

NORWICH HEBREW CONGREGATION

England & Wales · Charity number 1187450

Details

Other names	NHC, NORWICH JEWISH COMMUNITY AND HERITAGE CENTRE
Status	Registered
Legal form	CIO
Registered	2020-01-20
Register	View on the Charity Commission register

Contact

Address	Norwich Synagogue 3a Earlham Road Norwich NR2 3RA
Phone	01603 623948
Email	enquiries@norwichsynagogue.org.uk
Website	www.norwichsynagogue.org.uk

Activities

Objects: TO ADVANCE THE JEWISH RELIGION THROUGH THE PROVISION OF SUITABLE PREMISES, RESOURCES AND SUPPORT FOR THE WORSHIP OF THE JEWISH RELIGION, THE PROVISION OF RELIGIOUS SERVICES ON THE JEWISH SABBATH, HIGH HOLY DAYS AND OTHER JEWISH FESTIVALS, THE PROVISION AND THE ADVANCEMENT OF RELIGIOUS, EDUCATIONAL AND CULTURAL ACTIVITIES IN CONNECTION WITH THE JEWISH FAITH FOR THE RESIDENTS OF AND VISITORS TO NORWICH AND THE SURROUNDING AREA AND ACTING AS A FOCUS FOR JEWISH CULTURE, TRADITIONS, EDUCATION AND SOCIAL ACTIVITIES IN NORWICH AND THE SURROUNDING AREA."

Activities: The Charity is the Norwich Hebrew Congregation. This is a traditional Anglo Jewish congregation providing religious services and facilities for individuals of the Jewish faith. The Congregation has a synagogue and a communal hall and provides a programme of educational and cultural events and school visits for the residents of Norwich and the surrounding district.

Classification

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

Geography

- Norfolk
- Suffolk

Finances

Period end	Income	Expenditure	Assets	Employees
2025-10-31	£58,694	£67,621	-	-
2024-10-31	£91,010	£94,982	-	-
2023-10-31	£69,327	£81,479	-	-
2022-10-31	£55,518	£31,581	-	-
2021-10-31	£290,396	£431,218	-	-
2020-10-31	£39,893	£84,350	-	-

Trustees

Name	Role	Appointed
Dr Marian Prinsley DL	Chair	2024-05-12
ADRIAN POSSENER		2020-08-06
Alan Jason Joseph		2024-05-12
Alan Roy Gluckman		2025-05-11
BARRY COLEMAN LEVETON		2020-08-06
Deborah Carpenter		2024-04-16
Dr Andrew Martin Sluckin		2026-05-17
Dr Peter Richard Prinsley MP		2020-08-06
Fay Cadywould		2020-08-06
John Bernard Cadywould		2020-08-06
Margaret Simons		2020-08-06
Oren Jason Margolis		2024-05-12
Stella Koenick		2025-05-11

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the year

From 1/11/2024
end date

Year start date To

31/10/2025

Year

Charity name: Norwich Hebrew Congregation

Charity registration number: CIO 1187450

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The primary aims and objects of the charity are the provision of suitable premises and support for religious worship of the Jewish Religion. The principal activity of the Charity is the provision of religious services on the Sabbath, on High Holy days and on other Jewish festivals. Other important activities are the Hebrew education of Jewish children and the provision of a focus for Jewish culture, traditions, educational and social activities in Norwich and the surrounding area.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	There are two Rabbis who between them conduct weekly services and services during the High Holy days and other Jewish festivals. Classes for the children are held most Sundays during normal school term time and our aim is that every child should be able to read Hebrew and have a good knowledge of Jewish history, festivals and customs. We have an active outreach programme for communicating facts about the Jewish religion, its beliefs and customs for non-Jewish children through school visits to the Synagogue and by Jewish teachers to schools across the county. Throughout the year a wide variety of social and educational events was held.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees confirm that the activities of the Charity were consistent with the public benefit objectives.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
--	----------------	--

Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	All of the Committee and many of the members are active in religious, social and welfare activities on a voluntary basis
Other		

Achievements and Performance

	SORP reference	
--	----------------	--

Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	1. Services have been held on every Sabbath. 2. All Jewish festivals have been celebrated. 3. Religious education for children has been provided in a series of Sunday classes. 4. A busy cultural programme has been provided with catering in our kosher kitchen. 5. The Association of Jewish Refugees has used the Synagogue for meetings. 6. The Congregation has been represented at the Board of Deputies of British Jews. 7. The Congregation has supervised Jewish Burials in the Jewish section of the City Cemetery. 8. Cross cultural and interfaith activities have played an important part in the programme of events. 9. An outreach education programme for non Jewish school children has been provided at the Synagogue and throughout the county. 10. A programme for visiting the sick and elderly and supporting families in need is in place. 11. The Congregation has been represented by its Honorary Officers at Civic events such as Remembrance Day and Holocaust Memorial Day
---	-----------	---

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Total Charity Funds as at 31 October 2025 was approx. £355,000.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	General Reserve is held to secure running costs for Synagogue and Congregation for up to 10 years
Amount of reserves held	Para 1.22	approx. £355,000
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Donations and bequests
Investment policy and objectives including any social investment policy adopted	Para 1.46	Reserves above a working capital amount held in interest bearing institutional instruments and accounts
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
----------------------------------	--	--

Type of governing document (trust deed, royal charter)	Para 1.25	
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are elected by members at the AGM of the Congregation. The President serves a term of 3 years and can be reelected for a further 3-year term.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Inducted by President
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Norwich Hebrew Congregation
Other name the charity uses	
Registered charity number	CIO 1187450
Charity's principal address	3 Earlham Rd Norwich NR2 3RA

Names of the charity trustees who manage the charity

Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
Barry Leveton			
Dr Marian Prinsley DL	President		
Fay Cadywould	Secretary		
Dr Peter Prinsley			
Adrian Possener	Treasurer		
John Cadywould	Vice President		
Michael Wolf			
Margaret Simons			
Alan Gluckman		May 2025	
Stella Koenick		May 2025	
Oren Margolis			
Alan Joseph			
Deborah Carpenter			

1

2

3

4

5

6

7

8

9 10

11

12

13

14

15

16

17

18

19

20

Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
-----------------	------	---------

Name of chief executive or names of senior staff members (Optional information)

--

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information

--



AnnualAccounts.pdf

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the year

From 1/11/2023
Year end date

Year start date To

31/10/2024

Charity name: Norwich Hebrew Congregation

Charity registration number: CIO 1187450

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The primary aims and objects of the charity are the provision of suitable premises and support for religious worship of the Jewish Religion. The principle activity of the Charity is the provision of religious services on the Sabbath, on High Holy days and on other Jewish festivals. Other important activities are the Hebrew education of Jewish children and the provision of a focus for Jewish culture, traditions, educational and social activities in Norwich and the surrounding area.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Our Minister conducts weekly services, which are well attended, particularly during the High Holy days and other Jewish festivals. Classes for the children are held every Sunday during normal school term time and our aim is that every child should be able to read Hebrew fluently and have a good knowledge of Jewish history, festivals and customs. We have an active outreach programme for communicating facts about the Jewish religion, its beliefs and customs for non-Jewish children through school visits to the Synagogue and by Jewish teachers to schools across the county. Throughout the year a wide variety of social and educational events was held.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees confirm that the activities of the Charity were consistent with the public benefit objectives.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	

Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	All of the Committee and many of the members are active in religious, social and welfare activities on a voluntary basis
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	1. Services have been held on every Sabbath. 2. All Jewish festivals have been celebrated. 3. Religious education for children has been provided in a series of Sunday classes. 4. A busy cultural programme has been provided with catering in our kosher kitchen. 5. The Association of Jewish Refugees has used the Synagogue for meetings. 6. The Congregation has been represented at the Board of Deputies of British Jews. 7. The Congregation has supervised Jewish Burials in the Jewish section of the City Cemetery. 8. Cross cultural and interfaith activities have played an important part in the programme of events. 9. An outreach education programme for non Jewish school children has been provided at the Synagogue and throughout the county. 10. A programme for visiting the sick and elderly and supporting families in need is in place. 11. The Congregation has been represented by its Honorary Officers at Civic events such as Remembrance Day and Holocaust Memorial Day

Additional information (optional)

You may choose to include further statements where relevant about:

--	--	--

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The Charity raised sufficient funds to undertake a major building renovation Capital and reserves at 31/10/2024 £173,736.63
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	General Reserve is held to secure running costs for Synagogue and Congregation for up to 2 years
Amount of reserves held	Para 1.22	£173,736.63
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Donations
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are elected by members at the AGM of the Congregation. The President serves a term of 3 years and can be re-elected for a further 3-year term.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Norwich Hebrew Congregation
Other name the charity uses	
Registered charity number	CIO 1187450
Charity's principal address	3 Earlham Rd Norwich NR2 3RA

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Barry Leveton			
2	Marian Prinsley	President		
3	Fay Cadywould	Secretary		
4	Peter Prinsley			
5	Adrian Possener	Treasurer		
6	John Cadywould	Vice President		
7	Maureen Leveton			
8	Michael Wolf			
9	Margaret Simons			
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

--

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

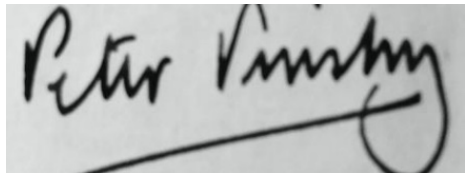
Other optional information

--

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Peter Richard Prinsley	
Position (eg Secretary, Chair, etc)	Trustee	
Date	7th August 2025	

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the year

From 1/11/2022
Year end date

Year start date To

31/10/2023

Charity name: Norwich Hebrew Congregation

Charity registration number: CIO 1187450

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The primary aims and objects of the charity are the provision of suitable premises and support for religious worship of the Jewish Religion. The principle activity of the Charity is the provision of religious services on the Sabbath, on High Holy days and on other Jewish festivals. Other important activities are the Hebrew education of Jewish children and the provision of a focus for Jewish culture, traditions, educational and social activities in Norwich and the surrounding area.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Our Lay Minister conducts weekly services, which are well attended, particularly during the High Holy days and other Jewish festivals. Classes for the children are held every Sunday during normal school term time and our aim is that every child should be able to read Hebrew fluently and have a good knowledge of Jewish history, festivals and customs. We have an active outreach programme for communicating facts about the Jewish religion, its beliefs and customs for non-Jewish children through school visits to the Synagogue and by Jewish teachers to schools across the county. Throughout the year a wide variety of social and educational events was held.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees confirm that the activities of the Charity were consistent with the public benefit objectives.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	

Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	All of the Committee and many of the members are active in religious, social and welfare activities on a voluntary basis
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	1. Services have been held on every Sabbath. 2. All Jewish festivals have been celebrated. 3. Religious education for children has been provided in a series of Sunday classes. 4. A busy cultural programme has been provided with catering in our kosher kitchen. 5. The Association of Jewish Refugees has used the Synagogue for meetings. 6. The Congregation has been represented at the Board of Deputies of British Jews. 7. The Congregation has supervised Jewish Burials in the Jewish section of the City Cemetery. 8. Cross cultural and interfaith activities have played an important part in the programme of events. 9. An outreach education programme for non Jewish school children has been provided at the Synagogue and throughout the county. 10. A programme for visiting the sick and elderly and supporting families in need is in place. 11. The Congregation has been represented by its Honorary Officers at Civic events such as Remembrance Day and Holocaust Memorial Day

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
-------------------------------------	-----------	--

Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The Charity raised sufficient funds to undertake a major building renovation Capital and reserves at 31/10/2023 £136,032
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	General Reserve is held to secure running costs for Synagogue and Congregation for up to 2 years
Amount of reserves held	Para 1.22	£136,032
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Donations
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are elected by members at the AGM of the Congregation. The President serves a term of 3 years and can be re-elected for a further 3-year term.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Norwich Hebrew Congregation
Other name the charity uses	
Registered charity number	CIO 1187450
Charity's principal address	3 Earlham Rd Norwich NR2 3RA

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Barry Leveton			
2	Marian Prinsley	Vice President		
3	Fay Cadywould	Secretary		
4	Peter Prinsley	Treasurer (acting)		
5	Adrian Possener	Hon Solicitor		
6	John Cadywould	President		
7	Maureen Leveton			
8	Michael Wolf			
9	Margaret Simons			
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

--

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information

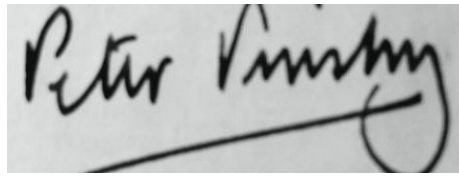
--

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

A handwritten signature in black ink, appearing to read 'Peter Prinsley', is written over a light grey background. The signature is cursive and includes a large, sweeping flourish at the end.

Full name(s)

Peter Richard Prinsley

Position (eg Secretary,
Chair, etc)

Hon Treasurer

Date

12 August 2024

Annual accounts

Norwich Hebrew Congregation
For the Year ended 31 October 2023



Prepared on
12 August 2024

Table of Contents

Profit and Loss 3

Balance Sheet 5

Profit and Loss

November 2022 - October 2023

	Total	
	Nov 2022 - Oct 2023	Nov 2021 - Oct 2022 (PY)
INCOME		
Donations		
Building Appeal Fund Donations		659.00
Donation by Non-Members	100.00	6.00
Donations from Schools' Visits	4,295.00	1,776.00
General donations to the Synagogue	4,120.04	6,860.04
Gift Aid Reclaim	6,717.08	21,125.52
Kol Nidre Appeal	394.00	885.00
Total Donations	15,626.12	31,311.56
Donations for Heritage Fund	25,500.00	
Hire of Shul Premises	300.00	
Other Income		
Advertising in Newsletter		95.00
Car Parking Income	6,346.00	5,175.00
Income from Events	3,275.40	1,478.61
Rental income Synagogue Flat	252.00	252.00
Total Other Income	9,873.40	7,000.61
Subscriptions		
BOD Levy (collected in subscriptions)	950.20	1,130.70
JIA Donation (collected in subscriptions)	456.16	537.20
Subscription by Friends	443.00	416.00
Synagogue Subscriptions	16,178.14	15,122.00
Total Subscriptions	18,027.50	17,205.90
Total Income	69,327.02	55,518.07
TOTAL	69,327.02	55,518.07
EXPENDITURES		
Appropriation of funds for Heritage Fund	25,500.00	
Barmitzvah Expenses		89.50
Bishop of Norwich Refugee Fund		1,000.00
Board of Deputies Fees	490.00	245.00
Books	30.11	27.50
Building Development Costs	822.00	-542.18
Cheder running costs	1,142.10	
Chief Rabbi's Office - annual contribution	1,173.45	245.00
Cleaning	690.00	515.00
Conference fees attended by Daniel	334.15	63.65
Council Tax	1,249.10	1,201.34
Donations to Magen David Adom	1,500.00	
Gardener	1,186.00	522.00
Heritage Fund Expenses	24.00	
Insurance	6,276.43	4,768.94

		Total
	Nov 2022 - Oct 2023	Nov 2021 - Oct 2022 (PY)
Kiddush Expenses	89.92	235.63
Kol Nidre Appeal Donations		
Donation to UJIA	1,000.00	250.00
Total Kol Nidre Appeal Donations	1,000.00	250.00
Legal and professional fees	1,794.00	
Data Protection Annual Fee	35.00	35.00
Total Legal and professional fees	1,829.00	35.00
Light, water and heat	5,217.25	3,525.08
Marketing expenses	113.00	
Ministerial Expenses	7,180.60	12,135.40
Norwich Synagogue Events' expenses	1,884.99	646.45
Office expenses, repairs & maintenance	385.69	987.06
Printing, postage and stationery	439.50	239.85
Repairs and maintenance	19,175.64	3,864.35
School Visit Expenses	2,449.20	1,196.83
Security	78.00	
Subscription expenses	44.40	
Sundry expenses	136.33	
Telephone	517.24	329.64
Website costs	521.64	
Total Expenditures	81,479.74	31,581.04
NET OPERATING INCOME	-12,152.72	23,937.03
OTHER INCOME		
Bank interest - received	2.34	0.48
Sundry income		1,850.00
Total Other Income	2.34	1,850.48
NET OTHER INCOME	2.34	1,850.48
NET INCOME/(EXPENDITURE)	£ -12,150.38	£25,787.51

Balance Sheet

As of October 31, 2023

	Total	
	As of Oct 31, 2023	As of Oct 31, 2022 (PY)
FIXED ASSET		
Tangible assets		
Machinery and equipment	10,017.37	8,307.24
Total Tangible assets	10,017.37	8,307.24
Total Fixed Asset	10,017.37	8,307.24
CASH AT BANK AND IN HAND		
Bank of Scotland Instant Access Savings	311.97	809.63
Bank of Scotland Treasurer's Account (8542)	8,705.55	2,682.40
Co-op Bank Current Account	16,947.31	110,883.31
Flagstone CAF Bank Deposit	100,050.00	
Virgin Bank	20.00	20.00
Total Cash at bank and in hand	126,034.83	114,395.34
DEBTORS		
Debtors	-20.00	-20.00
Total Debtors	-20.00	-20.00
NET CURRENT ASSETS	126,014.83	114,375.34
NET CURRENT ASSETS (LIABILITIES)	126,014.83	114,375.34
TOTAL ASSETS LESS CURRENT LIABILITIES	136,032.20	122,682.58
TOTAL NET ASSETS (LIABILITIES)	£136,032.20	£122,682.58
CHARITY FUNDS		
General Reserve carried forward	52,682.58	26,637.10
Heritage Fund	25,500.00	
Leo Levine Legacy Reserve	70,000.00	70,000.00
Restricted Funds	0.00	257.97
Surplus/(Deficit)	-12,150.38	25,787.51
Total Charity funds	£136,032.20	£122,682.58

Independent Examiner's report to the Trustees of Norwich Hebrew Congregation

I report to the trustees on my examination of the accounts of the Norwich Hebrew Congregation ("the Trust") for the year ended 31 October 2023.

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 all 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 giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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

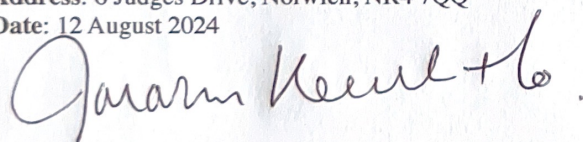
Signed: Jonathan Kendal & Co Chartered Accountants

Name: Jonathan Kendal

Relevant professional qualification or membership of professional bodies: ACA, CTA

Address: 6 Judges Drive, Norwich, NR4 7QQ

Date: 12 August 2024

A handwritten signature in dark ink, appearing to read 'Jonathan Kendal & Co', followed by a period.

Accounts

First page:

Reference and administrative details

Patrons

Sir Richard Jewson KCV0 JP

Lady Dannatt MBE, Lord-Lieutenant of Norfolk

Trustees

P. Prinsley, Chairman

C. Cant, Vice-chair

R. Moate, Treasurer (appointed 28th July 2022)

R. Cadman (appointed 28th July 2022)

R. Chalmers

J. Hirst

J. Fitzgerald

M. J. Platt (resigned 11th November 2022)

J. Platt (co-opted 23rd March 2023)

Charity registered number

1146883

Company registered number

07966408

Registered office

14 Meridian Way, Norwich, NR7 0TA

Chief Executive Officer

A. Derrett

Accountants

M+A Partners LLP, 7 The Close, Norwich, Norfolk, NR1 4DJ

Bankers

Santander UK plc, Bridle Road, Bootle, Merseyside, L30 4GB

Solicitors

Cozens-Hardy LLP, Castle Chambers, Opie Street, Norwich, Norfolk, NR1 3DP

Second page:

The Trustees present their Annual Report together with the financial statements of the company for the year 1st April 2022 to 31st March 2023. The Annual Report serves the purposes of both a Trustees' Report and a Directors' Report under company law. The Trustees confirm that the Annual Report and financial statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) as amended by Update Bulletin 2 (effective January 2019).

