



Charity Number: 1163562

**Trustees' Annual Report & Financial
Statements
for the Period
1st February 2020 to 31st January 2021**

7th June 2021

Reference & Administration Details

Charity Details:

Name: Kehillah North London
Number: 1163562
Address: 71-75 Shelton St, London WC2H 9JQ

Names of the Charity Trustees who Manage the Charity

Name	Office	(Re-)Appointed	Resigned
Joanne Hart		7 th March 2017	26 th June 2020
Benjamin Saul Lanyado		8 th July 2018	
Elizabeth Reiner	Honorary Secretary	16 th June 2019	
Susan Helen Maya Lukes	Vice Chair	16 th June 2019	
Robin David Samson	Interim Treasurer	16 th June 2019	
Miriam Batya Manon		16 th June 2019	
Omar Orlando Portillo	Education Officer		
	Digital Communications	5 th July 2020	
Dr Robert Aaron Brown Freudenthal	Chair	5 th July 2020	
Tamara Felisa Micner		5 th July 2020	
Kayla Erin Lean		5 th July 2020	
Caroline Elton		5 th July 2020	
Marilyn Hall		5 th July 2020	
Daniel Pablo Garay		5 th July 2020	

Names & Addresses of Advisors

Role	Name	Address
Bank	Co-operative Bank	PO Box 250, Skelmersdale, WN8 6WT
Independent Examiner	Brian Seaton	Small Charity Support, 46 Farm Road, Edgware, HA8 9LT

Names of Senior Staff with Delegated Responsibilities

Role	Name	Responsibilities
Rabbi	Rabbi Leah Jordan	<p>Work closely with Chair, Management Committee and Administrator to:</p> <ul style="list-style-type: none"> • develop and nurture relationships • develop vision and strategy • plan and deliver programme • be key point of contact and communicator • task-manage Administrator and sessional teachers

Structure, Governance & Management

Description of the Charity's Trusts

Religious services, education, life-cycle ritual, pastoral care, befriending, social action.

Type of Governing Document

Constitution.

How the Charity is Constituted

Charitable Incorporated Organisation registered on 14th September 2015.

Trustee Selection Methods

Trustees are known as Management Committee members and are elected by the members of Kehillah North London at its Annual General Meeting, either by consent or show of hands if unopposed or otherwise by secret ballot, or are co-opted during the year. One-third of the Trustees must stand down each year (in a manner laid down in the Constitution) and are eligible for re-election. There must be a minimum number of three and a maximum number of twelve Trustees. Election to the Management Committee is open only to Full, voting Members.

How New Trustees are Inducted and Trained

According to the Constitution, a copy of the Constitution (together with any amendments) and a copy of the latest Trustees' Annual Report are made available to new Trustees. Trustees learn their responsibilities and duties on the job. We continue to monitor and review this situation, and together with the Rabbi we are looking into what kinds of more formal training may be helpful.

Additional Governance Issues

None.

Object

The advancement of progressive Judaism.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Kehillah North London's activities are of benefit to Jewish adults, children and families who are interested in being part of a Liberal Jewish community in inner north London. Our activities are open to everyone (unless occasionally restricted to members only, for reasons of safety and security) including members and non-members of Kehillah North London, people who are Jewish and people who are not Jewish.

We do not seek to convert people to Judaism. We do, however, provide a proselyte programme for those who approach us wishing to convert.

Executive Summary

Rabbi Leah Jordan joined us on 1st June as our new rabbi. Robert Freudenthal became Chair at the AGM in July, when the Community also elected new Management Committee members Tamara Micner, Kayla Lean, Caroline Elton, Marilyn Hall and Daniel Garay, bringing the MC to its full permitted size for the first time in some years. Imogen Resnick began teaching our cheder (religion school) in the autumn and continues successfully. Ashleigh Loeb continues as our administrator and has developed the role confidently and effectively this year.

We were of course affected by the COVID-19 pandemic, taking all our activity online from the spring onwards, continuing mostly online-only for a year (except for the brief easing of lockdown in the summer). We are now moving with some caution towards full in-person functioning.

2020 has been a year of growth – numerically, new members have been joining at a rate we have not seen for many years, and we have a higher proportion of younger adult members than has often been the case.

The renovation of the New Community Rooms at St Mary's Church as the St Mary's Centre is now complete, and we have moved our belongings back in and begun meeting there again.

We have several new teams and groups taking forward and developing various aspects of our work, with the active encouragement and participation of Rabbi Leah. We have a new e-bulletin and a newly revamped website.

