

**Charity registration number 1172458**

**Company registration number 10622971 (England and Wales)**

**EDGWARE AND HENDON REFORM SYNAGOGUE  
ANNUAL REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2023**

# EDGWARE AND HENDON REFORM SYNAGOGUE

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Council</b>	Jeremy Harrod - chairman Joanna Sigalov - joint vice chairman Andrew Woolstone - joint vice chairman Robert Brand - honorary officer Daniel Mitchell - honorary officer Kevin Maddison - joint honorary treasurer Michael Lerman - joint honorary treasurer Michael Weber - honorary secretary Donna Bryk Kevin Darvill Neil Flash Sharon Garson Alexander Hirsh Benjamin Konyn Robert Koster (Appointed 1 October 2023) Nicholas Mailer (Appointed 1 October 2023) David Mendoza-Wolfson Eric Sander Daniel Stiassny Bradley Trainis Gideon Wittenberg (Appointed 1 October 2023)
<b>Clergy team</b>	Rabbi Mark Goldsmith Rabbi Debbie Young - Somers Rabbi Tanya Sakhnovich Cantor Tamara Wolson (Appointed 2 January 2024)
<b>Community director</b>	Perry Newton (Resigned 30 September 2023)
<b>Charity number</b>	1172458
<b>Company number</b>	10622971
<b>Principal address and registered office</b>	Edgware and Hendon Reform Synagogue 118 Stonegrove Edgware HA8 8AB
<b>Independent auditor</b>	S Coleman ACA Gerald Edelman LLP 73 Cornhill London EC3V 3QQ
<b>Investment advisors</b>	Cazenove Capital 1 London Wall Place London EC2Y 5AU

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# EDGWARE AND HENDON REFORM SYNAGOGUE

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# EDGWARE AND HENDON REFORM SYNAGOGUE

## CHAIRMAN'S STATEMENT

### *FOR THE YEAR ENDED 31 DECEMBER 2023*

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You will be pleased to know that Council and Honorary Officers have been working extremely well together and addressed successfully the challenges and issues that we have running a synagogue this size. 2023 has been a busy and successful year and whilst we are always sad when existing members pass away, we are delighted when new members join and indeed our membership numbers have ultimately remained stable during the year. Our aim is to grow our membership so that more people can enjoy the many and varied services, both with a big S and small s, that we provide.

We have tried to bring down the average age of council members. With age comes knowledge and experience, we must recognise that we are trying to build a younger and energetic community, whilst not forgetting our more experienced members, and we wanted council to reflect that ethos.

Our dedicated Programmes and Administration teams are always available to our members, and we were delighted when in January 2023 a new role was created and filled. The Membership Engagement Lead, Debbie Drapkin, got her feet under the table very quickly and during the course of the year has been able to work with our members to help them to arrange and organise many successful events which has brought the community together and has certainly got more people involved with activities.

We said goodbye this year to our Community Director, Perry Newton, and we wish him all the best for the future. The administration team led by Martine have covered this role I would like to thank everyone for digging in and getting the work done.

It is wonderful at times during the week and weekends to see so many children being around the building. The Stay and Play event every Friday is now packed out and the events we had for Purim and Chanukah were wonderful and fantastically attended. I have heard people say, "who knew we had this many children as members here".

Rabbi Tanya Sakhnovich became a full-time member of our clergy team and subsequent to Cantor Tamara having started in January 2024 we now have the dream team that we set out to have when our Emeritus Rabbis retired and after we were devastated by the loss of Rabbi Kraft z"l. Our clergy team are making things happen around the synagogue and rarely a day passes without some sort of learning, worship or hands on event happening. The induction of Rabbi Tanya late in 2023 was a wonderful event with a packed synagogue celebrating our latest arrival.

As one of the largest Reform Communities in the country we have been interested and involved in the proposed new Movement for Progressive Judaism during the year. A successful forum was held during the year where our members were given the opportunity to question and discuss with representatives of both the Reform and Liberal movement the opportunities and concerns that will no doubt arise whilst these talks take place.

The 2023 AGM was well attended, helped by a lovely Israeli style breakfast before the meeting.

We were all shocked by the events of 7 October in Israel and Edgware and Hendon Reform Synagogue (EHRS) and the Clergy Team ensured that we as a community could do whatever we could to support our members who were deeply troubled by the events. We held some community get togethers and had Zoom links with progressive rabbis and many others in Israel explaining to us what was happening and how people were dealing with the issue there. It has also been a worrying time for Jews in the United Kingdom and we as a community have been helping each other with those challenges.

Our security team has certainly stepped up since those events and the volunteers have been incredibly supportive of the core security team. On all weekends we now have a full complement of security volunteers but as ever, more help is always needed so if you think you can help, please contact the office.

Council agreed during the year that the main project for 2024 would be the refurbishment of the outside of the whole synagogue site and building, including the car park and front area. The wall at the front of the building is at the point of collapse and after much deliberation it was decided that a complete refurbishment of the outside of the synagogue would be preferable to spending money on a short-term fix. Investment has not been made on the outside of the building for nearly 30 years and we look forward to experiencing a much more usable outside space and seeing a new and pleasant experience when looking at the synagogue from the road.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## CHAIRMAN'S STATEMENT (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2023*

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Finally, I would like to thank Members, Council and Honorary Officers, and all the team at EHRS for their support during the year. Without any support my task would have been impossible.

Jeremy Harrod  
**Chairman**

Date: 27 August 2024

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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The Council present their report and financial statements for the year ended 31 December 2023.

The synagogue commenced operations on 1 November 2017 immediately subsequent to the merger of Edgware and District Reform Synagogue ("EDRS") and Hendon Reform Synagogue ("HRS") into this Charitable Company on 31 October 2017.

The Council take this opportunity to acknowledge all the work, dedication and commitment of, Council members, staff, volunteers and the congregants and look forward to continuing exciting development of Edgware and Hendon Reform Synagogue ('EHRS').

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the synagogue's memorandum and articles of association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)".

### **Objectives and activities**

EHRS operates from premises in Stonegrove, Edgware which are the premises from which Edgware and District Reform Synagogue formerly operated. The synagogue is a congregation following the Jewish religion with the aims of providing and maintaining a place for the purpose of public worship and advancing religious, educational and charitable activities.

These objectives were met through the actions of the sub-committees, associated groups and organisations, and which were run by a wide range of volunteers as well as employees.

The policies adopted in furtherance of these objects are to conduct a range of religious services and ceremonies, provide a Jewish education both to children and adults, provide nursery school facilities, organise a range of social, educational and cultural events and provide support within the community. There has been no change in the synagogue's objectives during the year.

### **Public benefit and strategy**

The Charities Act 2011 requires all charities to meet the legal requirement that its aims are for the public benefit. The Charity Commission in its charities and public benefit guidance states that there are two key principles to be met in order to show that an organisation's aims are for the public benefit: firstly, there must be an identifiable benefit or benefits and secondly, that the benefit must be to the public or a section of the public. The Council have paid due regard to guidance issued by the Charity Commission in deciding what activities the synagogue should undertake and consider that they have complied with Section 17 of the Charities Act 2011 including the guidance "Public Benefit: Running a Charity(PB2)".

The synagogue's aims are described above under "objectives". The benefits of such aims were derived by the members and the public, attending services and activities provided by the charity. As a charity the synagogue's strategy is to continue to provide a religious environment and purpose for its congregants in safe and financially secure manner. The income of the charity together with the support of the volunteers was directed to fulfil these objective and activities during the period under review.

### **Grant making policy**

The synagogue pursued its charitable giving through a number of programmes but mainly through the High Holy Day appeal. With the exception of minor disbursements in the case of need, our policy was to make grants only out of donations received and only to registered charities, both Jewish and non-Jewish, whether in the UK or overseas.

### **Use of volunteers**

EHRS was grateful for the unstinting efforts of its volunteers who were Involved in service provision and fund-raising throughout the period. It is not possible and practical to estimate the monetary value of the services provided by the volunteers during the year.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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### **Strategic report**

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the Council to present a strategic report.

### **Achievements and performance**

#### Rabbinical

This was the year that we were able to complete the EHRS clergy team. Rabbi Tanya Sakhnovich joined Rabbi Mark Goldsmith and Rabbi Debbie Young-Somers and became a permanent member of the team during 2023. The community celebrated her induction as EHRS's Rabbi in November. During the year we were part of the group which worked together to find an ordained Cantor to join us. They would take over the role of Music Director as well as adding their skills to the clergy team in general. Cantor Tamara Wolfson was the most suitable candidate for EHRS and she joined us from Alyth Synagogue in January 2024.

This year, Rabbi Mark took a three month Sabbatical which was dedicated to completing the renewal of the Movement for Reform Judaism Machzor. He is Chair of the Editorial Committee. Rabbi Debbie also took a three-month Sabbatical and was able to dedicate substantial time to study. Both are very grateful to Rabbi Tanya and all of the members of the Synagogue who made this possible.

Alongside our Friday night and Saturday morning services we have brought the community the choice of parallel services on most Shabbatot. This year these have included joining our Hakol B'Seder experimental music service with Cantor Dimitri Karpenko in Moscow, our regular outdoor Shabbat B'Yaar (in the forest) services in areas where our members live, Shabbat Shirah Friday nights bringing contemporary Reform Jewish music to Erev Shabbat and the third year of our Bark Mitzvah, celebrating our pets on the New Year for Animals at the start of Ellul, and much much more.

We worked with EHRS member Natasha Davidov to complete the Sefer Torah in memory of Rabbi Neil Kraft z"l with a set of beautiful bespoke Rimomim depicting the diversity of the Jewish community.

