

# ANNUAL REPORT

Trustees' Report and Statutory Accounts

1 September

22

TO

31 August

23



To Pray. To Learn. To Live. Together

# From the Trustees

2022-23 has been a year of celebration and hope, of renewal and return. It has also been a year in which the world has felt a little more fractured and fragile; in greater need of repair. As a community we feel it too. We feel the fragility, and the comfort that being part of community brings, of holding and helping.

Much of the focus of the last year has been on the renewal of our spiritual home, our building. Construction began immediately after Pesach and is expected to take fifteen months. In the Summer of 2024 we will welcome members, friends and the wider community into the light-filled, modern spaces of our new building. We look forward to praying, singing, and learning together in a building that is open to all and reflects the warmth and welcome of our community.

Alyth is home to multiple generations. We are blessed to have many young families with babies and toddlers who grew up at Alyth or who begin their Jewish journeys with us. We have an engaged and inspiring cohort of children and teens, who learn together and build lifelong friendships in our Sunday Morning Galim and Ruach (b'nei mitzvah) programmes, on our residentials, summer camps and trips. Our Seniors engage regularly in the wide range of prayer and learning opportunities and join in social activities with Alyth family and friends.

Adults of every age and stage volunteer and engage with the wide range of prayer, programmes and activities on offer. In any week there are interfaith events, study sessions and social justice projects that bring members of every generation together. In November 2022, 150 members of all ages came together for a Weekend Away in Oxfordshire. They shared their stories and spent time with one another, continuing the Alyth tradition of creating connection and building community.

Being able to deliver outstanding prayer and programming means having outstanding people. At Alyth we are blessed to have a Clergy Team, Professionals and a Staff Team who are capable, committed and caring, who are at the heart of our thriving community.

In 2023, Rabbi Hannah and Cantor Tamara and their partners, welcomed new babies into the world. We look forward to having Rabbi Hannah back with us in 2024 and wish Cantor Tamara well as she moves on to a new community. It was also the year in which, with a mixture of sadness and pride, we shared the news that our Principal Rabbi, Josh Levy, would be moving on to become CEO of the Movement for Reform Judaism, and co-leading the formation of the new UK Progressive Jewish Movement.

Rabbi Josh is an outstanding rabbi and leader. He has brought his passion for prayer and learning, deep care for the community, and inspiring leadership of the Clergy and Professional Team, to his rabbinate. We are hugely grateful to Rabbi Josh for fifteen years of innovation, inspiration and dedicated service to the community. We wish him well in his new role.

The shared experiences and sense of belonging of our multi-generational community is nourished by being part of a caring, welcoming and inclusive community that strives to be there for everyone, wherever they are in their journey and whenever they need us.

We look forward to more shared experiences, to opening our new building in the Summer and to continuing to be together in our thriving, welcoming community.

Alyth Trustees: Justin Wise (Chair) Nicky MInter-Green, Simone Prosekewitz, Noeleen Cohen, Jeremy Baum, David Bloom, Terry Heymann, Ian Howe, Corinna Hyman, Ilana Pizer-Mason, Dan Salem, Julia Simmonds.

*Where would we be without this community? Alyth held us through the worst of times. Our hearts are mending and most importantly, our children are happier. They can't wait to go Galim on Sunday mornings to be in a warm, caring and wonderfully crazy environment.*

*Alyth parents of two little girls (6 & 8)*



# Our Trustees, Team & Advisors

## Trustee Board

Justin Wise (Chair)  
Nicholas Minter-Green (Vice Chair) (co-opted January 2023)  
Simone Prosekwitz  
Noeleen Cohen (co-opted January 2023)  
Jeremy Baum  
David Bloom  
Ian Howe (elected January 2023)  
Terence Heymann  
Corinna Hyman  
Ilana Pizer-Mason (elected January 2023)  
Daniel Salem  
Julia Simmonds  
Russell Baum (retired January 2023)  
Arieh Miller (retired January 2023)

## Professional Team

### CLERGY

Rabbi Josh Levy	Principal Rabbi
Rabbi Hannah Kingston	Rabbi
Rabbi Elliott Karstadt	Rabbi
Cantor Tamara Wolfson	Cantor
Rabbi Colin Eimer	Rabbi

### SENIOR STAFF

Adam Martin	Community Director
Lynette Sunderland	Head of Community Care and Lifecycle
Samantha Heller	Head of Member Engagement
Tor Alter	Head of Kindergarten

## Financial & Legal

Auditors: Nyman Libson Paul LLP. Regina House. 124 Finchley Road. London. NW3 5JS

Accounting Services: SJC Bookkeeping Services. 4 Tenterden St, London W1S 1TE

Bankers: Natwest Bank PLC. 45 Tottenham Court Road. London. W11 2EA

Honorary Solicitor: Lawrence Radley. Reed Smith LLP. Broadgate Tower. London. EC2A 2RS

Investment Advisors: Investec Wealth Management. 30 Gresham Street. London. EC2V 7QW

Legal Advisors - Building Project: Lawrence Stephens Solicitors. 50 Farringdon Road. EC1M 3HE

# A Community for every generation

## B'nei Mitzvah



54 young people became bar or bat mitzvah at Alyth in 2022-23.

## Sunday Morning Galim, Ruach, camps & residentials



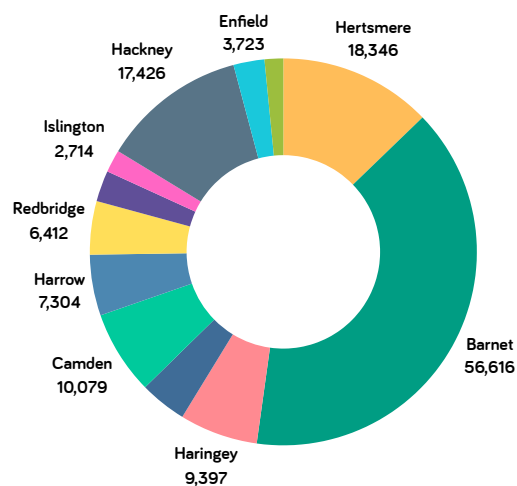
Every year, two thirds of our children and teens attend a Youth & Education hub weekly activity or off-site camp or weekend away.

## Our Seniors



Alyth has over 557 members aged 75 or over. Weekly social, prayer and learning activities bring many of our members together with friends and the Alyth Team.

## Geographic Distribution of Jewish Households in London



Data: 2021 Census

Alyth is situated in Barnet, the London Borough that is home to the largest number of Jewish households in the UK.

Hertsmere and St Albans have seen the highest growth in their Jewish population over the past 10 years.



Marriages in 2022-23: **7**



New Borns in 2022-23: **23**

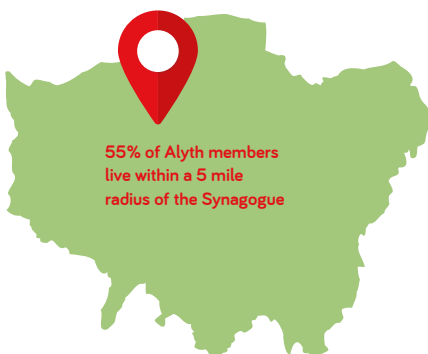
## OUR MEMBERSHIP:

**1,490**

Households

**3,455**

Children and Adult members



Many young families start their Jewish Journey at our 'Baby Den' and 'Sensory Shabbat' services.