As well as reaching to each other, understanding and supporting each other more and more effectively, we have been reaching out to our local community.

In all of our practice, as ever, we both look to the traditions/minhag that have developed over the best part of two decades, and try out new things, some because circumstances have dictated that we do, and others because we celebrate and embrace innovation and change.

Cheder and Adult Education have had new leases of life and both are going from strength to strength.

The Kehillah continues as ever to rely on volunteers for much of the work: many groups and individuals are to be thanked and applauded.

Financially, the community is in a better position than anticipated, as a result partly of unforeseeable circumstances not under our control and partly of members' generosity. While on the one hand we have a comfortable surplus at the end of the year, on the other hand our outgoings are going to rise and we will need to raise additional funding. Membership fees will rise in 2022 for the first time for at least five years.

We are extremely grateful to the North London Progressive Synagogue Trust for grants for new study bibles, new curtains for the St Mary's Centre and our forthcoming new Torah Ark. We are also in receipt of a generous anonymous private donation to fund new Torah scroll mantles and a competitively-awarded grant from Liberal Judaism to develop our cheder curriculum towards greater inclusion, for which the successful bid was developed by Imogen Resnick.

We are proud of our achievements and the scope of our ambitions, in terms of relationships, projects and our ongoing work, and we look forward confidently and optimistically towards continued growth and development.

Activities, Achievements & Performance

Rabbi's Report

This past year was my first year as Rabbi of Kehillah North London. I began in post on 1st June 2020; as I write this in May 2021, now coming up on one year in the role, I am aware that it was a year of a lot of learning and growth for me, as well as, I hope, for the community – as we took on the challenges of a global pandemic, changing leadership, and new vision and growth as a Kehillah.

The core axis of my spiritual leadership work this past year, as the new Rabbi, has been making connections – building relationships within the community, connecting new members to the community, fostering pastoral care, using technology to bring people closer to each other. I inherited this community visioning work from a wonderful leadership team, including outgoing Chair Robin Samson and outgoing Spiritual Leader Cantor Tamara, both of whom gave me notes and wisdom and their time – to make this transition a good one.

Despite (and in response to) the challenges of the COVID-19 pandemic, this past year 2020-2021 was one of growth at Kehillah North London. Over last summer, we welcomed a new chair, a new head cheder teacher, a new rabbi, a new Management Committee (fully filled for the first time in a number of years), a new weekly ebulletin, *and*, as if that weren't enough blessings, a newly renovated and gorgeous home at St. Mary's Community Rooms.

Over the autumn and winter, we (re)launched several programmes and teams: both our cheder and adult education programmes, with provision for all ages; a Chesed Team, to take on the pastoral needs of our Kehillah, making calls, visiting the sick and isolated, keeping in touch and together; a Tefilah/Prayer Group and regular Ba'alei Tefilah/service leaders meetings, to think intentionally about how we make our spiritual and prayer life both comforting and innovative.

And we learned how to use our technology — our new weekly email ebulletin, Zoom, hybrid services, and website — to bring us closer together. And we recommitted to ensuring that our community reflects the true multi-ethnic and beautiful diversity of Jewish life, where each of our identities is celebrated, especially uplifting Black Jews and Jews of Colour.

As the new Rabbi, I dedicated this past year to getting to know individual members, and to understanding our culture and history. And to connecting more locally in our area, to the new Hackney Moishe House, our local churches and mosques, our neighbouring Jewish and non-Jewish communities – via our High Holiday charity this year, Sista Space; hosting local Council leadership in our community, including the now leader of Islington Council, Kaya Comer-Schwarz; inviting Public Health England to speak to us about the vaccination campaign, etc.

As I write this (in May 2021), we are now coming out of our third national lockdown; in preparation for our own cautious, slow liberation to community life in our shared space in Stoke Newington, we are in the midst of creating a new ark for our Torah scrolls, and we are hanging a new curtain in our beautifully renovated Community Rooms. And soon, our two Torah scrolls will have matching new robes.

We have a lot going on in our Kehillah – wonderful, regular guest speakers in our Wednesday evening Adult Education; our young people gathering in person again in Cheder, with a pandemic-delayed b'nai mitzvah season about to start; our Chesed Care Team's mutual aid for each other; our Tefilah Prayer group's continued trips to other communities to experience their spirituality; our Racial and Climate Justice groups learning and pushing us to grow and change; our prayer and singing at Shabbats and festivals, and the other wonderful small connections always going on in the community.

