help the synagogue be able to support a member.

High Holy Day Appeal funds

Burial Provision - To assist members that are not completely covered by their JJBS burial scheme.

Friends of Bereaved Families - a charity to whom we provided funds from our High Holy Day Appeal.

HIAS + JCORE - a charity to whom we provided funds from our High Holy Day Appeal.

Helping Herts - a charity to whom we provided funds from our High Holy Day Appeal.

Leket Israel - a charity to whom we provided funds from our High Holy Day Appeal.

Borehamwood Foodbank - a local charity to whom we provided funds from our High Holy Day Appeal.

19. PERMANENT BUILDING FUND (PERMANENT ENDOWMENT)

The Permanent Endowment Fund relates to the purchase of the original synagogue land and buildings.

The restricted Jubilee Fund is specifically used for the extension and improvement of the existing premises.

Accounts

REGISTERED COMPANY NUMBER: 09271770 (England and Wales)
REGISTERED CHARITY NUMBER: 1161059

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2023
FOR
RADLETT REFORM SYNAGOGUE

Nagler Simmons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

RADLETT REFORM SYNAGOGUE

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FOR THE YEAR ENDED 31ST DECEMBER 2023

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RADLETT REFORM SYNAGOGUE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2023. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives

The Synagogue was established in 1971 as a Congregation professing the Jewish Religion, with the objects of providing and maintaining a Synagogue for the purpose of public worship and advancing religious, educational and charitable activities. We carry out these objects in many ways. The Synagogue is a member of the Movement for Reform Judaism. What follows are only examples of what we do in the community.

Significant activities

January 2023 saw Rabbi Paul Freedman go on a six-month sabbatical in order to help complete the new edition of the Reform Judaism High Holyday machzor. This comes nearly 40 years since the previous version and has taken many years of hard work.

Our Shabbat services now include a monthly alternative service, parallel services as well as our regular Friday night and Saturday morning services, in the Sanctuary.

Thanks to the hard work of Rabbi David Yehuda Stern our B'nei Mitzvah programme was re-vamped to encourage greater involvement with parents into the process. Carol Green, our head of youth and families, has continued to develop our youth programme and activities, including monthly family and tots services, festival activities, regular Shabbat services and holiday camps. The recruitment of Josh Laikin as our Youth Worker has added much needed resource.

Our Community Support work has never been more important. Members have access to the rabbis, our Community Support Worker, Shiran Goren (who joined us in 2024) and her team of volunteers. Together, they offer an extensive range of services, help and support for many issues including financial hardship, domestic abuse, mental health problems and bereavement.

The Synagogue hosts other regular activities including Beavers, Cubs, Scouts, bridge clubs, Pins and Needles Group, table tennis, external speakers, regular guided walks, arts and crafts and Thursday Club for our senior members. Adult education includes Talmud study as well as conversion courses and introduction to the Hebrew language.

Together with Stevenage Liberal Synagogue, we have set up the North Herts Progressive Jewish Community which holds joint events catering for the those members who live a bit further away from Radlett. The Board have been conducting a strategic review and aim to complete this work in 2024. In particular, they are developing our mission statement and our future plans in accordance with it.

We wish to thank Ronit Gerber (Youth Administrator) and Katie Adams (Community Support Worker) who left us in the year for new challenges. We are grateful for all their hard work and wish them the very best for the future. We are so grateful for the hard work of all our staff and the large number of volunteers. We aim to continue to increase the services and activities on offer, as well as improving our engagement with the community and would therefore encourage more volunteers to come forward to help enable this.

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2023**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Members of the community gave generously in support of the annual High Holy Day appeal, raising £6,183 for Borehamwood Food Bank, £6,183 for Leket Israel and £7,946 for Radlett Reform. The total raised was £20,312 (compared to £20,959 in 2022). These figures are inclusive of tax refunds on the donations.

Achievements

The achievements of the year owe much to the efforts of a very large number of people who give their time, paid and unpaid to the Community.

Thanks goes to our rabbis, Paul Freedman and DY Stern, who have been very dedicated to ensuring that the needs of the Community remain prioritised in the absence of further Clergy and for much of the year, a Community Support Worker. Thanks also to our very dedicated office staff, teaching staff and caretaker.

We are, however, very much a volunteer organisation, and we are indebted to a great many people; those on the Executive Committee and Board and many others, too numerous to name here, who have given up their time to further the activities of the community.

The Synagogue will continue to go from strength to strength and aims to be a beacon for Reform Jewish life in Hertfordshire and ensuring that the community remains true to its values of caring for each of its members as they pass along their Jewish journey.

FINANCIAL REVIEW

Financial position and future plans

The Trustees report an overall profit for the year amounting to £33,402 (2022: £27,500).

The principal source of funding is subscription income, which increased by 4.0% (2022: decreased by 5.3%). We are constantly endeavouring to maintain and ideally improve our collection rate, however, as expected this has become more difficult during recent years.

Once again, a number of members were unable to pay their subscriptions in full during the year due to adverse personal circumstances. The Synagogue's policy for collecting subscriptions where we are made aware of circumstances of financial difficulty, is that we are as helpful as we can be.

Most members pay their subscriptions through Gift Aid. We are aware that members who are higher rate taxpayers could recover more tax than standard rate taxpayers. This gives rise to an anomaly that members, who might be presumed to be better off, end up paying less. We continue to address this anomaly by asking higher rate taxpayers to pay a subscription donation that, after the recovery of tax, means that they and standard rate taxpayers pay the same net amount.

At the 2023 AGM, it was resolved that Nagler Simmons be reappointed auditors on a fee-paying basis.

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2023**

FINANCIAL REVIEW

Reserves

The trustees' policy is to utilise any reserves for future commitments and projects, which include work to the fabric of the building, following the building survey report. Creating a fund for future building works; funding resources for our youth clubs and Cheder.

It is not the trustees' practice to keep material reserves, as this would impact on subscription levels and possibly have an adverse effect on membership numbers. Short-term liquidity is monitored on a monthly basis by the Treasurer and Finance Committee and (separately) the Honorary Officers to ensure that potential cash-flow issues are identified well in advance.

The charity had total reserves of £401,883 as at 31 December 2023 (2022: £337,403).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Synagogue is a company limited by guarantee with the company registration number 09271770 which is governed by the Memorandum and Articles on incorporation on 20th October 2014 as amended in General Meeting from time to time.

Management of the Synagogue's affairs is vested in the Synagogue's Board and day-to-day management is delegated to the Executive Officers. Each member of the Board is a trustee and director of the Charity.

The trustees in 2023 are named on page 6. The Laws of the Synagogue govern appointment of trustees.

Ordinarily, trustees are elected at the Annual General Meeting ("AGM"). There is also power to co-opt members of the Board. This enables the trustees to fill vacancies arising through the resignation or death of an existing trustee.

Board members receive an induction pack at the time of their election or co-option, including a summary of their responsibilities as trustees.

RADLETT REFORM SYNAGOGUE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Board of the Synagogue is responsible for the management of the risks faced by the Synagogue. Detailed consideration of risks is delegated to the Executive, assisted by other Board members and members of staff. Risks are identified and assessed throughout the year and controls are established to manage the risks. A formal review of the Synagogue's risk management process has continued during the year and will remain under continuous review.

The Board of the Synagogue has adopted the following Risk Policy:

" The Synagogue exists to provide religious, educational and social services for its members and the wider community. To avoid risk, it will carry out its activities in such a way that:

" It follows the moral and ethical principles of the Jewish faith;

" It conforms to all relevant legal requirements with regard to finance, taxation, employment, health and safety;

" It ensures the financial resources of the Synagogue are adequate to provide the services it wishes to provide, and balances income and expenditure from year to year;

" It is managed in accordance with good practice in terms of control, delegation and authority levels;

" All those involved in the management of the Synagogue, whether volunteers or paid, understand their responsibilities;

" It provides security for staff, volunteers, members and the physical assets of the Synagogue;

" It ensures continuity of operation by providing alternative arrangements for major disasters.

" Risks will be regularly reviewed and their impact assessed. Where there is a high risk of occurrence and the impact is great, immediate action will be taken to eliminate the risk by taking appropriate steps, changing procedures or providing adequate safeguards. Where the risk is lower, action will be taken to reduce or transfer the risk, for example through insurance. If the risk is high, but the likelihood is low, then action will be taken to avoid it. Low risks with a low likelihood of occurrence will be accepted unless simple steps can be taken to lower the risk. In all cases, the action to be taken will have regard to whether the steps taken, and associated cost, are proportionate to the risk and likelihood of occurrence."

The key controls used by the Synagogue are:

- Regular meetings of Board and Executive with formal agendas and minutes
- Detailed terms of reference for Executive, Board and sub-committees
- Annual budgets and regular management accounts
- Formal written policies including authority limits

Through the risk management processes established for the Synagogue, the members of the Board, as trustees are satisfied that the major risks identified have been adequately mitigated where necessary or are in the process of being mitigated. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately identified and addressed.

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2023**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Safeguarding

The Synagogue fully recognises the responsibility and duty placed upon them to safeguard all members.

The Synagogue promotes the welfare of children and young people entrusted to their care, as well as vulnerable adults. The Synagogue ensures that safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice. All staff and volunteers have a full and active part in protecting children and vulnerable adults from harm.

All our teaching staff (both adult and teenage classroom assistants) receive age-appropriate formal safeguarding training which is repeated every three years but reviewed annually before the beginning of the academic year. All our age 16+ staff are DBS cleared before working with the children. We have safeguarding policies in place which cover children and vulnerable adults - these are reviewed every three years.

Our Designated Safeguarding Lead (DSL) is Carol Green (Head of Primary Education, Youth and Families). Spencer Grant (Chair) is the Safeguarding Board Member. All lead members have undertaken DSL training.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

09271770 (England and Wales)

Registered Charity number

1161059

Registered office

118 Watling Street
Radlett
Hertfordshire
WD7 7AA

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023

Trustees

The trustees serving during the year were as follows:

Executive Officers

Spencer Grant	Chair
Julian Burman	Honorary Secretary
David Brown	Honorary Treasurer
Daniel Shabetai	Head of Ritual

Board

Wayne Morris	Head of Security
Kathryn Michael	
Sacha Wingard	
David Martin	
Rachael Levy	(Appointed 18 May 2023)
Martin Cowan	(Appointed 18 May 2023)
Ella Lyons	(Appointed 18 May 2023)
Sarah-Jane Reemer	(Appointed 19 October 2023)

Auditors

Nagler Simmons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

Bankers

Barclays Bank PLC
22-24 Upper Marlborough Road
St. Albans
AL1 3AL

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2023

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Principles).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements the Trustees are required to:

- a) select suitable accounting policies and apply them consistently;
- b) observe the methods and principles in the Charity SORP;
- c) make judgements and estimates that are reasonable and prudent;
- d) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

The auditors, Nagler Simmons, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 9th May 2024 and signed on its behalf by:

.....
D S Brown - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

Opinion

We have audited the financial statements of Radlett Reform Synagogue (the 'charitable company') for the year ended 31st December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 (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 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 UK, including the FRC'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.

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 Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, Charities Act 2011, International Financial Reporting Standards, and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's or the parent company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charitable company to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the charitable company audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

Use of our report

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

Nagler Simmons
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

Date:

RADLETT REFORM SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2023

		Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.23 Total funds £	31.12.22 Total funds £
	Notes					
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	632,554	12,366	-	644,920	639,304
Charitable activities						
Synagogue operations	5	1,625	-	-	1,625	3,350
Education		63,668	-	-	63,668	49,973
Government grants		7,350	-	-	7,350	2,808
Other trading activities	3	23,059	-	-	23,059	19,019
Investment income	4	5,344	-	-	5,344	1,645
Total		<u>733,600</u>	<u>12,366</u>	<u>-</u>	<u>745,966</u>	<u>716,099</u>
EXPENDITURE ON						
Charitable activities						
Synagogue operations	6	564,158	-	-	564,158	566,740
Education		107,817	-	-	107,817	110,509
High Holy Day Appeal		24,818	15,771	-	40,589	11,350
Total		<u>696,793</u>	<u>15,771</u>	<u>-</u>	<u>712,564</u>	<u>688,599</u>
NET INCOME / (EXPENDITURE)		36,807	(3,405)	-	33,402	27,500
RECONCILIATION OF FUNDS						
Total funds brought forward		722,589	30,661	102,690	855,941	828,440
TOTAL FUNDS CARRIED FORWARD		<u>759,397</u>	<u>27,256</u>	<u>102,690</u>	<u>889,343</u>	<u>855,940</u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

BALANCE SHEET
31ST DECEMBER 2023

		Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.23 Total funds £	31.12.22 Total funds £
	Notes					
FIXED ASSETS						
Tangible assets	13	369,880	-	102,690	472,570	472,570
CURRENT ASSETS						
Debtors	14	6,290	-	-	6,290	20,729
Cash at bank and in hand		<u>433,573</u>	<u>27,256</u>	<u>-</u>	<u>460,829</u>	<u>401,032</u>
		439,863	27,256	-	467,119	421,761
CREDITORS						
Amounts falling due within one year	15	(50,346)	-	-	(50,346)	(38,391)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>389,517</u>	<u>27,256</u>	<u>-</u>	<u>416,773</u>	<u>383,370</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>759,397</u>	<u>27,256</u>	<u>102,690</u>	<u>889,343</u>	<u>855,940</u>
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET ASSETS		<u><u>759,397</u></u>	<u><u>27,256</u></u>	<u><u>102,690</u></u>	<u><u>889,343</u></u>	<u><u>855,940</u></u>
FUNDS	16					
Unrestricted funds:						
General fund					733,469	702,510
High Holy Day Appeal					<u>25,928</u>	<u>20,079</u>
					<u>759,397</u>	<u>722,589</u>
Restricted funds:						
Burial provision					3,125	3,125
Clergy fund					11,765	11,765
High Holy Day Appeal					<u>12,366</u>	<u>15,771</u>
					<u>27,256</u>	<u>30,661</u>
Endowment funds:						
Permanent building fund (Permanent endowment)					<u>102,690</u>	<u>102,690</u>
TOTAL FUNDS		<u><u>889,343</u></u>	<u><u>855,940</u></u>			