Members of every age and stage join Alyth every year. In 2022-23 we welcomed 215 new members into our community.



1 in every 6 of our members volunteers over the year as leaders, visitors, drivers, deliverers, security, wardens, welcomers.



# Memories made Moments shared



## Pray with Us

Prayer is at the heart of our community and central to our Jewish lives. Our multigenerational community has diverse prayer needs which we meet through a range of services every Shabbat, on festivals and on the High Holy Days. Over the 5783 High Holy Days we saw a return to an inspiring 10 days of mostly in person services and programming at Alyth and on the Sternberg Centre site.

Our dedicated Staff and Facilities Teams have done an amazing job, ensuring uninterrupted delivery of services during the building work. A huge "Thank You" to them for keeping Alyth life on track.

## Learn with Us

A love of learning runs deep at Alyth. The 'Chavruta Project' (now 5 years old) has been bringing members together to study in pairs, delving into texts and sharing their interpretations. Regular Hebrew reading classes and the "Essentials" programme for people who are converting or who want to learn about their Judaism, are core elements of our adult learning programme. Pardes study sessions take members into the realms of Talmud, the Zohar, looking at texts that challenge, and learning about Jews who are famous and infamous. Film and Book Club evenings are the perfect way to escape for a few hours with friends and a great story.



In June 2023, we marked Alyth's 90th Anniversary. Alyth's first services were held in a house on Hampstead Way, and in 1933 the community moved to the site on which Alyth stands today.

Over the 90th Anniversary weekend, we came together on Kabbalat Shabbat for a celebratory service and a Pizza & Prosecco party in the warmth of a June Summer evening. We learned and leyned on Shabbat and closed the weekend with a Sunday afternoon of celebration of Alyth's much loved musical tradition and talents.

## Live with Us

One of the greatest joys of Jewish life is to live as part of a caring community, one that supports us when we are falling and shares in our joy and happiest moments. This is Alyth. Both members and our committed Staff Team, have times when they need that extra bit of practical and emotional support. Access to our Welfare Fund and through the relationships that members have with our Clergy and Professional Team, ensures that those who need it, find the support that they need, when they need it.

Being together in our happiest moments is as important. We celebrate over 50 b'nei mitzvah every year, welcome newly weds and new additions to the family, and new members to our faith. We celebrate birthdays, anniversaries, special events, and we celebrate one another.

# Memories made Moments shared

## Learn with us

### Youth & Education

Our Youth & Education hub is a thriving hive of activity and innovation that is led by a dedicated team of experienced professionals, educators and young leaders. The team plan and deliver an engaging programme of activities through which our 4-18 year olds are able to explore their Judaism, develop knowledge and skills, and form lifelong friendships.

Galim, Ruach, ACT, Academy, SWAYDays and SwayAway programmes, are the core of our youth and education provision. Our b'nei mitzvah teens once again travelled to Budapest and to local venues for weekends residencials. Over 120 young people went on our SwayAway and SwayDays camps over the summer, and the drama groups put on hit shows, "High School Musical" and "Chitty, Chitty, Bang. Bang". Through our post b'nei mitzvah mentoring and 'Hadracha' (leadership training) programmes we create pathways to leadership for our young people.

## Act wit Us

To be Jewish is to care about the world around us and to take responsibility for it. 2023 was the 10th year we held an Iftar, welcoming Muslim friends and neighbours to Alyth to break their fast on Ramadan. The Alyth Refugee Drop-In continues to have regular monthly gatherings, organise outings and is home to the wonderful Refugee Drop-In Choir.

Monday Club, for people with special educational needs, is stronger than ever, coming together weekly to share an evening of music, fun and activities. Alyth continues to support and provide food for the Together in Barnet Winter Shelter project that works with the homeless over the cold winter months.

## Be with Us

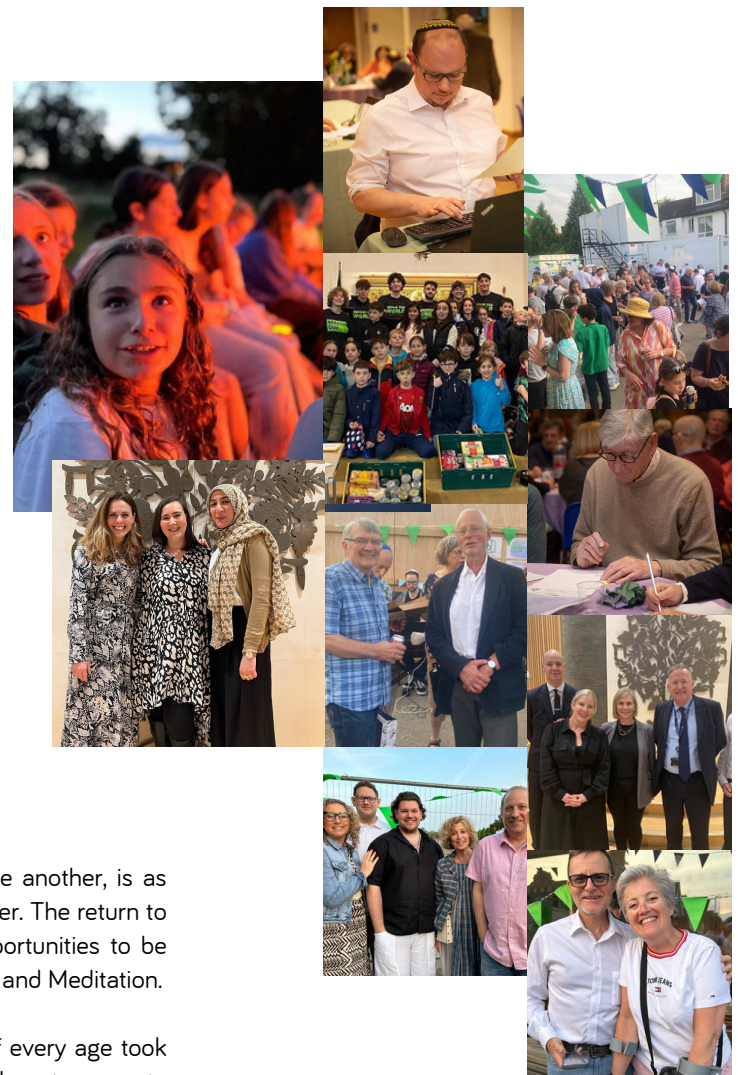
The relationships that we build and the welcome we give one another, is as much a part of our Jewish lives, as praying and learning together. The return to a more in person communal life, once again opened up opportunities to be together to cycle, walk, do yoga or practise Jewish Mindfulness and Meditation.

At the Alyth Weekend Away in November 2022, members of every age took the joy and spirit of Alyth to Oxfordshire, where they prayed, learnt, sang, ate and quizzed together. Volunteer drivers keep the minibus moving, transporting members to and from the Synagogue for services, and for social activities and tea at our regular Monday Social, singing and Shabbat lunches.

## Learn with us

### Alyth Kindergarten

Since its establishment in 1970, Alyth Kindergarten has played an important part in the early years provision of the community. In April this year, the Kindergarten was once again awarded an "Outstanding" by OFSTED inspection, in which they recognised its unique child-centred and caring approach and the high quality and commitment of the staff and the love of learning and Judaism that is so much a part of the setting.







