



Trustees Report & Statutory Accounts

for the period 1 January to
31 December 2018

 **Alyth**

To pray. To learn. To live. Together.



North Western Reform Synagogue (known as Alyth)

Trustees Report and Statutory Accounts for the year ended 31 December 2018

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North Western Reform Synagogue (known as Alyth)

Legal and Administrative Information for the year ended 31 December 2018

<u>Members of Council</u>		
Noeleen Cohen*	Chair	Retired as Chair May 2018
Russell Baum*	Chair	Appointed Chair May 2018
David Brown*	Vice Chair	Appointed Vice Chair May 2018
Peter Backman	President	
Rolfe Roseman	Vice President	Retired May 2018
Margaret Harris	Vice President	
Andrew Gellert	Vice President	
Robbie Jackman	Vice President	Appointed May 2018
<u>Elected Members of Council</u>		
Catherine Becker		Retired May 2018
Howard Bogod		
Cheryl Brodie		
Irit Burkeman		Retired October 2018
Nicola Feuchtwang*		
David Finlay		
Richard Fraiman		
Jackie Goymer		Retired May 2018
Caronne Graham*	Honorary Secretary	
Sue Haskell		
Gary Lipman		
Clare Lubin		Retired May 2018
Arieh Miller*		
Nicky Minter-Green*		
Nick Morris		Retired October 2018
Fran Moscow		
Michael Overlander*		
Lanny Silverstone		Retired May 2018
Michael Simon*	Honorary Treasurer	Appointed February 2018
Honor Small		Retired May 2018
Ruth Smilg		Retired May 2018

*Trustee of the Charity and member of the Executive Committee .

The title of the synagogue building in Alyth Gardens is held by the Trustees of North Western Reform Synagogue.



North Western Reform Synagogue (known as Alyth)

Legal and Administrative Information for the year ended 31 December 2018

Address: Alyth Gardens. London. NW11 7EN

Auditors

Nyman Libson Paul
Regina House
124 Finchley Road
London
NW3 5JS

Bankers

NatWest Bank
45 Tottenham Court Road
London
W1T 2EA

Honorary Solicitor

Lawrence Radley LLB
Reed Smith LLP
Broadgate Tower
EC2A 2RS

Investment Advisors

Investec Wealth Management
30 Gresham Street
London
EC2V 7QW

Clergy

Rabbi Josh Levy
Rabbi Mark Goldsmith
Rabbi Hannah Kingston
Rabbi Colin Eimer

Rabbinic Partner
Rabbinic Partner
Rabbi
Rabbi

Senior Staff

Adam Martin	Community Director
Lynette Sunderland	Head of Community Care and Lifecycle
Samantha Heller	Head of Programming
Tor Alter	Head of Kindergarten
Katie Hainbach	Head of Music and Arts
Sarah Langsford	Fundraising & Development Coordinator

Representatives to the Board of Deputies of British Jews

Annabelle Daiches	
Michael Daiches	Retired May 2018
John Fulcher	Retired May 2018
Jackie Naftalin	Retired May 2018
Noam Tamir	Retired May 2018
Joseph Grabiner	Appointed May 2018
Brenda Freedman	Appointed May 2018
Philip Freedman	Appointed May 2018
Angela Wilson	Appointed May 2018

Representative to Reform Judaism (RJ)

Paul Langsford

Representatives to the Jewish Joint Burial Society

Hilary Roer
Steve Miller (Alternate)

Organisations with which Alyth is affiliated:

EUPJ – European Union for Progressive Judaism
WUPJ – World Union for Progressive Judaism
IMPJ – Israel Movement for Reform & Progressive Judaism

Board of Deputies of British Jews
Pro Zion (Progressive Judaism Israel) /Arzenu UK
Zionist Federation of Great Britain