And this has also been an incredibly hard year, for all of us, in so many individual ways. Amidst the challenges, I am excited to envision with everyone at Kehillah what our future will look like. In 2020-2021, thanks to the strong foundations of almost two decades of passionate work by everyone in the community since our founding, we weathered change and the pandemic and, I hope, have come out stronger and wiser – and even with quite a lot of new members! We even won £3K from Liberal Judaism over LJ's Biennial weekend, in order to make our cheder curriculum stronger, better and more inclusive. We are doing big things at Kehillah.

Our future will be one of continuing to build relationships: connecting new members to the community, and making space for those of us who have been around longer to encounter one another more meaningfully. We rededicate ourselves to being a community where everyone can find a spiritual home, one which both comforts and pushes each of us, to grow and to connect.

I have so loved this first year being Kehillah's new Rabbi, and I can only imagine that, as the pandemic eases, and we can meet more and more 'in person' and 'like the old normal,' that that joy in shared community will only increase. Please be in touch with me on 0203 951 8113 or RabbiLeah@kehillah.org.uk any time you'd like to speak or to get more involved.

Leah Jordan

Chair's Report

This last year has been a year of growth, change, excitement, and quite a bit of uncertainty. It has been my first year as Chair of Kehillah North London, and I am grateful to have the support of the community and the management committee in taking up this role, and in particular to the previous Chair Robin Samson (who is our current treasurer) for his guidance and help in making the transition as smooth as possible.

This has been the first full year of Rabbi Leah Jordan's employment with us, and it has been a very successful appointment. I am grateful for Rabbi Leah's support, as well as for her leadership in building and strengthening our community. I know that she is highly regarded by the whole community, and we all look forward to continuing and deepening our relationships, both individually and collectively, with Rabbi Leah.

Unusually, we held a programme in August (when we normally take a break) of some lay-led Talmud study, and some creative sessions. We held a Tisha b'Av service for the first time within the community, in which we heard some of the beautiful and melancholy chanting of Lamentations, and did some study together. We had a successful High Holiday programme, and I would like to give particular thanks to Claire Helman for co-ordinating the High Holiday services. We are delighted to have had our most successful ever Tzedakah appeal thanks to the generosity of our members.

In October we held events for Black History Month, including a black-led Kabbalat Shabbat service. We have held various other themed shabbat morning services, including a climate justice shabbat, and have experimented with various pieces of new music and new liturgy in our shabbat morning services.

Other particular highlights from the year included a fun and celebratory Purim party, in which we had a drag-themed Purim Shpil, and a well-attended Seder. New groups have been set up: a chesed/care team, an education group, a kavannah group, and a racial justice group.

We have continued to have a well attended adult education series, and have attracted a number of new members. We are also delighted to have welcomed two new babies into the community.

We have had one bat mitzvah since the last AGM and have four bnei mitzvah expected in the coming months.

The pandemic has, of course, had significant impacts on communal life over the last year and we have moved almost all of our activities online. We had a foray into hybrid services in October, before having to move back online with another lockdown. We are now in the process of restarting them. We are quickly learning about the complexities of running hybrid services and are still trying to get it right, but are absolutely committed to continuing to keep connected with our members that may not be able to come in person, as well as returning to being an “in person” community in the longer term.

Kehillah North London relies on the energies and volunteering of our members. So many people in the community give their time and skills to the running of the community in so many different ways, that it really is too many people to name. In particular, I would like to thank the Management Committee, and all of our various groups, including the Ba'al Tefillah group, our volunteer Hebrew teachers Ben Goldstein and Carla Garnelas, and the newsletter group.

We are also grateful to our cheder teacher Imogen Resnick, who joined us this year and has been doing a fantastic job teaching our young people, and our administrator Ashleigh Loeb, without whom the community simply would not run. I would also like to specifically mention Omar Portillo, who has been working in partnership both with Imogen in building the cheder, and with Ashleigh in streamlining our website and communications.

I am proud of all the work Kehillah North London has done in the last year in terms of keeping connected with each other during a challenging time, the projects we have achieved and relationships we have built, and Kehillah North London members' continued work towards the progressive changes we all wish to see both inside and outside the Jewish community. I very much look forward to this work continuing, and to us continuing to build up our lovely community.