# Embracing the future

## Building our legacy

The return to the building and in-person activities highlighted the importance of having physical spaces in which to come together. Soon after coming back into the building, the Leo Baeck wing was closed off and we began to clear it of equipment, books, dressing-up boxes, toys and 20 years of 'stuff' that had been collected or 'given' to Alyth. It was business as usual for all our weekly services, activities and events, as well as for the Kindergarten. They shared the spaces and made way for the builders. Thank you to everyone who made it happen, to those who shared a lunchtime break with a social singalong, or building meeting that had nowhere else to go. The spirit of community, of caring for one another, and an extra amount of patience, shone through.

The contractors, Borrás, moved in just after Pesach. They very quickly demolished the Leo Baeck wing and began digging foundations for the new structure. Despite a rainy

start, the project has progressed well. The steel frame was visible by the time we gathered for the High Holy Days in September 2023 and the project is on track to be completed by the Summer of 2024.

Our community will have a building that we are proud of, with light-filled, modern, flexible spaces, into which we will warmly welcome members, friends and the wider community of which Alyth is an important part.

**Funding:** The building work is funded by pledged funding of £3.4m and a long term loan from CAF Bank of £3.5m. The priority for the Trustees is raising the funds needed to service the annual capital and interest repayments. Loan repayments will be serviced through an ongoing commitment to fundraising and income generated by hiring out spaces for social events and local conferences.

*"The development of our building is vital for the future of our community. Our family are so excited to be in the new spaces. I'm already imagining my new grandchild's bat mitzvah in the upstairs prayer space."*

*Alyth member and new grandparent*



# The Numbers, Risk, Reserves, Investments & Statutory Information



# The Numbers

## Financial Review

*The Trustees' Report and Financial Statements for the period from 1 September 2022 to 31 August 2023 reflect the activities of the Synagogue over a year in which we finalised a £3.5m loan with CAF Bank and began the work to redevelop our building. The past 12 months have been a time of considered and thoughtful leadership by the Trustees, working with the Finance Advisory Group, Project Management Group and Senior Professionals, managing the operation of the Synagogue and finalising the arrangements for redevelopment of the building which began in April 2023.*

### INCOME & EXPENDITURE

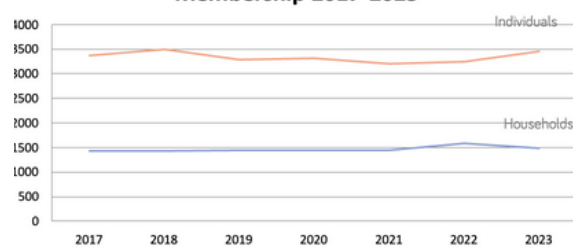
The Statement of Financial Activities for the year ending 31 August 2023, reflects a net increase in funds. Total income for the year of £4,149m includes subscription income of £890k (2021-22: £842k) and substantive income from donations earmarked for the building project of £2.082m.

After accounting for expenditure on charitable activities and raising funds of £2.041m, the Synagogue showed an operating surplus of £27k for the 2023-24 financial year. This figure provides a more nuanced understanding of our financial position separating the operational surplus from funds designated for expenditure on the redevelopment of the building.

Factors impacting on this year's results are:

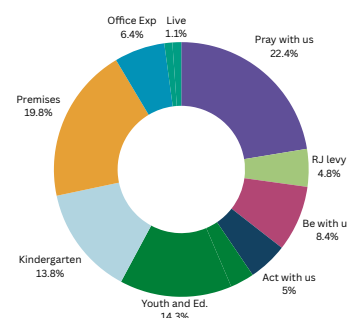
- The year-on-year increase in subscriptions is a reflection of the efforts of the Professional Team to manage subscription income. Efforts are focussed on members paying by direct debit (over 60%), on collecting outstanding subscriptions at the year-end and retention of members through relationships and understanding of individuals' ability to afford their subscription.

**Membership 2017-2023**



- When setting the budget and level of member subscriptions for 2023-24, the Trustees considered the impact of prevailing economic pressures, and the operating costs required to run the Synagogue. On this basis, the Trustees agreed a below inflation increase in member subscriptions of 6%

- Income from Donations & Legacies of £2.2m reflects donations to the building project in the year, which have been utilised to fund project related professional fees and the first phase of the construction work; prior to CAF Bank releasing the loan funding which will allow us to complete the construction of the building in the Summer of 2024. Capital and interest repayments will commence on completion of the project at the beginning of the 2024-25 financial year.
- Operating costs remained steady despite soaring inflation and global pressure on utilities. £1.34m (2021-22: £1.29m)



- At Alyth we invest in our people. Over 75% of the £1.34m (2021-22: £1.3m) of support costs is on staff salaries. Through this investment in people we continue to deliver outstanding services and support, meeting the breadth of needs of our diverse community.
- The commencement of the building project required additional expenditure on clearing the Leo Baeck wing and preparing the Kindergarten and existing building for different use of the available spaces.
- The levy payment to MRJ reflects a temporary reduction of payments in 2021 and 2022 which will return to previous levels in the 2023-24 financial year.



## RESERVES

The Trustees aim to maintain sufficient general and contingency reserves so as to be able to meet unexpected operating costs of the Synagogue and to contribute to contingencies such as the maintenance of the building.

Total unrestricted funds at 31 August 2023 amounted to £1,089k (2022: £1,012k). The total unrestricted expenditure for the period, on charitable activities excluding JJBS contributions, and inclusive of staff costs, was £2.05m. (2022: £1.9m). Unrestricted funds include free reserves as defined by the Charity SORP of £435k (2022: 401k). A further £400k is held in a Contingency Fund and may be undesignated if required to increase the initial free reserves balance. There is also £245k (2022: £201k) that has been designated to various projects and worthy causes which are regarded as part of normal charitable activities. These allocations are internal and can be amended by the Trustees if required.

Including the Contingency Fund, the charity maintains sufficient reserves to represent 6-months' cover of Alyth's normal charitable activity expenditure. The Trustees monitor this KPI keenly and note that the Synagogue is currently operating within its target range of 3-month's cover. Particular attention is given to setting a budget that is strategically aligned and based on accurate assumptions, especially whilst efforts are focussed on repayment of the CAF loan.

The Restricted Funds of £5.28m (2022: £3.26m) predominantly comprise the value of the land on which the building sits. There are additional reserves of £1.94m (2022: £1.04m), the use of which is mandated by trust deeds. The largest fund is £1.29m set aside for the redevelopment of the building.

## INVESTMENTS

### **Investment Policy:**

The Synagogue invests funds so as to generate reasonable long-term capital and income growth commensurate with the need to finance its long-term expenditure requirements and to protect the Synagogue's capital against the risk of inflation.

The investment manager is responsible for asset allocation and for making investments through a carefully selected group of both internal and external fund managers, in accordance with the policy and any restrictions set out in the policy.

cont...

*"We've been stretched financially over the last year and had to make some tough choices. To stay members of Alyth was one of them. Thanks to the support offered by the Membership Support Fund, we're still members of Alyth, which is such an important part of our lives."*

*Alyth Members of 35 years.*

# Reserves. Risk. Investments

## **Investment Performance:**

The investment portfolio held by Investec on Alyth's behalf was valued at £1,053m on 31 August 2023. It was a challenging year for investments with the portfolio performing below expectation. In the year, investments generated income of £53k, with net unrealised losses of £34k. The below expected performance was largely due to global market downturns, fluctuating bond yields, and challenges at home in the UK marked by currency devaluation and inflationary pressure, and ongoing geo-political instability.