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

BALANCE SHEET - continued
31ST DECEMBER 2023

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2023.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 9th May and were signed on its behalf by:

.....
S N Grant - Trustee

.....
D S Brown - Trustee

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2023

	Notes	31.12.23 £	31.12.22 £
Cash flows from operating activities			
Cash generated from operations	1	<u>54,453</u>	<u>22,976</u>
Net cash provided by operating activities		<u>54,453</u>	<u>22,976</u>
 Cash flows from investing activities			
Interest received		<u>5,344</u>	<u>1,647</u>
Net cash provided by investing activities		<u>5,344</u>	<u>1,647</u>
 Change in cash and cash equivalents in the reporting period		59,797	24,623
Cash and cash equivalents at the beginning of the reporting period		<u>401,032</u>	<u>376,409</u>
 Cash and cash equivalents at the end of the reporting period		<u><u>460,829</u></u>	<u><u>401,032</u></u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2023

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES	31.12.23	31.12.22
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	33,402	27,501
Adjustments for:		
Interest received	(5,344)	(1,647)
Decrease/(increase) in debtors	14,439	(11,749)
Increase in creditors	<u>11,956</u>	<u>8,871</u>
Net cash provided by operations	<u><u>54,453</u></u>	<u><u>22,976</u></u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST DECEMBER 2023**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The trustees have assessed whether the use of the going concern basis is appropriate, and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements, and have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore adopts the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation. Individual fixed assets costing less than £2,500 are not capitalised.

Depreciation is provided at rates calculated to write off the cost of fixed assets, over their expected useful lives on the following basis.

Furniture & fittings	25% Reducing balance
Office equipment	25% Reducing balance

No depreciation is provided on freehold land and buildings, scrolls and silverware, which, in the opinion of the trustees have a residual value not less than their cost.

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

1. ACCOUNTING POLICIES - continued

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Deferred income

A provision for deferred income is made where the income is received in the year but can only be recognised for a future year, and can be reliably measured at the balance sheet date.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Legal status

The charity is incorporated as a company limited by guarantee and is registered with the Charity Commission. The members of the company have undertaken to contribute up to their guarantee of £1 each towards the liabilities of the company in the event that it is wound up whilst they are, or within one year of being members.

2. DONATIONS AND LEGACIES

	31.12.23	31.12.22
	£	£
Membership donations	516,999	524,370
Donations - unrestricted funds	15,750	9,475
Income tax recoverable	99,805	89,688
Donations - restricted funds	<u>12,366</u>	<u>15,771</u>
	<u>644,920</u>	<u>639,304</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

2. DONATIONS AND LEGACIES - continued

Membership donations

	31.12.23	31.12.22
	£	£
Membership subscriptions	427,002	410,404
Higher rate tax donations	37,645	34,280
Board of Deputies	10,965	9,840
Jewish Joint Burial Society	41,387	69,846
	<u>516,999</u>	<u>524,370</u>

Donations - restricted funds

	31.12.23	31.12.22
	£	£
Leket Israel	6,183	-
Borehamwood Foodbank	6,183	5,308
World Jewish Relief	-	10,463
	<u>12,366</u>	<u>15,771</u>

3. OTHER TRADING ACTIVITIES

	31.12.23	31.12.22
	£	£
Tree of life	1,000	-
Other fundraising activities	2,394	1,740
Hall hire	6,165	5,579
Nursery rental income	13,500	11,700
	<u>23,059</u>	<u>19,019</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

4. INVESTMENT INCOME

	31.12.23	31.12.22
	£	£
Deposit account interest	<u>5,344</u>	<u>1,645</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	31.12.23	31.12.22
	£	£
Wedding	1,625	3,350
Cheder	18,361	19,775
B'Mitzvah Mechina	45,307	30,198
Grants	<u>7,350</u>	<u>2,808</u>
	<u><u>72,643</u></u>	<u><u>56,131</u></u>

Grants received, included in the above, are as follows:

	31.12.23	31.12.22
	£	£
Unrestricted fund		
Government grants	<u>7,350</u>	<u>2,808</u>
	<u><u>7,350</u></u>	<u><u>2,808</u></u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grants Payable (note 7) £	Support Costs (note 8) £	Totals £
Synagogue operations	557,678	-	6,480	564,158
Education	107,817	-	-	107,817
High Holy Day Appeal	<u>24,818</u>	<u>15,771</u>	<u>-</u>	<u>40,589</u>
	<u><u>690,313</u></u>	<u><u>15,771</u></u>	<u><u>6,480</u></u>	<u><u>712,564</u></u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

7. GRANTS PAYABLE

	31.12.23	31.12.22
	£	£
High Holy Day Appeal	<u>15,771</u>	<u>11,350</u>
	31.12.23	31.12.22
	£	£
Borehamwood food bank	5,308	-
World Jewish Relief	10,463	-
JAMI	-	3,992
Sebby's Corner	-	3,710
Leo Baeck College	<u>-</u>	<u>3,648</u>
	<u>15,771</u>	<u>11,350</u>

8. SUPPORT COSTS

	Governance costs
	£
Auditors' remuneration	<u>6,480</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.23	31.12.22
	£	£
Auditors' remuneration	6,480	5,580
Hire of plant and machinery	1,563	2,520
Other operating leases	<u>18,154</u>	<u>9,680</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

10. TRUSTEES' REMUNERATION AND BENEFITS

The following are amounts paid to trustees or their families:

The trustees, D Shabetai, R Levy or close members of their family were paid a total of £436 (2022: £33,229) for working in the charity's religion school. Authority for this remuneration is given in the Synagogue's governing document.

Except for specific items purchased for the charity, no reimbursement of expenses has been made to any of the trustees during the year.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st December 2023 nor for the year ended 31st December 2022.

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.12.23	31.12.22
Rabbinic team	2	2
Youth and education	28	24
Administration	4	4
Maintenance	2	2
Community support worker	<u>1</u>	<u>1</u>
	<u>37</u>	<u>33</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.12.23	31.12.22
£90,001 - £100,000	-	1
£100,001 - £110,000	<u>1</u>	<u>-</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

11. STAFF COSTS - continued

	31.12.23	31.12.22
	£	£
Gross wages and salaries	373,015	336,765
Employers' NIC	30,303	25,475
Pension costs	<u>21,937</u>	<u>13,623</u>
	<u><u>425,255</u></u>	<u><u>375,863</u></u>

During the year, the Rabbis and one administrator were the only full time members of staff.

Employer contributions to the defined contribution pension scheme for the employee earning over £60,000 in the year was £11,548 (2022: £8,233).

Key management personnel

The key management personnel of the trust comprise the trustees and Senior Rabbi. The total amount of employee benefits (including employer pension contributions) received by key management personnel for their services to the trust was £128,568 (2022: £107,334).

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	623,533	15,771	-	639,304
Charitable activities				
Synagogue operations	3,350	-	-	3,350
Education	49,973	-	-	49,973
Government grants	2,808	-	-	2,808
Other trading activities	19,019	-	-	19,019
Investment income	<u>1,645</u>	<u>-</u>	<u>-</u>	<u>1,645</u>
Total	<u><u>700,328</u></u>	<u><u>15,771</u></u>	<u><u>-</u></u>	<u><u>716,099</u></u>
EXPENDITURE ON				
Charitable activities				
Synagogue operations	566,740	-	-	566,740
Education	110,509	-	-	110,509
High Holy Day Appeal	<u>-</u>	<u>11,350</u>	<u>-</u>	<u>11,350</u>
Total	<u><u>677,249</u></u>	<u><u>11,350</u></u>	<u><u>-</u></u>	<u><u>688,599</u></u>
NET INCOME	23,079	4,421	-	27,500

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
RECONCILIATION OF FUNDS				
Total funds brought forward	699,510	26,240	102,690	828,440
TOTAL FUNDS CARRIED FORWARD	<u>722,589</u>	<u>30,661</u>	<u>102,690</u>	<u>855,940</u>

13. TANGIBLE FIXED ASSETS

	Freehold property £	Jubilee extension £	Fixtures and fittings £	Scrolls & Ark £	Totals £
COST					
At 1st January 2023 and 31st December 2023	<u>115,974</u>	<u>340,112</u>	<u>731</u>	<u>16,484</u>	<u>473,301</u>
DEPRECIATION					
At 1st January 2023 and 31st December 2023	<u>-</u>	<u>-</u>	<u>731</u>	<u>-</u>	<u>731</u>
NET BOOK VALUE					
At 31st December 2023	<u>115,974</u>	<u>340,112</u>	<u>-</u>	<u>16,484</u>	<u>472,570</u>
At 31st December 2022	<u>115,974</u>	<u>340,112</u>	<u>-</u>	<u>16,484</u>	<u>472,570</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Prepayments and accrued income	<u>6,290</u>	<u>20,729</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.23	31.12.22
	£	£
Trade creditors	36	1,143
Accruals and deferred income	<u>50,310</u>	<u>37,248</u>
	<u><u>50,346</u></u>	<u><u>38,391</u></u>

DEFERRED INCOME

	31.12.23	31.12.22
	£	£
Deferred income at 1 January	11,766	22,796
Resources deferred in the period	27,593	11,766
Amount released from previous periods	<u>(11,766)</u>	<u>(22,796)</u>
Deferred income at 31 December	<u><u>27,593</u></u>	<u><u>11,766</u></u>
Deferred income comprises the following:		
Advance subscriptions	<u>27,593</u>	<u>11,766</u>
	<u><u>27,593</u></u>	<u><u>11,766</u></u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

16. MOVEMENT IN FUNDS

	At 1.1.23 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	702,510	30,958	733,468
High Holy Day Appeal	<u>20,079</u>	<u>5,849</u>	<u>25,928</u>
	722,589	36,807	759,396
Restricted funds			
Burial provision	3,125	-	3,125
High Holy Day Appeal	15,771	(3,405)	12,366
Clergy fund	<u>11,765</u>	<u>-</u>	<u>11,765</u>
	30,661	(3,405)	27,256
Endowment funds			
Permanent building fund (Permanent endowment)	<u>102,690</u>	<u>-</u>	<u>102,690</u>
TOTAL FUNDS	<u><u>855,940</u></u>	<u><u>33,402</u></u>	<u><u>889,342</u></u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	725,651	(694,693)	30,958
High Holy Day Appeal	<u>7,949</u>	<u>(2,100)</u>	<u>5,849</u>
	733,600	(696,793)	36,807
Restricted funds			
High Holy Day Appeal			
-Borehamwood Foodbank	6,183	(5,308)	877
-Leket Israel	6,183	-	6,183
-World Jewish Relief	<u>-</u>	<u>(10,463)</u>	<u>(10,462)</u>
	12,366	(15,771)	(3,405)
TOTAL FUNDS	<u><u>745,966</u></u>	<u><u>(712,564)</u></u>	<u><u>33,402</u></u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	684,618	17,892	702,510
High Holy Day Appeal	<u>14,892</u>	<u>5,187</u>	<u>20,079</u>
	699,510	23,079	722,589
Restricted funds			
Burial provision	3,125	-	3,125
High Holy Day Appeal	11,350	4,421	15,771
Clergy fund	<u>11,765</u>	<u>-</u>	<u>11,765</u>
	26,240	4,421	30,661
Endowment funds			
Permanent building fund (Permanent endowment)	102,690	-	102,690
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>828,440</u></u>	<u><u>27,500</u></u>	<u><u>855,940</u></u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	695,141	(677,249)	17,892
High Holy Day Appeal	<u>5,187</u>	<u>-</u>	<u>5,187</u>
	700,328	(677,249)	23,079
Restricted funds			
High Holy Day Appeal	15,771	(11,350)	4,421
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>716,099</u></u>	<u><u>(688,599)</u></u>	<u><u>27,500</u></u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2023

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2023 nor for the year ended 31st December 2022 other than those disclosed in note 10.

18. DETAILS OF RESTRICTED FUNDS

Clergy fund - Donations to help the synagogue be able to support a member.

High Holy Day Appeal funds

Burial Provision - To assist members that are not completely covered by their JJBS burial scheme.

Leket Israel - a charity to whom we provided funds from our High Holy Day Appeal.

World Jewish Relief - a charity to whom we provided funds from our High Holy Day Appeal.

Borehamwood Foodbank - a local charity to whom we provided funds from our High Holy Day Appeal.

19. DETAILS OF UNRESTRICTED HIGH HOLY DAY APPEAL FUNDS

Included in the High Holy Day Appeal funds are donations made to the Radlett Reform Synagogue. A total amount of £15,306 was classified in the previous period's financial statements as a restricted fund. However, these donations have been reclassified in these financial statements and shown within a designated unrestricted fund, as they can be used at the discretion of the trustees for any charitable purpose.

20. PERMANENT BUILDING FUND (PERMANENT ENDOWMENT)

The Permanent Endowment Fund relates to the purchase of the original synagogue land and buildings.

The restricted Jubilee Fund is specifically used for the extension and improvement of the existing premises.