Robert Freudenthal



Kehillah North London is a constituent congregation of Liberal Judaism



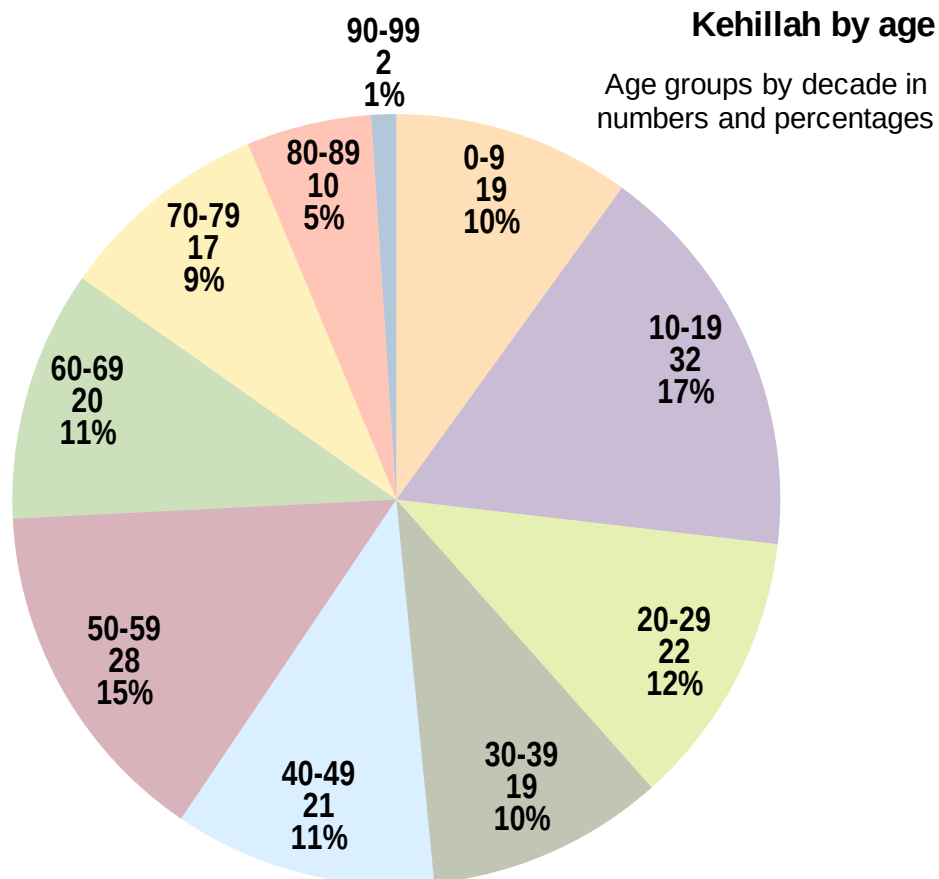
Kehillah North London is grateful for financial assistance from the NLPS Trust

Membership Analysis

Overall membership numbers

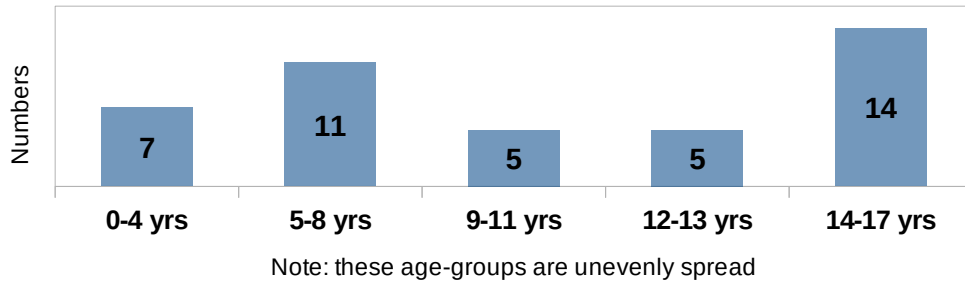
- We welcomed 33 new members between February 2020 and May 2021 – our biggest rise in membership for many years – of whom 6 are young people under 12 years old.
- 2 babies were born to members in the same period.
- 9 members left us during that time, 5 of whom were young people.
- 1 member, sadly, died.
- At the time of writing in May 2021, we have 190 members (of whom 42 are under 18 years old) in 90 households.