The festivals and fasts of the year were as creative as ever. We began 2023 with a Holocaust Memorial Day commemoration based on lullabies in a time of trauma. On Yom HaShoah Rabbi Tanya worked with Debbie Drapkin and Rabbi Steven Katz to help us to understand the history of our Sobeslav scroll from Bohemia. On Tu'B'Shevat Rabbi Debbie and Rabbi Tanya ran a seder honouring our Synagogue volunteers. Purim brought the return of the EHRS Purim Spiel and a very large, intergenerational, congregation showing that the era of Covid based reluctance to come in person was truly over. Our Pesach communal Seder, was also back to pre-Covid numbers. On Yom HaAtzmaut Rabbi Debbie worked with Nurit Heath to create a seder specially for Israel's 75th birthday. We brought four other local communities to join us at EHRS for a very successful Tikkun Leyl Shavuot and, alongside our Shavuot morning service, were delighted to be part of the family Shavuot carnival. This followed a special Shabbat morning and community gathering for the coronation of King Charles III. The High Holy Days were full of choices and tradition with very well attended family services and classes throughout. Sukkot was a full programme including film shows, Young Adults dinner in the Sukkah, an Israeli breakfast and a fruit tasting. Simchat Torah was, of course, overshadowed by the terrible events of 7 October in Israel as Hamas attacked the Gaza envelope. Though we were celebrating Torah fulsomely at Synagogue, the tragic news was beginning to break by the end of the service.

In the week after October 7th we hosted a packed community forum with Rabbi Yael Vurgan from the Gaza envelope and Anna Kislanski, CEO of the Israel Movement for Reform Judaism. We also showed hospitality to Israelis that Shabbat. Since that time EHRS has been deeply involved with the trauma of Israel and Gaza, ensuring that we are supporting the families of hostages taken by Hamas. Child of EHRS members, Jake Marlow z"l, was murdered in the attacks.

We ensured that there was a candle lighting for members of the congregation every night of Chanukah as our community had a strong need to be sure to come together.

# **EDGWARE AND HENDON REFORM SYNAGOGUE**

## **COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)**

***FOR THE YEAR ENDED 31 DECEMBER 2023***

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We taught Shiurim throughout the year on Shabbat mornings and classes on weekday evenings, including Rabbi Tanya's Pale of Settlement course. Rabbi Debbie led our Cornerstone Class, bringing basic Jewish knowledge to people who are converting to Judaism and anyone else who wants to learn. Rabbi Mark and Rabbi Tanya taught a year round Talmud Class. All of us participated in Schmooze with the Rabbis and the Bar and Bat Mitzvah classes. We led sessions and onegei Shabbat at our year round youth schemes and Rabbi Mark was a leader on our teenagers' trip to Cordoba. Rabbi Tanya innovated with Phil Dave to create a series of Podcasts which are on the EHRS website, called 'Pondering Jews.' We ensured that there was Israel education throughout the year, working especially with partners at the Leo Baeck Center in Haifa and the Israel Movement for Progressive Judaism. Rabbi Debbie's Cook-a-Longs remained popular including Rabbi Mark's 'Quick and Dirty Challah Making' session! We led a session called 'Good Mourning' learning about death and bereavement and Jewish ways to help. To continue our aim to educate about Jewish diversity we worked with Marian Cohen to create Oud and Food to celebrate our Baghdadi and Iranian members. Rabbi Debbie worked with a group towards a very moving adult Bat Mitzvah ceremony which was celebrated in November.

Rabbi Debbie continued her popular group for young adults, 'Beer and Shiur' and hosted young adult Shabbat dinners at her home. Rabbi Tanya started a course with Mike Walton for our teenagers called Facing History, which will culminate in a learning trip to Berlin. We greatly enjoyed working with Sarah Koster and Marian Cohen at Kuddle up Shabbat, Shabbat Stay and Play and the Shabbat Club, ensuring that our youngest members also get to know their Rabbis and now Cantor.

Our Rabbis ensure that EHRS is valued in the Jewish community beyond our gates. Rabbi Mark is a volunteer trustee and leader in EcoJudaism and the Shores Trust for Jewish continuity. He attended and presented workshops at the World Union for Progressive Judaism Conference in Jerusalem. He and Rabbi Debbie wrote regularly in the Jewish News. Rabbi Debbie was a regular contributor on Radio London and Radio 2's 'Pause for Thought' and represented Reform Judaism at the Conference of the Union of Jewish Students and the Commonwealth Service. Rabbi Tanya is Co-ordinator of Community Placements at Leo Baeck College and all of our rabbis teach at the college. She is also a trustee of EcoJudaism and leads the EHRS Eco-Action group. All of our Rabbis are substantially involved in the work of the Movement for Reform Judaism and have been ensuring that EHRS is part of the work of creation of the New Progressive Jewish Movement.

### **Marketing and communications**

Marketing and Communications continues to be a vital facility during the year. With so much happening, there are more leaflets, brochures, posters and social media posts to produce, as well as keeping members up to date with the weekly email 'Our Week Ahead' ('OWA') and our bi-monthly magazine 'LeDor VaDor'.

The readership of OWA has increased over the year especially since the events of 7 October, where we feel our members want to be more involved and immersed in their community and be up to date with what we have to offer them.

From external adverts placed in LeDor VaDor Pesach and Rosh Hashanah editions, by various affiliated organisations and personal adverts, a total of £4,212 was raised.

Our High Holy Day Booklet produced for those who want to join in person or online from home helps to enhance the High Holy Days for everyone. This has proved to be an important marketing material, and continues to be popular and beneficial during Rosh Hashanah, Yom Kippur, Sukkot, and Simchat Torah.

Together with our informative website, which is updated daily and shows our offerings throughout the year, these multiple communications are key to enhancing our members and visitors experience of EHRS.

### **Services Committee**

The Services Committee is responsible for the planning and operation of all Synagogue services in conjunction with the Rabbis, Wardens and Council. The Committee meets quarterly and receives reports from the Senior Rabbi and the Senior Warden on recent and forthcoming services. Although the Education Committee manages Children's and Youth Services, the Committee has input into the timing and format of these services.



# **EDGWARE AND HENDON REFORM SYNAGOGUE**

## **COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)**

***FOR THE YEAR ENDED 31 DECEMBER 2023***

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Following Covid, attendances at all services have gradually increased, although still not to pre-Covid levels. We have maintained the live streaming and online services for those unable to attend in person.

During the year we held approximately 300 Shabbat and festival services. Our Friday afternoon Kuddle Up Shabbat and afternoon services for our younger members and their families remain popular and attendances have increased. We have continued to hold B'nei mitzvah classes on Friday afternoons, resulting in our Friday night services becoming more popular with families. The tote bags available in our main services with age-appropriate activities and books to keep our younger members occupied, remain popular. We have continued to offer a variety of alternative services, including various musical services, attended both in person and online, a monthly lay led Hebrew only traditional Shabbat service, and also outdoor services on different themes and at various venues. We continue to hold regular Sunday morning Shacharit service. We are seeking to actively develop new alternative services that may appeal to members to encourage community engagement. We continue to assist the Rabbis in leading Shiva prayers for mourners.

We are grateful to Rabbi Mark and Rabbi Debbie for their continued guidance and enthusiasm for all our services, and we were delighted to welcome Rabbi Tanya Sakhnovich to the clerical team.

The Services Committee expresses its thanks to all those people, too numerous to mention individually, who have assisted in maintaining the spirituality and organisation of all our services.

When planning our services, the Committee have considered the Charity Commission's guidance on Public Benefit, and in particular, the specific guidance on charities for the advancement of religion. EHRS is committed to enabling as many people as possible to pray in our Synagogue and we welcome new members as well as visitors, including those of different faiths, and through our broadcast services, we are able to reach a wider audience both within the UK and worldwide. The Services Committee believes that thereby we maintain our Public Benefit commitment.

### **HIGH HOLY DAYS**

With Rabbi Tanya joining the team permanently, there was no need for any further additional support. This year saw us offer once again the same options as before, both online and in person, with small variations to the previous programme which worked very well. However, we are pleased to say how nice it was to see services that were at some points nearly at full capacity.

This was due to the reorganising of the services and no longer having an early service on Rosh Hashanah, but two 10:00am services side by side (the intention being that this would assist member's lunch arrangements and encourage them to stay until the end of the service). This worked very well and was lovely for those leading as well as those attending. Even more encouraging was the increasing numbers attending all the Children's services which continue to grow from strength to strength.

This was also the first time that we were led by Nina our Cantorial soloist at our Selichot service, which was delightful and well received.

We also used for the final time the current HHD Machzor (the new one was used on Yom Kippur in the Upper Synagogue), in preparation to be used permanently in 2024 - you can sponsor a book if you would like.

We also introduced the membership card replacing the usual tickets, which could then be used throughout the rest of the year and was well received by the community and the security team.

As the majority of HHD's fell on weekends, this presented us with the logistical nightmare of not having a weekend between Yom Kippur and Sukkot to prepare the Sukkah (Tuesday to Friday afternoon). However, with sterling work by our regular families who help out, plus Orot, we managed to decorate and make it look as welcoming as ever, where events were held every day.

Overall, a very successful HHD programme, which now sets up the way forward to provide a great spiritual and entertaining experience for the community.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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### Security

In August 2023 Josh Kettle invited EHRS Chair Jeremy Harrod along with 4 other security members to a meeting at CST HQ in Hendon where a tour of the facilities was given, and a current overview and the needs for the Synagogue to have better overall security especially volunteer inclusion. Upskilling a new group of volunteers was discussed and agreed.

The following month, a presentation was given to some 50 members about current threats and how they can be of support. Immediately after the event of 7 October, the volunteer approach accelerated and added to the already motivated team, and 6 volunteers have carried out security every Saturday & Sunday since. Various groups have been set up to encompass the building infrastructure, management, and volunteer support, and 12 members attended a CST Level 1 training course whilst 3 members completed a 7-week CST Level 2 training course.

New equipment has been agreed to be purchased with trauma training diarised, a new security room is being developed, and we have created an admin support team. IT to capture email threats has been developed, and new safety drills are being designed, with new call sign and operational procedures being implemented. Work continues on all aspects to better improve the overall security for the community.