Since the company qualifies as 'small' under section 382 of the Companies Act 2006, the Strategic Report required of medium and large companies under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013 has been omitted.

REFERENCE AND ADMINISTRATIVE DETAILS

The Norfolk Deaf Association (NDA) is a charitable company founded in 1898 and first registered with the Charity Commission in 1962. In February 2012 NDA registered as a Company Limited by Guarantee and, as a consequence, re-registered with the Charity Commission in April 2012. The company's governing documents are the Memorandum and Articles of Association. In July 2020, following the approval from the Charity Commission, NDA began to operate under the working name of **Hear for Norfolk**.

The address of the registered office is as shown on the first page. Details of the Trustees/Directors, the Patrons, senior executive staff and principal professional advisers are also given on the first page.

NORFOLK DEAF ASSOCIATION (NDA) OBJECTS

The Norfolk Deaf Association's charitable objects are:

"To relieve and assist Deaf and hard-of-hearing people in the mitigation of the effects of whole or partial lack or defect in hearing or speech or both.

To improve the quality of life and relieve the needs of persons with all degrees of hearing loss or hearing related issues by providing items, support, activities or facilities in the interests of social welfare, designed to improve their condition of life." (extract from NDA's Memorandum and Articles of Association)

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Trustees of Hear for Norfolk have the overall responsibility for the governance and strategic direction of the charity. Trustees are either elected or co-opted to the Board and can stand for re-election. The Board of Trustees currently consists of eight Trustees/Directors and has three officers (Chairman, Vice-Chairman and

Honorary Treasurer). The Board of Trustees meets quarterly and reviews strategy and performance, and monitors implementation plans and budgets. In line with the requirements of the governing document Trustees also organise an Annual General Meeting at which elections take place and resolutions are passed.

In between the main Board of Trustees meetings, the Chief Executive Officer has regular communications with the Chairman and the Treasurer.

New Trustees are recruited based on the skills and expertise that have been identified as required to effectively govern the charity. An open recruitment process, as well as targeted approach, is used when recruiting new Trustees. Interested candidates are asked to submit their CV and a statement about why they wish to join the Board, what particular skills they will bring and what contribution to the Board and the charity they can make. There is a formal interview with the Chairman, the Treasurer and the Chief Executive. The candidates are also given the opportunity to visit some of the services and attend one or two Board meetings before making the final commitment.

The current Trustees are familiar with the work of the organisation, as the majority of them have been involved with the charity for a number of years. A skills audit of individual Trustees is undertaken on a regular basis and the findings inform the future recruitment to the Board.

A Trustee induction e-pack is in place, which is given to all newly recruited Trustees. The pack includes various Charity Commission publications, published accounts, financial procedures, risk assessment documents, the current business plan, working budget, roles and responsibility of a Trustee and the Board, and the Memorandum and Articles of Association.

The Chairman of the Board of Trustees and the Chief Executive Officer meet with new Trustees to cover:

- The obligations of Trustee Board members
- The main documents that set out the strategic/operational framework for the charity
- Resources and the current financial position
- Future plans and objectives
- An overview of the work of the organisation and staff team

Trustees are encouraged to attend training sessions to develop their skills and knowledge.

The Trustees adopted the Charity Commission's Charity Governance Code 2017.

On a day-to-day basis the organisation is managed by the Chief Executive Officer, who has the overall responsibility for strategic planning and operational management, human and financial resources, service delivery, quality control and fundraising. The Chief Executive Officer has extensive experience and expertise in leading third sector organisations, business transformation, change management, organisational development and professional fundraising.

Risk management

The Board is responsible for the management of the risks faced by the Charity. Detailed consideration of the risks is delegated to the Chief Executive Officer. Risks are identified, assessed and controls established throughout the year. A formal review of the Charity's risk management processes is undertaken on an annual basis and risks are reviewed on a rolling cycle.

The key controls used by the Charity include:

- Strategic planning, budgeting, and management accounting
- Organisational and governance structure and lines of reporting
- Formal written policies, which are reviewed regularly
- Hierarchical authorisation and approval levels
- Regular assessments of risk at board meetings
- Formal agenda for trustees' board activity

Through the risk management processes established for the Charity, the Trustees are satisfied that the major risks identified have been adequately mitigated where necessary. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

OBJECTIVES AND ACTIVITIES

Our Vision and Mission

Our **vision** is to continue to be the community healthcare provider of choice for people with hearing loss and related conditions.

Our **mission** is dedicated to improving the emotional wellbeing, communication, and the overall quality of life of people with hearing loss and related conditions, and their families.

We achieve this by providing practical and emotional support, aural care, hearing aid maintenance, hearing assessment and fitting, otoscopy, hearing loss awareness training, and information on hearing loss and other related conditions.

We are true to our **values** and they are at the heart of everything we do.

Inclusivity – we believe in making our services available and accessible to anyone who needs them. We believe in staff having the ownership of the services we provide and be empowered to proactively make improvements in their areas of work.

Integrity – we believe in treating people with respect, being open, honest and trustworthy. We believe in transparency, accountability, recognising our limitations and in strict adherence to confidentiality.

Responsiveness – we believe in a safe, timely, effective, efficient and flexible modus operandi. We believe in responding promptly to the changes in

need of our service users, as well as the changes required within the organisation to ensure we maintain a high-quality provision.

Resourcefulness – we believe in finding effective solutions to solve problems, in assessing the need to enable us find ‘a way to help’. We believe in planning in accordance with resources available, working as a team and in a collaborative way with other organisations.

Our public benefit

The Trustees confirm that they have complied with their duty in section 4 of the Charities Act 2011 to have due regard to the public benefit guidance used by the Charity Commission for England and Wales. The Trustees further confirm that the activities of the charity are carried out, in line with its objects, for the public benefit.

The charity’s main objective for the public benefit is:

To provide providing practical and emotional support, aural care, hearing aid maintenance, hearing assessment and fitting, otoscopy, hearing loss awareness training, and information on hearing loss and other related conditions to people with all degrees of hearing loss in Norfolk.

The charity achieves this objective by delivering the following services:

Aural Care Service is aimed at improving the quality of life for people who are affected by excessive ear wax. We offer the Aural Care Service (ear wax removal clinics using suction under magnification and, if required, manual instruments), delivered from easily accessible community-based clinics, mobile ear care clinic, and domiciliary and care home visits for patients that are housebound. The service is run by a team of professionally trained and experienced Aural Care Practitioners, who are registered nurses and have completed specialist aural care training.

Adult Audiology Service is aimed at assessing hearing function, advising on the most beneficial treatment for hearing loss, dispensing and fitting hearing aids. We offer this NHS funded accessible audiology service to people age 50+ with age related hearing loss. The service is delivered by trained, registered and experienced Audiologists from our community-based and mobile clinics, and as well as through domiciliary and care home visits for housebound patients.

Hearing Support Service the aim of this service is to offer assistance to users of NHS hearing aids by providing emotional support, routine maintenance of their hearing aids, advising on their use, communication tactics and the available assistive listening devices. We deliver this service by reaching our service users through home visiting, community-based clinics, and a mobile clinic. This outreach support service is managed and administered by a small team of paid staff and delivered across Norfolk by a team of well-trained and dedicated volunteers. As part of this service, we offer the **Ear Otoscopy clinic**, which is aimed at screening individuals for the presence of ear wax and referring for appropriate treatment, if required.

The Cuppa Care Project offers emotional, wellbeing and practical support, information and advice to members of the community who might experience loneliness or isolation or who might require specialist support or advice. This service is led by Hear for Norfolk and delivered in partnership with local specialist organisations: Vision Norfolk, Hear for Norfolk, Age UK Norwich, Norfolk & Waveney Mind and Age UK Norfolk.

Hearing Loss Awareness Training aims to increase the awareness and understanding of the challenges faced by people with all degrees of hearing loss in the workplace, education and in social settings. The training is delivered face-to-face as well as online, enabling us to meet the needs of different organisations and individuals.

ACHIEVEMENTS AND PERFORMANCE

Organisational level

Throughout the year the Trustees have monitored the implementation of the objectives set for the year through the Chief Executive's report at the Board meetings. The Trustees are pleased to report that the service delivery objectives set for the year have been achieved.

The Trustees are very pleased to report that the organisation continued to deliver increase the capacity and expand the reach of its services to people across Norfolk, due to having robust plans in place, a strong and professional team, and increased reputation resulting in increase in number of referrals, a range of outreach and mobile services and the additional funds secured during the year. This combination enabled the organisation to reliably continue with the delivery of its services, reaching people close to where they live and meeting their needs.

We are very grateful to all funders who have supported our 'Cuppa Care' Project with the required capital funds enabling us to purchase and convert the purpose built 'Cuppa Care' bus, namely the Geoffrey Watling Charity, the Clan Trust, the R. C. Snelling Charitable Trust, Norfolk Community Foundation Transforming Communities Fund, the Martin Laing Foundation, the Smith & Pinching Charitable Trust, the Lord Cozens-Hardy Trust and a number of very generous members from the Rotary Club of Norwich. After a number of months of waiting for the vehicle to be delivered and then converted, on the 12th December 2022 the new 'Cuppa Care' bus was launched.

Lady Dannatt, HM Lord Lieutenant of Norfolk, and Patron of the charity, who officially launched the new bus said:

"It is such a profound and very great privilege for me to be with you this morning to talk about 'Cuppa Care' bus. Thank you beyond measure for inviting me to highlight this remarkable and innovative project, while hugely thanking the Rotarian community who have so generously enabled the project in the first place.

Hearing and sight loss, as well as many other conditions can and do accentuate social isolation. It then so often leads to a profound lack of confidence, a low level of self-esteem, and unsurprisingly, mental health issues may often increase as a result. Far fewer people with hearing loss become involved in social activities of any kind. The pathway to social exclusion is well understood.

Hearing loss, for example, can cause grief, anxiety and anger. It can affect your personality and without doubt, your ability to freely and legitimately express your thoughts consistently to the rest of the world. Here in Norfolk, we frequently add into that mix rural poverty, and certainly rural isolation. Few if any bus services. Few remaining pubs or local amenities such as a village shop or post office. Fewer, more than ever, community spaces where a person with profound hearing loss can feel not only welcome, but safe.