The annual review of the investment portfolio was undertaken by the Investment Managers with members of Alyth's Finance Advisory Group (FAG). The purpose of the review is to the performance of the portfolio and the Synagogues' circumstances, to ensure that Investment Manager's mandate remains suitable, which was confirmed by the FAG, to the Trustees.

## **RISK MANAGEMENT**

The Trustees of the Synagogue are responsible for financial oversight and the management of risk. They regularly consider and review the principal risks and uncertainties facing the Synagogue.

The Trustees have examined the major strategic, business and operational risks which the Synagogue faces and confirm that appropriated systems and processes have been established to ensure regular review of risks and the production of reports; so that the necessary steps can be taken to mitigate risks as appropriate. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately identified.

Risk	Mitigation
Financial: Risk of not being able to fully service the repayments on the loan from CAF Bank once the building work is complete (Summer 2024)	<ul style="list-style-type: none"> <li>• Prioritising the generation of non-subscription income through fundraising from members and hiring out the newly created spaces for events and local conferences.</li> </ul>
Building: Risk of non-completion of the project due to the Contractor facing financial challenges and being unable to complete the job, or to a disastrous event on the building site or in the existing building.	<ul style="list-style-type: none"> <li>• All legal documentation (including collateral warranties), Insurance Policies and related are signed and paid up to date.</li> <li>• Ensure stringent Health &amp; Safety protocols are in place and adhered to.</li> <li>• Work with QS and internal Project Management to monitor financial status of Contractor.</li> </ul>
Financial: Risk of a reduction in subscription income due to an increase in the number of members on reduced subscriptions or through a drop in the number of members.	<ul style="list-style-type: none"> <li>• Tracking membership data to identify downward trends and reasons members may leave the synagogue.</li> <li>• Regular monitoring of individual members on reduced subscriptions and focus on moving people back up to full membership when their circumstances can support this.</li> <li>• Focus on strategic priorities, meeting the diverse needs of our members, through quality, innovative and engaging prayer and programme offerings.</li> </ul>

## GOVERNANCE

NWRS is an incorporated charitable company (No.12336110) and a charity (No.1186738) which were registered in June 2021.

Alyth exists in order to sustain and develop a Jewish centre for its members based on Progressive Jewish values and ethics, to meet its members' religious and communal needs, and to contribute to the wider Jewish and non-Jewish communities. Alyth is a constituent member of the Movement for Reform Judaism (Company No. 07431950).

The governance structure and operational framework that guide the activities of the charity are set out in the Articles of Association and Rules; as approved by Members at a General Meeting. The Trustees are aware of and give due consideration, when setting objectives and planning activities, to the Charity Commission's guidance on public benefit.

The Directors, who are also Trustees, are required to meet at least six times in the year. Provision is made for three Advisory Groups (Finance, Policies & Procedures and Community Matters). The Groups are set up to support and advise the Trustees on key areas of their responsibilities.

A Nominations group has been set up for the purpose of identifying future leadership and to deliver a robust process through which new Trustees are appointed. Trustees are elected by the members at the Annual Meeting of Congregants following a process of nomination and recommendation by the Trustees.

An induction process is in place for new trustees. The Chair, past Chairs and Community Director support new trustees in learning about the organisation and their Trustee responsibility. Existing Trustees also take part in training and information sharing about different aspects of communal leadership and the organisation.

Trustees are responsible for financial oversight, for implementing policies and for setting the strategic direction of the Synagogue. They are aware of their obligation to act in the best interests of the Community, and in line with the recommended guidelines of the Charity Commission. The Synagogue undertakes periodic reviews of its governance arrangements by reference to the Charities Governance Code.

## OPERATIONS

The operation of the Synagogue is based on a collaborative partnership of lay leaders and professionals. The most senior employee is the Principal Rabbi who leads a team of dedicated professionals, responsible for the day-to-day operation of the Synagogue. The remuneration of the Clergy is set with reference to the Rabbinic Scales set by the Movement for Reform Judaism. Salaries in general are reviewed with reference to CPI and changes in average earnings.

### Building Development: 2022-23

The development of the building remains a priority for the Community. Works began in April 2023, following finalisation of a bank loan of £3.5m from CAF Bank, secured by a first legal charge on the property. The loan agreements and final build contract were signed in early January 2023 with construction commencing in April.

The total project cost of the works is £6.7million. It is funded by £3.2million of funds raised from the community and the £3.5million CAF loan. The Trustees continue to review both building and operating income and monitor and manage the risks associated with undertaking a project of this scope and nature.

Fundraising is a critical part of being able to fulfil the loan obligations and will be the major focus of Alyth's communal efforts in 2023-24 and for the foreseeable future.

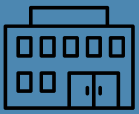
*The Trustees are grateful to our dedicated Professional Team who are responsible for the day-to-day operation of Synagogue, and to the Advisory Groups and Project Management Group who provide invaluable leadership and guidance in all aspects of the operation of the Synagogue.*





# Our Priorities 2023-24

As we transition into the new year, the focus will be on the timely completion of the project, and welcoming the community back into the building in time for the High Holy Days. The Trustees will prioritise the recruitment of a senior member of the Rabbinic Team in the early months of 2024, with the expectation that they will join the team in the last quarter of 2024. Funding arrangements and the repayments of the CAF Loan are a key priority for the Trustees and the community. Funding will come from donations and generating income through letting-out the new, multipurpose spaces in the building. Alongside bringing in a new member of the Rabbinic Team, there will be a strategic focus on operational efficiency and communications, and on the development of lay leadership and volunteer engagement.



## Building Renewal



Completion of the building work and opening in Summer 2024



## Rabbinic Transition



Recruitment of senior rabbinic role to join the team in late 2024



## Funding CAF Loan repayments



Ongoing focus on fundraising for the building and income generation through lettings.



## Organisational Priorities



Management and operational efficiency. Communications.



## Leadership & Volunteering



Lay Leadership development and transition. Volunteer engagement.

### Basis of preparation of accounts:

The Trustees present their annual report together with the audited financial statements of North Western Reform Synagogue (the charity) for the period 1 September 2022 - 31 August 2023. The Trustees confirm that the Trustees' Report and Financial Statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2019).

### Fundraising Compliance:

The charity is committed to best practice, as outlined by the Fundraising Regulator, in its approach to fundraising and closely monitors its activities in this area, ensuring that vulnerable members are protected. No professional fundraisers are used by the charity. Fundraising for the building project was ongoing during 2022-23, and will continue in earnest in 2024 and beyond.

### Statement of Trustees' Responsibilities:

The trustees (who are also directors of North Western Reform Synagogue for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

Small company exemptions:

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

**This report was approved by the Trustees on 29 January 2024 and signed on their behalf by:**



**Justin Wise**  
Chair



**Statutory Accounts for the period:  
1 september 2022 to  
31 august 2023**

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NORTH WESTERN REFORM  
SYNAGOGUE**

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**Opinion**

We have audited the financial statements of North Western Reform Synagogue (the 'charity') for the year ended 31 August 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 August 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 United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NORTH WESTERN REFORM  
SYNAGOGUE (CONTINUED)**

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**Other information**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. 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. 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 course of 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.