Accounts

REGISTERED COMPANY NUMBER: 09271770 (England and Wales)
REGISTERED CHARITY NUMBER: 1161059

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022
FOR
RADLETT REFORM SYNAGOGUE

THURSDAY



AC3SAZIC

A03

18/05/2023

#65

COMPANIES HOUSE

Nagler Simmons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

RADLETT REFORM SYNAGOGUE

CONTENTS OF THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2022

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RADLETT REFORM SYNAGOGUE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with The Financial Reporting Standard 102, applicable in the UK and Republic of Ireland (FRS 102).

OBJECTIVES AND ACTIVITIES

Objectives

The Synagogue was established in 1971 as a Congregation professing the Jewish Religion, with the objects of providing and maintaining a Synagogue for the purpose of public worship and advancing religious, educational and charitable activities. We carry out these objects in many ways. The Synagogue is a member of the Movement for Reform Judaism. What follows are only examples of what we do in the community.

Significant activities

In planning the charity's activities, the trustees have had regard to the Charity Commission's guidance on public benefit.

As we emerged from the period of Covid-19, we concentrated our efforts this year on re-building our activities and community engagement.

One of the highlights of the year came in July as we welcomed newly ordained Rabbi DY Stern as assistant to Rabbi Paul Freedman. In November, we held an induction ceremony for him when the Synagogue hosted the mayor and other leaders of Hertsmere Council, as well as leaders of the local faith communities.

Our Cheder and B'nei Mitzvah programmes returned to face-to-face teaching this year, with a growing number of young people participating in these courses, both as students and as helpers. Our Youth Programme includes family services, activities at every festival, regular Shabbat services and help at summer camps and occasional Teens' Clubs.

Our Community Support work has never been more important. Members have access to the rabbis, our community support worker and her team of volunteers. Together they offer an extensive range of services, help and support for many issues including financial hardship, domestic abuse, mental health problems and bereavement.

From December 2021, together with other local public venues, we were very proud to open the doors to the whole community as a "Warm Space"; a provision for people struggling with the cost-of-living crisis. The Synagogue hosts other regular activities including Beavers, Cubs, Scouts, bridge clubs, Pins and Needles Group, table tennis and Thursday Club for our senior members.

We are so grateful for the hard work of all our staff and the large number of volunteers. We aim to continue increasing the services and activities on offer, as well as improving our engagement with the community and would therefore encourage more volunteers to come forward to help enable this.

RADLETT REFORM SYNAGOGUE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2022

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Members of the community gave generously in support of the annual High Holy Day appeal, raising £5,307 for Borehamwood Food Bank, £10,463 for World Jewish Relief's Ukraine and Pakistan Appeals and £5,189 for Radlett Reform. The total raised was £20,959 (compared to £15,900 in 2021). These figures are inclusive of tax refunds on the donations.

Achievements

The achievements of the year owe much to the efforts of a very large number of people who give their time paid and unpaid to the Community.

Thanks goes to Rabbis Paul Freedman and DY Stern who have been very dedicated to ensuring that the needs of the Community remain prioritised in the absence of further Clergy. Thanks also to our very dedicated office staff, teaching staff and caretakers.

We are, however, very much a volunteer organisation, and we are indebted to a great many people, those on the Executive Committee and Board and many others too numerous to name here, who have given up their time to further the activities of the community.

The Synagogue will continue to go from strength to strength and aims to be a beacon for Reform Jewish life in South Hertfordshire and ensuring that the community remains true to its values of caring for each of its members as they pass along their Jewish journey. Radlett Reform Synagogue is the community for South Hertfordshire.

FINANCIAL REVIEW

Financial position and future plans

The Trustees report an overall profit for the year amounting to £27,500 (2021: £84,070).

The principal source of funding is subscription income, which increased by 3.0% (2021: decreased by 1.2%). We are constantly endeavouring to maintain and ideally improve our collection rate, however, as expected this has become more difficult during recent years.

Once again, a number of members were unable to pay their subscriptions in full during the year due to adverse personal circumstances. The Synagogue's policy for collecting subscriptions where we are made aware of circumstances of financial difficulty, is that we are as helpful as we can be.

Most members pay their subscriptions through Gift Aid. We are aware that members who are higher rate taxpayers could recover more tax than standard rate taxpayers. This gives rise to an anomaly that members, who might be presumed to be better off, end up paying less. We continue to address this anomaly by asking higher rate taxpayers to pay a subscription donation that, after the recovery of tax, means that they and standard rate taxpayers pay the same net amount.

At the 2022 AGM, it was resolved that Nagler Simmons be reappointed auditors on a fee-paying basis.

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2022**

FINANCIAL REVIEW

Reserves

The trustees' policy is to utilise any reserves for future commitments and projects, which include work to the fabric of the building, following the building survey report. Creating a fund for future building works; funding resources for our youth clubs and Cheder.

It is not the trustees' practice to keep material reserves, as this would impact on subscription levels and possibly have an adverse effect on membership numbers. Short-term liquidity is monitored on a monthly basis by the Treasurer and Finance Committee and (separately) the Honorary Officers to ensure that potential cash-flow issues are identified well in advance.

The charity had total reserves of £337,403 as at 31st December 2021 (2021: £319,511)

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Synagogue is a company limited by guarantee with the company registration number 09271770 which is governed by the Memorandum and Articles on incorporation on 20th October 2014 as amended in General Meeting from time to time.

Management of the Synagogue's affairs is vested in the Synagogue's Board and day-to-day management is delegated to the Honorary Officers. Each member of the Council is a trustee and director of the Charity. The trustees in 2022 are named on page 6. The Laws of the Synagogue govern appointment of trustees. Ordinarily, trustees are elected at the Annual General Meeting ("AGM"). There is also power to co-opt members of Council. This enables the trustees to fill vacancies arising through the resignation or death of an existing trustee.

Council members receive an induction pack at the time of their election or co-option, including a summary of their responsibilities as trustees.

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Risk management

The Council of the Synagogue is responsible for the management of the risks faced by the Synagogue. Detailed consideration of risks is delegated to the Honorary Officers, assisted by other Council members and members of staff. Risks are identified and assessed throughout the year and controls are established to manage the risks. A formal review of the Synagogue's risk management process has continued during the year and will remain under continuous review.

The Council of the Synagogue has adopted the following Risk Policy:

"The Synagogue exists to provide religious, educational and social services for its members and the wider community. To avoid risk, it will carry out its activities in such a way that:

- " It follows the moral and ethical principles of the Jewish faith;
- " It conforms to all relevant legal requirements with regard to finance, taxation, employment, health and safety;
- " It ensures the financial resources of the Synagogue are adequate to provide the services it wishes to provide, and balances income and expenditure from year to year;
- " It is managed in accordance with good practice in terms of control, delegation and authority levels;
- " All those involved in the management of the Synagogue, whether volunteers or paid, understand their responsibilities;
- " It provides security for staff, volunteers, members and the physical assets of the Synagogue;
- " It ensures continuity of operation by providing alternative arrangements for major disasters.

"Risks will be regularly reviewed and their impact assessed. Where there is a high risk of occurrence and the impact is great, immediate action will be taken to eliminate the risk by taking appropriate steps, changing procedures or providing adequate safeguards. Where the risk is lower, action will be taken to reduce or transfer the risk, for example through insurance. If the risk is high, but the likelihood is low, then action will be taken to avoid it. Low risks with a low likelihood of occurrence will be accepted unless simple steps can be taken to lower the risk. In all cases, the action to be taken will have regard to whether the steps taken, and associated cost, are proportionate to the risk and likelihood of occurrence."

The key controls used by the Synagogue are:

- Regular meetings of Board and Honorary Officers with formal agendas and minutes
- Detailed terms of reference for Honorary Officers, Board and sub-committees
- Annual budgets and regular management accounts
- Formal written policies including authority limits

Through the risk management processes established for the Synagogue, the members of Council, as trustees are satisfied that the major risks identified have been adequately mitigated where necessary or are in the process of being mitigated. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately identified and addressed.

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2022**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Safeguarding

The Synagogue fully recognises the responsibility and duty placed upon them to safeguard all members. The synagogue promotes the welfare of children and young people entrusted to their care, as well as vulnerable adults. The Synagogue ensures that safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice. All staff and volunteers have a full and active part in protecting children and vulnerable adults from harm.

All our teaching staff (both adult and teenage classroom assistants) receive age-appropriate formal safeguarding training which is repeated every three years but reviewed annually before the beginning of the academic year. All our age 16+ staff are DBS cleared before working with the children. We have safeguarding policies in place which cover children and vulnerable adults - these are reviewed every three years.

Our Designated Safeguarding Lead (DSL) is Katie Adams, (Community Support Worker), with Carol Green (Head of Primary Education, Youth and Families) as Deputy Safeguarding Lead. Spencer Grant is the Safeguarding Board Member. All lead members have undertaken DSL training.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

09271770 (England and Wales)

Registered Charity number

1161059

Registered office

118 Watling Street
Radlett
Hertfordshire
WD7 7AA

RADLETT REFORM SYNAGOGUE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2022

Trustees

The trustees serving during the year were as follows:

Executive Officers

Spencer Grant	Chair (Acting)	(Appointed 9th June 2022)
Julian Burman	Honorary Secretary	
David Brown	Honorary Treasurer	
Daniel Shabetai	Head of Ritual	

Board

Kathryn Michael	
Wayne Morris	Head of Security
Sacha Wingard	
David Martin	
Samantha Davis	(Resigned 9th June 2022)
Phil Lyons	(Resigned 9th June 2022)
Carol Green	(Resigned 9th June 2022)
Richard Burn	(Resigned 9th June 2022)
Irene Blaston	(Resigned 9th June 2022)

Auditors

Nagler Simmons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

Bankers

Barclays Bank PLC
22-24 Upper Marborough Road
St. Albans
AL1 3AL

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2022

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Principles).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements the Trustees are required to:

- a) select suitable accounting policies and apply them consistently;
- b) observe the methods and principles in the Charity SORP;
- c) make judgements and estimates that are reasonable and prudent;
- d) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

The auditors, Nagler Simmons, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 17th May 2023 and signed on its behalf by:

David Brown

D Brown - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

Opinion

We have audited the financial statements of Radlett Reform Synagogue (the 'charitable company') for the year ended 31st December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 (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 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 UK, including the FRC'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.

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 Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, Charities Act 2011, International Financial Reporting Standards, and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's or the parent company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charitable company to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the charitable company audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

Use of our report

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



Nagler Simmons

Chartered Accountants and Statutory Auditors

Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006

5 Beaumont Gate

Shenley Hill

Radlett

WD7 7AR

Date: 17th May 2023

RADLETT REFORM SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2022

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.22 Total funds £	31.12.21 Total funds £
INCOME AND						
ENDOWMENTS FROM						
Donations and legacies	2	618,346	20,958	-	639,304	628,009
Charitable activities						
Synagogue operations	5	3,350	-	-	3,350	500
Education		49,973	-	-	49,973	45,919
Government grants		2,808	-	-	2,808	1,500
Other trading activities	3	19,019	-	-	19,019	10,557
Investment income	4	<u>1,645</u>	<u>-</u>	<u>-</u>	<u>1,645</u>	<u>1,009</u>
Total		<u>695,141</u>	<u>20,958</u>	<u>-</u>	<u>716,099</u>	<u>687,494</u>
EXPENDITURE ON						
Charitable activities						
Synagogue operations	6	566,740	-	-	566,740	512,575
Education		110,509	-	-	110,509	75,039
High Holy Day Appeal		<u>-</u>	<u>11,350</u>	<u>-</u>	<u>11,350</u>	<u>15,810</u>
Total		<u>677,249</u>	<u>11,350</u>	<u>-</u>	<u>688,599</u>	<u>603,424</u>
NET INCOME		17,892	9,608	-	27,500	84,070
RECONCILIATION OF FUNDS						
Total funds brought forward		<u>689,391</u>	<u>36,359</u>	<u>102,690</u>	<u>828,440</u>	<u>744,370</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>707,283</u></u>	<u><u>45,967</u></u>	<u><u>102,690</u></u>	<u><u>855,940</u></u>	<u><u>828,440</u></u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

BALANCE SHEET
31ST DECEMBER 2022

		Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.22 Total funds £	31.12.21 Total funds £
	Notes					
FIXED ASSETS						
Tangible assets	13	369,880	-	102,690	472,570	472,570
CURRENT ASSETS						
Debtors	14	20,729	-	-	20,729	8,980
Cash at bank and in hand		<u>355,065</u>	<u>45,967</u>	<u>-</u>	<u>401,032</u>	<u>376,409</u>
		375,794	45,967	-	421,761	385,389
CREDITORS						
Amounts falling due within one year	15	(38,391)	-	-	(38,391)	(29,519)
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET CURRENT ASSETS		<u>337,403</u>	<u>45,967</u>	<u>102,690</u>	<u>486,060</u>	<u>355,870</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>707,283</u>	<u>45,967</u>	<u>102,690</u>	<u>855,940</u>	<u>828,440</u>
		<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>
NET ASSETS		<u>707,283</u>	<u>45,967</u>	<u>102,690</u>	<u>855,940</u>	<u>828,440</u>
FUNDS	16					
Unrestricted funds:						
General fund					702,510	684,618
High Holy Day Appeal					<u>4,773</u>	<u>4,773</u>
					<u>707,283</u>	<u>689,391</u>
Restricted funds:						
Burial provision					3,125	3,125
High Holy Day Appeal					31,077	21,469
Clergy fund					<u>11,765</u>	<u>11,765</u>
					<u>45,967</u>	<u>36,359</u>
Endowment funds:						
Permanent building fund (Permanent endowment)					<u>102,690</u>	<u>102,690</u>
TOTAL FUNDS					<u>855,940</u>	<u>828,440</u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

BALANCE SHEET - continued
31ST DECEMBER 2022

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2022.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 17th May 2023 and were signed on its behalf by:



S. Grant - Trustee

David Brown

D Brown - Trustee

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2022

	Notes	31.12.22 £	31.12.21 £
Cash flows from operating activities			
Cash generated from operations	1	<u>22,978</u>	<u>30,775</u>
Net cash provided by operating activities		<u>22,978</u>	<u>30,775</u>
 Cash flows from investing activities			
Interest received		<u>1,645</u>	<u>1,009</u>
Net cash provided by investing activities		<u>1,645</u>	<u>1,009</u>
Change in cash and cash equivalents in the reporting period		24,623	31,784
Cash and cash equivalents at the beginning of the reporting period		<u>376,409</u>	<u>344,625</u>
 Cash and cash equivalents at the end of the reporting period		<u>401,032</u>	<u>376,409</u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2022

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.22	31.12.21
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	27,500	84,070
Adjustments for:		
Interest received	(1,645)	(1,009)
(Increase)/decrease in debtors	(11,749)	3,209
Increase/(decrease) in creditors	<u>8,872</u>	<u>(55,495)</u>
Net cash provided by operations	<u><u>22,978</u></u>	<u><u>30,775</u></u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.22	Cash flow	At 31.12.22
	£	£	£
Net cash			
Cash at bank and in hand	<u>376,409</u>	<u>24,623</u>	<u>401,032</u>
	<u>376,409</u>	<u>24,623</u>	<u>401,032</u>
Total	<u><u>376,409</u></u>	<u><u>24,623</u></u>	<u><u>401,032</u></u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST DECEMBER 2022**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

In light of the Covid-19 outbreak, the trustees have assessed whether the use of the going concern basis is appropriate, and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements, and have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore adopts the going concern basis in preparing its financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation. Individual fixed assets costing less than £2,500 are not capitalised.