So these are just some of the reasons why I am so passionate about Hear for Norfolk's community 'Cuppa Care' Bus scheme. Innovative, imaginative and grass root level led, this scheme ticks all the boxes for me, and many, many more. Without a doubt this new converted vehicle before us today will not only reach, but simply transform the lives of so many in this county, but those who often and hitherto are suffering in anguish - and in silence. 'Cuppa Care' will provide their lifeline and their sanctuary.

On behalf of all within our communities suffering from hearing or sight loss, and any other health conditions and disadvantages and on behalf of this magnificent county of ours, may I offer Hear for Norfolk, all the charities involved in the project delivery and the Rotarians, my most profound thanks. Norfolk owes you all a significant debt of gratitude indeed. Furthermore, on behalf of His Majesty The King I salute you - and thank you from the bottom of my heart."

We are very pleased to report that in September 2022 we have mobilised our new Adult Audiology Service (hearing assessment and hearing aids fitting for patients age 50+) following a tendering process with NHS Norfolk & Waveney ICB.

Despite the tough operational and funding environment, we still managed to successfully secure an encouraging level of fundraising income, with funds secured from individual donors, trusts and foundations, together with contracts with the NHS Norfolk and Waveney ICB, the Norfolk and Norwich University Hospital and James Paget University Hospital. The third year grant of the National Lottery Community Fund award has been received, out of the pledged three-year £217,401 total grant towards our Hearing Support Service. We have also been successful with securing community engagement funds through Norfolk Community Foundation and being a delivery partner in Community Voices and REND Projects, aimed at conducting conversations with people in local communities, seeking their feedback and experience regarding local healthcare services and obtaining their views about barriers to access and suggested improvements.

In early March 2023 the staff team carried out a review of the 2021 – 2024 Business Plan, the findings of which have been reported to and discussed by the Board of Trustees at their March meeting. The key objectives and priorities for 2023/24 financial year have been agreed on as part of these meetings. A summary of these objectives can be found in the 'Plans for the future section' of this report.

Services

Hearing Support Service

The Hearing Support Service (HSS) is one of our key support services, which has been established over 30 years ago and offers practical assistance, information and advice to users of NHS hearing aids. The support provided by the HSS is absolutely necessary and essential for continued and regular use of hearing aids, as hearing aid components deteriorate with daily use and need regular maintenance or replacement to keep them in working condition and effective. The majority of our service users are not able to undertake the self-maintenance due to age-related dexterity, frailty or memory issues.

HSS is highly accessible and is delivered across Norfolk by a small team of part-time staff, and a team of well trained and dedicated volunteers via home visiting, community-based and mobile clinics, over the phone & online and via the postal service.

During the year we have re-introduced the 'drop in' arrangements for all our mobile clinics, reducing the administrative burden of having to book people into appointment slots that was required as a safety measure during the pandemic. We have also increased the number of mobile clinics venues and sessions by adding the provision of hearing support to some of the 'Cuppa Care' sessions. This enabled us to increase the reach of the service.

To deliver the service we are working in close collaboration with Audiology Departments from the Norfolk & Norwich University Hospital, James Paget University Hospital, and West Suffolk Hospital, as well as with other NHS-funded independent audiological services providers (Specsavers, Scrivens and the Outside Clinic). The hospitals provide us with the supplies required to undertake maintenance and repair work, as well as contribute to the training of our volunteers. We also work closely with a number of care homes, GP Practices, local charities, community organisations and supermarkets, who make their premises available to us free of charge, so we can run our community-based clinics or use the car parks to accommodate our mobile clinic.

Our Hearing Support Service supports a large proportion of the elderly population of Norfolk. A big percentage of this cohort are experiencing hearing loss by virtue of ageing, but they are also affected by other issues such as loneliness, isolation, ill health, mobility issues and challenges with access to services due to the rurality of our county. Rural and coastal areas of Norfolk experience challenges with their infrastructure, with many residential areas lacking reliable public transport and access to services. We do our best to bring our services into the community to ensure equal access.

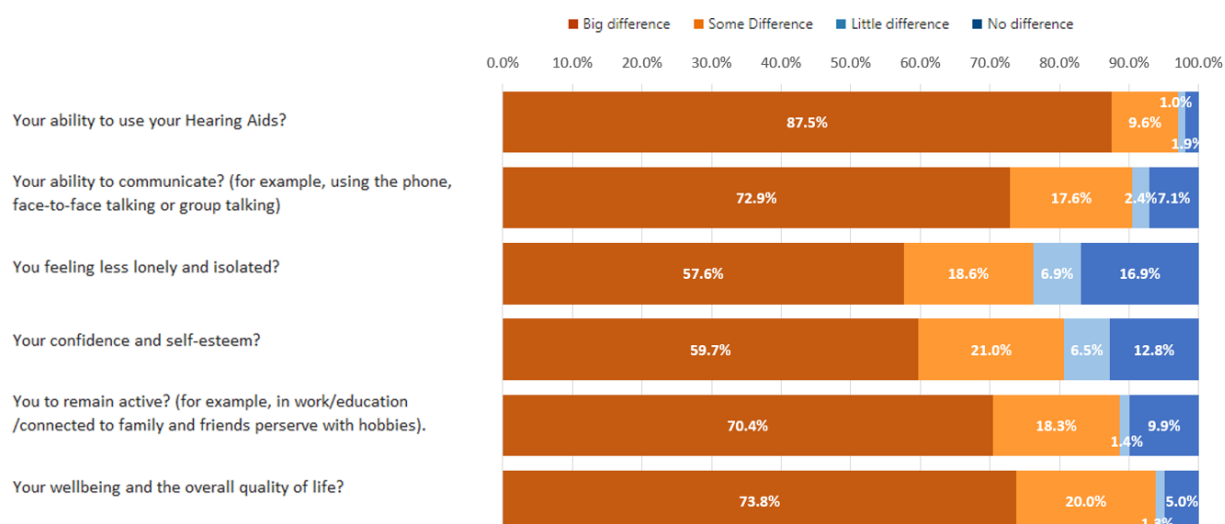
To alleviate some of these challenges and to ensure that our support is accessible, we run our HSS clinics across the county on a regular and timetabled basis from either our mobile clinic, covering 31 locations across Norfolk, 5 community-based venues, 22 care homes, 6 sheltered accommodations, and domiciliary visits for housebound service users.

During the last financial year (2022-2023) HSS supported 3,132 people through 3,459 appointments, of which 255 received a home visit through 276 appointments, 1,915 were seen at a community-based clinic through 2,142 appointments and 962 were helped on the mobile clinic through 1,041 appointments. We estimate that we supported an additional 1,450 people over the phone, e-mail or letter with advice, information or help with accessing services provided by local hospitals Audiology Departments or other healthcare providers. 859 new people joined this service during the year.

To measure the outcomes we achieve for our service users, we provide them during the year with an Outcomes Measuring Questionnaire (OMQ) consisting of 25 probing questions, which apart from collecting data on the quality of our service and the improvements we could make, is designed to assess and measure the softer outcomes. From the responses provided to the question “What difference our support has made to....” we have received the following feedback:

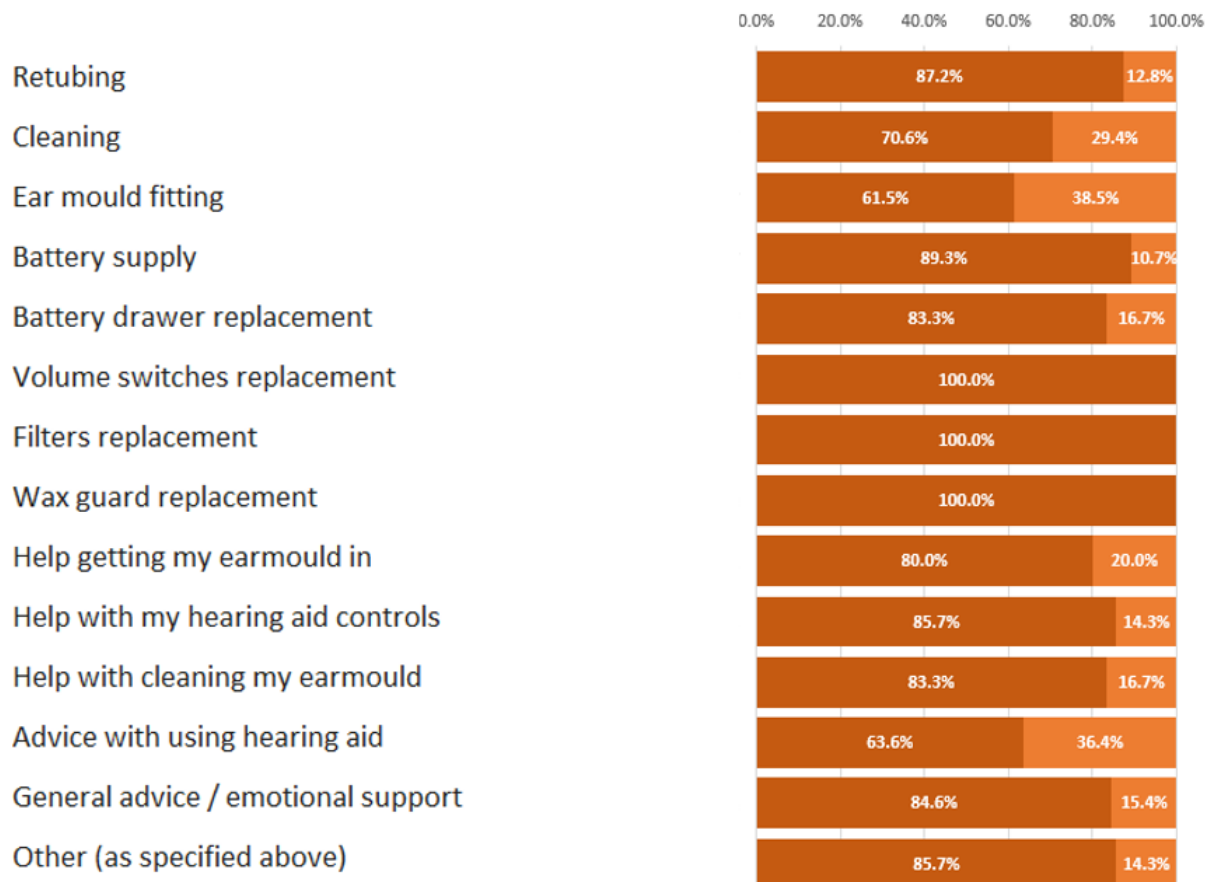
In the same questionnaire we have asked service users to rate the quality of each maintenance task we undertook, and received the following results:

“For each service provided: the service I received was...”