### Youth and education

This was our first year as a combined Youth and Education staff team and committee. The collaboration since merging has been the cornerstone of numerous, successful events this year.

### YOUNG FAMILIES

2023 saw new young families join EHRS, as well as a huge rise in engagement for members and non-members coming to our events, services and activities. We have over 400 families on the young families mailing list. Friday's Shabbat Stay & Play sells out weekly, with over 100 children, parents and grandparents enjoying the activities. The Sing & Sensory class is very popular and it's wonderful to see our youngest members enjoy their first taster of Jewish songs and EHRS. Many non-members attend and this group has led to some joining the synagogue.

The Youth & Education team continues to work together to provide creative Festival events attended by Orot and our young families. Both Purim and Chanukah saw sell out events. HHD services for families grew in attendance from last year. We launched a new 0-2 interactive sensory service for Rosh Hashanah that was very popular and will be repeated next year. Many non members choose to attend our Family services and celebrate Jewish New Year at EHRS.

Family camping returned in July, trying out a new campsite at Wellington Country Park. We were joined by 12 families, members and non for an incredible Shabbaton.

In January, we officially launched the Senitt Sensory room. It is being used by our Sensory class and children's groups, as well as by Nagila Nursery and Orot. Around the creation of the room, we are working on our SEND strategy, and have held a talk (open to everyone) and started a support group for EHRS member parents. The room is also available to book for families in and outside our community and beyond.

We held a Let's talk Autism & ADHD event in June and setup a new monthly SEND Parents support group.

### NAGILA:

Nagila used the academic year to explore the cycle of Jewish festivals and also enjoyed learning about different cultures. We organised a number of visitors to help the children learn about their world. These included the local librarian, our Barnet Oral Health expert who introduced a daily tooth brushing programme, and a visit from the farm, where the children were able to get up close with the animals.

We have participated in a variety of 'charity days' across the year. In the Summer we came into nursery in our PJs for the Book Trust's Pyjamarama Day! In November we participated in Mitzvah Day. We also participated in Just ONE Tree day and the parents fundraising efforts raised enough to plant a further 22 trees to contribute to global reforestation.

Nagila is open to members and non-members alike of all faiths and provides a warm introduction for many young families to EHRS.

YOUTH: Schemes have grown a huge amount over 2023 with 5 in total. Starting the year with an average of 45 children per day, to the Summer averaging 55 children, and over 100 total. Our Pesach scheme incorporated a children's service to be part of the scheme day that was well attended.

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# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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The October scheme was in the fall out of the 7 October Israel attacks. This led to us giving out free places to Israelis who had fled their country. Our support of Israelis was well received by the parents. During this time we also upped our security presence at scheme.

Weekly Drop Zone club continues to be enjoyed and well attended.

In February we started a Football club that ran until the summer. It had 12 to 14 attendees coming weekly for training sessions.

Working with Streetwise, they brought in their Maccabi leadership programme to run sport activities during various schemes. Norwood helped to run SEN training for our madrachim and did a great job. We also worked with Jami to run mindfulness sessions.

Our oldest hadracha cohort graduated in May and many went onto lead at various schemes or work during Orot. We have got a new cohort of 15 coming through and we ran a fun weekend social with them in November.

OROT AND BBM: Orot is dubbed the 'Happy Cheder' because of the positive feedback we receive; "It is such a delight picking up my children from cheder and finding that every week they have such a fulfilling experience. It really is a very special synagogue to be (newish) members of."

This year we welcomed Trish Malam, our exceptional new administrator and an important member of our team, and has helped us significantly enhance the quality of our communication.

We take pride in our inclusive environment for children with diverse learning or special educational needs. We engaged a SEND specialist to elevate our teacher's capabilities, to help ensure every child's sense of accomplishment and positive experience. She noted the children's sense of security and happiness and the nurturing support from teachers.

The B'nei Mitzvah programme is immensely enriched by our clergy's integral role in teaching, allowing them to forge connections with each student.

Complimenting this is our mentoring programme encouraging older youth to guide and support their younger peers approaching their own bar/bat mitzvah.

For teens post B'nei Mitzvah, we introduced the 'Facing History' programme, currently engaging twelve teens in bi-weekly Sunday sessions

UNIFORMED GROUPS: As well as weekly meetings at the shul, where our young people have fun, play games and earn badges, this year we have run our annual Winter and Summer residentials and have introduced a new residential experience, narrowboat camp. Outdoor activities are at the heart of what we do, so our young people have had the opportunity to take part in a wide range of activities such as climbing, air rifle shooting and hiking.

### Stonegrove Life

A beacon of lifelong learning and vibrant entertainment, the newly rebranded Stonegrove Life Committee has become the talk of EHRS with a brilliant array of events that cater for every curiosity and passion.

This year our members have dived into the depths of wisdom with our monthly Talmud class led by Rabbi Mark, where he brings ancient texts alive. Members have welcomed the new moon with Rosh Chodesh celebrations led by Rabbi Debbie and Rabbi Tanya. Many members have started their Shabbat with a spark of insight at our breakfast shiurim, and immersed themselves in thought provoking study sessions and discussions that left them inspired and moved.

Stonegrove Life offered all our adult members opportunities throughout the year to learn, grow and celebrate the joy of Jewish life together. Explore the EHRS website for our amazing array of Together Groups, Podcasts, clergy's thoughts, programmes and events.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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Some of the highlights this year have been:

- Mitzvah Day tea party for which EHRS were nominated for an award by Norwood & Mitzvah Day
- Podcast series on Jews and World's Politics led by Rabbi Tanya and Phil Dave
- Rabbi Kraft's Memorial Book Club led by Debra Barnes and Margot Coleman
- Cookalongs with Rabbi Debbie
- The Singing Circle led by Lawrence Cohen
- Stonegrove Serenade led by Anna Flash and amazing team of volunteers
- Oud and Food celebration of Mizrahi Jewry
- Charity Supper Quiz for Comfort Cases UK
- Who Jew you think you are? To introduce our new Chair of EHRS Jeremy Harrod
- Desert Island Texts to introduce Rabbi Tanya

Within EHRS

**NEW OPTIONS:** We cater for the retired and semi-retired (60 plus). The Wednesday bridge afternoons were still popular, attracting about 40 people each week for an enjoyable and social afternoon. Over half the people attending are non-EHRS members. The monthly light-hearted topical discussions, 'Schmoozing With The Rabbis', were now only held 'in person' not on Zoom, with 18-20 people attending. All our Rabbis contributed, each in their own individual style, to make it lively and popular. We arranged another Community Weekend Away which was held in May. This time we stayed Northampton, with 28 members attending, for another very successful informal and social weekend.

**NOT THE WOMENS GUILD:** This group continues to welcome women of all ages who belong to EHRS. The group is informal and programmes are decided democratically. It holds meetings about once a month in the afternoon at EHRS. Events last year included outings to theatre, local restaurants, a talk by our latest Rabbi to introduce herself, and a visit to Kenwood. Socials often based around festivals. Our Summer party provided enough food to feed all the group, Rabbis and the entire office staff! The mixture of cultural and social activities suit the group and hope to continue in the same way.

**TZEDAKAH GROUP:** Each year a small group of people choose from among the various charities that approach us during the year for help, and decide which charities will best suit our community in our annual appeal. These are put out to you all in the High Holy Days Appeal. We are delighted to inform the community that we raised just over £25,000 in our appeal last September for our chosen charities: Royal Free Charity, Raphael Counselling Service, Jnetics, Camp Simcha, Moishe House, Oasis of Peace, React and the Karen Morris Memorial Trust. This was especially generous given the events of October 7, when our thoughts turned to giving to charities elsewhere.

**KIDDUSH** - Numbers attending services may well be still less than pre-covid, but hasn't stopped the congregation staying post service and enjoying a nice kiddush meeting up with and chatting with friends and family alike, or new members or guests attending a celebration.

Whilst as with everything else, prices have increased, but we have kept this to a minimum and tried to be supportive to those putting on a kiddush. We had the usual B'nei Mitzvah's, Aufruf's, baby blessings, significant birthdays and anniversaries, as well as honouring those chosen as Chatan's/Challah's at Simchat Torah.

We also had the pleasure of holding a special kiddush welcoming Rabbi Tanya at her inauguration in November attended by over 350, it was a really lovely occasion and everyone who was there left with great memories.

Community care

Community Care and Wellbeing offer members support, advice and advocacy through difficult times in their lives. We offer practical and emotional support often when people are at their most vulnerable. Our strong community networks allow us to work in partnership with external organisations.

There were 70 member deaths in the community during 2023 and an additional 37 families were affected by the deaths of non-member relatives. Surviving relatives were offered telephone support during 2023. Demand remained high from the bereaved for support and we have three bereavement social groups run by members for different age groups.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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Following the introduction of the community circles during the pandemic these have mainly ceased although some members have stayed in touch with members they were calling, mainly as they are isolated members of our community and they have built a strong connection. Other calls have been absorbed into Telenet.

Community Care encourages friendships to help reduce loneliness and promote active inclusion in our community and the wider local community through the monthly lunch club that has continued to grow in popularity. We have approximately 25 regular attendees and welcome up to a further 10 additional visitors. We have a team of lunch club volunteers who assist.

The EHRS Memory Way Café provides a regular social gathering for people living with dementia and their family carers. The Café is popular with contact from both members and non-members in the local area and regularly hosts between 6-8 couples monthly and we operate an entertainment and activity programme. We have two regular volunteers who assist.

We have 411 members over the age of 85 and Telenet calls are made by volunteers who provide invaluable feedback on each call. Telenet is a vital outreach initiative that has allowed EHRS to get to know its membership and their needs and any concerns are followed up by Community Care staff.

During 2023 we were fortunate to continue having increased contact from members wishing to volunteer.