**Opinion on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NORTH WESTERN REFORM  
SYNAGOGUE (CONTINUED)**

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**Responsibilities of trustees**

As explained more fully in the Trustees' Responsibilities Statement, 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.

**Auditors' responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in 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:

We identify and assess the risks of material misstatement of the financial statements., whether due to fraud or error, and then design and perform audit procedures responsive to those risk, including obtaining audit evidence that is sufficient and appropriate to provide as basis for our opinion.

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF NORTH WESTERN REFORM  
SYNAGOGUE (CONTINUED)**

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In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and noncompliance with laws and regulations, we have:

- considered the nature of the industry and sectors, control environment and business performance;
- made enquiries of management about their own identification and assessment of the risk and irregularities;
- performed audit work over the risk of management override on controls, involving testing of journal entries and other adjustments for appropriateness and reviewing accounting estimates for bias;
- undertaken appropriate sample- based testing of bank transactions
- identified and evaluated compliance with relevant laws and regulations and made enquiries of any instances of non-compliance
- discussed matters among the audit engagement team regarding how and where fraud might occur in the financial statements and potential indicators of fraud.

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 instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditors' Report.

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditors' Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.



**Andrew Thomas (Senior Statutory Auditor)**

for and on behalf of

**Nyman Libson Paul LLP**

Chartered Accountants

Registered Auditors

124 Finchley Road

London

NW3 5JS

9 February 2024

**NORTH WESTERN REFORM SYNAGOGUE**  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 AUGUST 2023**

	Note	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
<b>Income from:</b>					
Donations and legacies	4	2,079,740	1,488,164	3,567,904	1,923,512
Charitable activities	5	-	527,624	527,624	413,307
Investments	6	2,025	51,191	53,216	22,942
<b>Total income</b>		<b>2,081,765</b>	<b>2,066,979</b>	<b>4,148,744</b>	<b>2,359,761</b>
<b>Expenditure on:</b>					
Raising funds	7	-	9,789	9,789	10,464
Charitable activities		88,867	1,942,125	2,030,992	1,978,514
<b>Total expenditure</b>		<b>88,867</b>	<b>1,951,914</b>	<b>2,040,781</b>	<b>1,988,978</b>
<b>Net income before net losses on investments</b>		<b>1,992,898</b>	<b>115,065</b>	<b>2,107,963</b>	<b>370,783</b>
Net losses on investments		(1,316)	(32,876)	(34,192)	(88,077)
<b>Net income</b>		<b>1,991,582</b>	<b>82,189</b>	<b>2,073,771</b>	<b>282,706</b>
Transfers between funds	18	30,065	(4,989)	25,076	-
<b>Net movement in funds</b>		<b>2,021,647</b>	<b>77,200</b>	<b>2,098,847</b>	<b>282,706</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		3,262,806	1,012,028	4,274,834	3,992,128
Net movement in funds		2,021,647	77,200	2,098,847	282,706
<b>Total funds carried forward</b>		<b>5,284,453</b>	<b>1,089,228</b>	<b>6,373,681</b>	<b>4,274,834</b>

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 23 to 44 form part of these financial statements.



**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 12336110**

**BALANCE SHEET**  
**AS AT 31 AUGUST 2023**

	Note	2023 £	2022 £
<b>Fixed assets</b>			
Tangible assets	12	3,356,406	2,249,419
Investments	13	1,053,053	1,044,418
		<u>4,409,459</u>	<u>3,293,837</u>
<b>Current assets</b>			
Debtors	14	192,600	197,863
Investments	15	1,505,000	-
Cash at bank and in hand		715,907	1,223,137
		<u>2,413,507</u>	<u>1,421,000</u>
Creditors: amounts falling due within one year	16	(442,095)	(408,121)
<b>Net current assets</b>		<u>1,971,412</u>	<u>1,012,879</u>
<b>Total assets less current liabilities</b>		<u>6,380,871</u>	<u>4,306,716</u>
<b>Net assets excluding pension liability</b>		<u>6,380,871</u>	<u>4,306,716</u>
Defined benefit pension scheme liability		(7,190)	(31,882)
<b>Total net assets</b>		<u><u>6,373,681</u></u>	<u><u>4,274,834</u></u>
<b>Charity funds</b>			
Restricted funds	18	5,284,453	3,262,806
Unrestricted funds	18	1,089,228	1,012,028
<b>Total funds</b>		<u><u>6,373,681</u></u>	<u><u>4,274,834</u></u>

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 12336110**

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**BALANCE SHEET (CONTINUED)**  
**AS AT 31 AUGUST 2023**

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The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 29 January 2024 and signed on their behalf by:



**Justin Wise**

The notes on pages 23 to 44 form part of these financial statements.

**NORTH WESTERN REFORM SYNAGOGUE**  
(A Company Limited by Guarantee)

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

	2023 £	2022 £
<b>Cash flows from operating activities</b>		
Net cash generated/(used) in operating activities	2,178,406	633,341
Dividends, interests and rents from investments	53,216	22,942
Purchase of tangible fixed assets	(1,181,236)	(734,006)
Proceeds from sale of investments	550,789	207,103
Purchase of investments	(2,068,303)	(288,614)
Investment management fees deducted	(9,789)	(10,464)
<b>Net cash used in investing activities</b>	(2,655,323)	(803,039)
<b>Cash flows from other activities</b>		
Cash and cash equivalents at the beginning of the year	1,233,743	1,403,441
<b>Cash and cash equivalents at the end of the year</b>	21      756,826	1,233,743

The notes on pages 23 to 44 form part of these financial statements

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**1. General information**

North Western Reform Synagogue is private company limited by guarantee, registered in England and Wales. The address of its registered office is listed on page 1 of these financial statements. The charity's purpose is the pursuance of Reform Judaism in the spheres of public worship, and religious, educational, cultural, social and charitable activities.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements 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), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

North Western Reform Synagogue meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**2.2 Going concern**

At the time of approving these financial statements, and after reviewing the charity's financial forecasts and projections, the trustees are confident that the charity has adequate resources to continue in operational existence for a period of at least the next 12 months and subsequently. The trustees therefore consider it appropriate to adopt the going concern basis in preparing the charity's financial statements.

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**2. Accounting policies (continued)**

**2.3 Income**

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

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate. Receipt of a legacy must be recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Member donations (subscriptions) are included in the financial year to which they relate. Donations in respect of the building project are recognised as income when the relevant conditions are met.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Subscription income is recognised over the membership year, starting from the date of receipt.

Kindergarten fees and education income are deferred as necessary to recognise them over the period to which they relate.

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, 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 classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Government grants**

Government grants are credited to the Statement of financial activities as the related expenditure is incurred. Income from government grants are from the London Borough of Barnet to support 2 year olds in Early Years settings.

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**2. Accounting policies (continued)**

**2.6 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.7 Tangible fixed assets and depreciation**

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Assets in the course of construction are included at costs incurred to date. Depreciation on these assets is not charged until they are brought into use.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Freehold property	-	2%
Fixtures and fittings	-	15%
Computer equipment	-	25%
New Bimah	-	4%

**2.8 Current asset investments**

Current asset investments are initially measured at cost and are subsequently re-measured at fair value. The charity intends to hold cash on deposits as part of on-going investment activities for more than one year.