We regularly receive very kind and encouraging unsolicited feedback from our service users, either from face-to-face conversations with them whilst attending our community-based or mobile clinics or on the phone when requesting hearing aids supplies or a home visit, and below are just a few examples:

■ Excellent ■ Good ■ Poor ■ Very poor



"I benefit from the regular home visits that Hear for Norfolk provides and would find it very difficult to go elsewhere. Your service makes a big difference to me, and I am pleased that you are always there when I need it."

"I would not know where else to get the batteries if you can't do that."

"I can't leave the house as I am very vulnerable and worried about infections, especially I am worried about visiting the hospital."

"You are offering a quick service and you are always there for me."

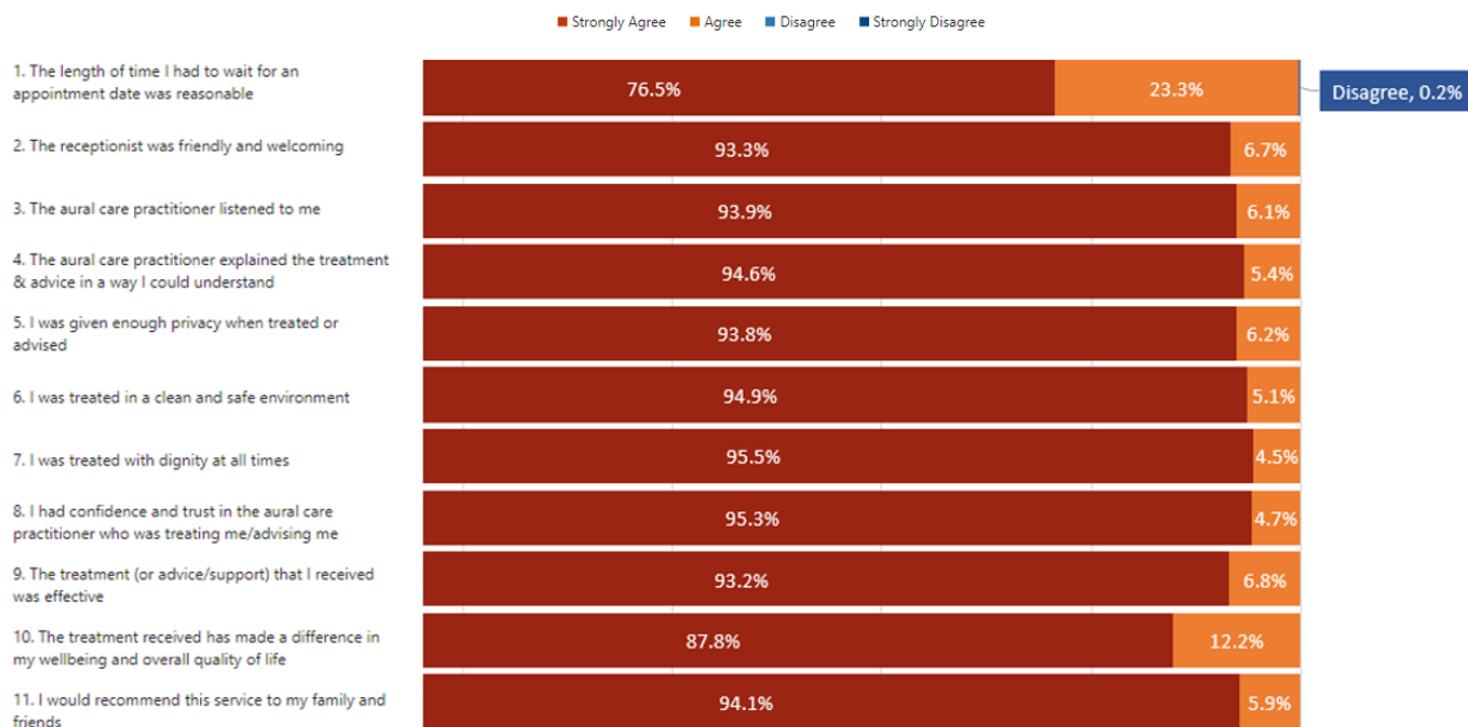
Aural Care Service

The Aural Care Service has been very busy and we had to further increase the nursing capacity to be able to manage the increase in the level of referrals to the service.

During the financial year we have been able to deliver a total of **10,953** aural care appointments. Of those, **8,691** appointments were attended by patients that have been referred by their GP, **1,484** appointments attended by fee-paying patients and **778** appointments attended by patients referred to us by James Paget University Hospital. In addition, we carried out **190** domiciliary visits.

Patients accessing our Aural Care Service are provided with a post-procedure feedback form that seeks to measure their satisfaction against a number of indicators regarding the care and quality of the service received. Below is a summary of the responses received from 1,290 patients who completed the form. Patients are asked to agree or disagree with a set of statements:

Many patients supported their answers with additional comments, a few of which are exemplified below:



"Excellent service which I will recommend to others. 10/10."

"Helped my adult son with learning disabilities feel very relaxed."

"This is an amazing service and should be promoted more. So superior to using a commercial retailer."

"Very friendly and explained everything very clearly."

"Very kind, understanding and helpful."

"Care at appointment was exemplary, the wait from initial GP screening is very long".

"Polite, encouraging and a real expert."

"Very friendly. Quick. No pain. Fantastic."

"Great service and kind staff who reassured me."

"Wonderful place. service and setup".

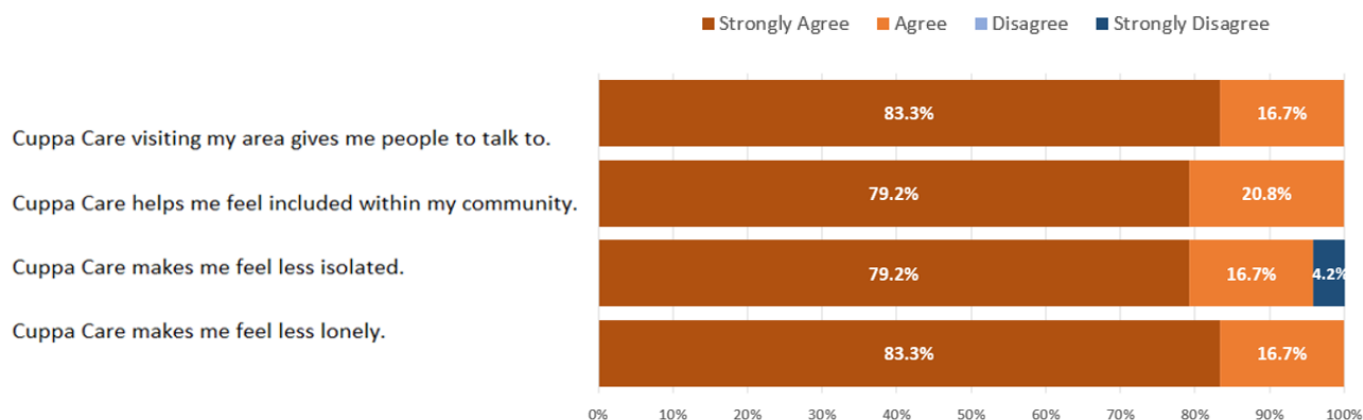
'Cuppa Care' Project

We continued with the delivery of this project throughout the year, expanding on the number of locations visited soon after the new 'Cuppa Care' bus was mobilised. The delivery was supported by project partners - Vision Norfolk, Age UK Norwich, Norfolk & Waveney Mind, Age UK Norfolk, Macmillan Cancer support and community connectors from North Norfolk District Council.

During the year we have delivered 256 support sessions from 22 locations across Norfolk. In total we supported 287 people though 334 contacts. This number does not include by-passers who picked up information/leaflets and enquired about the project. The greater majority of people attended the sessions for social interaction ('a chat and a coffee'), though many have also attended to have their hearing aids maintained, receive information on assistive technology (listening and sight), benefits advice, advice regarding older age issues, bullying, work pressures and bereavement.

People attending the 'Cuppa Care' session are asked to complete the outcomes measuring form, which explores the difference our support makes. The questionnaire consists of four probing statements that service users we asked to agree or disagree with to help us identify the difference our support is making. The following rating as provided by 24 respondents:

We have also asked people to provide further information regarding the difference our support makes:



visit morning great difference difference with the help great deal look forward
 big difference lovely great difference house
 lovely company hearing aids good Immense difference
 support Tremendous difference car park isolated husband's carer

"It has given me someone to talk to for support and advise so I don't feel so isolated."

"They have given me good advice on where to go to get the help and support that I need."

"Lovely cuppa and support."

"Has helped me access information for help and support."

"A great deal, especially with hearing aids."

"To be with people."

Adult Audiology Service

We are very pleased to report that the mobilisation of this new service was very successful, and we began seeing patients in September 2022, after a period of recruitment to two audiology posts, the creation of an additional clinic room and the purchase and installation of Audiology equipment. We are very grateful to Norwich Consolidated Charities for supporting us with capital funding that enables us to purchase all the required equipment, both for the clinic at our premises and that required for domiciliary visits and community-based outreach clinics. By the end of the financial year we set up our community-based clinics in three locations (Norwich, Aylsham and Well-next-the-Sea).

Between September 2022 and March 2023, we have seen **667** patients, of which **456** patients have been assessed and fitted with two hearing aids, **40** with one hearing aids, **19** have been referred to the local hospital ENT and Audiology Departments for further investigation due to the complexity of their condition.