Depreciation is provided at rates calculated to write off the cost of fixed assets, over their expected useful lives on the following basis.

Furniture & fittings	25% Reducing balance
Office equipment	25% Reducing balance

No depreciation is provided on freehold land and buildings, scrolls and appurtenances, which, in the opinion of the trustees have a residual value not less than their cost.

Taxation

The charity is exempt from corporation tax on its charitable activities.

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31ST DECEMBER 2022**

1. ACCOUNTING POLICIES - continued

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Deferred income

A provision for deferred income is made where the income is received in the year but can only be recognised for a future year, and can be reliably measured at the balance sheet date.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Legal status

The charity is incorporated as a company limited by guarantee and is registered with the Charity Commission. The members of the company have undertaken to contribute up to their guarantee of £1 each towards the liabilities of the company in the event that it is wound up whilst they are, or within one year of being members.

2. DONATIONS AND LEGACIES

	31.12.22	31.12.21
	£	£
Membership subscriptions	524,370	512,212
Income tax recoverable	89,688	83,740
High Holy Day Appeal - restricted funds	20,959	23,116
High Holy Day Appeal - unrestricted funds	-	4,165
Other Donations - unrestricted funds	4,287	4,776
	<u>639,304</u>	<u>628,009</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022

3. OTHER TRADING ACTIVITIES

	31.12.22	31.12.21
	£	£
Tree of life	-	250
Other fundraising activities	1,740	-
Hall hire	5,579	385
Nursery rental income	<u>11,700</u>	<u>9,922</u>
	<u>19,019</u>	<u>10,557</u>

4. INVESTMENT INCOME

	31.12.22	31.12.21
	£	£
Deposit account interest	<u>1,645</u>	<u>1,009</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	31.12.22	31.12.21
	£	£
Weddings	3,350	500
Cheder	19,775	16,181
B'Mitzvah Mechina	30,198	29,738
Government grants	<u>2,808</u>	<u>1,500</u>
	<u>56,131</u>	<u>47,919</u>

Grants received, included in the above, are as follows:

	31.12.22	31.12.21
	£	£
Unrestricted fund		
Government grants	<u>2,808</u>	<u>1,500</u>
	<u>2,808</u>	<u>1,500</u>
Grants		
Total Government grants	<u>2,808</u>	<u>1,500</u>
	<u>2,808</u>	<u>1,500</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Totals £
Synagogue operations	561,160	-	5,580	566,740
Education	110,509	-	-	110,509
High Holy Day Appeal	-	11,350	-	11,350
	<u>671,669</u>	<u>11,350</u>	<u>5,580</u>	<u>688,599</u>

7. GRANTS PAYABLE

	31.12.22 £	31.12.21 £
High Holy Day Appeal	<u>11,350</u>	<u>8,419</u>
	31.12.22 £	31.12.21 £
JAMI	3,992	-
Sebby's Corner	3,710	-
Leo Baeck College	3,648	-
Jewish Bereavement Service	-	8,035
Borehamwood Food Bank	-	384
	<u>11,350</u>	<u>8,419</u>

8. SUPPORT COSTS

	Governance costs £
Synagogue operations	<u>5,580</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.22	31.12.21
	£	£
Auditors' remuneration	5,580	5,430
Hire of plant and machinery	2,520	2,104
Other operating leases	<u>9,680</u>	<u>8,402</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

The following are amounts paid to trustees or their families:

The trustees, C Green, D Shabetai, S Davis or close members of their family were paid a total of £33,229 (2021: £26,253) for working in the charity's religion school. Authority for this remuneration is given in the Synagogue's governing document.

Except for specific items purchased for the charity, no reimbursement of expenses has been made to any of the trustees during the year.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st December 2022 nor for the year ended 31st December 2021.

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.12.22	31.12.21
Rabbinic team	2	2
Youth and education	24	15
Administration	4	4
Maintenance	2	2
Community support worker	<u>1</u>	<u>1</u>
	<u>33</u>	<u>24</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.12.22	31.12.21
£90,001 - £100,000	<u>1</u>	<u>1</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022

11. STAFF COSTS - continued

	31.12.22	31.12.21
	£	£
Gross wages and salaries	336,765	297,226
Employers' NIC	25,475	21,432
Pension costs	<u>13,623</u>	<u>9,704</u>
	<u><u>375,863</u></u>	<u><u>328,362</u></u>

During the year, the Rabbis and one administrator were the only full time members of staff.

Employer contributions to the defined contribution pension scheme for the employee earning over £60,000 in the year was £8,233 (2021: £7,031).

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	604,893	23,116	-	628,009
Charitable activities				
Synagogue operations	500	-	-	500
Education	45,919	-	-	45,919
Government grants	1,500	-	-	1,500
Other trading activities	10,557	-	-	10,557
Investment income	<u>1,009</u>	<u>-</u>	<u>-</u>	<u>1,009</u>
Total	<u><u>664,378</u></u>	<u><u>23,116</u></u>	<u><u>-</u></u>	<u><u>687,494</u></u>
EXPENDITURE ON				
Charitable activities				
Synagogue operations	512,575	-	-	512,575
Education	75,039	-	-	75,039
High Holy Day Appeal	<u>7,391</u>	<u>8,419</u>	<u>-</u>	<u>15,810</u>
Total	<u><u>595,005</u></u>	<u><u>8,419</u></u>	<u><u>-</u></u>	<u><u>603,424</u></u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
NET INCOME (from page 23)	69,373	14,697	-	84,070
RECONCILIATION OF FUNDS				
Total funds brought forward	620,018	21,662	102,690	744,370
TOTAL FUNDS CARRIED FORWARD	<u>689,391</u>	<u>36,359</u>	<u>102,690</u>	<u>828,440</u>

13. TANGIBLE FIXED ASSETS

	Freehold property £	Jubilee extension £	Fixtures and fittings £	Scrolls & Ark £	Totals £
COST					
At 1st January 2022 and 31st December 2022	<u>115,974</u>	<u>340,112</u>	<u>731</u>	<u>16,484</u>	<u>473,301</u>
DEPRECIATION					
At 1st January 2022 and 31st December 2022	<u>-</u>	<u>-</u>	<u>731</u>	<u>-</u>	<u>731</u>
NET BOOK VALUE					
At 31st December 2022	<u>115,974</u>	<u>340,112</u>	<u>-</u>	<u>16,484</u>	<u>472,570</u>
At 31st December 2021	<u>115,974</u>	<u>340,112</u>	<u>-</u>	<u>16,484</u>	<u>472,570</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.22 £	31.12.21 £
Prepayments and accrued income	<u>20,729</u>	<u>8,980</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.22	31.12.21
	£	£
Trade creditors	1,143	1,223
Accruals and deferred income	<u>37,248</u>	<u>28,296</u>
	<u>38,391</u>	<u>29,519</u>

DEFERRED INCOME

	31.12.22	31.12.21
	£	£
Deferred income at 1 January	22,796	59,292
Resources deferred in the period	11,766	22,796
Amount released from previous periods	<u>(22,796)</u>	<u>(59,292)</u>
Deferred income at 31 December	<u>11,766</u>	<u>22,796</u>
Deferred income comprises the following:		
Advance subscriptions	<u>11,766</u>	<u>22,796</u>
	<u>11,766</u>	<u>22,796</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022

16. MOVEMENT IN FUNDS

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	684,618	17,892	702,510
High Holy Day Appeal	<u>4,773</u>	<u>-</u>	<u>4,773</u>
	689,391	17,892	707,283
Restricted funds			
Burial provision	3,125	-	3,125
High Holy Day Appeal	21,469	9,608	31,077
Clergy fund	<u>11,765</u>	<u>-</u>	<u>11,765</u>
	36,359	9,608	45,967
Endowment funds			
Permanent building fund (Permanent endowment)	102,690	-	102,690
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>828,440</u>	<u>27,500</u>	<u>855,940</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	695,141	(677,249)	17,892
Restricted funds			
High Holy Day Appeal	20,958	(11,350)	9,608
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>716,099</u>	<u>(688,599)</u>	<u>27,500</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	619,410	65,208	684,618
High Holy Day Appeal	<u>608</u>	<u>4,165</u>	<u>4,773</u>
	620,018	69,373	689,391
Restricted funds			
Burial provision	3,125	-	3,125
High Holy Day Appeal	18,537	2,932	21,469
Clergy fund	<u>-</u>	<u>11,765</u>	<u>11,765</u>
	21,662	14,697	36,359
Endowment funds			
Permanent building fund (Permanent endowment)	102,690	-	102,690
	<u>744,370</u>	<u>84,070</u>	<u>828,440</u>
TOTAL FUNDS			

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	660,213	(595,005)	65,208
High Holy Day Appeal	<u>4,165</u>	<u>-</u>	<u>4,165</u>
	664,378	(595,005)	69,373
Restricted funds			
High Holy Day Appeal	11,351	(8,419)	2,932
Clergy fund	<u>11,765</u>	<u>-</u>	<u>11,765</u>
	23,116	(8,419)	14,697
TOTAL FUNDS	<u>687,494</u>	<u>(603,424)</u>	<u>84,070</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2022

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2022 nor for the year ended 31st December 2021 other than those disclosed in note 10.

18. DETAILS OF RESTRICTED FUNDS

Clergy fund - Donations to help the synagogue be able to support a member of clergy.

High Holy Day Appeal funds

Burial Provision - To assist members that are not completely covered by their JJBS burial scheme.

JAMI - a charity to whom we provided funds from our High Holy Day Appeal.

Sebbys Corner - a charity to whom we provided funds from our High Holy Day Appeal.

Leo Baeck Education Centre Israel - a charity to whom we provided funds from our High Holy Day Appeal.

World Jewish Relief - a charity to whom we provided funds from our High Holy Day Appeal.

Borehamwood Foodbank - a local charity to whom we provided funds from our High Holy Day Appeal.

19. PERMANENT BUILDING FUND (PERMANENT ENDOWMENT)

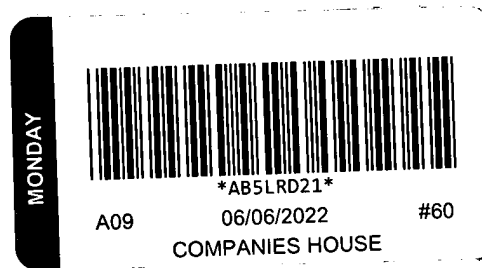
The Permanent Endowment Fund relates to the purchase of the original synagogue land and buildings.

The restricted Jubilee Fund is specifically used for the extension and improvement of the existing premises.

Accounts

REGISTERED COMPANY NUMBER: 09271770 (England and Wales)
REGISTERED CHARITY NUMBER: 1161059

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2021
FOR
RADLETT REFORM SYNAGOGUE



Nagler Simmons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

RADLETT REFORM SYNAGOGUE

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FOR THE YEAR ENDED 31ST DECEMBER 2021

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RADLETT REFORM SYNAGOGUE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2021. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives

The Synagogue was established in 1971 as a Congregation professing the Jewish Religion, with the objects of providing and maintaining a Synagogue for the purpose of public worship and advancing religious, educational and charitable activities. We carry out these objects in many ways. The Synagogue is a member of the Movement for Reform Judaism. What follows are only examples of what we do in the community.

Significant activities

In planning the charity's activities, the trustees have had regard to the Charity Commission guidance on public benefit.

The continuing impact of Covid-19 has been felt during 2021 with a continual review of practices via an Operational group to ensure that our Community, Clergy and Staff continue to be able to access the Synagogue for services as appropriate whilst maintaining a safe and secure environment. We have taken learning from how we have been offering services virtually and will move forward with best practice in this area recognising the changing needs of our Community as we transition fully out of the pandemic.