**2.9 Debtors**

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

**2.10 Cash at bank and in hand**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**2. Accounting policies (continued)**

**2.11 Liabilities**

Liabilities and provisions are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

**2.12 Financial instruments**

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

**2.13 Operating leases**

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

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight-line basis over the lease term, unless another systematic basis is representative of the time pattern of the lessee's benefit from the use of the leased asset.

**2.14 Pensions**

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the period.

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**2. Accounting policies (continued)**

**2.15 Fund accounting**

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

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

**3. Critical accounting estimates and areas of judgment**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

**Tangible assets**

Tangible assets are depreciated over their useful lives taking into account residual values, where appropriate. The actual lives of the assets and residual values are assessed annually and may vary depending on the number of factors. In re-assessing asset lives, factors such as technological innovation, product life cycles and maintenance programmes are taken into account. Residual value assessments consider issues such as future market conditions, the remaining life of the asset and projected disposal values.

**Accruals**

An estimate of accruals at the year end are made based on invoices received after the year end and work undertaken which has not been invoiced based on quotations or estimates of amounts that may be due for payment.



**NORTH WESTERN REFORM SYNAGOGUE**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**4. Voluntary income**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Subscriptions	-	890,225	890,225	841,644
Donations and Legacies	2,079,740	128,993	2,208,733	621,326
Income tax recoverable	-	274,225	274,225	230,277
Government grants	-	98,026	98,026	109,577
Burial Society fees	-	96,695	96,695	120,688
<b>Total 2023</b>	<b>2,079,740</b>	<b>1,488,164</b>	<b>3,567,904</b>	<b>1,923,512</b>

**5. Income from charitable activities**

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Pray with us	19,580	19,580	7,331
Live with us	1,650	1,650	10,000
Be with us	56,441	56,441	1,668
Act with us	29,321	29,321	12,288
Learn with us	1,450	1,450	-
Youth & education	87,524	87,524	96,204
Kindergarten	331,358	331,358	283,699
Office	300	300	2,117
<b>Total 2023</b>	<b>527,624</b>	<b>527,624</b>	<b>413,307</b>

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**NORTH WESTERN REFORM SYNAGOGUE**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**5. Income from charitable activities (continued)**

**Pray with us**

We believe that prayer is central to a meaningful Jewish life. We aim to create opportunities for worship that are intellectually rich, grounded in Jewish tradition and inspiring for all. To meet the prayer needs of the greatest possible number of our members, we hold a diverse range of services on Shabbat mornings, on festivals and on the High Holy Days. Because we believe that prayer matters to all, children are welcome in our adult services, and we also run regular innovative family services.

**Live with us**

Alyth is built on a foundation of mutual care in which we share one another's joys and sorrows and accompany one another through our life journeys. One of the greatest joys of Jewish life is to live as part of a caring community – one that supports us when we are falling, and shares our joys in happy times. Alyth is a place of care: led by a dedicated Head of Community Care and Life Cycle, ours is a community in which we care for one another through illness, bereavement, and the many challenges of life – providing practical and emotional support – meals, transport, company, and a listening ear for those who need. To care is built into the fabric of everything we do. Alyth is also a place of great joy: home to over 50 B'nei Mitzvah a year, baby blessings, weddings, anniversaries, special birthdays. Our celebrations are more special for being shared with community.

**Be with us**

We believe that nothing is more important in the life of a Jewish community than the relationships that we build and the welcome that we can give to one another. Prayer and learning are a central part of Jewish life, but they are not enough. To be a community is to share a wider range of interests and activities with one another – to be a genuine Jewish community centre. At Alyth we ramble, sing, act, cycle, play, paint, cook, eat, meditate, go on outings – all with people who know your name and care about your story!

**Act with us**

We believe in a Judaism that is utterly engaged with the world around us, both within the Jewish people and our wider community. To be Jewish is to care about the world around us and to take responsibility for it. Alyth is home to the social awareness and activism that Judaism demands of us. Alyth is a community engaged in the world around us including our willingness to have difficult conversations about Israel, our volunteer-led monthly refugee drop-in and winter homeless shelter, our work to enable those with mental illness to enjoy Jewish life.

**Youth & Education**

The Youth and Education Hub provides a learning and Jewish engagement programmes for ages 4 – 18, led by a dedicated and ambitious team of educators. Our desire is for our children to love coming to learn at Alyth and for them to benefit from the knowledge and skills they acquire and to inspire a journey of learning and living for each of them.

**Kindergarten**

Alyth Kindergarten was established in 1970 to provide pre-school progressive Jewish education for Jewish children. The kindergarten's outstanding reputation has grown over the years and continues to maintain its unique position in the area for its child-centred and caring approach which is why we cap our K1 and K2 group sizes to 24 in each class. Alyth Kindergarten is an important part of our Early Years provision and has strong links to the other areas of Alyth life.

**Office**

We work as a respectful, collaborative partnership of professionals and lay leaders, working together for the good of our community and the individuals within it. Alyth is blessed with a dedicated team of professional staff who aim to always be available: when you want to find out about a Synagogue programme, when something significant has happened in your life, or when you have an idea for how our community can develop.

**NORTH WESTERN REFORM SYNAGOGUE**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**6. Investment income**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Dividends receivable	2,025	50,591	52,616	22,942
Interest receivable	-	600	600	-
	<u>2,025</u>	<u>51,191</u>	<u>53,216</u>	<u>22,942</u>

**7. Investment management costs**

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Investment management fees	9,789	9,789	10,464
	<u>9,789</u>	<u>9,789</u>	<u>10,464</u>

**NORTH WESTERN REFORM SYNAGOGUE**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**8. Analysis of expenditure by activities**

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £	Total funds 2022 £
Pray with us	187,364	257,257	444,621	566,338
Live with us	8,814	15,629	24,443	91,545
Be with us	60,974	108,119	169,093	21,703
Act with us	40,579	60,824	101,403	31,591
Learn with us	23,304	41,323	64,627	-
Youth & education	102,614	181,955	284,569	229,213
Kindergarten	92,708	185,245	277,953	439,426
Premises	3,385	393,626	397,011	160,589
Burial Scheme	50,205	-	50,205	129,044
Office & miscellaneous	22,276	97,701	119,977	192,975
Reform movement affiliation	97,090	-	97,090	116,090
<b>Total 2023</b>	<b>689,313</b>	<b>1,341,679</b>	<b>2,030,992</b>	<b>1,978,514</b>

**NORTH WESTERN REFORM SYNAGOGUE**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 AUGUST 2023**

**8. Analysis of expenditure by activities (continued)**

**Analysis of support costs**

	Total funds 2023 £	Total funds 2022 £
Staff costs	1,048,674	1,014,079
Printing, postage and stationery	2,276	6,164
Cleaning and maintenance	45,152	15,480
Lighting, heating and rates	25,656	38,399
Repairs and maintenance	6,552	5,039
Insurances	33,755	18,205
Security	8,136	6,749
Computer and IT costs	23,667	51,297
Telephone	-	583
Depreciation - fixtures and fittings	74,249	71,361
Bank charges	12,415	6,085
Accountancy fees	41,619	49,973
Legal and professional	2,112	1,939
Sundry costs	17,416	7,053
Other memberships	-	2,475
<b>Total 2023</b>	<b>1,341,679</b>	<b>1,294,881</b>

**9. Auditors' remuneration**

	2023 £	2022 £
Fees payable to the charity's auditor for the audit of the charity's annual accounts	11,000	8,500
Fees payable to the charity's auditor in respect of: All non-audit services not included above	2,950	4,500

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**10. Staff costs**

	2023 £	2022 £
Wages and salaries	930,544	886,954
Social security costs	84,872	85,623
Contribution to defined contribution pension schemes	53,132	58,136
	<u>1,068,548</u>	<u>1,030,713</u>

During the year to 31 August 2023, redundancy payments of £8,690 (2022: £nil) were distributed to 6 members of staff. There were no amounts outstanding at the year end (2022: £nil).