Patients accessing our Adult Audiology Service are provided with a post-assessment/fitting feedback form that seeks to measure their satisfaction against a number of indicators regarding the care and quality of the service received, as well as gain their contribution toward the service improvement. 103 completed questionnaires have been returned and analysed, providing the following insights: Further comments have been provided by patients:

"Excellent service all round. Thank you so much. Such a relief to us both. So looking forward to hearing improvement all round."

"Fantastic to get my hearing back."

"Can't fault the service here. Lovely receptionist, lovely audiologist who took her time and explained everything to me. Many thanks."

"Really did feel I was treated as an individual - thank you."

"The audiologist was very friendly and put us at ease. Explained everything in a way we could understand."

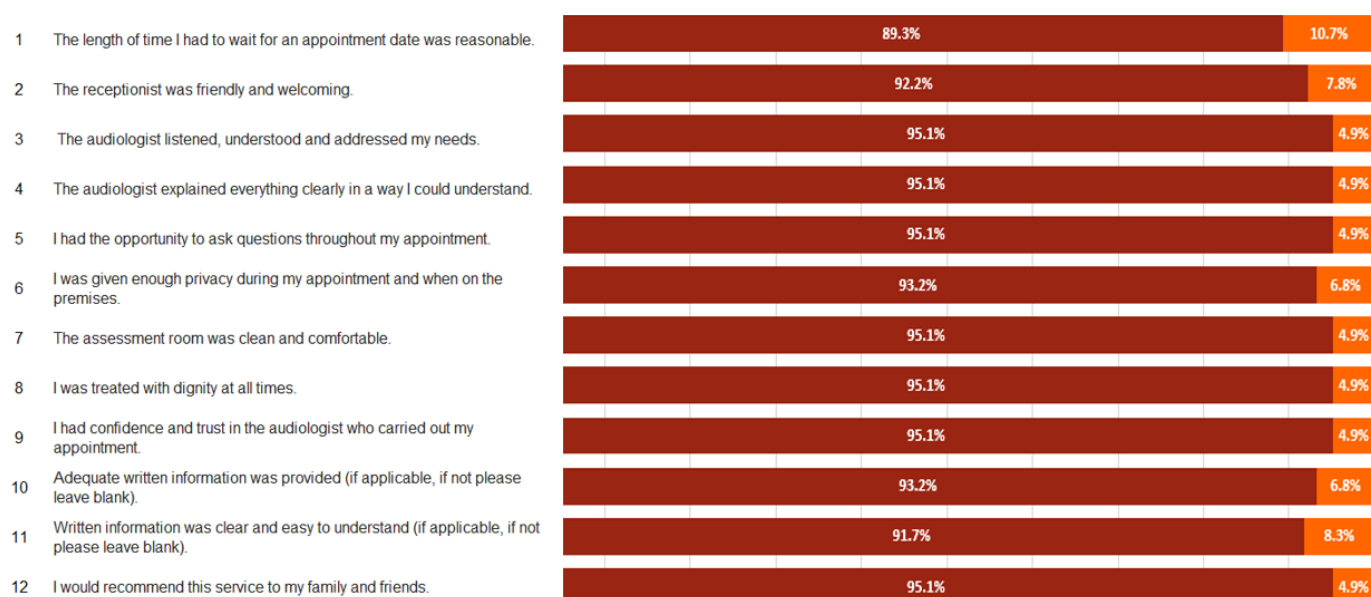
"A very professional service - many thanks."

"Thank you all, so much, for the wonderful, respectful way in which we were both treated. This is a brilliant service that we will recommend highly."

Employees and volunteers

The Trustees would like to pay tribute to the small team of paid staff for their work, professionalism, and commitment and equally to all the volunteers whose help is

■ Strongly Agree ■ Agree ■ Disagree ■ Strongly Disagree |



essential and invaluable in the delivery of the Hearing Support Service and the Otoscopy Clinic.

The Trustees acknowledge the difficult times faced during the year due to the substantially increased demand and pressure on the services and on staff capacity, as well as due to the development and implementation of a new service. Trustees are very appreciative to all staff and volunteers who have given their utmost to ensure that services continue to be maintained at a high quality and that Hear for Norfolk continues to be a reliable organisation and able to reach the most vulnerable in our county.

The Trustees would also like to thank all our members and the *Friends of NDA* for their continued support and commitment.

Plans for the future

Our main plans for the coming financial year are:

1. Increase the capacity and expand the reach of Adult Audiology Service.
2. Further increase the staff capacity to achieve an increase in the number of appointments and reduce the waiting time for the Aural Care Service clinics across Norfolk.
3. Retain the Aural Care Service Contract with NHS Norfolk & Waveney ICB and, and renew the contract with James Paget University Hospital and the SLA with Norfolk and Norwich University Hospital
4. Increase the reach of our Hearing Support Service, by adding additional community-based and mobile clinics, and reach more care homes.
5. Recruit and train additional volunteers for the Hearing Support Service and the Otoscopy Clinics.
6. Maintain positive working relationships with the NHS Norfolk & Waveney ICB, Audiology Departments at the local hospitals and other providers of NHS funded Audiology Services.
7. Fully embed the Cuppa Care Project.
8. Proactively promote the Hearing Loss Awareness Training to care homes, medical practices and other community organisations.
9. Focus resources on raising revenue funds from Trusts and Foundations, individual donors, commercial organisations and Friends of NDA.
10. Explore further collaboration with other local charities that deliver important and complementary services to Norfolk-based citizens.

FINANCIAL REVIEW

Going concern

After making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

Reserves policy

Free reserves are unrestricted funds that are freely available to be spent on any of the charity's objectives. Tangible fixed assets and the connected bank loans are not included in free reserves as the assets are essential to the charity's activities and their disposal would adversely impact on its ability to deliver its aims.

The minimum level of free reserves is set by the Board of Trustees on an annual basis and regularly monitored throughout the year. Action will be taken if actual free reserves fall significantly below the level established.

In determining the level of free reserves, Trustees consider the financial impact of the risks facing the charity, including the loss of income from partner agencies and voluntary donations, and balance the need to hold sufficient reserves to enable the charity to:

- Continue its activities when faced with unforeseen circumstances,
- Maximize expenditure on charitable activities.

The policy for 2022/23 was to hold a target minimum level of three months projected annual expenditure and ideally at a target level of six months projected annual expenditure in free reserves (as defined by the Charity Commission), assessed to be £221,563. However, as a result of low level of unrestricted reserves in the previous year, the increase in operational costs due to the need to increase staffing capacity to be able to manage and respond to demand and the changes in funding priorities by many trusts and foundations, this level was not achieved.

Therefore, the free reserves as at 31 March 2022 were £TO BE ADDED WE MUST REVIEW THIS STATEMENT WHEN WE HAVE THE FINAL FIGURES FROM M+A

For the 2023/24 financial year the Trustees aim to focus their efforts upon building up the free reserves and have a long-term target of £516,166, which represents six months projected running costs. In the meantime, all efforts will be made to secure the current reserves target of three months of projected annual expenditure, which is £258,083.

Designated funds are funds set aside by the Trustees out of unrestricted funds to fund specific future purposes and projects. As at 31 March 2023 the charity had designated funds of £nil.

As at 31 March 2023, the charity had restricted funds of £TO BE ADDED. Restricted funds are funds received for undertaking an activity specified by the donor when making the gift or may result from the terms of an appeal for funds. Details of the restricted funds are given in note XX (to be added when draft accounts are available).

Statement of Trustees' responsibilities

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

Company law requires the Trustees to prepare financial statements for each financial year. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of its incoming resources and application of resources, including its income and expenditure, 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 of the Charities SORP (FRS 102);
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) 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 company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the 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 company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by order of the members of the board of Trustees and signed on their behalf by:

.....

P R Prinsley Chairman
Date: 27 July 2023

Annual accounts

Norwich Hebrew Congregation

For the period ended October 31, 2022



Prepared by

Jonathan Kendal & Co Chartered Accountants

Prepared on

28 July 2023

Table of Contents

Profit and Loss 3

Balance Sheet.....5

Profit and Loss

November 2021 - October 2022

		Total
	Nov 2021 - Oct 2022	Nov 2020 - Oct 2021 (PY)
INCOME		
Donations		
Building Appeal Fund Donations	659.00	269,494.94
Donation by Non-Members	6.00	43.00
Donations from Schools' Visits	1,776.00	90.00
General donations to the Synagogue	6,860.04	1,246.47
Gift Aid Reclaim	21,125.52	
KKL Tax Credits		42.81
Kol Nidre Appeal	885.00	492.00
Total Donations	31,311.56	271,409.22
Other Income		
Advertising in Newsletter	95.00	
Car Parking Income	5,175.00	1,861.00
Income from Events	1,478.61	207.40
Rental income Synagogue Flat	252.00	252.00
Total Other Income	7,000.61	2,320.40
Services		100.00
Subscriptions		
BOD Levy (collected in subscriptions)	1,130.70	756.50
JIA Donation (collected in subscriptions)	537.20	1,400.70
Subscription by Friends	416.00	237.00
Synagogue Subscriptions	15,122.00	14,172.00
Total Subscriptions	17,205.90	16,566.20
Total Income	55,518.07	290,395.82
GROSS PROFIT	55,518.07	290,395.82
EXPENSES		
Barmitzvah Expenses	89.50	
Bishop of Norwich Refugee Fund	1,000.00	
Board of Deputies Fees	245.00	
Books	27.50	
Building Development Costs	-542.18	409,848.08
Cheder running costs		19.75
Chief Rabbi's Office - annual contribution	245.00	245.00
Cleaning	515.00	137.25
Conference fees attended by Daniel	63.65	
Council Tax	1,201.34	1,166.65
Gardener	522.00	807.00
Insurance	4,768.94	6,160.01