We continue to deliver Shabbat services, festivals, life-cycle events, cheder and bar/bat mitzvah preparation etc., by a variety of methods including Zoom, Facebook, and YouTube.

During 2021 we saw changes to our Clergy team with Rabbi Celia Surget moving to America to take on her own Community and Cantor Sarah Grabiner take up a prestigious role in Israel. Recruitment activities have led to the formal offer of D Y Stern as our next Rabbi (subject to ordination in July 2022). Rabbi Paul Freedman has been supported by members of the Community taking on lay leader roles to assist with services and taking on broader roles.

So many people - too many to name - have assisted with and enabled lessons (be they in groups or on a one-to-one basis), social activities for both adults and children and frequent successful, inventive events.

Despite having limited access and usage of our buildings, thanks largely to the efforts of our excellent staff, volunteers and clergy, we have continued to provide the services needed.

We continue to work to ensure that the condition of the Synagogue is maintained and during 2021 undertook a very comprehensive buildings survey from which we have been able to prioritise key repair and building work to ensure that the buildings remain fit for use going forward and in line with our Community needs and requirements.

As the year has progressed, we have been able to open our buildings and return to providing a range of activities including Scouts, Cubs, Beavers, bridge, table tennis, Thursday Club for senior members, Baby and Toddler Group, Kaddishim and Chavurah suppers.

We are aware that since the start of the pandemic there have been fewer activities than we would have liked that span the wider community. We will continue trying to cement these relationships by offering cross-communal and interfaith activities.

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2021**

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Members of the community gave generously in support of the annual High Holy Day appeal, raising £3,992 for JAMI, £3,649 for Leo Baeck Education Centre, £3,710 for Sebby's Corner and £4,549 for Radlett Reform. The total raised was £15,900 (compared to £34,777 in 2020). These figures are inclusive of tax refunds on the donations.

Achievements

The achievements of the year owe much to the efforts of a very large number of people who give their time paid and unpaid to the Community.

Thanks goes to Rabbi Paul who has been very dedicated to ensuring that the needs of the Community remain prioritised in the absence of further Clergy. Thanks also to our very dedicated office staff, teaching staff and caretakers.

We are, however, very much a volunteer organisation, and we are indebted to a great many people, those on the Executive Committee and Board and many others too numerous to name here, who have given up their time to further the activities of the community.

The Synagogue will continue to go from strength to strength and aims to be a beacon for Reform Jewish life in South Hertfordshire and ensuring that the community remains true to its values of caring for each of its members as they pass along their Jewish journey. Radlett Reform Synagogue is the community for South Hertfordshire.

FINANCIAL REVIEW

Financial position and future plans

The Trustees report an overall profit for the year amounting to £84,070 (2020: £85,048).

The principal source of funding is subscription income, which decreased by 1.2% (2020: increased by 1.9%). We are constantly endeavouring to maintain and ideally improve our collection rate, however, as expected this has become more difficult during the Covid-19 year.

Once again, a number of members were unable to pay their subscriptions in full during the year due to adverse personal circumstances. The Synagogue's policy for collecting subscriptions is that, where we are made aware of circumstances of financial difficulty, we are as helpful as we can be.

Most members pay their subscriptions through Gift Aid. We are aware that members who are higher rate taxpayers could recover more tax than standard rate taxpayers. This gives rise to an anomaly that members, who might be presumed to be better off, end up paying less. We continue to address this anomaly by asking higher rate taxpayers to pay a subscription donation that, after the recovery of tax, means that they and standard rate taxpayers pay the same net amount.

At the 2021 AGM, it was resolved that Nagler Simmons be reappointed auditors on a fee-paying basis.

Reserves

The trustees' policy is to utilise any reserves for future commitments and projects, which include: Work to the fabric of the building, following the building survey report. Creating a fund for future building works; funding resources for our youth clubs and Cheder.

It is not the trustees' practice to keep material reserves, as this would impact on subscription levels and possibly have an adverse effect on membership numbers. Short-term liquidity is monitored on a monthly basis by the Treasurer and Finance Committee and (separately) the Honorary Officers to ensure that potential cash-flow issues are identified well in advance.

The company had total reserves of £319,511 as at 31 December 2021 (2020: £250,138).

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Synagogue is a company limited by guarantee with the company registration number 09271770 which is governed by the Memorandum and Articles on incorporation on 20th October 2014 as amended in General Meeting from time to time.

Management of the Synagogue's affairs is vested in the Synagogue's Board and day-to-day management is delegated to the Honorary Officers. Each member of the Council is a trustee and director of the Charity. The trustees in 2021 are named on page 4. The Laws of the Synagogue govern appointment of trustees. Ordinarily, trustees are elected at the Annual General Meeting ("AGM"). There is also power to co-opt members of Council. This enables the trustees to fill vacancies arising through the resignation or death of an existing trustee.

Council members receive an induction pack at the time of their election or co-option, including a summary of their responsibilities as trustees.

Risk management

The Council of the Synagogue is responsible for the management of the risks faced by the Synagogue. Detailed consideration of risks is delegated to the Honorary Officers, assisted by other Council members and members of staff. Risks are identified and assessed throughout the year and controls are established to manage the risks. A formal review of the Synagogue's risk management process has continued during the year, and will remain under continuous review.

The Council of the Synagogue has adopted the following Risk Policy:

"The Synagogue exists to provide religious, educational and social services for its members and the wider community. To avoid risk, it will carry out its activities in such a way that:

- " It follows the moral and ethical principles of the Jewish faith
- " It conforms to all relevant legal requirements with regard to finance, taxation, employment, health and safety
- " It ensures the financial resources of the Synagogue are adequate to provide the services it wishes to provide, and balances income and expenditure from year to year
- " It is managed in accordance with good practice in terms of control, delegation and authority levels
- " All those involved in the management of the Synagogue, whether volunteers or paid, understand their responsibilities
- " It provides security for staff, volunteers, members and the physical assets of the Synagogue
- " It ensures continuity of operation by providing alternative arrangements for major disasters.

"Risks will be regularly reviewed and their impact assessed. Where there is a high risk of occurrence and the impact is great, immediate action will be taken to eliminate the risk by taking appropriate steps, changing procedures or providing adequate safeguards. Where the risk is lower, action will be taken to reduce or transfer the risk, for example through insurance. If the risk is high, but the likelihood is low, then action will be taken to avoid it. Low risks with a low likelihood of occurrence will be accepted unless simple steps can be taken to lower the risk. In all cases, the action to be taken will have regard to whether the steps taken and associated cost are proportionate to the risk and likelihood of occurrence."

The key controls used by the Synagogue are:

- Regular meetings of Council and Honorary Officers' with formal agendas and minutes;
- Detailed terms of reference for Honorary Officers, Council and sub-committees;
- Annual budgets and regular management accounts;
- Formal written policies including authority limits.

Through the risk management processes established for the Synagogue, the members of Council, as Trustees, are satisfied that the major risks identified have been adequately mitigated where necessary or are in the process of being mitigated. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately identified and addressed.

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2021**

STRUCTURE, GOVERNANCE AND MANAGEMENT

Safeguarding

The Synagogue fully recognises the responsibility and duty placed upon them to safeguard all members. The synagogue promotes the welfare of children and young people entrusted to their care, as well as vulnerable adults. The Synagogue ensures that safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice. All staff and volunteers have a full and active part in protecting children and vulnerable adults from harm.

All of our teaching staff (both adult and teenage classroom assistants) receive age-appropriate formal safeguarding training which is repeated every three years but reviewed annually before the beginning of the academic year. All of our age 16+ staff are DBS cleared before working with the children. We have Safeguarding policies in place which cover children and vulnerable adults - these are reviewed every 3 years.

Our Designated Safeguarding Lead (DSL) is currently Katie Adams, our Community Support Worker with Carol Green (Head of Primary Education, Youth and Families) as Deputy Safeguarding Lead. All lead members have undertaken DSL training.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

09271770 (England and Wales)

Registered Charity number

1161059

Registered office

118 Watling Street
Radlett
Hertfordshire
WD7 7AA

Trustees

The trustees serving during the year were as follows:

Honorary Officers

Kathryn Michael	Chair	
Samantha Davis	Honorary Secretary	
David Brown	Honorary Treasurer	
Daniel Shabetai	Head of Ritual	(Appointed 17 June 2021)
David Reissner		(Appointed 17 June 2021)

Council

Irene Blaston		
Julian Burman		
Wayne Morris		
David Martin		
Phil Lyons		
Carol Green		
Richard Burn	(Appointed 17 June 2021)	
Sacha Wingard	(Appointed 17 June 2021)	
Laurence Turner	(Resigned 17 June 2021)	
Spencer Grant	(Resigned 17 June 2021)	
David Grossman	(Resigned 17 June 2021)	
Oliver Shafer	(Appointed 17 June 2021)	(Resigned 14 July 2021)

Auditors

Nagler Simmons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2021

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Barclays Bank PLC
22-24 Upper Marborough Road
St. Albans
AL1 3AL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Principles).

The law applicable to charities in England and Wales, the Charities Act 2011, Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements the Trustees are required to:

- a) select suitable accounting policies and apply them consistently;
- b) observe the methods and principles in the Charity SORP;
- c) make judgements and estimates that are reasonable and prudent;
- d) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

The auditors, Nagler Simmons, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 26th May 2022 and signed on its behalf by:

David Brown

.....
D Brown - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

Opinion

We have audited the financial statements of Radlett Reform Synagogue (the 'charitable company') for the year ended 31st December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 (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 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

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 UK, including the FRC'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.

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 Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) 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.

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE**

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, Charities Act 2011, International Financial Reporting Standards, and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's or the parent company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charitable company to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the charitable company audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

Use of our report

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



Nagler Simmons
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

Date: 31 May 2022

RADLETT REFORM SYNAGOGUE

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2021**

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.21 Total funds £	31.12.20 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	4,776	11,765	-	16,541	14,367
Charitable activities	5					
Synagogue operations		596,452	-	-	596,452	604,141
Education		45,919	-	-	45,919	41,464
Government grants		1,500	-	-	1,500	18,471
High Holy Day Appeal		4,165	11,351	-	15,516	34,777
Other trading activities	3	10,557	-	-	10,557	13,277
Investment income	4	<u>1,009</u>	<u>-</u>	<u>-</u>	<u>1,009</u>	<u>1,623</u>
Total		664,378	23,116	-	687,494	728,120
EXPENDITURE ON Charitable activities						
	6					
Synagogue operations		512,575	-	-	512,575	556,079
Education		75,039	-	-	75,039	61,242
High Holy Day Appeal		7,391	8,419	-	15,810	25,751
Total		<u>595,005</u>	<u>8,419</u>	<u>-</u>	<u>603,424</u>	<u>643,072</u>
NET INCOME		69,373	14,697	-	84,070	85,048
RECONCILIATION OF FUNDS						
Total funds brought forward		<u>620,018</u>	<u>21,662</u>	<u>102,690</u>	<u>744,370</u>	<u>659,322</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>689,391</u></u>	<u><u>36,359</u></u>	<u><u>102,690</u></u>	<u><u>828,440</u></u>	<u><u>744,370</u></u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

BALANCE SHEET
31ST DECEMBER 2021

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.21 Total funds £	31.12.20 Total funds £
FIXED ASSETS						
Tangible assets	13	369,880	-	102,690	472,570	472,570
CURRENT ASSETS						
Debtors	14	8,980	-	-	8,980	12,189
Cash at bank and in hand		<u>340,050</u>	<u>36,359</u>	<u>-</u>	<u>376,409</u>	<u>344,625</u>
		349,030	36,359	102,690	385,389	356,814
CREDITORS						
Amounts falling due within one year	15	(29,519)	-	-	(29,519)	(85,014)
NET CURRENT ASSETS		<u>319,511</u>	<u>36,359</u>	<u>102,690</u>	<u>355,870</u>	<u>271,800</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>689,391</u>	<u>36,359</u>	<u>102,690</u>	<u>828,440</u>	<u>744,370</u>
NET ASSETS		<u>689,391</u>	<u>36,359</u>	<u>102,690</u>	<u>828,440</u>	<u>744,370</u>
FUNDS	16					
Unrestricted funds:						
General fund					684,618	619,410
High Holy Day Appeal					<u>4,773</u>	<u>608</u>
					<u>689,391</u>	<u>620,018</u>
Restricted funds:						
Burial provision					3,125	3,125
High Holy Day Appeal					21,469	18,537
Clergy fund					<u>11,765</u>	<u>-</u>
					<u>36,359</u>	<u>21,662</u>
Endowment funds:						
Building fund (Permanent endowment)					<u>102,690</u>	<u>102,690</u>
TOTAL FUNDS					<u>828,440</u>	<u>744,370</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2021.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

BALANCE SHEET - continued
31ST DECEMBER 2021

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 26th May 2022 and were signed on its behalf by:

Daniel Shabetai

D Shabetai - Trustee

David Brown

.....
D Brown - Trustee

RADLETT REFORM SYNAGOGUE

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2021

	Notes	31.12.21 £	31.12.20 £
Cash flows from operating activities			
Cash generated from operations	1	<u>30,775</u>	<u>43,957</u>
Net cash provided by operating activities		<u>30,775</u>	<u>43,957</u>
Cash flows from investing activities			
Interest received		<u>1,009</u>	<u>1,623</u>
Net cash provided by investing activities		<u>1,009</u>	<u>1,623</u>
Change in cash and cash equivalents in the reporting period		31,784	45,580
Cash and cash equivalents at the beginning of the reporting period		<u>344,625</u>	<u>299,045</u>
Cash and cash equivalents at the end of the reporting period		<u>376,409</u>	<u>344,625</u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2021

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.12.21 £	31.12.20 £
Net income for the reporting period (as per the Statement of Financial Activities)	84,070	85,048
Adjustments for:		
Interest received	(1,009)	(1,623)
Decrease in debtors	3,209	14,703
Decrease in creditors	<u>(55,495)</u>	<u>(54,171)</u>
Net cash provided by operations	<u>30,775</u>	<u>43,957</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.21 £	Cash flow £	At 31.12.21 £
Net cash			
Cash at bank and in hand	<u>344,625</u>	<u>31,784</u>	<u>376,409</u>
	<u>344,625</u>	<u>31,784</u>	<u>376,409</u>
Total	<u>344,625</u>	<u>31,784</u>	<u>376,409</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST DECEMBER 2021**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

In light of the Covid-19 outbreak, the trustees have assessed whether the use of the going concern basis is appropriate, and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements, and have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore adopts the going concern basis in preparing its financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation. Individual fixed assets costing less than £2,500 are not capitalised.