Membership Age Profile

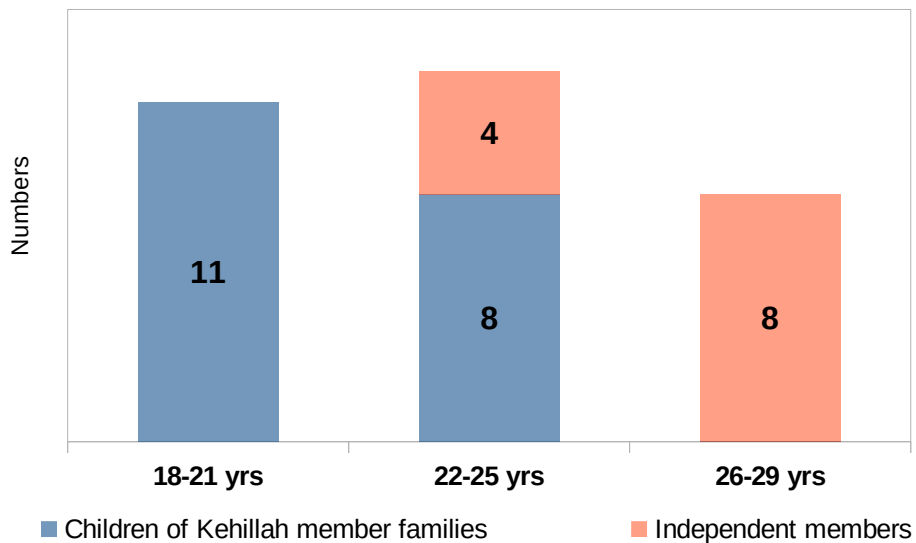


We lack age data for 31 adult members, and some of the children's ages are estimated to the nearest year. These numbers represent as close an approximation as we could achieve.

Our Young People

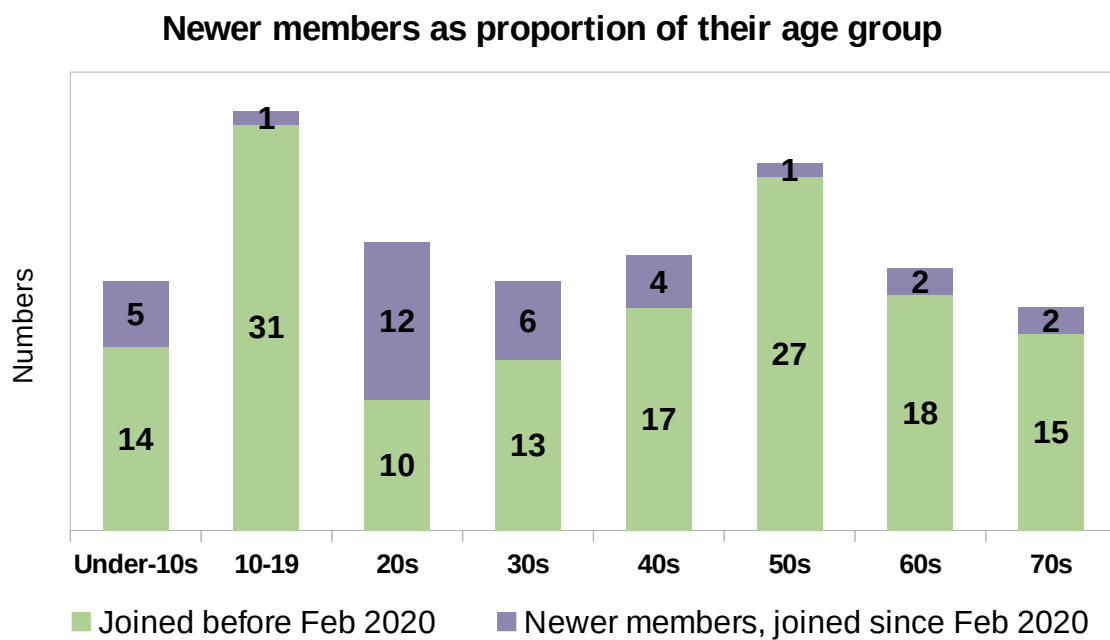


Young Adult Members



- All of our 18-21 year-olds and eight out of the twelve 22-25 year-olds are the children of Kehillah member parents.
- The remaining four 22-25s are new members who are not from existing Kehillah families.
- All of the 26-29 age group are new members who are not from existing Kehillah families.

Note: our written policy is to invite each child of a Kehillah family, when they turn 22, to join Kehillah independently. We do not 'enforce' this currently. Very strictly speaking, therefore, our overall numbers are 8 less than the total given in this analysis.



Of the 33 people who have joined since February 2020:

- 12 are in their 20s (over half of the current number).
- 6 are in their 30s (one-third of the current number).
- Over half of our members now in their 30s joined since 2018 (not illustrated in the chart).
- We had no new members in their 80s or 90s.

When considering all these observations remember: Kehillah regularly experiences ‘urban churn’, and a significant proportion of those who stay with us only a year or two have tended to be younger adults.