Basis of Preparation of Financial Statements

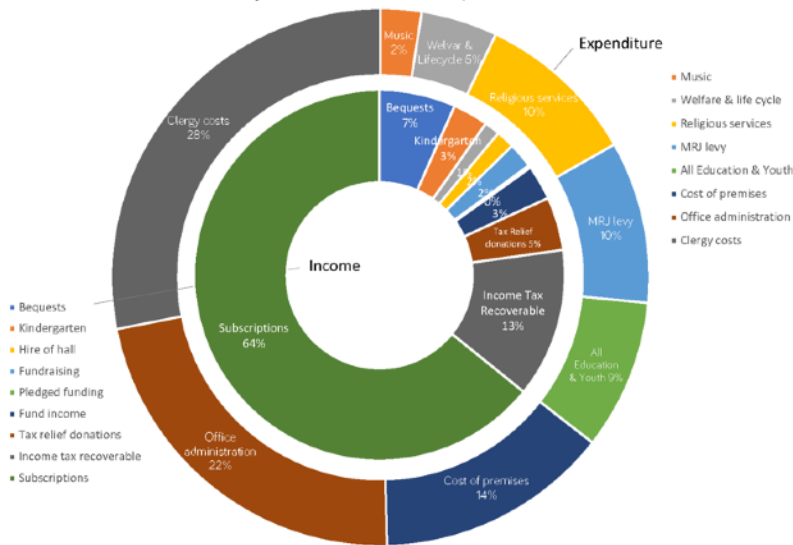
The Trustees present their annual report together with the audited financial statements of North Western Reform Synagogue (the charity) for the year ended 31 December 2018. The Trustees confirm that the annual report and financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2015).



2018 in Numbers

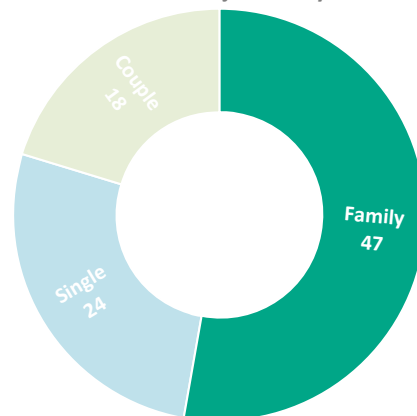
Alyth is a vibrant and welcoming community with Judaism and Jewish practice at its heart. At Alyth we embrace prayer (Tefillah) and learning and practice a shared Judaism that is innovative and inclusive and that engages with the world around us

Alyth 2018 Income vs Expenditure



Almost 1,000 people come into our building every week

89 NEW Households joined Alyth in 2018

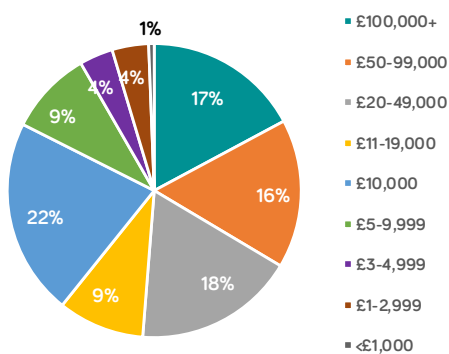


Our focus on young families has seen an increase in family membership, especially those with very young children.

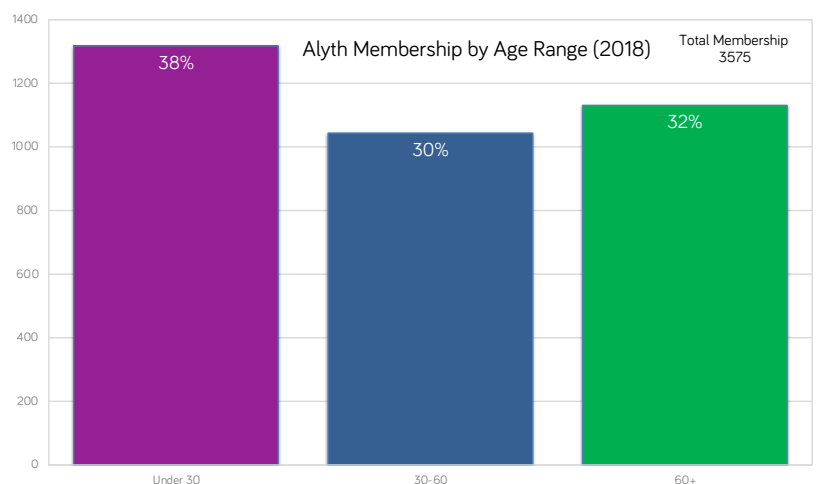
Did you know?
1 in 7 of our members is a volunteer at Alyth

The development of our building was a big focus in 2018. At the year end we had £1.8m in pledges from 210 Alyth households.

Donations by Value [December 2018]



Total Value of Pledges: £1.8million



At Alyth everything we do is built
together from a shared set of values.

From the Trustees

On Shabbat, the Alyth building is filled with people who have come to pray and learn together, who have come along to share a celebration with family and friends or to commemorate a yahrzeit. Everyone who comes into our building is welcomed by our Rabbis, lay leaders, staff team and by the wonderful team of welcomers who are a so much a part of our welcome and our warmth.