### Associated groups

JACS: 38 events were held during the year, plus an AGM and Chanukah party. A varied programme consisted of talks and music. Highlights included History of Jewish London, The Jewish Military contribution to this Country, London at War and between the Wars, History of people buried at Willesden's Jewish Cemetery, We Believe in Israel plus other Israel events. As well as Jewish life in Ukraine and Belarus, the top 10 Presidents of the USA, English Heritage with highlights of architecture in various Synagogues. These talks were most informative and educational and helped to enhance the attendances, which varied between 17 and 45.

### Membership

The function of the membership committee is to actively encourage new members whilst also looking after our existing membership. 2023 benefited from Debbie Drapkin, the membership engagement officer who started at the beginning of the year.

The main focus for 2023 was engaging with existing members through together groups and festival activities. Some of the new Together Groups formed include; art appreciation, beginners bridge, cycling, football, foraging, interfaith, juke box gold, opera appreciation, rambling, TV Addicts and whisky club.

Another major project was a review and the selection of a replacement for Dorot, the membership database and synagogue management system, with ShulCloud which will be implemented during 2024.

### Beyond EHRS

ISRAEL: In October, the community gathered at a 'Our Solidary with Israel' event following the events on 7 October, the event was widely attended by synagogue members, who were addressed by Rabbi Yael Vurgan - Rabbi of the Gaza envelope Kibbutzim, and Anna Kislanski, CEO of The Israel Movement for Reform and Progressive Judaism. In November, we held an event which featured conversation with graduates of the Leo Baeck High School in Haifa dealing with young adults' experiences of the Israel-Gaza conflict.

Earlier in the year, the synagogue ran a 'Hot Topic - The State of Israel' debate with the CEO of the Israel Religious Action Center, Orli Erez-Likhovski, and Rabbi Lea Mühlstein, chair of 'Arzenu', on the topic of protest in Israel.

These activities furthered charitable objectives to the advancement of education for public benefit, during the events.

CULTURE & HERITAGE: Our 'Oud & Food' event in June saw a celebration of the music, history and cuisine of Mizrahi Jews. We also began a podcast series in 2023 entitled 'Jews and the World Politics'; past episodes are made available via the synagogue's website.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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**INTERFAITH:** In November, the Edgware service of remembrance was co-led by a member of EHRS' clergy team alongside local Christian and Buddhist clergy.

**SOCIAL ACTION GROUP:** In November, EHRS supported 'Mitzvah Day' with activities which included a shared cooking event with members of 'Shri Swaminarayan Mandir' (Neasden Hindu Temple), following a visit of EHRS members to the temple to mark Hindu New Year Celebrations. EHRS advanced its charitable objectives of education for the benefit of the public with its 'Yom HaZikaron Commemoration & Yom Ha'atzmaut Celebrations' event, which included a seder (service) co-produced between a member of the community and a member of the clergy team. This event celebrated Israel's 75<sup>th</sup> anniversary of creation.

Throughout the year, the synagogue continued with its homeless shelter, through its partnership with Together in Barnet; providing emergency accommodation to rough sleepers. This supports the charity's commitment to providing services within its borough of operation (London Borough of Barnet), benefiting members of the public - who needn't be members of the synagogue.

**Jewish affiliated organisations**

**AJEX:** Edgware AJEX and District Branch held a few meetings during 2023, although many of our members are increasingly finding it hard to get out. We held 2 remembrance services, one at EHRS and the other at Edgware United. Our members are always happy to meet with the youngsters at EHRS to tell our stories and bring along our memorabilia. On 12 November the branch held our annual Remembrance Service at the Edgware War Memorial under the auspices of the Royal British Legion. The following Sunday we attended the AJEX National Parade. There was a small contingent from EHRS - it is appreciated that you attend each year to honour those who fought and died in two world wars and other conflicts.

**JEWISH JOINT BURIAL SOCIETY:** 2023 was a year of consolidation for the JJBS. There have been changes to the governance structure which has resulted in a smaller executive board and another committee for chairs of the synagogues. Janet Brand represents EHRS on this chairs committee which meets three times a year to raise questions about the running of the society, and to hear progress reports.

This year was even more busy for burials than during Covid, and there were still large numbers of stone settings hanging over from the pandemic.

The Woodland Cemetery is increasing in popularity, although somewhat strangely for a larger synagogue, EHRS is not taking this up as a regular thing. The society held a bulb planting day in the October half-term which was well attended, and the site is now a beautiful, peaceful nature setting.

**MRJ:** 2023 has been the most momentous year since our Movement's inception in 1942. The announcement in April 2023 by Reform and Liberal Judaism of the proposed creation of a new Progressive Movement is probably the most significant development in the history of Anglo Jewry since the Second World War. The initial and continuing response from our communities and congregants has been overwhelmingly positive. However, we have spent, and continue to spend, considerable time visiting communities, holding forums, hearing from different voices, and answering important questions. What we know is that listening enhances learning and leads to better decisions and outcomes.

We are delighted that EHRS has been an active participant in the process towards becoming one Progressive Movement. One of our first community forums was with EHRS and has been subsequently followed up with a further community meeting with our CEO, Rabbi Josh Levy, to ensure your questions or concerns are heard and answered.

To learn more about the creation of a single Progressive Movement and the process and work being undertaken to achieve this, please visit [www.pathtoprogessivejudaism.org.uk](http://www.pathtoprogessivejudaism.org.uk), titled Path to Progressive Judaism, Your past president, Keith Price is a member of the Advisory Group which has been set up to guide us through the unification process. Also, your past chair, Janet Brand, and Tony Seymour, are part of the Advisory Group's working parties on Membership and Governance, respectively.

The recognition that Progressive Judaism represents nearly one third of synagogue affiliated Jews, with over 80 synagogues nationally, has dramatically changed how we are viewed by government, political parties, other faiths, the media, and importantly the wider Jewish community and communal organisations.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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With Rabbi Josh Levy's appointment as MRJ CEO, and our working in partnership with Liberal Judaism's CEO, Rabbi Charley Baginsky, we have seen our ability to jointly respond to the issues of the day and present our Progressive voice and values in the Jewish community and British society. We have had an unprecedented level of coverage and inclusion in the conversations around the challenging matters of the Israel Hamas War, anti-Zionism, antisemitism, Islamophobia, and extremism. Equally, we have been a strong and positive voice in promoting the living of a vibrant Jewish life, encouraging community cohesion, and continuing interfaith dialogue.

What is clear is our values and insights are relevant and resonate, and this can only benefit our synagogues and help underpin their presence and role.

MRJ truly values EHR's ongoing involvement and support as we move towards the creation of a single Progressive Movement. We will continue to communicate with you on progress and timings and update the Path to Progressive Judaism website regularly.

### **BOARD OF DEPUTIES:**

The Board of Deputies of British Jews (the BoD) is the voice of British Jewry: a cross communal, democratic grassroots organisation. EHR has 5 elected representatives on the BoD, supported through a voluntary donation from the EHR membership. Tony Seymour sits on the BoD's Finance and Organisation division and EHR member David Mendoza-Wolfson until 31 May 2024 was the Board's Senior Vice President and chairs its International Division. EHR's deputies work to ensure our synagogue members' views are being heard by local, national and international decision-makers.

Forty-eight hours after the 7 October massacre a Board of Deputies and JLC joint vigil was held outside Downing Street attended by 5,000 people. The Board, together with other organisations, also held a vigil in Manchester city centre. An estimated 15,000 people gathered in Trafalgar Square on 22 October to call for the release of the hostages.

The Board, along with other organisations, held emergency briefings for the community on all aspects of the crisis.

We met the BBC Director General and his team focusing discussion on the BBC description of Hamas and reporting of the conflict.

Following 7 October, we compiled a resource for Jewish employees to help navigate workplace issues. The Board also compiled a resource for parents of children in non-Jewish schools, and teachers in non-Jewish schools.

The Board arranged twice-weekly vigils outside Parliament for the community. These continue.

The Jewish Living Experience Exhibition which educates children and adults about the Jewish way of life, travelled the country. Around 4,400 people viewed the exhibition.

Ahead of the coronation of King Charles III, the Board of Deputies were invited to petition him – an honour accorded to only a few selected organisations.

In response to a campaign by the Board of Deputies and We Believe in Israel, Spotify removed violent, extremist content from the platform.

At a landmark Board of Deputies event in London, 300 people heard Archbishop of Canterbury Justin Welby speak of his commitment to fighting antisemitism.

We honoured eleven Chevra Kadisha (Jewish burial society) organisations at a special event in Parliament recognising their efforts during the pandemic.

President Marie van der Zyl hosted an interfaith seder for members of all the UK's major faith groups.

Following our campaign against BDS movement, in 2023 the Government introduced legislation to prevent public bodies from boycotting Israeli goods.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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### **Financial review**

The net loss for the year amounted to £114,040 (2022: £711,423 loss). These amounts include a net gain on investments for the year amounting to £123,164 (2022: £567,947 loss).

Total income received was £1,972,897 (2022: £1,923,508). Income from donations and legacies amounted to £1,330,139 (2022: £1,303,031), an increase of £27,108 of 2.1%.

Total expenditure amounted to £2,210,101 (2022: £2,066,984). Please see notes 8 and 9 for a detailed breakdown of expenditure.

The deficit on general unrestricted funds before net loss on investments for the year amounted to £485,753 (2022: £361,031). The Council continue to implement plans to maximise incoming resources and review the level of costs. It is anticipated that the income from subscriptions for 2023 will be at a similar level as that of 2022 despite the financial pressures that the pandemic has had on many of our congregants.

The details are set out on the Statement of financial activities on page 23.

At the balance sheet date net assets amounted to £13,074,770 (2022: £13,188,810).

### **Reserves policy**

It is the policy of the synagogue to maintain its unrestricted funds at an adequate level to enable the synagogue to undertake its charitable objectives. Free reserves at 31 December 2023 were £547,774 (2022: £503,114) as calculated after the exclusion of general unrestricted funds representing the net book value of fixed assets, restricted and designated funds. This is approximately equivalent to three months expenditure.