Depreciation is provided at rates calculated to write off the cost of fixed assets, over their expected useful lives on the following basis.

Furniture & fittings	25% Reducing balance
Office equipment	25% Reducing balance

No depreciation is provided on freehold land and buildings, scrolls and appurtenances, which, in the opinion of the trustees have a residual value not less than their cost.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Deferred income

A provision for deferred income is made where the income is received in the year but can only be recognised for a future year, and can be reliably measured at the balance sheet date.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31ST DECEMBER 2021**

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Legal status

The charity is incorporated as a company limited by guarantee and is registered with the Charity Commission. The members of the company have undertaken to contribute up to their guarantee of £1 each towards the liabilities of the company in the event that it is wound up whilst they are, or within one year of being members.

2. DONATIONS AND LEGACIES

	31.12.21	31.12.20
	£	£
Donations - unrestricted funds	4,776	14,367
Donations - restricted funds	<u>11,765</u>	<u>-</u>
	<u>16,541</u>	<u>14,367</u>

3. OTHER TRADING ACTIVITIES

	31.12.21	31.12.20
	£	£
Tree of life	250	383
Other fundraising activities	-	5,245
Hall hire	385	-
Nursery rental income	<u>9,922</u>	<u>7,649</u>
	<u>10,557</u>	<u>13,277</u>

4. INVESTMENT INCOME

	31.12.21	31.12.20
	£	£
Deposit account interest	<u>1,009</u>	<u>1,624</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	Activity	31.12.21	31.12.20
		£	£
Synagogue operations	Synagogue operations	596,452	604,141
Education	Education	45,919	41,464
Grants	Government grants	1,500	18,471
Grants	High Holy Day Appeal	<u>15,516</u>	<u>34,777</u>
		<u>659,387</u>	<u>698,853</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2021

5. INCOME FROM CHARITABLE ACTIVITIES - continued

Grants received, included in the above, are as follows:

	31.12.21 £	31.12.20 £
Unrestricted fund		
Government grants	1,500	18,471
High Holy Day Appeal	<u>4,165</u>	<u>10,350</u>
	<u>5,665</u>	<u>28,821</u>
Restricted fund		
High Holy Day Appeal		
JAMI	3,992	-
Sebby's Corner	3,710	-
Leo Baeck College	3,649	7,973
Jewish Bereavement Service	-	8,035
Borehamwood Food Bank	-	8,419
	<u>11,351</u>	<u>24,427</u>
Grants		
Total Government grants	1,500	18,471
Total High Holy Day Appeal	<u>15,516</u>	<u>34,777</u>
	<u>17,016</u>	<u>53,248</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (note 7) £	Support costs (note 8) £	Totals £
Synagogue operations	507,145	-	5,430	512,575
Education	75,039	-	-	75,039
High Holy Day Appeal	<u>7,391</u>	<u>8,419</u>	-	<u>15,810</u>
	<u>589,575</u>	<u>8,419</u>	<u>5,430</u>	<u>603,424</u>

7. GRANTS PAYABLE

	31.12.21 £	31.12.20 £
High Holy Day Appeal	<u>8,419</u>	<u>16,008</u>
	<u>8,419</u>	<u>16,008</u>
	31.12.21 £	31.12.20 £
Jewish Bereavement Service	8,035	-
Borehamwood Food Bank	384	8,035
Leo Baeck College	-	7,793
	<u>8,419</u>	<u>16,008</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2021

8. SUPPORT COSTS

	Governance costs
	£
Synagogue operations	<u>5,430</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.21	31.12.20
	£	£
Auditors' remuneration	5,430	5,340
Hire of plant and machinery	2,104	4,943
Other operating leases	<u>8,402</u>	<u>6,697</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

The following are amounts paid to trustees or their families:

The trustees, C Green, D Shabetai, S Davis or close members of their family were paid a total of £26,253 (2020: £32,193) for working in the charity's religion school. Authority for this remuneration is given in the Synagogue's governing document.

Except for specific items purchased for the charity, no reimbursement of expenses has been made to any of the trustees during the year.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st December 2021 nor for the year ended 31st December 2020.

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.12.21	31.12.20
Rabbinic team	2	3
Youth and education	15	18
Administration	4	4
Maintenance	2	2
Community support worker	<u>1</u>	<u>1</u>
	<u>24</u>	<u>28</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.12.21	31.12.20
£90,001 - £100,000	<u>1</u>	<u>1</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2021

11. STAFF COSTS - continued

	31.12.21	31.12.20
	£	£
Gross wages and salaries	297,226	309,449
Employers' NIC	21,432	27,032
Pension costs	9,704	21,938
	<u>328,362</u>	<u>358,419</u>

During the year, the Rabbis and one administrator were the only full time members of staff.

Employer contributions to the defined contribution pension scheme for the employee earning over £60,000 in the year was £7,031 (2020: £6,804).

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	14,367	-	-	14,367
Charitable activities				
Synagogue operations	604,141	-	-	604,141
Education	41,464	-	-	41,464
Government grants	18,471	-	-	18,471
High Holy Day Appeal	10,350	24,427	-	34,777
Other trading activities	13,277	-	-	13,277
Investment income	1,623	-	-	1,624
Total	703,693	24,427	-	728,120
EXPENDITURE ON				
Charitable activities				
Synagogue operations	556,079	-	-	556,079
Education	61,242	-	-	61,242
High Holy Day Appeal	9,743	16,008	-	25,751
Total	627,064	16,008	-	643,072
NET INCOME	76,629	8,419	-	85,048
RECONCILIATION OF FUNDS				
Total funds brought forward	543,389	13,243	102,690	659,322
TOTAL FUNDS CARRIED FORWARD	<u>620,018</u>	<u>21,662</u>	<u>102,690</u>	<u>744,370</u>

RADLETT REFORM SYNAGOGUE

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2021**

13. TANGIBLE FIXED ASSETS

	Freehold property £	Jubilee extension £	Fixtures and fittings £	Scrolls & Ark £	Totals £
COST					
At 1st January 2021 and 31st December 2021	<u>115,974</u>	<u>340,112</u>	<u>731</u>	<u>16,484</u>	<u>473,301</u>
DEPRECIATION					
At 1st January 2021 and 31st December 2021	<u>-</u>	<u>-</u>	<u>731</u>	<u>-</u>	<u>731</u>
NET BOOK VALUE					
At 31st December 2021	<u>115,974</u>	<u>340,112</u>	<u>-</u>	<u>16,484</u>	<u>472,570</u>
At 31st December 2020	<u>115,974</u>	<u>340,112</u>	<u>-</u>	<u>16,484</u>	<u>472,570</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21 £	31.12.20 £
Prepayments and accrued income	<u>8,980</u>	<u>12,189</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21 £	31.12.20 £
Trade creditors	1,223	1,162
Accruals and deferred income	<u>28,296</u>	<u>83,852</u>
	<u>29,519</u>	<u>85,014</u>

DEFERRED INCOME

	31.12.21 £	31.12.20 £
Deferred income at 1 January	59,292	109,577
Resources deferred in the period	22,796	22,228
Amount released from previous periods	<u>(59,292)</u>	<u>(72,513)</u>
Deferred income at 31 December	<u>22,796</u>	<u>59,292</u>

Deferred income comprises the following:

Advance subscriptions	22,796	22,228
Donations re third clergy	<u>-</u>	<u>37,064</u>
	<u>22,796</u>	<u>59,292</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2021

16. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	619,410	65,208	684,618
High Holy Day Appeal	<u>608</u>	<u>4,165</u>	<u>4,773</u>
	620,018	69,373	689,391
Restricted funds			
Burial provision	3,125	-	3,125
High Holy Day Appeal	18,537	2,932	21,469
Clergy fund	<u>-</u>	<u>11,765</u>	<u>11,765</u>
	21,662	14,697	36,359
Endowment funds			
Permanent building fund (Permanent endowment)	102,690	-	102,690
	<u>744,370</u>	<u>84,070</u>	<u>828,440</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	660,213	(595,005)	65,208
High Holy Day Appeal	<u>4,165</u>	<u>-</u>	<u>4,165</u>
	664,378	(595,005)	69,373
Restricted funds			
High Holy Day Appeal	11,351	(8,419)	2,932
Clergy fund	<u>11,765</u>	<u>-</u>	<u>11,765</u>
	<u>23,116</u>	<u>(8,419)</u>	<u>14,697</u>
TOTAL FUNDS	<u>687,494</u>	<u>(603,424)</u>	<u>84,070</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2021

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	543,388	76,022	619,410
High Holy Day Appeal	<u>-</u>	<u>608</u>	<u>608</u>
	543,388	76,630	620,018
Restricted funds			
Burial provision	3,125	-	3,125
High Holy Day Appeal	<u>10,118</u>	<u>8,419</u>	<u>18,537</u>
	13,243	8,419	21,662
Endowment funds			
Permanent building fund (Permanent endowment)	102,690	-	102,690
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>659,321</u>	<u>85,049</u>	<u>744,370</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	693,343	(617,321)	76,022
High Holy Day Appeal	<u>10,350</u>	<u>(9,742)</u>	<u>608</u>
	703,693	(627,063)	76,630
Restricted funds			
High Holy Day Appeal	24,427	(16,009)	8,419
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>728,120</u>	<u>(643,072)</u>	<u>85,048</u>

Prior Year Restricted Fund Balances

The financial statements previously showed a separate Jubilee Building Fund within restricted funds, which totalled £279,139 in the 2020 accounts. The trustees now consider it appropriate to include this within unrestricted general funds as the donations were all spent on the Jubilee extension many years ago, and there are no restrictions on its use.

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2021

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2021 nor for the year ended 31st December 2020 other than those disclosed in note 10.

18. DETAILS OF RESTRICTED FUNDS

Clergy fund - Donations to help the synagogue support a member of clergy.

High Holy Day Appeal funds

Burial Provision - To assist members that are not completely covered by their JJBS burial scheme.

JAMI - a charity to whom we provided funds from our High Holy Day Appeal.

Sebby's Corner - a charity to whom we provided funds from our High Holy Day Appeal.

Leo Baeck Education Centre Israel - a charity to whom we provided funds from our High Holy Day Appeal.

Jewish Bereavement Centre - a charity to whom we provided funds from our High Holy Day Appeal.

Borehamwood Foodbank - a charity to whom we provided funds from our High Holy Day Appeal.

19. PERMANENT BUILDING FUND (PERMANENT ENDOWMENT)

The Permanent Endowment Fund relates to the purchase of the original synagogue land and buildings.

Accounts

REGISTERED COMPANY NUMBER: 09271770 (England and Wales)
REGISTERED CHARITY NUMBER: 1161059

REPORT OF THE TRUSTEES AND
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST DECEMBER 2020
FOR
RADLETT REFORM SYNAGOGUE

Nagler Simmons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR



RADLETT REFORM SYNAGOGUE

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FOR THE YEAR ENDED 31ST DECEMBER 2020

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RADLETT REFORM SYNAGOGUE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31st December 2020. The trustees have adopted the provisions of 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).

OBJECTIVES AND ACTIVITIES

Objectives

The Synagogue was established in 1971 as a Congregation professing the Jewish Religion, with the objects of providing and maintaining a Synagogue for the purpose of public worship and advancing religious, educational and charitable activities. We carry out these objects in many ways. The Synagogue is a member of the Movement for Reform Judaism. What follows are only examples of what we do in the community.

Significant activities

In planning the charity's activities, the trustees have had regard to the Charity Commission guidance on public benefit.

Covid-19 has forced us to change the way we have provided our religious services, cheder classes, adult education etc. Since the first lockdown in March 2020, we have succeeded in delivering Shabbat services, festivals, life-cycle events, cheder and bar/bat mitzvah preparation etc., by a variety of methods including Zoom, Facebook and YouTube.

Our clergy team comprising Rabbi Paul Freedman, Rabbi Celia Surget and Cantor Sarah Grabiner have successfully provided a high standard of on-line services and a variety of activities which have been enjoyed not only by our members, but also their relatives, friends and countless others who have logged-in to watch and participate.

So many people - too many to name - have assisted with and enabled lessons (be they in groups or on a one-to-one basis), social activities for both adults and children and frequent successful, inventive events.

Despite having limited access and usage of our buildings, thanks largely to the efforts of our excellent staff, volunteers and clergy, we have continued to provide the services needed.

We have worked to ensure that the condition of our buildings has been maintained.