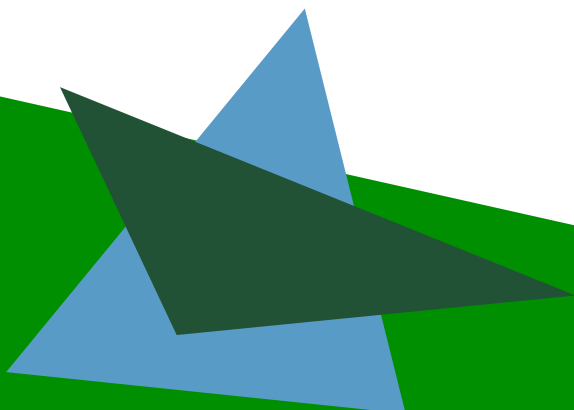
It's not only on Shabbat that the building is teeming with people of all ages and stages. Our Kindergarten and caretaking staff open the building on weekdays and are soon joined by the professionals and staff team. And then the day starts. Clubs for seniors and those with special needs, mother and baby groups, learning and study, meditation and pilates, and sometimes a visit from a local dignitary or school who have come to see inside a synagogue for the first time.

This is the story of our community and our building, reflected in the diversity of all that we are able to offer our members and the wider community around us. As Trustees of a community as dynamic, engaging and welcoming as Alyth we understand the importance of using our resources wisely to enable our Rabbis and staff team to deliver the huge amount that we do. Sustaining weekly programming and engaging with our community means that our team regularly go that extra mile and that they are as budget conscious as we are.

Working in a collaborative partnership with our committed and capable Rabbinic and Professional team, the Trustees continue to support and guide the strategic direction of the community. In 2020 we will start the work on developing our building to enable us to continue our story, the story of being a home away from home. A spiritual home, a place where we celebrate together, where we are supported and cared for, where we thrive and where we will always come home to.

In 2018 we set the wheels in motion for a review of our governance and continued to work on the funding and project development aspects of the building redevelopment. As a community, we embraced the many opportunities to pray, to learn and to live together. As the Trustees, look forward to working with our Professional team to continue to deliver a range of services and programmes for all of our members, to operate efficiently and together to build on the firm foundations, that are in place to enable Alyth to continue to innovate, thrive and grow.

We believe that
nothing is more
important in the life
of a Jewish
community than the
relationships that
we build and the
welcome that we
give to one another.





Alyth has a proud tradition of equality and inclusion in our services and in all that we do. Learning through the lens of Jewish texts and values, enables us to have new, inspiring and sometimes difficult conversations. A commitment to equality and inclusiveness enables us to meet the diverse needs of our vibrant and committed members.

We believe in equality and inclusion as religious principles. We include everyone equally irrespective of gender, ability, race, wealth, age and sexual orientation.



We began a conversation about our governance in 2018, and voted at the AGM to incorporate and become a company limited by guarantee



The development of our building is a priority. In 2018, over 300 of our members came to a building walk-around and shared the vision for the building for the whole community. Pledges of £1.8m were received by 31 December 2018.

We are committed to innovation in the sacred task of creating an engaging Judaism. Reflection and learning enables us to be the very best that we can.

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Over 50 babies experience Shabbat at Sensory Shabbat & Baby Den

More members are regularly taking part in our Mindfulness Meditation Services

Every alternative week there is Kollot II: with guitar

We believe that Judaism is best shared with a diverse group of people. Ours is an accessible, grown up Judaism and one that nurtures and challenges our young people, both a Judaism for families and one that responds to the individual

To Pray. To Learn. To Live. Together



We prayed together in our multigenerational Friday Night services and on Shabbat mornings. 'Sensory Shabbat' has created a beautiful space for our very youngest members. Baby Den on Friday morning is the perfect introduction to Shabbat for toddlers.



We learned from our Rabbis and from one another. We learned together in weekly shiurim, in regular sessions on 'Progressive Jewish Decision Making', and 'Monthly Midrash in the Morning' and in the Talmud class.



The Monday Club continued in 2018, run by amazing volunteers who support those with special needs. Our partnership with JAMI continues through our regular programming and hosting regular Shalom Suppers on Friday nights.



Music is at the heart of Alyth. Our choirs continue to bring a beautiful repertoire of music to our weekly services and festivals and on the High Holy Days. The Alyth Youth Singers performed at Holocaust Memorial Day. For the adults who come regularly, "Singing for Pleasure" was just that - a pleasure.