The designated funds are those which have been set aside by the Council for specific projects (for example major building works). At the balance sheet date the designated fund balance amounted to £4,472,115 (2022: £4,597,676) (see note 28).

The restricted funds are those donated to the synagogue for specific purposes solely under the direction of the donors. At the balance sheet date the restricted fund balance amounted to £215,300 (2022: £219,288) (see note 27).



# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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### **Investment policy**

The investment committee which is appointed by Council comprised the two joint treasurers and two congregants, Peter Weber and Paul Fellerman, aim to meet with the investment managers at least twice a year and report to Council. In May 2024 Paul Fellerman resigned from the committee.

The investment committee have appointed Cazenove Capital as investment advisors who manage Investments on a discretionary basis. The Council have set a target, in the long term, to produce a total return of 4% per annum. This target was exceeded in the year under review. Total return is the return that includes both Income from the investments and capital growth. The returns on the Cazenove investment are credited to the special project fund and the unrestricted general fund in proportion to the amount of the investments that finance these funds.

Over the course of the year the portfolio delivered a return of 6.7% (Source Cazenove Capital, net returns shown in GBP).

Strong returns from the core direct equity strategy were the primary driver of returns over 2023. The strategy delivered positive returns across a number of sectors. In particular, the technology companies, such as Salesforce (+99%) and Adobe (+77%), which benefited from AI market optimism, as investors priced in high expectations for full utilisation of AI capabilities across all industries. There were also positive returns from a number of the other names held, such as Intuit (+43%) and Inditex (+69%).

Our thematic holdings experienced a more volatile year, especially those companies linked to the energy transition. High inflation and rising interest rates particularly impacted these sectors, which weighed heavily on investor sentiment during the Autumn. Pleasingly in November easing inflation data led to a recovery and transition linked holdings, such as Vestas Wind, were some of the top performing stocks over the fourth quarter.

High levels of inflation in the UK have made meeting inflation plus return targets more challenging in the shorter term. Despite this, we remain confident in our ability to meet these targets over the longer term.

Investment income for the year amounted to £225,632 (2022: £216,368) Realised and unrealised losses in the year amounted to £123,164 (2022: £567,947 loss) and the value of investments held at the balance sheet date amounted to £5,178,795 (2022: £5,060,365) refer to notes 21 and 22 for details.

The investment committee together with the investment advisors are monitoring developments relating to the war in Ukraine and Israel on a regular basis and the Council is coordinating its operational response based on existing business continuity plans and on guidance relevant governments and best practices.

### **Risk management**

The Council has assessed the major risks to which the synagogue is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks. The Council are responsible for overseeing the risks associated with the synagogue. Risks are identified by the Council on a regular basis by examining the major strategic, financial, security and operational risks which the synagogue face. Systems have been established to enable regular reports to be produced so that the necessary steps could be taken to lessen the risks. It was recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. Appropriate Disclosure and Barring Service (DBS) checks are made on all those who work with children or other vulnerable groups. Internal control risks are minimised by procedures for authorisation of transactions. Investment risk is managed via the appointment of investment managers who report to the Investment Committee.

There had been no incidents reported to the Charity Commission.

The major risks and uncertainties that faced the synagogue are that we fail to:

- maintain the current level of membership;
- successfully grow fundraising activities; and
- successfully increase the number of young family members.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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### Plans for the future

Since the Balance Sheet date we have started the external building works to improve the outside facilities of the building, including the playground, as well as the aesthetics, whilst fixing the essential works needed to the drainage and front retaining wall. This is due for completion by the end of September 2024.

Following the work of the income generation committee and initial fundraising assessment, Council have agreed to use professional fundraisers in order to increase our unrestricted income funds and this should start later in 2024. We look forward to see some positive results starting during 2025.

On 2 January 2024 the fourth member of our clergy team, Cantor Tamara Wolfson, joined EHRS and we look forward to musical input from her during 2024 and in the coming years.

### Fund-raising standards information

The synagogue does not carry out significant fundraising activities.

### Structure, governance and management

#### Governing documents

The synagogue is constituted as a company limited by guarantee under registration number 10622971 and is registered by the Charity Commission under registration number 1172458. It is governed by its Memorandum and Articles of Association dated 6 April 2017 and its Bye Laws. Refer to legal and professional information page.

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

Jeremy Harrod - chairman

Joanna Sigalov - joint vice chairman

Andrew Woolstone - joint vice chairman

Robert Brand - honorary officer

Daniel Mitchell - honorary officer

Kevin Maddison - joint honorary treasurer

Michael Lerman - joint honorary treasurer

Michael Weber - honorary secretary

Fiona Aitman

(Resigned 1 October 2023)

Elliot Allen

(Resigned 1 October 2023)

Donna Bryk

Kevin Darvill

Neil Flash

Sharon Garson

Alexander Hirsh

Benjamin Konyn

Robert Koster

(Appointed 1 October 2023)

Nicholas Mailer

(Appointed 1 October 2023)

David Mendoza-Wolfson

Eric Sander

Daniel Stiassny

Bradley Trainis

Joanna Weber

(Resigned 1 October 2023)

Gideon Wittenberg

(Appointed 1 October 2023)

None of the Council has any beneficial interest in the company. All of the Council are members of the company and guarantee to contribute £1 in the event of a winding up.

Council members are covered by indemnity insurance. The annual premium is £523 (2022: £401).

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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### **Organisational structure**

The synagogue is organised so that the Council meet regularly to manage its affairs. The maximum number of Council members is 26. Honorary officers consist of a chairman, two vice chairman, two honorary treasurers, an honorary secretary and 2 other council members without portfolio.

Trustees shall serve for a period of one year and may stand for re-election each year for a maximum of six years, except for the Chairman who cannot stand for the same position for more than three years. The Board of Trustees can co-opt a congregant to fill a casual vacancy and who must retire at the next annual general meeting.

The synagogue employs administrative staff under the day to day management of Perry Newton (Community Director), who is responsible for the day-to-day management of the building, co-ordination of activities between various groups and who is available to respond to queries, which are often of a sensitive nature, including membership, finance, life events and bereavements.

Honorary officers annually review salaries of all employees including the community director with reference to their duties and responsibilities having regard to the resources of the synagogue and employment legislation.

All significant operational decisions are made by Council, taking appropriate external advice where necessary. The governing documents also required some certain key decisions to be approved by the congregants in open meeting. The synagogue is a constituent member of Reform Judaism (previously Movement of Reform Judaism).

### **Induction of new Council members**

New Council members are nominated by the congregants and elected at a General Meeting. New trustees are provided with the Trustee Handbook which provides details of trustees' responsibilities and full details of the EHRS's organisational structure. They are also provided with the details of any specific responsibilities that they have agreed to. All new Trustees are also appraised of new developments in charity law and practice.

At their first Council meeting the chairman introduces the new Council members and spends the first session of the meeting outlining the processes that the Council and its subcommittees have. The new Council members also have a meeting with Perry Newton, the Community Director, who briefs each new Council member on the daily running of the synagogue.

### **Safeguarding**

EHRS believes that it is always unacceptable for a child, young person or vulnerable adult to experience abuse of any kind and recognises its responsibility to safeguard and promote the welfare of all through a commitment to practice which protects them.

Every member of staff and volunteer working for EHRS has a responsibility to safeguard everyone. Key members of staff take a lead in this area. We all have a duty to report concerns wherever they arise for instance through our work in support of families, at fundraising events, with regard to the behaviour or practice of staff, volunteers, other organisations or individuals.

### **Auditor**

In accordance with the company's articles, a resolution proposing that Gerald Edelman LLP be reappointed as auditor of the company will be put at a General Meeting.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## COUNCIL MEMBERS' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

***FOR THE YEAR ENDED 31 DECEMBER 2023***

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### **Disclosure of information to auditor**

Each of the Council has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The Council members' report, including the strategic report, was approved by the Board of Council.

**Michael Lerman - joint honorary treasurer**

Council member

Dated: 27 August 2024

# **EDGWARE AND HENDON REFORM SYNAGOGUE**

## **STATEMENT OF COUNCIL MEMBERS' RESPONSIBILITIES**

***FOR THE YEAR ENDED 31 DECEMBER 2023***

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The Council, who are also the directors of Edgware and Hendon Reform Synagogue for the purpose of company law, are responsible for preparing the Council Members' 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 Council to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the synagogue and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the Council are required to:

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

The Council are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the synagogue 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 synagogue and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

# EDGWARE AND HENDON REFORM SYNAGOGUE

## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF EDGWARE AND HENDON REFORM SYNAGOGUE

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#### Opinion

We have audited the financial statements of Edgware and Hendon Reform Synagogue (the 'synagogue') for the year ended 31 December 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

#### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the synagogue in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Conclusions relating to going concern

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

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

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

#### Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Council are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

#### Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the Council members' report for the financial year for which the financial statements are prepared, which includes the directors' report and the strategic report prepared for the purposes of company law, is consistent with the financial statements; and
- the strategic report and the directors' report included within the Council members' report have been prepared in accordance with applicable legal requirements.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF EDGWARE AND HENDON REFORM SYNAGOGUE

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

In the light of the knowledge and understanding of the synagogue and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the Council members' report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of council members remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

#### **Responsibilities of Council**

As explained more fully in the statement of Council members' responsibilities, the Council, who are also the directors of the synagogue for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Council determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Council are responsible for assessing the synagogue's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

#### **Auditor's responsibilities for the audit of the financial statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

We planned our audit so that we have a reasonable expectation of detecting material misstatements in the financial statements resulting from irregularities, fraud or non-compliance with law or regulations.