Summary:

- **We are 190 people, 148 age 18+ and 42 under 18.**
- **The community has grown significantly, and particularly in the younger adult age groups.**
- **We do not hold complete age data. It is our aim to do so.**

Financial Review

Statement of the Charity's Policy on Reserves

Designated Fund: Operational Reserve

As a community charity, Kehillah North London has a duty of care to both its beneficiaries and the wider public to ensure that its beneficiaries are not left unsupported in the event that the charity has to cease operating.

Ensuring that all beneficiaries have been appropriately relocated to other charities providing a comparable level of care can take a period of between 6 and 12 months, i.e. potentially longer than the time it would take the charity to terminate its contractual obligations to staff and other service providers.

The Trustees have therefore determined that the charity should hold an operational reserve equivalent to the normal costs of running the charity for up to 9 months, i.e. 75% of £40,000 = £30,000.

This reserve meanwhile functions as a cushion against the possible effects of unforeseeable surges in running costs.

Details of Any Funds Materially in Deficit

The Trustees declare that the charity had no funds which were materially in deficit at the date of the statement of assets & liabilities.

State of the Charity's Finances

Having expected a financially challenging year following decisions to both increase the rabbi-hours and to appoint at a higher level of experience, a number of other unforeseeable factors led, by contrast, to a larger than usual surplus of just over £9,500 (compared to just under £2,500 in 2019):

- COVID lockdown inevitably brought both savings and additional expense, with a probable overall net saving due mostly to reductions in Rent/Hall hire.
- We saw a dramatic rise in donations, doubling the previous levels, both at Yom Kippur and through the year.
- Two of our members undertook a very successful one-off fundraising initiative.
- Liberal Judaism moved to a system of payment by instalments, to our advantage this year – but this will be balanced out by a much bigger payment next year, and will rise further in subsequent years as we increase our Congregational Affiliation Fee (CAF) contribution up to the level at which all other established LJ communities pay. (See also Notes to the Accounts 5.a below for further explanation.)

Without these factors, which we cannot rely on in future years, we would most likely have shown a loss of about £5,000.

The considerable increase in membership numbers this year came largely at or towards the end of the financial year, so had no or very little effect on our fee income. This and further growth is likely to improve our finances somewhat, but we cannot depend on that. Furthermore, since the CAF is paid as a percentage rate on all our fee income, it will rise (a) as we continue to grow and (b) when our membership fees go up – see below.

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The surplus will reduce the amount by which we will need to dig into reserves for our increasing costs next year, and therefore also the *urgency* of additional fund-raising. However, (a) this is a temporary reprieve, due to circumstances that cannot be repeated and (b) it is in part due to the generosity and hard fund-raising work of our members, who are likely to have limits on their generosity with money, time and effort. There is a real need to both increase our overall income and diversify our income streams, making us less heavily dependent on membership fees, which currently provide most of it.

The Trustees have therefore:

- (1) resolved to raise membership fees in February 2022
- (2) formed a fundraising committee.

Restricted Funds

1. We operate a Burials Scheme, to which members voluntarily contribute. Their estates benefit from either a plot in a Jewish Cemetery or a cremation (via a central scheme administered by Liberal Judaism, for which the contributions are collected by us and passed to LJ) plus the cost of a basic funeral (paid for out of a fund accrued from an additional fixed contribution from its members). We have not yet identified an actuary, although we are confident the scheme is in good health, and we now have a member who is able to carry out a more formal assessment.
2. Each year during High Holidays we collect charitable donations. We usually designate another charity as the recipient of either all or part of the collection, and each donor designates the proportion they wish to be assigned to each beneficiary.

Particulars of Any Outstanding Guarantee Given by the Charity

The Trustees declare that the charity has given no guarantee where potential liability is outstanding at the date of the statement of assets & liabilities.

Particulars of Any Outstanding Debt

The Trustees declare that the charity has no outstanding debts which are secured by an express charge on any of the assets of the charity at the date of the statement of assets & liabilities.

Declaration and signature

The Trustees declare that they have approved the above report and authorised that it be signed on their behalf.



Robert Freudenthal (Chair)

7th June 2021

Kehillah North London
Trustees' Annual Report & Financial Statements for Financial Period 1st February 2020 – 31st January 2021

Independent Examiner's Report on the Accounts

Report to the Trustees of Kehillah North London (Charity No: 1163562) on the Accounts for the Year 1st February 2020 to 31st January 2021

I report to the Trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31st January 2021 as set out on the following 6 pages.

Responsibilities and Basis of Report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

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

- accounting records were not kept in accordance with section 130 of the Act
- OR
- the accounts do not accord with the accounting records.