The average number of persons employed by the charity during the year was as follows:

	2023 No.	2022 No.
Clergy	4	4
Kindergarten	16	16
Music	1	1
Welfare	1	1
Office	3	4
Caretaking	3	2
Youth and Education	4	1
	<u>32</u>	<u>29</u>

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

	2023 No.	2022 No.
In the band £110,001 - £120,000	1	1

The core management of the Community is carried out by senior professionals, including Clergy and members of the Professional Team. The total amount payable to key management for employee services during the period was £342,066 (2022: £320,606).

**11. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 August 2023, no Trustee expenses have been incurred (2022 - £NIL).

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**12. Tangible fixed assets**

	Freehold property £	Freehold property under construction £	Fixtures and fittings £	Computer equipment £	Total £
<b>Cost or valuation</b>					
At 1 September 2022	2,402,902	729,555	99,281	83,899	3,315,637
Additions	-	1,180,540	-	696	1,181,236
At 31 August 2023	2,402,902	1,910,095	99,281	84,595	4,496,873
<b>Depreciation</b>					
At 1 September 2022	908,435	-	96,441	61,342	1,066,218
Charge for the year	57,648	-	2,690	13,911	74,249
At 31 August 2023	966,083	-	99,131	75,253	1,140,467
<b>Net book value</b>					
At 31 August 2023	1,436,819	1,910,095	150	9,342	3,356,406
At 31 August 2022	1,494,467	729,555	2,840	22,557	2,249,419

**13. Fixed asset investments**

	Listed investments £	Capital account £	Total £
<b>Cost or valuation</b>			
At 1 September 2022	1,033,812	10,606	1,044,418
Additions	563,303	(563,303)	-
Disposals	(550,789)	550,789	-
Revaluations	(34,192)	-	(34,192)
Dividend income	-	52,616	52,616
Management fees	-	(9,789)	(9,789)
At 31 August 2023	1,012,134	40,919	1,053,053

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**13. Fixed asset investments (continued)**

At the reporting date, the historic cost of the listed investments was £890,330 (2022: £931,746).

**14. Debtors**

	2023 £	2022 £
<b>Due within one year</b>		
Trade debtors	6,837	-
Other debtors	6,429	-
Prepayments and accrued income	179,334	197,863
	<u>192,600</u>	<u>197,863</u>

**15. Current asset investments**

	2023 £	2022 £
Investec money market deposit	<u>1,505,000</u>	<u>-</u>



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**16. Creditors: Amounts falling due within one year**

	2023 £	2022 £
Trade creditors	232,395	94,644
Other taxation and social security	15,571	90,608
Other creditors	23,769	20,008
Accruals and deferred income	170,360	202,861
	<u>442,095</u>	<u>408,121</u>

**17. Defined benefit pension scheme liability**

	2023 £	2022 £
Provision at start of period	(31,882)	(55,218)
Unwinding the discount factor (interest expense)	(357)	(173)
Deficit contribution paid	2,402	1,665
Remeasurements - impact of any change in assumptions	50	429
Remeasurements - amendments to the contribution schedule	22,597	21,415
	<u>(7,190)</u>	<u>(31,882)</u>

**NORTH WESTERN REFORM SYNAGOGUE**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**18. Statement of funds**

**Statement of funds - current year**

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
<b>Unrestricted funds</b>						
<b>Designated funds</b>						
Access fund	3,580	-	-	-	-	3,580
Alyth Drama Funds	9,407	-	-	(9,407)	-	-
Alyth Youth Singers	3,498	-	-	(3,498)	-	-
Bar Mitzvah Trip	(148)	-	-	148	-	-
Burial fund	13,230	29	-	-	-	13,259
Community Welfare Fund	29,530	16,595	(11,485)	5,161	-	39,801
Contingency Fund	400,000	-	-	-	-	400,000
Music Programme	-	-	(3,527)	20,000	-	16,473
Education Fund	47,923	-	-	-	-	47,923
Kerch Funds	12,204	-	-	-	-	12,204
Legacy Fund	2,000	5,000	-	-	-	7,000
Monday Club	(435)	6,500	(3,385)	-	-	2,680
Outreach Fund	6,186	-	-	-	-	6,186
Refugee project	2,746	-	(7,746)	5,000	-	-
Social Action Fund	10,448	203	-	-	-	10,651
Social Justice Development Fund	30,653	4,274	(5,296)	1,975	-	31,606
Welfare Assistance	3,187	-	-	(3,187)	-	-
Youth Schemes and Events	6,825	-	-	12,905	-	19,730
Interfaith programme	-	10,000	(1,150)	-	-	8,850
Other designated funds	20,411	23,191	(18,936)	-	-	24,666

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**18. Statement of funds (continued)**

**Statement of funds - current year (continued)**

	Balance at 1 September 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2023 £
	601,245	65,792	(51,525)	29,097	-	644,609
<b>General funds</b>						
General Funds - all funds	410,783	2,001,187	(1,900,389)	(34,086)	(32,876)	444,619
<b>Restricted funds</b>						
Gladys Gebbie Fund	15,998	329	-	-	(214)	16,113
Jubilee Fund	82,437	1,696	-	-	(1,102)	83,031
NWRS Charitable Fund	18,620	4,147	-	4,172	-	26,939
Alyth Youth Fund	60,801	-	-	-	-	60,801
Clergy Jewish Participation Fund	112,914	5,882	(18,686)	(21,555)	-	78,555
Freehold land and buildings	2,224,022	-	(57,648)	1,180,540	-	3,346,914
High Holy Day Appeal	-	10,095	-	(10,095)	-	-
Other restricted funds	7,543	-	-	-	-	7,543
Tekiyah Building Fund	740,471	1,725,734	-	(1,172,997)	-	1,293,208
Summers Fund	-	300,000	-	-	-	300,000
Member Support Fund	-	33,882	(12,533)	50,000	-	71,349
	3,262,806	2,081,765	(88,867)	30,065	(1,316)	5,284,453
<b>Total of funds</b>	<b>4,274,834</b>	<b>4,148,744</b>	<b>(2,040,781)</b>	<b>25,076</b>	<b>(34,192)</b>	<b>6,373,681</b>

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**18. Statement of funds (continued)**

Gladys Gebbie fund represents investments of the late Gladys Gebbie.

Jubilee fund relates to a fund set up to provide grants out of capital for major work to the Synagogue and grants out of income to fund education activities. It originally had its own trustees and constitution.