#### **Extent to which the audit was considered capable of detecting irregularities, including fraud**

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations.
- Enquiring of management of whether they are aware of any non-compliance with laws and regulations.
- Enquiring of management whether they have knowledge of any actual, suspected or alleged fraud.
- Enquiring of management their internal controls established to mitigate risk related to fraud or non-compliance with laws and regulations.
- Discussions amongst the engagement team on how and where fraud might occur in the financial statements and any potential indicators of fraud. As part of this discussion, we identified potential for fraud in the following areas; posting of unusual journals.
- Obtaining understanding of the legal and regulatory framework the company operates in focusing on those laws and regulations that had a direct effect on the financial statements or that had a fundamental effect on the operations. The key laws and regulations we considered in this context included UK Charities Act, tax legislation, data protection, anti-bribery, employment and health and safety.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## INDEPENDENT AUDITOR'S REPORT (CONTINUED)

### TO THE MEMBERS OF EDGWARE AND HENDON REFORM SYNAGOGUE

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#### **Audit response to risks identified**

##### ***Fraud due to management override***

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships.
- Audited the risk of management override of controls, including through testing journal entries for appropriateness
- Assessed whether judgements and assumptions made in determining the accounting estimates set out in note 2 were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

##### ***Irregularities and non-compliance with laws and regulations***

In response to the risk of irregularities and non compliance with laws and regulations, we designed procedures which included, but are not limited to:

- Agreeing financial statements disclosures to underlying supporting documentation.
- Reviewing minutes of meetings of those charged with governance.
- Enquiring of management as to actual and potential litigation claims.
- Reviewing correspondence with HMRC.

The test nature and other inherent limitations of an audit, together with the inherent limitations of any accounting and internal control system, mean that there is an unavoidable risk that even some material misstatements in respect of irregularities may remain undiscovered even though the audit is properly planned and performed in accordance with ISAs (UK). Furthermore, the more removed that laws and regulations are from financial transactions, the less likely that we would become aware of non-compliance.

Our examination should therefore not be relied upon to disclose all such material misstatements or frauds, errors or instances of non-compliance that might exist. The responsibility for safeguarding the assets of the charity and for the prevention and detection of fraud, error and non-compliance with law or regulations rests with the trustees.

#### **Use of our report**

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

**Talha Farrukh FCCA, ACA (Senior Statutory Auditor)**  
for and on behalf of Gerald Edelman LLP

27 August 2024

**Chartered Accountants**  
**Statutory Auditor**

73 Cornhill  
London  
EC3V 3QQ



# EDGWARE AND HENDON REFORM SYNAGOGUE

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Total 2022 £
<b>Income from:</b>						
Donations and legacies	3	1,249,211	51,202	29,726	1,330,139	1,303,031
Charitable activities	4	334,068	-	3,720	337,788	321,714
Other trading activities	5	60,175	-	-	60,175	67,073
Investments	6	24,297	201,335	-	225,632	216,368
Other income	7	19,163	-	-	19,163	15,322
<b>Total income</b>		<b>1,686,914</b>	<b>252,537</b>	<b>33,446</b>	<b>1,972,897</b>	<b>1,923,508</b>
<b>Expenditure on:</b>						
Publicity and raising funds	8	223,966	-	-	223,966	189,668
Charitable activities	9	1,948,701	-	37,434	1,986,135	1,863,450
Special project costs	18	-	-	-	-	13,866
<b>Total expenditure</b>		<b>2,172,667</b>	<b>-</b>	<b>37,434</b>	<b>2,210,101</b>	<b>2,066,984</b>
<b>Net (expenditure)/income before investment returns</b>		<b>(485,753)</b>	<b>252,537</b>	<b>(3,988)</b>	<b>(237,204)</b>	<b>(143,476)</b>
Net gains/(loss) on investments	17	11,262	111,902	-	123,164	(567,947)
<b>Net outgoing before transfers</b>		<b>(474,491)</b>	<b>364,439</b>	<b>(3,988)</b>	<b>(114,040)</b>	<b>(711,423)</b>
Gross transfers between funds	28	490,000	(490,000)	-	-	-
<b>Net movement in funds</b>		<b>15,509</b>	<b>(125,561)</b>	<b>(3,988)</b>	<b>(114,040)</b>	<b>(711,423)</b>
Fund balances at 1 January 2023	29	8,371,846	4,597,676	219,288	13,188,810	13,900,233
<b>Fund balances at 31 December 2023</b>		<b>8,387,355</b>	<b>4,472,115</b>	<b>215,300</b>	<b>13,074,770</b>	<b>13,188,810</b>

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## BALANCE SHEET

AS AT 31 DECEMBER 2023

	Notes	2023		2022	
		£	£	£	£
<b>Fixed assets</b>					
Tangible assets	19		7,839,581		7,868,732
Investments	21		3,408,795		5,060,365
			<u>11,248,376</u>		<u>12,929,097</u>
<b>Current assets</b>					
Debtors	23	102,555		140,549	
Investments	22	1,770,000		-	
Cash at bank and in hand		257,330		412,447	
		<u>2,129,885</u>		<u>552,996</u>	
<b>Creditors: amounts falling due within one year</b>	24	<u>(303,491)</u>		<u>(293,283)</u>	
Net current assets			1,826,394		259,713
<b>Total assets less current liabilities</b>			<u>13,074,770</u>		<u>13,188,810</u>
<b>Income funds</b>					
Restricted funds	27		215,300		219,288
Unrestricted funds - designated	28		4,472,115		4,597,676
Unrestricted funds - general			8,387,355		8,371,846
			<u>13,074,770</u>		<u>13,188,810</u>

The financial statements were approved by the Council on 27 August 2024

Jeremy Harrod - chairman  
Trustee

Michael Lerman - joint honorary treasurer  
Trustee

Company Registration No. 10622971

# EDGWARE AND HENDON REFORM SYNAGOGUE

## STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

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	Notes	2023 £	£	2022 £	£
<b>Cash flows from operating activities</b>					
Cash absorbed by operations	32		(367,018)		(417,153)
<b>Investing activities</b>					
Purchase of tangible fixed assets		(13,731)		(225,979)	
Receipts from investments funds		-		170,000	
Investment income received		225,632		216,368	
		<u>          </u>		<u>          </u>	
<b>Net cash generated from investing activities</b>			211,901		160,389
<b>Net cash used in financing activities</b>			-		-
			<u>          </u>		<u>          </u>
<b>Net decrease in cash and cash equivalents</b>			(155,117)		(256,764)
Cash and cash equivalents at beginning of year			412,447		669,211
			<u>          </u>		<u>          </u>
<b>Cash and cash equivalents at end of year</b>			257,330		412,447
			<u>          </u>		<u>          </u>

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS

**FOR THE YEAR ENDED 31 DECEMBER 2023**

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### 1 Accounting policies

#### Charity information

Edgware and Hendon Reform Synagogue is a private company limited by guarantee incorporated in England and Wales. The registered office is 118 Stonegrove, Edgware, HA8 8AB.

#### 1.1 Accounting convention

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

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

The financial statements have been prepared under the historical cost convention, modified to include freehold property, at fair value following the merger of Edgware Reform Synagogue and Hendon Reform Synagogue and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

#### 1.2 Going concern

At the time of approving the financial statements, the Council have a reasonable expectation that the synagogue has adequate resources to continue in operational existence for the foreseeable future. Thus the Council continue to adopt the going concern basis of accounting in preparing the financial statements.

#### 1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Council in furtherance of their charitable objectives.

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

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### 1.4 Income

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

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

Legacies are recognised at the earlier of the date on which the synagogue is aware probate has been granted, the estate has been finalised and notification has been made by the executors to the synagogue that a distribution will be made, or when a distribution is received from the estate.

Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the synagogue has been notified of the executor's intention to make a distribution. When legacies have been notified to the synagogue or the synagogue is aware of the granting of probate but the criteria for income recognition have not been met, the legacy is treated as a contingent asset.

There is no reliable measurement basis for the contribution of general volunteers and so such contributions are not included as income in the synagogue's accounts.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 1 Accounting policies

(Continued)

Income from grants is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred

Deferred income represents membership subscriptions received in advance and nursery school and other fees for services that have not been substantially completed at the year end.

Membership subscriptions are recognised as incoming resources when receivable, except when incapable of financial measurement.

All other income is included in the accounts on an accruals basis.

Investment income includes dividends and interest. Where it is not practicable to identify investment management costs incurred within a scheme with reasonable accuracy the investment income is reported net of these costs. Income is included when the amount can be measured reliably. Interest income is recognised using the effective interest method and dividend and rental income is recognised when the synagogue's right to receive payment is established

Income tax recoverable has been included to the extent that it arises on gift aided subscriptions and donations received in the year.

#### 1.5 Expenditure

Basic financial liabilities, including creditors are initially recognised at transaction price unless the arrangement constitutes a financing transaction.

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the synagogue to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is accounted for on the accruals basis. The synagogue is not registered for VAT and accordingly expenditure includes irrecoverable VAT which is charged against the expenditure heading for which it was incurred.

Expenditure on raising funds include the costs incurred by the synagogue in generating membership subscriptions and voluntary income including donations and legacies and on fundraising and other activities to raise funds. Costs relating to the management of investments are also included.

Expenditure on charitable activities comprise the resources applied by the synagogue in meeting its charitable objectives. Such costs include the direct costs of the charitable activities together with those support costs incurred that enable these activities to be undertaken.

Support costs include central functions that assist the work of the synagogue but do not directly undertake charitable activities. They have been differentiated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to statutory audit and legal fees together with an apportionment of salaries and other overheads.

Staff costs have been allocated by the time spent and other costs have been allocated to activity cost categories on a basis consistent with the use of resources.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

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### 1 Accounting policies

(Continued)

#### 1.6 Tangible fixed assets

Tangible fixed assets costing £300 or more are initially measured at cost or where original cost is not ascertainable, at valuation at the date such assets were first capitalised.

These are then subsequently measured at carrying value subject to an impairment assessment if the impairment indicators exist.

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

Freehold land and buildings	Nil
Furniture, fixtures and fittings	10% on the written down value
Office and IT equipment	20% on the written down value
Religious artefacts	Nil

Freehold land and buildings are not depreciated and any charge for depreciation would not be material based upon an assessment of the building's useful life and residual value. The Council considers that the residual value at the end of its useful economic life will not be less than its present carrying value.