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



Brian Seaton

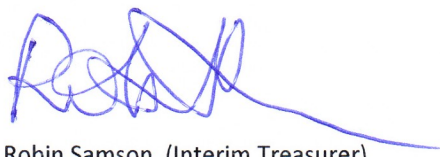
Principal Trustee,
Small Charity Support, 46 Farm Road, Edgware HA8 9LT

23 June 2021

Receipts & Payments for the Financial Year Ended 31-Jan-21				
	Current Financial Year, Feb'20-Jan'21			Last Year
	Unrestr'd Funds £	Restricted Funds £	Total £	Total £
RECEIPTS				
Voluntary Income	47,081		47,081	45,998
Income Generation	2,858		2,858	1,046
Investments Income	0		0	0
Charitable Income	325	6,544	6,869	6,917
Other Receipts	0		0	0
	50,264	6,544	56,807	53,961
ASSETS & INVESTMENTS				
Sale of Investments	0		0	0
Sale of Assets	0		0	0
	0	0	0	0
TOTAL RECEIPTS	50,264	6,544	56,807	53,961
PAYMENTS				
Generating Funds	0		0	-1,008
Charitable Activities	-28,637	-4,202	-32,839	-27,624
Support Costs	-14,392		-14,392	-22,887
Other Payments	0		0	0
	-43,029	-4,202	-47,231	-51,520
ASSETS & INVESTMENTS				
Purchase of Investments	0		0	0
Purchase of Assets	0		0	0
	0	0	0	0
TOTAL PAYMENTS	-43,029	-4,202	-47,231	-51,520
NET OF RECEIPTS-PAYMENTS	7,235	2,342	9,576	2,441
Transfers Between Funds	0	0	0	0
NET AFTER TRANSFERS	7,235	2,342	9,576	2,441

Statement of Asset & Liabilities as at 31-Jan-21				
	Current Financial Year,			Last Year
	General Funds £	Restricted Funds £	Total £	Total £
Cash Assets				
General Fund	18,415			11,208
Net Payments in Advance	0			0
Designated Funds				
Operational Reserve	30,000			30,000
Total Unrestricted Funds			48,415	41,208
Restricted Funds				
Burial Fund		35,769		32,302
High Holiday Appeal Fund		20		1,118
Total Restricted Funds			35,789	33,420
Total Cash Funds			84,204	74,627
Money Owed to the Charity {Other Monetary Assets}				
Gift Aid claim			0	0
Other			0	0
			0	0
Money Owed by the Charity {Liabilities}				
Independent Examination Fee			0	0
Other			0	-20
			0	-20
Net Cash Assets			84,204	74,607
Investment assets				
	0	0	0	0
Assets retained for charity's own use.				
	0	0	0	0
Total Current Funds			84,204	74,627
Total Funds (net of liabilities)			84,204	74,607

The accounts have been approved by the Board of Trustees and signed on their behalf.



Robin Samson (Interim Treasurer)

7th June 2021

Allocation of Actual Funds for the Financial Year To 31-Jan-21				
	Current Financial Year,			Last Year
	Unrestr'd Funds £	Restricted Funds £	Total £	Total £
Actual Funds Brought Forward	41,208	33,420	74,627	72,186
Movement After Transfers	7,235	2,342	9,576	2,441
Total Funds Carried Forward	48,442	35,761	84,204	74,627

Movements in Actual Funds for the Financial Year To 31-Jan-21					
	Bt'Fwd at 01-Feb-20	Receipts in Period	Payments in Period	Transfers in Period	Cd'Fwd at 31-Jan-21
Cash Assets					
Cash at Bank & in Hand					
Bank, Current Account	15,010	56,972	-47,443	0	24,538
Cash Account	0	0	0	0	0
Bank, Deposit Account ('Reserve')	25,044	20	0	0	25,064
Bank, Deposit Account ('Burial Fund')	34,574	28	0	0	34,602
Actual Cash Assets	74,627	57,019	-47,443	0	84,204
Owed to Charity {Overdue Receipts}	0				0
Owed by Charity {Overdue Payments}	0				0
Net Cash Assets	74,627				84,204

Notes to the Accounts

1 Preparation of the accounts

- 1.a With the approval of the Board of Trustees and in accordance with its governing document and Charity Commission guidelines, these accounts have been prepared on the Receipts & Payments basis.
- 1.b We continue to make small adjustments in how the categories of income and expense are arranged, with a view to increasing transparency and comprehensibility to the membership without sacrificing accuracy, the truth of the picture or compliance with requirements.
- 1.c The financial record for the last financial year (FY2019) has been included to facilitate comparisons but, for the above reasons, such comparisons are not exact in every respect.