As we are slowly allowed to fully open our buildings, the Synagogue hopes to return to providing expected activities such as Beavers, Cubs and Scouts - and as the site can be used more widely, we are hopeful that activities for specific groups, including senior citizens, parents and toddlers, our September Club for senior citizens, Bridge clubs, table tennis club and social events, as well as community meals, will be able to resume.

We are aware that since March 2020 there has been fewer activities than we would have liked that span the wider community. We will continue trying to cement these relationships by offering cross-communal and interfaith activities.

ACHIEVEMENT AND PERFORMANCE

Charitable activities

Members of the community gave generously in support of the annual High Holy Day appeal, raising £8,035 for Jewish Bereavement Centre, £7,973 for Leo Baeck Education Centre, £8,419 for Borehamwood Foodbank and £10,350 for Radlett Reform. The total raised was £34,777 (compared to £19,651 in 2019). These figures are inclusive of tax refunds on the donations.

Achievements

The achievements of the year owe much to the efforts of a very large number of people who give their time paid and unpaid to the Community. First, thanks to our wonderful Rabbinic team of our Senior Rabbi, Rabbi Paul Freedman and Rabbi Celia Surget and Cantor Sarah Grabiner, who has been undertaking the same duties as her Rabbinic colleagues. Thanks also to our very dedicated office staff, teaching staff and caretakers.

We are, however, very much a volunteer organisation, and we are indebted to a great many people, those on the Board and many others too numerous to name here, who have given up their time to further the activities of the community.

RADLETT REFORM SYNAGOGUE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020

Achievements (continued)

The Synagogue will continue to go from strength to strength and aims to be a beacon for Reform Jewish life in South Hertfordshire and ensuring that the community remains true to its values of caring for each of its members as they pass along their Jewish journey. Radlett Reform Synagogue is the community for South Hertfordshire.

Financial position and future plans

The Trustees report an overall surplus for the year amounting to £85,048 (2019 £5,457).

The principal source of funding is subscription income, which increased by 1.9% (2019: 3.9%). We are constantly endeavouring to maintain and ideally improve our collection rate, however, as expected this has become more difficult during the Covid-19 year.

Once again, a number of members were unable to pay their subscriptions in full during the year due to adverse personal circumstances. The Synagogue's policy for collecting subscriptions is that, where we are made aware of circumstances of financial difficulty, we are as helpful as we can be.

Most members pay their subscriptions through Gift Aid. We are aware that members who are higher rate taxpayers could recover more tax than standard rate taxpayers. This gives rise to an anomaly that members, who might be presumed to be better off, end up paying less. We continue to address this anomaly by asking higher rate taxpayers to pay a subscription donation that, after the recovery of tax, means that they and standard rate taxpayers pay the same net amount.

At the 2020 AGM, it was resolved that Nagler Simmons be reappointed auditors on a fee-paying basis.

Reserves

The trustees' policy is to utilise any reserves for future commitments and projects, which include:

Work to the fabric of the building, following the building survey report which is currently underway;

Creating a fund for future building works;

Funding resources for our youth clubs and Cheder.

It is not the trustees' practice to keep material reserves, as this would impact on subscription levels and possibly have an adverse effect on membership numbers. Short-term liquidity is monitored on a monthly basis by the Treasurer and Finance Committee and (separately) the Honorary Officers to ensure that potential cash-flow issues are identified well in advance.

The company had total funds of £744,370 as at 31 December 2020, made up of unrestricted funds of £340,271 and restricted funds of £404,099.

The restricted funds are not available for general purposes and comprise a jubilee building fund of £279,139, for the extension and improvement of the existing premises and a burial provision of £3,125 to assist members who are not completely covered by their JJBS burial scheme. There is a further permanent endowment fund of £102,690, which relates to the original purchase of the land and buildings, and must be held indefinitely.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Synagogue is a company limited by guarantee with the company registration number 09271770 which is governed by the Memorandum and Articles on incorporation on 20th October 2014 as amended in General Meeting from time to time.

Management of the Synagogue's affairs is vested in the Synagogue's Board and day-to-day management is delegated to the Honorary Officers. Each member of the Council is a trustee and director of the Charity. The trustees in 2020 are named on page 4. The Laws of the Synagogue govern appointment of trustees. Ordinarily, trustees are elected at the Annual General Meeting ("AGM"). There is also power to co-opt members of Council. This enables the trustees to fill vacancies arising through the resignation or death of an existing trustee.

Council members receive an induction pack at the time of their election or co-option, including a summary of their responsibilities as trustees.

RADLETT REFORM SYNAGOGUE
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020

Risk management

The Council of the Synagogue is responsible for the management of the risks faced by the Synagogue. Detailed consideration of risks is delegated to the Honorary Officers, assisted by other Council members and members of staff. Risks are identified and assessed throughout the year and controls are established to manage the risks. A formal review of the Synagogue's risk management process has continued during the year, and will remain under continuous review.

The Council of the Synagogue has adopted the following Risk Policy:

"The Synagogue exists to provide religious, educational and social services for its members and the wider community. To avoid risk, it will carry out its activities in such a way that:

- " It follows the moral and ethical principles of the Jewish faith "
- " It conforms to all relevant legal requirements with regard to finance, taxation, employment, health and safety
- " It ensures the financial resources of the Synagogue are adequate to provide the services it wishes to provide, and balances income and expenditure from year to year
- " It is managed in accordance with good practice in terms of control, delegation and authority levels
- " All those involved in the management of the Synagogue, whether volunteers or paid, understand their responsibilities
- " It provides security for staff, volunteers, members and the physical assets of the Synagogue
- " It ensures continuity of operation by providing alternative arrangements for major disasters.

Risks will be regularly reviewed and their impact assessed. Where there is a high risk of occurrence and the impact is great, immediate action will be taken to eliminate the risk by taking appropriate steps, changing procedures or providing adequate safeguards. Where the risk is lower, action will be taken to reduce or transfer the risk, for example through insurance. If the risk is high, but the likelihood is low, then action will be taken to avoid it. Low risks with a low likelihood of occurrence will be accepted unless simple steps can be taken to lower the risk. In all cases, the action to be taken will have regard to whether the steps taken and associated cost are proportionate to the risk and likelihood of occurrence."

The key controls used by the Synagogue are:

- Regular meetings of Council and Honorary Officers' with formal agendas and minutes;
- Detailed terms of reference for Honorary Officers, Council and sub-committees;
- Annual budgets and regular management accounts;
- Formal written policies including authority limits.

Through the risk management processes established for the Synagogue, the members of Council, as Trustees, are satisfied that the major risks identified have been adequately mitigated where necessary or are in the process of being mitigated. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately identified and addressed.

Safeguarding

The Synagogue fully recognises the responsibility and duty placed upon them to safeguard and promote the welfare of children and young people entrusted to their care. The Synagogue ensures that safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice. All staff and volunteers have a full and active part in protecting children and young people from harm.

All of our teaching staff (both adult and teenage classroom assistants) receive age-appropriate formal safeguarding training which is repeated every two years but reviewed annually before the beginning of the academic year. All of our age 16+ staff are DBS cleared before working with the children. We have safeguarding policies in place which cover children and vulnerable adults - these are reviewed every 3 years.

Our Designated Safeguarding Lead (DSL) is currently Katie Adams, our Community Support Worker with Carol Green (Head of Primary Education, Youth and Families) as Deputy Safeguarding Lead. Safeguarding Lead in the 2020 year was Rabbi Celia Surget (with Carol Green as deputy). All lead members have undertaken DSL training.

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31ST DECEMBER 2020**

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

09271770 (England and Wales)

Registered Charity number

1161059

Registered office

118 Watling Street
Radlett
Hertfordshire
WD7 7AA

Trustees

The trustees serving during the year were as follows:

Honorary Officers

Irene Blaston	Co-Chair	
Kathryn Michael	Co-Chair	
Samantha Davis	Honorary Secretary	
Simon Blum	Honorary Treasurer	(Resigned 6 August 2020)
David Brown	Honorary Treasurer	(Appointed 6 August 2020)

Council

David Grossman	
Julian Burman	
Laurence Turner	
Jeremy Kaye	(Resigned 6 August 2020)
Phil Lyons	
Carol Green	
David Martin	
Spencer Grant	
Suzanne Gold	(Resigned 11 November 2020)
Wayne Morris	(Appointed 6 August 2020)

Auditors

Nagler Simmons
Chartered Accountants and Statutory Auditors
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

Bankers

Barclays Bank PLC
22-24 Upper Marborough Road
St. Albans
AL1 3AL

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Principles).

The law applicable to charities in England and Wales, the Charities Act 2011 and Charity (Accounts and Reports) Regulations 2008 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements the Trustees are required to:

RADLETT REFORM SYNAGOGUE

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31ST DECEMBER 2020

- a) select suitable accounting policies and apply them consistently;
- b) observe the methods and principles in the Charity SORP;
- c) make judgements and estimates that are reasonable and prudent;
- d) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

AUDITORS

The auditors, Nagler Simmons, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on 14 June 2021 and signed on its behalf by:

D Brown

.....
D Brown - Trustee

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF RADLETT REFORM SYNAGOGUE

Opinion

We have audited the financial statements of Radlett Reform Synagogue (the 'charitable company') for the year ended 31st December 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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 (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 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC'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.

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 Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

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

**REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE**

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- the charitable company has not kept adequate accounting records; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) 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.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, Charities Act 2011, International Financial Reporting Standards, and UK taxation legislation.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.
- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the charitable company's internal control.

REPORT OF THE INDEPENDENT AUDITORS TO THE TRUSTEES OF
RADLETT REFORM SYNAGOGUE

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charitable company's or the parent company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charitable company to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the charitable company to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the charitable company audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

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

Use of our report

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



Nagler Simmons
Chartered Accountants and Statutory Auditors
Eligible to act as an auditor in terms of Section 1212 of the Companies Act 2006
5 Beaumont Gate
Shenley Hill
Radlett
WD7 7AR

Date: 14 June 2021

RADLETT REFORM SYNAGOGUE

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST DECEMBER 2020

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.20 Total funds £	31.12.19 Total funds £
INCOME AND ENDOWMENTS FROM						
Donations and legacies	2	14,367	-	-	14,367	13,993
Charitable activities	5					
Synagogue operations		604,141	-	-	604,141	599,744
Education		41,464	-	-	41,464	53,563
Grant making		28,821	24,427	-	53,248	23,245
Other trading activities	3	13,277	-	-	13,277	43,174
Investment income	4	<u>1,623</u>	<u>-</u>	<u>-</u>	<u>1,623</u>	<u>2,184</u>
Total		703,693	24,427	-	728,120	735,903
EXPENDITURE ON						
Charitable activities	6					
Synagogue operations		553,979	2,100	-	556,079	637,055
Education		61,242	-	-	61,242	74,766
High Holyday Appeal		<u>9,743</u>	<u>16,008</u>	<u>-</u>	<u>25,751</u>	<u>18,625</u>
Total		<u>624,964</u>	<u>18,108</u>	<u>-</u>	<u>643,072</u>	<u>730,446</u>
NET INCOME		78,729	6,319	-	85,048	5,457
RECONCILIATION OF FUNDS						
Total funds brought forward		<u>262,149</u>	<u>294,483</u>	<u>102,690</u>	<u>659,322</u>	<u>653,865</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>340,878</u></u>	<u><u>300,802</u></u>	<u><u>102,690</u></u>	<u><u>744,370</u></u>	<u><u>659,322</u></u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

BALANCE SHEET
31ST DECEMBER 2020

	Notes	Unrestricted funds £	Restricted funds £	Endowment fund £	31.12.20 Total funds £	31.12.19 Total funds £
FIXED ASSETS						
Tangible assets	13	132,458	340,112	-	472,570	472,570
CURRENT ASSETS						
Debtors	14	12,189	-	-	12,189	26,892
Cash at bank and in hand		<u>241,935</u>	<u>-</u>	<u>102,690</u>	<u>344,625</u>	<u>299,045</u>
		254,124	-	102,690	356,814	325,937
CREDITORS						
Amounts falling due within one year	15	(46,311)	(38,703)	-	(85,014)	(139,185)
NET CURRENT ASSETS		<u>207,813</u>	<u>(38,703)</u>	<u>102,690</u>	<u>271,800</u>	<u>186,752</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>340,271</u>	<u>301,409</u>	<u>102,690</u>	<u>744,370</u>	<u>659,322</u>
NET ASSETS		<u>340,271</u>	<u>301,409</u>	<u>102,690</u>	<u>744,370</u>	<u>659,322</u>
FUNDS	16					
Unrestricted funds:						
General fund					340,271	262,149
Restricted funds:						
Jubilee building fund					279,139	281,240
Burial provision					3,125	3,125
High Holyday Appeal					<u>19,145</u>	<u>10,118</u>
					301,409	294,483
Endowment funds:						
Permanent building fund (Permanent endowment)					<u>102,690</u>	<u>102,690</u>
TOTAL FUNDS					<u>744,370</u>	<u>659,322</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31st December 2020.

The members have not deposited notice, pursuant to Section 476 of the Companies Act 2006 requiring an audit of these financial statements.