Religious artefacts which have been held for many years comprise scrolls, silver and stained glass windows. The residual cost of such assets is considered to be their insured amount and so the depreciable amount is nil. Consequently, no depreciation is provided on such assets. The insurance value of religious artefacts is reviewed annually.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.7 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

#### 1.8 Impairment of fixed assets

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

#### 1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

#### 1.10 Financial instruments

The synagogue has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the synagogue's balance sheet when the synagogue becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

---

### 1 Accounting policies

(Continued)

#### **Basic financial assets**

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

#### **Basic financial liabilities**

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

#### **Derecognition of financial liabilities**

Financial liabilities are derecognised when the synagogue's contractual obligations expire or are discharged or cancelled.

#### 1.11 Taxation

As a registered charity the charitable company is exempt from taxation on its activities which fall within the scope of section 505(1) of the Taxes Act 1988 and section 252 of the Taxation of Chargeable Gains Act 1992.

#### 1.12 Employee benefits

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

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

#### 1.13 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### 2 Critical accounting estimates and judgements

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

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

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

*FOR THE YEAR ENDED 31 DECEMBER 2023*

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### 2 Critical accounting estimates and judgements

(Continued)

#### **Key sources of estimation uncertainty**

The key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk if causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year include:

#### **Religious artefacts**

It was not practical to hire professional valuers to determine to fair value of the above fixed assets. The trustees estimated the fair value of these assets by estimating what is the amount for which an asset can be exchanged between knowledgeable willing parties in an arm's length transaction

#### **Land and Building**

Under the accounting policy property has been assessed for impairment indicators under FRS102, which is an area that is inherently judgmental in nature and could involve estimates and judgements. We have concluded the carrying value is appropriate and does not require an impairment based on the impairment indicators assessed.



# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

### 3 Donations and legacies

	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Restricted funds 2022 £	Total 2022 £
Donations and gifts	10,139	-	29,726	39,865	23,796	-	38,683	62,479
Membership subscriptions	1,157,248	51,202	-	1,208,450	1,122,769	47,173	-	1,169,942
Government grant for security	81,824	-	-	81,824	70,610	-	-	70,610
	<u>1,249,211</u>	<u>51,202</u>	<u>29,726</u>	<u>1,330,139</u>	<u>1,217,175</u>	<u>47,173</u>	<u>38,683</u>	<u>1,303,031</u>
<b>Donations and gifts</b>								
Other	10,139	-	29,726	39,865	23,796	-	38,683	62,479
	<u>10,139</u>	<u>-</u>	<u>29,726</u>	<u>39,865</u>	<u>23,796</u>	<u>-</u>	<u>38,683</u>	<u>62,479</u>

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

### 4 Income from charitable activities

	Services and festivals	Education	Community services and support	Total	Services and festivals	Education	Community services and support	Total
	2023	2023	2023	2023	2022	2022	2022	2022
	£	£	£	£	£	£	£	£
Nursery school fees, education fees, weddings, kiddushim and charges for other charitable activities	22,099	257,298	58,391	337,788	27,735	254,102	39,877	321,714
<b>Analysis by fund</b>								
Unrestricted funds - general	22,099	253,578	58,391	334,068	27,735	254,102	39,877	321,714
Restricted funds	-	3,720	-	3,720	-	-	-	-
	22,099	257,298	58,391	337,788	27,735	254,102	39,877	321,714

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 5 Income from other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Hire of premises and Jewish Day Centre contribution	39,709	45,122
Income from yoga, bridge club and other activities	20,466	21,951
	<u>60,175</u>	<u>67,073</u>

### 6 Income from investments

	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Total 2022 £
Income from listed investments	20,261	201,335	221,596	10,367	205,363	215,730
Interest receivable	4,036	-	4,036	638	-	638
	<u>24,297</u>	<u>201,335</u>	<u>225,632</u>	<u>11,005</u>	<u>205,363</u>	<u>216,368</u>

### 7 Other income

	Unrestricted funds general 2023 £	Unrestricted funds general 2022 £
Lottery and sundry income	19,163	15,322
	<u>19,163</u>	<u>15,322</u>

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

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### 8 Publicity and raising funds

	<b>Unrestricted funds general 2023 £</b>	Unrestricted funds general 2022 £
Fundraising		
Other fundraising costs	1,373	1,944
Staff costs	8,253	5,299
Support costs (see note 12)	50,050	20,530
Governance costs	4,401	1,623
	<hr/>	<hr/>
	64,077	29,396
<u>Publicity</u>		
Staff costs	36,335	36,335
Support costs (see note 12)	100,233	100,233
Governance costs	7,927	7,927
	<hr/>	<hr/>
	144,495	144,495
<u>Trading costs</u>		
Other trading activities	3,200	2,629
<u>Investment management</u>	12,194	13,148
	<hr/>	<hr/>
	223,966	189,668
	<hr/> <hr/>	<hr/> <hr/>

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

### 9 Expenditure on charitable activities

	Services and festivals	Education	Community services and support	Total	Services and festivals	Education	Community services and support	Total
	2023	2023	2023	2023	2022	2022	2022	2022
	£	£	£	£	£	£	£	£
<b>Direct costs</b>								
Staff costs	145,062	419,593	259,822	824,477	154,513	369,582	218,752	742,847
Burial costs	63,116	-	-	63,116	190,330	-	-	190,330
Other expenditure	76,265	57,692	44,285	178,242	66,328	41,710	54,151	162,189
Reform Judaism subscription	-	-	135,000	135,000	-	-	125,204	125,204
	<u>284,443</u>	<u>477,285</u>	<u>439,107</u>	<u>1,200,835</u>	<u>411,171</u>	<u>411,292</u>	<u>398,107</u>	<u>1,220,570</u>
Grant funding of activities (see note 11)	-	-	31,226	31,226	-	-	34,940	34,940
<b>Share of support and governance costs (see note 12)</b>								
Support	332,336	258,686	126,066	717,088	268,965	209,695	100,628	579,288
Governance	12,945	9,247	14,794	36,986	10,028	7,163	11,461	28,652
	<u>629,724</u>	<u>745,218</u>	<u>611,193</u>	<u>1,986,135</u>	<u>690,164</u>	<u>628,150</u>	<u>545,136</u>	<u>1,863,450</u>
<b>Analysis by fund</b>								
Unrestricted funds - general	629,099	739,166	580,436	1,948,701	676,891	623,841	502,920	1,803,652
Restricted funds	625	6,052	30,757	37,434	13,273	4,309	42,216	59,798
	<u>629,724</u>	<u>745,218</u>	<u>611,193</u>	<u>1,986,135</u>	<u>690,164</u>	<u>628,150</u>	<u>545,136</u>	<u>1,863,450</u>

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2023

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#### 10 Description of charitable activities

##### Services and festivals

Services and festivals comprise the performance of services and kiddushim at the synagogue on the Sabbath, High Holydays, and other religious festivals the performance of wedding ceremonies and bar and batmitzvahs, the arrangement of funerals and the performance of funeral services.

##### Education

Education comprises the operation of a nursery school, religious education for children leading to bar/batmitzvahs and adult education.

##### Community services and support

Community services and support comprise youth activities, welfare and activities in the wider community. The synagogue is a member of the Movement for Reform Judaism which is Reform Judaism's umbrella organisation and the subscription is paid to further the Movement's aims which are:

to provide and foster inspiring leadership, both rabbinic and lay  
to develop and support its communities and members in every aspect of synagogue life  
to promote Reform values and practices in the wider world  
to help people expand their Judaism into a life-long commitment through education and transformative events  
to inspire Reform values in young people through its youth movement and student initiatives  
to celebrate communities' achievements, sharing innovative ideas and best practice

#### 11 Grants payable

	<b>Community services and support 2023 £</b>	<b>Community services and support 2022 £</b>
Grants to institutions:		
Distribution of High Holyday appeal	24,081	29,192
Other grants	7,145	5,748
	<hr/>	<hr/>
	31,226	34,940
	<hr/> <hr/>	<hr/> <hr/>

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# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

### 12 Support costs

	Support costs	Governance costs	2023 Support costs	Governance costs	2022
	£	£	£	£	£
Staff costs	392,488	9,786	402,274	324,527	332,464
Depreciation	38,594	4,288	42,882	20,121	22,357
Printing charges	8,724	969	9,693	7,354	8,171
Security costs	166,524	1,682	168,206	132,470	133,808
Premises support costs	184,382	1,340	185,722	152,126	153,262
Administrative support costs	76,661	8,517	85,178	63,453	70,502
Audit fees	-	22,208	22,208	-	17,288
Trustees' indemnity insurance	-	523	523	-	401
	<u>867,373</u>	<u>49,313</u>	<u>916,686</u>	<u>700,051</u>	<u>738,253</u>
Analysed between					
Fundraising and publicity	150,283	12,328	162,611	120,763	130,313
Charitable activities	717,088	36,986	754,074	579,288	607,940
	<u>867,371</u>	<u>49,314</u>	<u>916,685</u>	<u>700,051</u>	<u>738,253</u>

### 13 Net movement in funds

	2023	2022
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the audit of the charity's financial statements	22,208	17,288
Depreciation of owned tangible fixed assets	42,882	22,357
Operating lease charges	9,693	8,171
	<u>74,783</u>	<u>47,816</u>

### 14 Auditor's remuneration

	2023	2022
	£	£
Fees payable to the charity's auditor and associates:		
<b>For audit services</b>		
Audit of the financial statements of the charity	22,208	17,288
	<u>22,208</u>	<u>17,288</u>

### 15 Council

None of the Council (or any persons connected with them) received any remuneration or benefits from the synagogue during the year.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 16 Employees

#### Number of employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Services and festivals	7	11
Education & nursery	32	29
Rabbinic	3	3
Youth work	7	5
Caretaking	4	4
Community & welfare	2	3
Marketing	1	1
Administrative	10	9
	<u>66</u>	<u>65</u>