2 Rounding Errors

- 2.a These accounts have been prepared electronically using a standard spreadsheet.
- 2.b All numbers are rounded electronically to the nearest whole pound.
- 2.c In some cases such rounding results in displayed totals appearing not to be sum of the component numbers. But they are, nevertheless, correct.

3 Payments to Trustees

Kehillah North London Trustees are never expected to be out of pocket for any necessary expenses incurred in the course of discharging their duties, but the role is voluntary and no remuneration is paid. Trustees are expected to consult the Treasurer before incurring expenses. Agreed expenses are reimbursed upon production of receipts.

This year, no Trustee expenses were claimed and thus no Trustee received any remuneration or reimbursement of expenses during the period.

4 Payments to Employees

- 4.a The charity engaged a part-time rabbi for the entire period of this report.
- 4.b The charity has no other employees but engages administrative help on a contract basis and sessional teachers as required.
- 4.c No employee or contractor to the charity is remunerated at a rate exceeding the equivalent of £60,000pa. for Whole Time Employment.

5 Notes to specific items in the detailed table of payments at 7 below

- 5.a These small amounts represent one-tenth of the totals payable for 2021, being the first of ten instalments we will continue to pay during 2021. The 2019 figures represent the whole bill for both 2019 (paid on time) and 2020 (paid in advance). No sooner had we caught up and begun paying in advance, than Liberal Judaism switched to their new instalment system, resulting in very low payments in these categories this year.
- 5.b HHD Appeal: Last year's collection was not paid over to the charity until this financial year, for reasons beyond our control. The collection for this year's charity was exceptionally large, and paid out within the financial year as we always try to do.
- 5.c 'Website, Digital & Comms' is a new category, and covers digital platforms (for both data processing and internet communications) as well as hardware for digital communication.
- 5.d Expenditure in the previous category 'Administration', now renamed 'Print, Post and Stationery', is as the new title describes. In previous years it also included some of what is now under 'Website, Digital & Comms'.

6 Sources of Income

	Notes	1-Feb-20 to 31-Jan 21		Year 2019
		General	Restricted	Total
VOLUNTARY INCOME				
Membership Fees		33,163		35,007
Donations & Bequests		5,805		2,751
Gift Aid		8,113		8,240
		<u>47,081</u>		<u>45,998</u>
INCOME GENERATION				
100 Club				40
HHD Tickets		917		923
Weddings, Civil Partnerships, etc				
Special events		1,893		
Interest		48		83
		<u>2,858</u>		<u>1,046</u>
CHARITABLE INCOME				
HHD Lunch				397
Pesach Seder				470
Adult Education		325		50
Sale of Books				152
Ring-fenced Grants				650
Burial Fund			4,526	4,000
HHD Appeal			2,018	1,198
		<u>325</u>	<u>6,544</u>	<u>6,917</u>
TOTAL RECEIPTS		<u>50,264</u>	<u>6,544</u>	<u>53,961</u>
		56,807		

7 Charitable Activity and Administration Costs

	Notes	1-Feb-20 to 31-Jan 21		Year 2019
		General	Restricted	Total
GENERATING FUNDS				
Fundraising				
Other				
HHD Expenses				1,008
				<u>1,008</u>
CHARITABLE ACTIVITIES				
Burial Fund (Ground Fees)	a		229	5,347
Burial Fund (Funeral expenses, etc)			857	
HHD Appeal Donations	b		3,116	100
Ministerial Salary		25,229		18,037
Ministerial Expenses		225		
Ministerial T&D		50		190
Cheder		781		1,017
Kiddush				
Member/volunteer T&D				520
Adult Education		894		
Sale of Books				170
Pesach Seder		117		446
Other festivals and events		71		285
Website, Digital & Comms	c	715		120
Newsletter		556		469
Repair/replacement				923
		<u>28,637</u>	<u>4,202</u>	<u>27,624</u>
ADMINISTRATION				
Trustees Expenses				
Recruitment		536		
Administrator Fees		10,335		9,406
Print Post & Stationery (Administration)	d	119		543
Rent		1,530		5,402
PO Box		202		214
Insurance		1,001		872
Congregational Affiliation Fee LJ	a	400		6,300
Bank charges				
Professional Fees				100
DBS Checks		122		
Sundry Costs		14		50
COVID Safety		133		
		<u>14,392</u>		<u>22,887</u>
TOTAL PAYMENTS		43,030	4,202	51,520
		<u>47,232</u>		
NET RECEIPTS LESS PAYMENTS		7,234	2,342	
		<u>9,576</u>		<u>2,441</u>