		Total
	Nov 2021 - Oct 2022	Nov 2020 - Oct 2021 (PY)
Jewish Heritage Centre Expenses		400.00
Kiddush Expenses	235.63	
Kol Nidre Appeal Donations		
Donation to UJIA	250.00	
Total Kol Nidre Appeal Donations	250.00	
Legal and professional fees		
Data Protection Annual Fee	35.00	35.00
Total Legal and professional fees	35.00	35.00
Light, water and heat	3,525.08	3,354.75
Ministerial Expenses	12,135.40	7,509.60
Norwich Synagogue Events' expenses	646.45	13.71
Office expenses, repairs & maintenance	987.06	201.09
Printing, postage and stationery	239.85	226.05
Repairs and maintenance	3,864.35	174.00
School Visit Expenses	1,196.83	
Security		86.52
Sundry expenses		325.00
Telephone	329.64	508.58
Total Expenses	31,581.04	431,218.04
NET OPERATING INCOME	23,937.03	-140,822.22
OTHER INCOME		
Bank interest - received	0.48	46.28
Sundry income	1,850.00	
Total Other Income	1,850.48	46.28
NET OTHER INCOME	1,850.48	46.28
NET INCOME	£25,787.51	£ -140,775.94

Balance Sheet

As of October 31, 2022

		Total
	As of Oct 31, 2022	As of Oct 31, 2021 (PY)
FIXED ASSET		
Tangible assets		
Machinery and equipment	8,307.24	
Total Tangible assets	8,307.24	0.00
Total Fixed Asset	8,307.24	0.00
CASH AT BANK AND IN HAND		
Bank of Scotland Instant Access Savings	809.63	5,809.15
Bank of Scotland Treasurer's Account (8542)	2,682.40	8,688.64
Co-op Bank Current Account	110,883.31	22,172.06
Virgin Bank	20.00	20.00
Total Cash at bank and in hand	114,395.34	36,689.85
DEBTORS		
Debtors	-20.00	-20.00
Total Debtors	-20.00	-20.00
NET CURRENT ASSETS	114,375.34	36,669.85
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade Creditors		
Creditors		
Building Work Retention payable 31 May 2022	0.00	9,774.78
Total Creditors	0.00	9,774.78
Total Trade Creditors	0.00	9,774.78
Total Creditors: amounts falling due within one year	0.00	9,774.78
NET CURRENT ASSETS (LIABILITIES)	114,375.34	26,895.07
TOTAL ASSETS LESS CURRENT LIABILITIES	122,682.58	26,895.07
TOTAL NET ASSETS (LIABILITIES)	£122,682.58	£26,895.07
CAPITAL AND RESERVES		
Building Appeal Reserve	0.00	117,413.04
General Reserve carried forward	26,637.10	50,000.00
Leo Levine Legacy Reserve	70,000.00	
Restricted Funds	257.97	257.97
Profit for the year	25,787.51	-140,775.94
Total Capital and Reserves	£122,682.58	£26,895.07

Independent Examiner's report to the Trustees of Norwich Hebrew Congregation

I report to the trustees on my examination of the accounts of the Norwich Hebrew Congregation ("the Trust") for the year ended 31 October 2022.

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 all 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 giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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

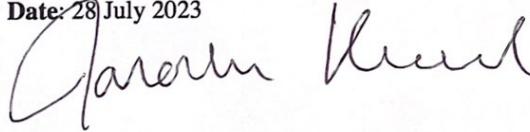
Signed: Jonathan Kendal & Co Chartered Accountants

Name: Jonathan Kendal

Relevant professional qualification or membership of professional bodies: ACA, CTA

Address: 6 Judges Drive, Norwich, NR4 7QQ

Date: 28 July 2023



Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1/11/2020
31/10/2021

Period start date To
Period end date

Charity name: Norwich Hebrew Congregation

Charity registration number: CIO 1187450

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The primary aims and objects of the charity are the provision of suitable premises and support for religious worship of the Jewish Religion. The main activity of the Charity is the provision of religious services on the Sabbath, on High Holy days and on other Jewish festivals. Other important activities are the Hebrew education of Jewish children and the provision of a focus for Jewish culture, traditions, educational and social activities in Norwich and the surrounding area.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Our Lay Minister conducts weekly services, which are well attended, particularly during the High Holy days and other Jewish festivals. Classes for the children are held every Sunday during normal school term time and our aim is that every child should be able to read Hebrew fluently and have a good knowledge of Jewish history, festivals and customs. We have an active outreach programme for communicating facts about the Jewish religion, its beliefs and customs for non-Jewish children through school visits to the Synagogue and by Jewish teachers to schools across the county. Throughout the year a wide variety of social and educational events was held. During the Covid 19 lockdowns regular ZOOM services and social events were held.

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees confirm that the activities of the Charity were consistent with the public benefit objectives.
--	-----------	---

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	All of the Committee and many of the members are active in religious, social and welfare activities on a voluntary basis
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	1. Services have been held on every Sabbath. 2. All Jewish festivals have been celebrated. 3. Religious education for children has been provided in a series of Sunday classes. 4. A busy cultural programme has been provided with catering in our kosher kitchen. 5. The Association of Jewish Refugees has used the Synagogue for meetings. 6. A major fund raising initiative to restore the communal hall and to provide facilities for disabled people has been completed. 7. The Congregation has been represented at the Board of Deputies of British Jews. 8. The Congregation has supervised Jewish

		Burials in the Jewish section of the City Cemetery. 9. Cross cultural and interfaith activities have played an important part in the programme of events. 10. An outreach education programme for non Jewish school children has been provided at the Synagogue and throughout the county. 11. A programme for visiting the sick and elderly and supporting families in need is in place. 12. The Congregation has been represented by its Honorary Officers at Civic events such as Remembrance Day and Holocaust Memorial Day
--	--	--

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	See below (April 2021)
Performance of fundraising activities against objectives set	Para 1.41	The Congregation successfully raised funds to pay for a major renovation of the Synagogue (which was completed in April 2021)
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The Charity raised sufficient funds to undertake a major building renovation Capital and reserves at 31/10/2021 £26,895.07
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	General Reserve is held to secure running costs for Synagogue and Congregation for up to 2 years
Amount of reserves held	Para 1.22	£26,895.07
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are elected by members at the AGM of the Congregation. The President serves a term of 3 years and can be re-elected for a further 3 year term.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Norwich Hebrew Congregation
Other name the charity uses	
Registered charity number	1187450

Charity's principal address	3 Earlham Rd Norwich NR2 3RA

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Barry Leveton			
2	Marian Prinsley	Vice President		
3	Fay Cadywould	Secretary		
4	Peter Prinsley	Treasurer (acting)		
5	Adrian Possener	Hon Solicitor		
6	John Cadywould	President		
7	Maureen Leveton			
8	Clive Roffe			
9	Margaret Simons			
10	Michael Wolf			
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees - names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

--

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information

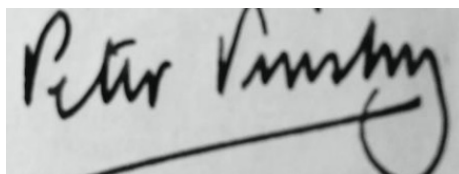
--

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

A handwritten signature in black ink, appearing to read 'Peter Prinsley', is written over a light grey background. The signature is cursive and includes a large, sweeping flourish at the end.

Full name(s)

Peter Richard Prinsley

Position (eg
Secretary, Chair, etc)

Hon Treasurer

Date

3rd August 2022

Norwich Hebrew Congregation

Profit and Loss Comparison

November 2020 - October 2021

	TOTAL	
	NOV 2020 - OCT 2021	NOV 2019 - OCT 2020 (PY)
Receipts		
Donations		
Building Appeal Fund Donations	269,494.94	16,180.00
Donation by Non-Members	43.00	1,033.00
Donations for JNF		75.09
Donations from Schools' Visits	90.00	1,852.50
General donations to the Synagogue	1,246.47	1,646.84
KKL Tax Credits	42.81	42.65
Kol Nidre Appeal	492.00	478.00
Total Donations	271,409.22	21,308.08
Other Income		
Advertising in Newsletter		90.00
Car Parking Income	1,861.00	2,439.00
Income from Events	207.40	270.10
Rental income Synagogue Flat	252.00	252.00
Total Other Income	2,320.40	3,051.10
Services	100.00	
Subscriptions		
BOD Levy (collected in subscriptions)	756.50	518.50
JIA Donation (collected in subscriptions)	1,400.70	758.20
Subscription by Friends	237.00	702.36
Synagogue Subscriptions	14,172.00	13,555.00
Total Subscriptions	16,566.20	15,534.06
Total Receipts	£290,395.82	£39,893.24
Total Funds Received	£290,395.82	£39,893.24
Expenses		
Board of Deputies Fees		245.00
Building Development Costs	409,848.08	57,918.30
Cheder running costs	19.75	890.07
Chief Rabbi's Office - annual contribution	245.00	490.00
Cleaning	137.25	424.75
Conference fees attended by Daniel		416.00
Council Tax	1,166.65	1,066.89
Donations to JNF		75.09
Gardener	807.00	244.50
Insurance	6,160.01	3,932.43
Jewish Heritage Centre Expenses	400.00	
Kol Nidre Appeal Donations		
Donation to Camp Simcha		744.00
Donation to UJIA		744.00
Total Kol Nidre Appeal Donations		1,488.00

Norwich Hebrew Congregation

Profit and Loss Comparison

November 2020 - October 2021

	TOTAL	
	NOV 2020 - OCT 2021	NOV 2019 - OCT 2020 (PY)
Legal and professional fees		3,400.00
Data Protection Annual Fee	35.00	35.00
Total Legal and professional fees	35.00	3,435.00
Light, water and heat	3,354.75	3,927.58
Ministerial Expenses	7,509.60	7,509.60
Norwich Synagogue Events' expenses	13.71	885.00
Office expenses, repairs & maintenance	201.09	131.24
Printing, postage and stationery	226.05	88.50
Refunded donation		65.00
Repairs and maintenance	174.00	370.58
School Visit Expenses		60.00
Security	86.52	154.80
Sundry expenses	325.00	
Telephone	508.58	501.97
Website costs		30.00
Total Expenses	£431,218.04	£84,350.30
NET SURPLUS (before investment income)	£ -140,822.22	£ -44,457.06
Investment Income		
Bank interest - received	46.28	785.47
Total Investment Income	£46.28	£785.47
Total Investment Income	£46.28	£785.47
NET SURPLUS FOR YEAR	£ -140,775.94	£ -43,671.59