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

BALANCE SHEET - continued
31ST DECEMBER 2020

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been audited under the requirements of Section 145 of the Charities Act 2011.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 14 June 2021 and were signed on its behalf by:

Samantha Davis

.....
S Davis - Trustee

D Brown

.....
D Brown - Trustee

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2020

	Notes	31.12.20 £	31.12.19 £
Cash flows from operating activities			
Cash generated from operations	1	<u>43,957</u>	<u>(19,796)</u>
Net cash provided by/(used in) operating activities		<u>43,957</u>	<u>(19,796)</u>
Cash flows from investing activities			
Interest received		<u>1,623</u>	<u>2,184</u>
Net cash provided by investing activities		<u>1,623</u>	<u>2,184</u>
Change in cash and cash equivalents in the reporting period		45,580	(17,612)
Cash and cash equivalents at the beginning of the reporting period		<u>299,045</u>	<u>316,657</u>
Cash and cash equivalents at the end of the reporting period		<u>344,625</u>	<u>299,045</u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

NOTES TO THE CASH FLOW STATEMENT
FOR THE YEAR ENDED 31ST DECEMBER 2020

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES		
	31.12.20	31.12.19
	£	£
Net income for the reporting period (as per the Statement of Financial Activities)	85,048	5,457
Adjustments for:		
Interest received	(1,623)	(2,184)
Decrease/(increase) in debtors	14,703	(16,156)
Decrease in creditors	<u>(54,171)</u>	<u>(6,913)</u>
Net cash provided by/(used in) operations	<u>43,957</u>	<u>(19,796)</u>

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.1.20	Cash flow	At 31.12.20
	£	£	£
Net cash			
Cash at bank and in hand	<u>299,045</u>	<u>45,580</u>	<u>344,625</u>
	<u>299,045</u>	<u>45,580</u>	<u>344,625</u>
Total	<u>299,045</u>	<u>45,580</u>	<u>344,625</u>

The notes form part of these financial statements

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST DECEMBER 2020**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

In light of the Covid-19 outbreak, the trustees have assessed whether the use of the going concern basis is appropriate, and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements, and have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore adopts the going concern basis in preparing its financial statements.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

Tangible fixed assets

Tangible fixed assets for use by the charity are stated at cost less depreciation. Individual fixed assets costing less than £2,500 are not capitalised.

Depreciation is provided at rates calculated to write off the cost of fixed assets, over their expected useful lives on the following basis.

Furniture & fittings	25% Reducing balance
Office equipment	25% Reducing balance

No depreciation is provided on freehold land and buildings, scrolls and appurtenances, which, in the opinion of the trustees have a residual value not less than their cost.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

1. ACCOUNTING POLICIES - continued

Fund accounting

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Deferred income

A provision for deferred income is made where the income is received in the year but can only be recognised for a future year, and can be reliably measured at the balance sheet date.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Legal status

The charity is incorporated as a company limited by guarantee and is registered with the Charity Commission. The members of the company have undertaken to contribute up to their guarantee of £1 each towards the liabilities of the company in the event that it is wound up whilst they are, or within one year of being members.

2. DONATIONS AND LEGACIES

	31.12.20	31.12.19
	£	£
Donations - unrestricted funds	<u>14,367</u>	<u>13,993</u>

3. OTHER TRADING ACTIVITIES

	31.12.20	31.12.19
	£	£
Tree of life	383	108
Shofar advertising	-	525
Other fundraising activities	5,245	33,031
Hall hire	-	135
Nursery rental income	<u>7,649</u>	<u>9,375</u>
	<u>13,277</u>	<u>43,174</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued **FOR THE YEAR ENDED 31ST DECEMBER 2020**

4. INVESTMENT INCOME

	31.12.20	31.12.19
	£	£
Deposit account interest	<u>1,623</u>	<u>2,184</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	31.12.20	31.12.19
	£	£
Synagogue operations	604,141	599,744
Education	41,464	53,563
Grant making	<u>53,248</u>	<u>23,245</u>
	<u>698,853</u>	<u>676,552</u>

Grants received, included in the above, are as follows:

	31.12.20	31.12.19
	£	£
Unrestricted fund		
Government grants	18,471	3,594
High Holyday Appeal	<u>10,350</u>	<u>-</u>
	<u>28,821</u>	<u>3,594</u>

Restricted fund

High Holyday Appeal

Jewish Bereavement Centre	8,035	-
Borehamwood Foodbank	8,419	-
Leo Baeck College	7,973	5,084
ADD-Vance	-	5,144
Braintrust	-	4,464
Radlett Reform Synagogue	<u>-</u>	<u>4,959</u>
	<u>24,427</u>	<u>19,651</u>

Grant making

Total Government grants	18,471	3,594
Total High Holyday Appeal	<u>34,777</u>	<u>19,651</u>
	<u>53,248</u>	<u>23,245</u>

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Grant funding of activities (see note 7) £	Support costs (see note 8) £	Total £
Synagogue operations	550,739	-	5,340	556,079
Education	61,242	-	-	61,242
High Holyday Appeal	<u>9,743</u>	<u>16,008</u>	<u>-</u>	<u>25,751</u>
	<u>621,724</u>	<u>16,008</u>	<u>5,340</u>	<u>643,072</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

7. GRANTS PAYABLE

	31.12.20	31.12.19
	£	£
High Holyday Appeal	<u>16,008</u>	<u>18,625</u>

The total grants paid to institutions during the year was as follows:

	31.12.20	31.12.19
	£	£
Leo Baeck College	7,973	5,084
Braintrust	-	4,464
ADD-Vance	-	5,144
Beit Tefilah	-	3,933
Borehamwood Food Bank	<u>8,035</u>	<u>-</u>
	<u>16,008</u>	<u>18,625</u>

8. SUPPORT COSTS

	Governance costs £
Synagogue operations	<u>5,340</u>

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.12.20	31.12.19
	£	£
Auditors' remuneration	5,340	6,220
Hire of plant and machinery	4,943	5,794
Other operating leases	<u>6,697</u>	<u>11,866</u>

10. TRUSTEES' REMUNERATION AND BENEFITS

The following are amounts paid to trustees or their families:

The trustees, S Gold, L Turner, C Green, I Blaston, S Davis or close members of their family were paid a total of £32,193 (2019: £31,265) for working in the charity's religion school. Authority for this remuneration is given in the Synagogue's governing document.

Except for specific items purchased for the charity, no reimbursement of expenses has been made to any of the trustees during the year.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31st December 2020 nor for the year ended 31st December 2019.

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

11. STAFF COSTS

The average monthly number of employees during the year was as follows:

	31.12.20	31.12.19
Rabbinic team	3	3
Youth and education	18	23
Administration	4	4
Maintenance	2	2
Community support worker	<u>1</u>	<u>1</u>
	<u>28</u>	<u>33</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	31.12.20	31.12.19
£80,001 - £90,000	-	1
£90,001 - £100,000	<u>1</u>	<u>-</u>
	<u>1</u>	<u>1</u>

	31.12.20	31.12.19
	£	£
Gross wages and salaries	309,449	346,645
Employers' NIC	27,032	27,295
Pension costs	<u>21,938</u>	<u>16,127</u>
	<u>358,419</u>	<u>390,067</u>

During the year, the Rabbis and one administrator were the only full time members of staff.

Employer contributions to the defined contribution pension scheme for the employee earning over £60,000 in the year was £6,804 (2019: £6,748).

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Endowment fund £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	13,993	-	-	13,993
Charitable activities				
Synagogue operations	597,619	2,125	-	599,744
Education	53,563	-	-	53,563
Government grants	3,594	-	-	3,594
High Holyday Appeal	-	19,651	-	19,651
Other trading activities	43,174	-	-	43,174
Investment income	<u>2,184</u>	<u>-</u>	<u>-</u>	<u>2,184</u>
Total	714,127	21,776	-	735,903
EXPENDITURE ON				
Charitable activities				
Synagogue operations	637,055	-	-	637,055
Education	74,766	-	-	74,766
High Holyday Appeal	-	18,625	-	18,625
Total	<u>711,821</u>	<u>18,625</u>	<u>-</u>	<u>730,446</u>
NET INCOME	2,306	3,151	-	5,457
Transfers between funds	<u>2,057</u>	<u>(2,057)</u>	<u>-</u>	<u>-</u>
Net movement in funds	4,363	1,094	-	5,457
RECONCILIATION OF FUNDS				
Total funds brought forward	<u>257,786</u>	<u>293,389</u>	<u>102,690</u>	<u>653,865</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>262,149</u></u>	<u><u>294,483</u></u>	<u><u>102,690</u></u>	<u><u>659,322</u></u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

13. TANGIBLE FIXED ASSETS

	Freehold property £	Jubilee extension £	Fixtures and fittings £	Scrolls & Ark £	Totals £
COST					
At 1st January 2020 and 31st December 2020	<u>115,974</u>	<u>340,112</u>	<u>731</u>	<u>16,484</u>	<u>473,301</u>
DEPRECIATION					
At 1st January 2020 and 31st December 2020	<u>-</u>	<u>-</u>	<u>731</u>	<u>-</u>	<u>731</u>
NET BOOK VALUE					
At 31st December 2020	<u>115,974</u>	<u>340,112</u>	<u>-</u>	<u>16,484</u>	<u>472,570</u>
At 31st December 2019	<u>115,974</u>	<u>340,112</u>	<u>-</u>	<u>16,484</u>	<u>472,570</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.20 £	31.12.19 £
Trade debtors	-	2,125
Prepayments and accrued income	<u>12,189</u>	<u>24,767</u>
	<u>12,189</u>	<u>26,892</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.20 £	31.12.19 £
Trade creditors	1,162	1,154
Social security and other taxes	-	9,355
Other creditors	-	2,123
Accruals and deferred income	<u>83,852</u>	<u>126,553</u>
	<u>85,014</u>	<u>139,185</u>

DEFERRED INCOME

	31.12.20 £	31.12.19 £
Deferred income at 1 January	109,577	114,309
Resources deferred in the period	22,228	33,146
Amount released from previous periods	<u>(72,513)</u>	<u>(37,878)</u>
Deferred income at 31 December	<u>59,292</u>	<u>109,577</u>

Deferred income comprises the following:

Advance subscriptions	22,228	33,146
Donations re third clergy	<u>37,064</u>	<u>76,431</u>
	<u>59,292</u>	<u>109,577</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

16. MOVEMENT IN FUNDS

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	262,149	78,122	340,271
High Holyday Appeal	<u>-</u>	<u>608</u>	<u>608</u>
	262,149	78,730	340,879
Restricted funds			
Jubilee building fund	281,240	(2,101)	279,139
Burial provision	3,125	-	3,125
High Holyday Appeal	<u>10,118</u>	<u>8,419</u>	<u>18,537</u>
	294,483	6,318	300,801
Endowment funds			
Permanent building fund (Permanent endowment)	<u>102,690</u>	<u>-</u>	<u>102,690</u>
TOTAL FUNDS	<u><u>659,322</u></u>	<u><u>85,048</u></u>	<u><u>744,370</u></u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	693,343	(615,221)	78,122
High Holyday Appeal	<u>10,350</u>	<u>(9,742)</u>	<u>608</u>
	703,693	(624,963)	78,730
Restricted funds			
Jubilee building fund	-	(2,101)	(2,101)
High Holyday Appeal	<u>24,427</u>	<u>(16,008)</u>	<u>8,419</u>
	24,427	(18,109)	6,318
TOTAL FUNDS	<u><u>728,120</u></u>	<u><u>(643,072)</u></u>	<u><u>85,048</u></u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

16. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.19 £	Net movement in funds £	Transfers between funds £	At 31.12.19 £
Unrestricted funds				
General fund	257,786	2,306	2,057	262,149
Restricted funds				
Jubilee building fund	283,297	-	(2,057)	281,240
Burial provision	1,000	2,125	-	3,125
High Holyday Appeal	<u>9,092</u>	<u>1,026</u>	<u>-</u>	<u>10,118</u>
	293,389	3,151	(2,057)	294,483
Endowment funds				
Permanent building fund (Permanent endowment)	102,690	-	-	102,690
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>653,865</u>	<u>5,457</u>	<u>-</u>	<u>659,322</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	714,127	(711,821)	2,306
Restricted funds			
Burial provision	2,125	-	2,125
High Holyday Appeal	<u>19,651</u>	<u>(18,625)</u>	<u>1,026</u>
	<u>21,776</u>	<u>(18,625)</u>	<u>3,151</u>
TOTAL FUNDS	<u>735,903</u>	<u>(730,446)</u>	<u>5,457</u>

RADLETT REFORM SYNAGOGUE

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31ST DECEMBER 2020

16. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.19 £	Net movement in funds £	Transfers between funds £	At 31.12.20 £
Unrestricted funds				
General fund	257,786	80,428	2,057	340,271
High Holyday Appeal		<u>10,350</u>	<u>(9,742)</u>	<u>608</u>
		703,693	(624,963)	78,730
Restricted funds				
Jubilee building fund	283,297	(2,101)	(2,057)	279,139
Burial provision	1,000	2,125	-	3,125
High Holyday Appeal	<u>9,092</u>	<u>10,053</u>	<u>-</u>	<u>19,145</u>
	293,389	10,077	(2,057)	301,409
Endowment funds				
Permanent building fund (Permanent endowment)	102,690	-	-	102,690
TOTAL FUNDS	<u>653,865</u>	<u>90,505</u>	<u>-</u>	<u>744,370</u>

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31st December 2020 nor for the year ended 31st December 2019 other than those disclosed in note 10.

18. DETAILS OF RESTRICTED FUNDS

All donations are from specific fundraising events organised by the committees, with exception to the funds raised from the High Holy Day appeal.

Burial Provision - To assist members that are not completely covered by their JJBS burial scheme.

Borehamwood Food Bank - a charity to whom we provided funds from our High Holy Day Appeal.

Leo Baeck Education Centre Israel - a charity to whom we provided funds from our High Holy Day Appeal.

19. PERMANENT BUILDING FUND (PERMANENT ENDOWMENT)

The Permanent Endowment Fund relates to the purchase of the original synagogue land and buildings.

The restricted Jubilee Fund is specifically used for the extension and improvement of the existing premises