The full time equivalent numbers for the year was:

Services and festivals	-	-
Education & nursery	1	3
Rabbinic	3	3
Youth work	1	1
Caretaking	3	2
Community & welfare	-	1
Marketing	1	1
Administrative	5	4
	<u>14</u>	<u>15</u>

#### Employment costs

	2023 £	2022 £
Wages and salaries	1,125,113	991,106
Social security costs	93,430	87,136
Other pension costs	41,802	38,703
	<u>1,260,355</u>	<u>1,116,945</u>

The number of employees whose annual remuneration was £60,000 or more were:

	2023 Number	2022 Number
£60,000 - £70,000	-	1
£70,000 - £80,000	1	-
£130,000 - £140,000	-	1
£140,000 - £150,000	1	-
	<u>1</u>	<u>1</u>



# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 16 Employees

(Continued)

Staff benefits paid during the year amounts to £17,037 (2022: £10,227)

### 17 Gains and losses on investments

	Unrestricted funds general 2023 £	Unrestricted funds designated 2023 £	Total 2023 £	Unrestricted funds general 2022 £	Unrestricted funds designated 2022 £	Total 2022 £
Gains/(losses) arising on:						
Revaluation of investments	10,456	111,902	122,358	(29,330)	(581,012)	(610,342)
Sale of investments	806	-	806	2,037	40,358	42,395
	<u>11,262</u>	<u>111,902</u>	<u>123,164</u>	<u>(27,293)</u>	<u>(540,654)</u>	<u>(567,947)</u>

### 18 Other expenditure

	Unrestricted funds designated 2023 £	Unrestricted funds designated 2022 £
Special projects fund costs	-	13,866
	<u>-</u>	<u>13,866</u>

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 19 Tangible fixed assets

	Freehold land and buildings	Furniture, fixtures and fittings	Office and IT equipment	Religious artefacts	Total
	£	£	£	£	£
<b>Cost or valuation</b>					
At 1 January 2023	7,203,961	429,550	42,199	286,117	7,961,827
Additions	-	377	13,354	-	13,731
At 31 December 2023	7,203,961	429,927	55,553	286,117	7,975,558
<b>Depreciation and impairment</b>					
At 1 January 2023	-	73,951	19,144	-	93,095
Depreciation charged in the year	-	35,600	7,282	-	42,882
At 31 December 2023	-	109,551	26,426	-	135,977
<b>Carrying amount</b>					
At 31 December 2023	7,203,961	320,376	29,127	286,117	7,839,581
At 31 December 2022	7,203,961	355,599	23,055	286,117	7,868,732

The Freehold land and buildings are used solely for charity use.

### 20 Financial instruments

	2023 £	2022 £
<b>Carrying amount of financial assets</b>		
Instruments measured at fair value through profit or loss	5,178,795	5,060,365

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 21 Fixed asset investments

	<b>Listed investments £</b>
<b>Cost or valuation</b>	
At 1 January 2023	5,060,365
Additions	1,060,000
Valuation changes	124,805
Increase in cash	33
Equalisation	1,895
Disposals	(1,068,303)
	<hr/>
At 31 December 2023	5,178,795
	<hr/>
<b>Carrying amount</b>	
At 31 December 2023	5,178,795
	<hr/> <hr/>
At 31 December 2022	5,060,365
	<hr/> <hr/>

	<b>Notes</b>	<b>2023 £</b>	<b>2022 £</b>
Investments at fair value comprise:			
Charity Multi-asset funds		-	1,080,418
Cash		9,400	7,472
SUTL Cazenove Charity Responsible multi asset fund		5,169,395	3,972,475
		<hr/>	<hr/>
		5,178,795	5,060,365
		<hr/>	<hr/>
Transfer to current asset investments	<b>22</b>	(1,770,000)	-
		<hr/>	<hr/>
		3,408,795	5,060,365
		<hr/> <hr/>	<hr/> <hr/>

#### Fixed asset investments revalued

The above fund consist of listed investments. The fair value is determined by reference to the quoted stock market price at the balance sheet date. The book cost amounts to £5,131,046 (2022: £5,141,244)

### 22 Current asset investments

	<b>2023 £</b>	<b>2022 £</b>
Unlisted investments	1,770,000	-
	<hr/> <hr/>	<hr/> <hr/>

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

### 23 Debtors

	2023	2022
	£	£
<b>Amounts falling due within one year:</b>		
Trade debtors	22,132	25,222
Amounts owed by related undertakings	7	43,704
Other debtors	-	10,353
Gift aid recoverable	46,841	49,746
Prepayments and accrued income	33,575	11,524
	<u>102,555</u>	<u>140,549</u>

### 24 Creditors: amounts falling due within one year

	Notes	2023	2022
		£	£
Other taxation and social security		24,194	21,789
Deferred income	25	162,797	155,084
Trade creditors		32,528	29,538
Other creditors		24,955	19,787
Accruals and deferred income		59,017	67,085
		<u>303,491</u>	<u>293,283</u>

### 25 Deferred income

	2023	2022
	£	£
Subscriptions and other income paid in advance	<u>162,797</u>	<u>155,084</u>

### 26 Retirement benefit schemes

	2023	2022
	£	£
<b>Defined contribution schemes</b>		
Charge to profit or loss in respect of defined contribution schemes	<u>18,766</u>	<u>38,775</u>

The synagogue operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the synagogue in an independently administered fund.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

### 27 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in funds			Balance at 31 December 2023 £
	Balance at 1 January 2023 £	Income £	Expenditure £	
Hendon Reform Synagogue Educational Fund	67,245	-	(5,796)	61,449
High holyday appeal	21,848	28,560	(24,081)	26,327
Benevolent fund	14,708	-	-	14,708
General charities fund	14,569	-	-	14,569
Hardship fund	10,437	-	-	10,437
Youth fund	7,068	-	-	7,068
Equipment for disabled fund	8,576	-	-	8,576
Member's support fund	8,600	-	-	8,600
Jack Petchey award for education fund	203	-	-	203
Overseas Jewish communities including Odessa and Belarus	8,289	265	-	8,554
Restricted funds for synagogue purposes	7,381	400	(1,634)	6,147
Other registered charities funds	3,550	50	(98)	3,502
Education	1,075	3,321	-	4,396
Community Needs Fund	38,844	755	(5,710)	33,889
RNK - Torah Scroll	6,437	-	-	6,437
Development/ Playground Fund	458	95	(115)	438
	219,288	33,446	(37,434)	215,300
	219,288	33,446	(37,434)	215,300

The restricted funds comprise income donated to the synagogue by donors to be used for specific purposes in accordance with such donors' wishes. The High Holy Day appeal comprises donations received from donors who specify which charity they would like to benefit from their donation from a list provided by the synagogue. At the balance sheet date restricted funds amounted to £215,300.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2023

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### 28 Unrestricted funds - designated

The income funds of the charity include a designated fund, the special projects fund. The source of the fund is entirely from the proceeds of the sale of HRS's former premises and the Council set aside this fund aside out of unrestricted funds for specific projects, for example major building work.

	Movement in funds				Balance at 31 December 2023
	Balance at 1 January 2023	Incoming resources	Transfers	Net gain on investments	
	£	£	£	£	£
Special projects funds	4,597,676	252,537	(490,000)	111,902	4,472,115

An amount of £490,000 (2022: £620,000) has been transferred to the general fund to bring free reserves to an adequate level.

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

**FOR THE YEAR ENDED 31 DECEMBER 2023**

### 29 Analysis of net assets between funds

	Unrestricted funds 2023 £	Designated funds 2023 £	Restricted funds 2023 £	Total Unrestricted funds 2023 £	Designated funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 December 2023 are represented by:							
Tangible assets	7,839,581	-	-	7,839,581	7,868,732	-	7,868,732
Investments	-	3,408,795	-	3,408,795	4,597,676	-	5,060,365
Net current assets	547,774	1,063,320	215,300	1,826,394	40,425	219,288	259,713
	<u>8,387,355</u>	<u>4,472,115</u>	<u>215,300</u>	<u>13,074,770</u>	<u>4,597,676</u>	<u>219,288</u>	<u>13,188,810</u>

# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

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### 30 Related party transactions

#### Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2023 £	2022 £
Aggregate compensation	252,648	233,511

The Council consider its key management personnel during the period were Rabbi Goldsmith and Perry Newton (community director) to whom the trustees have delegated significant authority and responsibility in the day-to-day running of the synagogue. During the year, a member of key management was invoiced £nil (2022: £3,100) for hall hire.

Key management personnel benefits paid during the year amounts to £10,058.

#### Transactions with related parties

During the year,

- amounts of £4,231 (2022: £990) was paid to close family members of trustees for services provided to the charity.
- donations paid to the charity by council members amounted to £nil (2022: £28,692).
- expenses amounting to £1,398 (2022: £4,451) were reimbursed to council members and related parties.

The following amounts were outstanding at the reporting end date:

	Amounts owed by related parties	
	2023 £	2022 £
Edgware and District Reform Synagogue	7	42,909
Hendon Reform Synagogue	-	795
	<u>7</u>	<u>43,704</u>

### 31 Analysis of changes in net funds

The synagogue had no material debt during the year.



# EDGWARE AND HENDON REFORM SYNAGOGUE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2023

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<b>32 Cash generated from operations</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Deficit for the year	(114,040)	(711,423)
Adjustments for:		
Investment income recognised in statement of financial activities	(225,632)	(216,368)
Gain on disposal of investments	(806)	(42,395)
Fair value gains on investments	(124,826)	610,342
Depreciation and impairment of tangible fixed assets	42,882	22,357
Movement in investments	7,203	-
Movements in working capital:		
Decrease/(increase) in debtors	37,994	(11,178)
Increase/(decrease) in creditors	2,494	(12,176)
Increase/(decrease) in deferred income	7,713	(56,312)
<b>Cash absorbed by operations</b>	<b>(367,018)</b>	<b>(417,153)</b>