Norwich Hebrew Congregation

Balance Sheet Comparison

As of October 31, 2021

	TOTAL	
	AS OF OCT 31, 2021	AS OF OCT 31, 2020 (PY)
Fixed Asset		
Total Fixed Asset		
Cash at bank and in hand		
Bank of Scotland Instant Access Savings	5,809.15	110,803.05
Bank of Scotland Treasurer's Account (8542)	8,688.64	22,345.97
Co-op Bank Current Account	22,172.06	
Secure Trust 120 Day Notice	0.00	0.00
Secure Trust 60 Day Notice	0.00	0.00
Virgin Bank	20.00	34,541.99
Total Cash at bank and in hand	£36,689.85	£167,691.01
Debtors		
Debtors	-20.00	-20.00
Total Debtors	£ -20.00	£ -20.00
NET CURRENT ASSETS	£36,669.85	£167,671.01
Creditors: amounts falling due within one year		
Trade Creditors		
Creditors		
Building Work Retention payable 31 May 2022	9,774.78	
Total Creditors	9,774.78	
Total Trade Creditors	£9,774.78	£0.00
Total Creditors: amounts falling due within one year	£9,774.78	£0.00
NET CURRENT ASSETS (LIABILITIES)	£26,895.07	£167,671.01
TOTAL ASSETS LESS CURRENT LIABILITIES	£26,895.07	£167,671.01
TOTAL NET ASSETS (LIABILITIES)	£26,895.07	£167,671.01
Capital and Reserves		
Building Appeal Reserve	117,413.04	161,342.60
General Reserve carried forward	50,000.00	50,000.00
Restricted Funds	257.97	0.00
Surplus/(loss) for the year transferred to/(from) Building Reserve (2018 to General Reserve)	-140,775.94	-43,671.59
Total Capital and Reserves	£26,895.07	£167,671.01

Independent Examiner's report to the Trustees of Norwich Hebrew Congregation

I report to the trustees on my examination of the accounts of the Norwich Hebrew Congregation ("the Trust") for the year ended 31 October 2021.

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 all 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 giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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

Signed: Jonathan Kendal & Co Chartered Accountants

Name: Jonathan Kendal

Relevant professional qualification or membership of professional bodies: ACA, CTA

Address: 6 Judges Drive, Norwich, NR4 7QQ

Date: 3 August 2022

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From **1/11/2019**
31/10/2020

Period start date **To**
Period end date

Charity name: Norwich Hebrew Congregation

Charity registration number: CIO 1187450

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	The primary aims and objects of the charity are the provision of suitable premises and support for religious worship of the Jewish Religion. The principle activity of the Charity is the provision of religious services on the Sabbath, on High Holy days and on other Jewish festivals. Other important activities are the Hebrew education of Jewish children and the provision of a focus for Jewish culture, traditions, educational and social activities in Norwich and the surrounding area.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Our Lay Minister conducts weekly services, which are well attended, particularly during the High Holy days and other Jewish festivals. Classes for the children are held every Sunday during normal school term time and our aim is that every child should be able to read Hebrew fluently and have a good knowledge of Jewish history, festivals and customs. We have an active outreach programme for communicating facts about the Jewish religion, its beliefs and customs for non-Jewish children through school visits to the Synagogue and by Jewish teachers to schools across the county. Throughout the year a wide variety of social and educational events was held. During the Covid 19 lockdowns regular ZOOM services and social events were held.

Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The Trustees confirm that the activities of the Charity were consistent with the public benefit objectives.
--	-----------	---

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	All of the Committee and many of the members are active in religious, social and welfare activities on a voluntary basis
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	1. Services have been held on every Sabbath. 2. All Jewish festivals have been celebrated. 3. Religious education for children has been provided in a series of Sunday classes. 4. A busy cultural programme has been provided with catering in our kosher kitchen. 5. The Association of Jewish Refugees has used the Synagogue for meetings. 6. A major fund raising initiative to restore the communal hall and to provide facilities for disabled people has been underway. 7. The Congregation has been represented at the Board of Deputies of British Jews. 8. The Congregation has supervised Jewish

		Burials in the Jewish section of the City Cemetery. 9. Cross cultural and interfaith activities have played an important part in the programme of events. 10. An outreach education programme for non Jewish school children has been provided at the Synagogue and throughout the county. 11. A programme for visiting the sick and elderly and supporting families in need is in place. 12. The Congregation has been represented by its Honorary Officers at Civic events such as Remembrance Day and Holocaust Memorial Day
--	--	--

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	See below (April 2021)
Performance of fundraising activities against objectives set	Para 1.41	The Congregation successfully raised funds to pay for a major renovation of the Synagogue (which was completed in April 2021)
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	The Charity raised sufficient funds to undertake a major building renovation Capital and reserves at 31/10/2020 £167,671.01
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	General Reserve is held to secure running costs for Synagogue and Congregation for up to 2 years
Amount of reserves held	Para 1.22	£50,000
Reasons for holding zero reserves	Para 1.22	
Details of fund materially in deficit	Para 1.24	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	CIO Constitution
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Trustees are elected by members at the AGM of the Congregation. The President serves a term of 3 years and can be re-elected for a further 3 year term.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	Norwich Hebrew Congregationm
Other name the charity uses	
Registered charity number	1187450

Charity's principal address	3 Earlham Rd Norwich NR2 3RA

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Barry Leveton	President		
2	Marian Prinsley	Vice President		
3	Fay Cadywould	Secretary		
4	Peter Prinsley	Treasurer (acting)		
5	Adrian Possener	Hon Solicitor		
6	John Cadywould			
7	Maureen Leveton			
8	Clive Roffe			
9	Margaret Simons			
10	Michael Wolf			
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees - names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

--

Exemptions from disclosure

Reason for non-disclosure of key personnel details

--

Other optional information

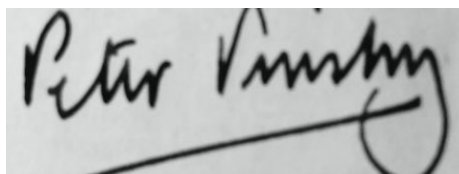
--

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

A handwritten signature in black ink, appearing to read 'Peter Prinsley', is written over a light grey background. The signature is cursive and includes a large, sweeping flourish at the end.

Full name(s)

Peter Richard Prinsley

Position (eg
Secretary, Chair, etc)

Hon Treasurer

Date

7th July 2021

Norwich Hebrew Congregation

Receipts and Payments Report

November 2019 - October 2020

	TOTAL	
	NOV 2019 - OCT 2020	NOV 2018 - OCT 2019 (PY)
Receipts		
Donations		
Building Appeal Fund Donations	16,180.00	12,493.30
Donation by Non-Members	1,033.00	1,183.00
Donation for Cheder Attendance		60.00
Donations for JNF	75.09	
Donations from Schools' Visits	1,852.50	1,858.30
Donations received for JIA		200.00
General donations to the Synagogue	1,646.84	2,172.31
KKL Tax Credits	42.65	74.38
Kol Nidre Appeal	478.00	
Legal and General dividend re Joan Goodman		5.59
Total Donations	21,308.08	18,046.88
Other Income		
Advertising in Newsletter	90.00	155.00
Car Parking Income	2,439.00	2,608.00
Income from Events	270.10	494.00
Jewish Living Experience Income		3,404.00
Rental income Synagogue Flat	252.00	252.00
Total Other Income	3,051.10	6,913.00
Subscriptions		
BOD Levy (collected in subscriptions)	518.50	883.00
JIA Donation (collected in subscriptions)	758.20	1,288.37
Subscription by Friends	702.36	613.51
Synagogue Subscriptions	13,555.00	14,449.50
Total Subscriptions	15,534.06	17,234.38
Total Receipts	£39,893.24	£42,194.26
Total Funds Received	£39,893.24	£42,194.26
Expenses		
50th Anniversary Tea and Fundraiser		185.60
Board of Deputies Fees	245.00	1,598.50
Building Development Costs	57,918.30	740.40
Cheder running costs	890.07	1,226.02
Chief Rabbi's Office - annual contribution	490.00	
Cleaning	424.75	668.25
Conference fees attended by Daniel	416.00	80.00
Council Tax	1,066.89	1,081.34
Donation to Camp Simcha		1,431.70
Donations to JNF	75.09	
Gardener	244.50	709.00
Insurance	3,932.43	3,740.97
Jewish Living Experience		2,920.22

Norwich Hebrew Congregation

Receipts and Payments Report

November 2019 - October 2020

	TOTAL	
	NOV 2019 - OCT 2020	NOV 2018 - OCT 2019 (PY)
Kol Nidre Appeal Donations		
Donation to Camp Simcha	744.00	
Donation to UJIA	744.00	
Total Kol Nidre Appeal Donations	1,488.00	
Legal and professional fees	3,400.00	
Data Protection Annual Fee	35.00	35.00
Total Legal and professional fees	3,435.00	35.00
Light, water and heat	3,927.58	4,043.22
Ministerial Expenses	7,509.60	5,811.00
Newsletter Costs		30.00
Norwich Synagogue Events' expenses	885.00	
Office expenses, repairs & maintenance	131.24	
Printing, postage and stationery	88.50	682.59
Refunded donation	65.00	
Repairs and maintenance	370.58	1,353.31
School Visit Expenses	60.00	
Security	154.80	
Sundry expenses		157.68
Telephone	501.97	462.79
Website costs	30.00	
Total Expenses	£84,350.30	£26,957.59
NET SURPLUS (before investment income)	£ -44,457.06	£15,236.67
Investment Income		
Bank interest - received	785.47	1,048.44
Total Investment Income	£785.47	£1,048.44
Total Investment Income	£785.47	£1,048.44
NET SURPLUS FOR YEAR	£ -43,671.59	£16,285.11

Independent Examiner's report to the Trustees of Norwich Hebrew Congregation

I report to the trustees on my examination of the accounts of the Norwich Hebrew Congregation ("the Trust") for the year ended 31 October 2020.

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 all 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 giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records.

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

Signed: Jonathan Kendal & Co Chartered Accountants

Name: Jonathan Kendal

Relevant professional qualification or membership of professional bodies: ACA, CTA

Address: 6 Judges Drive, Norwich, NR4 7QQ

Date: 3 August 2021