Alyth Youth fund provides grants to the youth department and direct to individuals to assist with specific activities and purchases. It originally had its own trustees and constitution.

Clergy Jewish Participation Fund is an account set up by the Rabbinic Team, which is now part of the Synagogues restricted funds. Income is obtained from donations from members and confidential payments are made to members of the Synagogue in extreme financial need at the discretion of the Clergy Team who are trustees of this account.

The High Holyday Appeal fund represents amounts collected by the High Holyday Appeal of the Synagogue and other collections which have been or will be paid to earmarked charities or to designated funds held by the synagogue used for specified charitable purposes.

The Tekiyah Building Fund represents monies allocated to be spent in the future by the Synagogue in relation to the development of the building.

The Summers Fund comes from a legacy left to the Synagogue.

The Members Support Fund was set up specifically to support members who were having financial difficulties and were unable to pay their normal level of subscription in a given year.

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**18. Statement of funds (continued)**

**Statement of funds - prior year**

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
<b>Unrestricted funds</b>						
<b>Designated funds</b>						
Access fund	3,580	-	-	-	-	3,580
Alyth Drama Funds	9,407	-	-	-	-	9,407
Alyth Youth Singers	3,498	-	-	-	-	3,498
Bar Mitzvah Trip	(148)	-	-	-	-	(148)
Burial fund	13,090	140	-	-	-	13,230
Community Welfare Fund	23,165	6,365	-	-	-	29,530
Contingency Fund	400,000	-	-	-	-	400,000
Music Programme	9,825	-	-	(9,825)	-	-
Education Fund	47,923	-	-	-	-	47,923
Kerch Funds	11,469	735	-	-	-	12,204
Legacy Fund	2,000	-	-	-	-	2,000
Monday Club	7,030	-	(7,465)	-	-	(435)
Outreach Fund	6,186	-	-	-	-	6,186
Refugee project	5,246	-	(2,500)	-	-	2,746
Social Action Fund	10,448	-	-	-	-	10,448
Social Justice Development Fund	27,168	3,485	-	-	-	30,653
Welfare Assistance	3,187	-	-	-	-	3,187
Youth Schemes and Events	8,664	-	-	(1,839)	-	6,825
Interfaith programme	21,074	750	(999)	(414)	-	20,411
	<u>612,812</u>	<u>11,475</u>	<u>(10,964)</u>	<u>(12,078)</u>	<u>-</u>	<u>601,245</u>

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**18. Statement of funds (continued)**

	Balance at 1 September 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 August 2022 £
<b>General funds</b>						
General Funds - all funds	455,457	1,921,939	(1,920,087)	30,000	(76,526)	410,783
<b>Total Unrestricted funds</b>	<u>1,068,269</u>	<u>1,933,414</u>	<u>(1,931,051)</u>	<u>17,922</u>	<u>(76,526)</u>	<u>1,012,028</u>
<b>Restricted funds</b>						
Gladys Gebbie Fund	49,057	1,078	-	(30,000)	(4,137)	15,998
Jubilee Fund	87,920	1,931	-	-	(7,414)	82,437
NWRS Charitable Fund	15,372	3,248	-	-	-	18,620
Alyth Youth Fund	60,801	-	-	-	-	60,801
Clergy Jewish Participation Fund	109,783	5,680	(2,549)	-	-	112,914
Freehold land and buildings	1,547,454	-	(55,378)	731,946	-	2,224,022
High Holy Day Appeal	(12,078)	-	-	12,078	-	-
Other restricted funds	7,543	-	-	-	-	7,543
Tekiyah Building Fund	1,058,007	414,410	-	(731,946)	-	740,471
	<u>2,923,859</u>	<u>426,347</u>	<u>(57,927)</u>	<u>(17,922)</u>	<u>(11,551)</u>	<u>3,262,806</u>
<b>Total of funds</b>	<u><u>3,992,128</u></u>	<u><u>2,359,761</u></u>	<u><u>(1,988,978)</u></u>	<u><u>-</u></u>	<u><u>(88,077)</u></u>	<u><u>4,274,834</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

**19. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	Restricted funds 2023 £	Unrestricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	3,346,914	9,492	3,356,406
Fixed asset investments	1,053,053	-	1,053,053
Current assets	884,486	1,529,021	2,413,507
Creditors due within one year	-	(442,095)	(442,095)
Provisions for liabilities and charges	-	(7,190)	(7,190)
<b>Total</b>	<b>5,284,453</b>	<b>1,089,228</b>	<b>6,373,681</b>

**Analysis of net assets between funds - prior year**

	Restricted funds 2022 £	Unrestricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	2,224,022	25,397	2,249,419
Fixed asset investments	98,435	945,983	1,044,418
Current assets	940,349	480,651	1,421,000
Creditors due within one year	-	(408,121)	(408,121)
Provisions for liabilities and charges	-	(31,882)	(31,882)
<b>Total</b>	<b>3,262,806</b>	<b>1,012,028</b>	<b>4,274,834</b>

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**20. Reconciliation of net movement in funds to net cash flow from operating activities**

	2023 £	2022 £
Net income for the year (as per Statement of Financial Activities)	2,073,771	282,706
<b>Adjustments for:</b>		
Depreciation charges	74,249	71,362
Losses on investments	34,192	88,077
Dividends, interests and rents from investments	(53,216)	(22,942)
Investment management fees paid from portfolio	9,789	10,464
Decrease in debtors	5,263	25,572
Increase in creditors	32,558	201,438
Decrease in provisions	(3,600)	(23,336)
<b>Net cash provided by operating activities</b>	<b>2,173,006</b>	<b>633,341</b>

**21. Analysis of cash and cash equivalents**

	2023 £	2022 £
Cash at bank and in hand	715,907	1,223,137
Cash held by investment managers (note 13)	40,919	10,606
<b>Total cash and cash equivalents</b>	<b>756,826</b>	<b>1,233,743</b>

**22. Analysis of changes in net debt**

	At 1 September 2022 £	Cash flows £	At 31 August 2023 £
Cash at bank and in hand	1,223,137	(507,230)	715,907
Liquid investments	-	1,505,000	1,505,000



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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 AUGUST 2023**

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**23. Pension commitments**

The charity operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £72,179 (2022: £56,471). At the reporting date, amounts payable to the fund outstanding were £11,872 (2022: £8,065).

The charity also operates a defined benefit pension scheme. The assets and liabilities of the scheme are held separately from those of the charity in an independently administered fund. However, the scheme is a multiple employer scheme and the charity is unable to identify its share of the underlying assets and liabilities. The pension contributions paid into the scheme during the year amounted to £2,402 (2022: £1,665). The present value of the provision at the year end amounted to £7,190 (2022: £31,882).

**24. Operating lease commitments**

At 31 August 2023 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	12,528	-
Later than 1 year and not later than 5 years	50,112	-
	<u>62,640</u>	<u>-</u>

**25. Other financial commitments**

The charity is currently undergoing a major refurbishment of the Synagogue. Capital commitments in relation to the refurbishment at the year end were £3.05mil.

**26. Post balance sheet events**

After the reporting date, the Synagogue secured a £3.5mil bank loan to assist in the funding of their major refurbishment works. The loan has a 25 year term and is repayable in monthly installments. Interest is charged at the aggregate of 2.5% per annum plus BBR.