Our Youth & Education Hub continues to thrive. Alongside the regular programming, our new Day Camps for Little Ones: "Awesome April" and "Jolly July" welcomed in 2-4 year olds. Residential camps for Year 7 and a trip to Budapest for our Year 8's were great opportunities to build friendships.



In 2018 Alyth joined in celebrating Israel's 70th Birthday on Yom Ha'atzmaut and with the Zionist Federation at their 70th Birthday cross-community celebration. Our Shabbat Babayit Friday Night dinners in the home of Israeli members has brought Israeli families and friends together to experience a taste of "home" with Alyth.



Alyth Academy of Performing Arts put on a brilliant rendition of "Guys & Dolls" and the Alyth Children's Theatre (ACT) group had a "Showcase" of scenes from well known plays and musicals. Our drama provision continues to be a place to build confidence and most importantly, to have fun.



Our beautiful new Omer Calendar, made by many dedicated members, was ready for the countdown to Shavuot. The "Beauty and the Feast" Purim Spiel went ahead despite the March snow. "Saturday Night Fever Shavout" was another festival, greatest hit in 2018.



Jewish Mindfulness & Meditation and Yoga, have found a home at Alyth. Mindfulness was introduced into our Shabbat Services alongside the weekly sessions.



Eco Shuls was launched in January 2018. Together with other synagogues in the area, we are working together to improve our buildings and make us better environmental citizens.



The Leo Baeck Education Centre in Haifa celebrated their 80th Birthday in 2018. To mark this special milestone, we welcomed the Leo Baeck Haifa-Mar Elias Peace Drums Group to Alyth. Over Sukkot they held a concert for friends and supporters.



We believe that prayer and Jewish learning are central to a meaningful Jewish life. We aim to create opportunities for worship and study that are intellectually rich, grounded in Jewish tradition and inspiring for all.

Alyth is a vibrant and welcoming community with Judaism and Jewish practise at its heart and where we offer many different opportunities for our community to engage in prayer together.

Friday nights start with **Baby Den** and **Shabbat Den**, services for young families. Our Kabbalat Shabbat service brings the busy week to a peaceful end as members of every age come together to pray and sing and often eat together.

On Shabbat mornings, the building is filled with prayer and learning. **Classical, Kollot, Big Bang, Sensory Shabbat and Tefillah Laboratory** services run weekly, monthly and bi-monthly, enabling members of the community to find a space that enables them to be together with family and friends to experience Shabbat in the way that works best for them.





Alyth is built on a foundation of mutual care in which we share one another's joys and sorrows and accompany one another on life's journeys.

Happenings in 2018

- Reform Chevrah Kadishah Dinner held at Alyth in November 2018.
- Young At Heart Days for older members of the community.
- Retirement Planning Seminar in partnership with New North London Synagogue.
- Lynette Sunderland is central to the Movement's "Care in the Community" initiative.
- Let's talk about... Death. A one-day conference hosted by the joint Alyth-Finchley Reform Chevrah Kadishah

As a community we are there for one another, sharing our joys and sorrows. On **Shabbat** we come together to pray, sing and be with one another. Every weekday morning we welcome our little ones and their parents and carers to our **Kindergarten** and on Shabbat, many of them join friends and family for **Baby Den**, **Shabbat Den**, **Sensory Shabbat** and our monthly family **Seudah**.

Nothing is more special than sharing one another's happiness; and challenges too. We're there to help face the tough times, and to celebrate weddings, births, b'nai mitzvah and also the little joys of our day to day lives.



We delivered Purim and Sukkot gifts to house-bound members, visited the sick, supported the bereaved and brought members to and from shul on Shabbat in our own minibus.



In 2018 we celebrated with 44 young people and 2 adults who became bar and bat mitzvah at Alyth. We are immensely proud of our b'nei mitzvah programme and the warm embrace that we give to all the families who celebrate with us.



We celebrated with 9 couples as they came together to get married; some in our sanctuary and others at venues around London.

There are many opportunities for learning, on Shabbat and throughout the week. Our Talmud Class, studying through text in our 'Progressive Jewish Decision Making' and 'Monthly Midrash in the Morning' sessions and the weekly 'Jewish Essentials' class all offer different ways to learn and share knowledge.

Seniors from our community and beyond come to Alyth every week for "**Senior Club**", "**News, views & Schmooze**" and to spend time with our Kindergarten children at **JOY**. We enjoy one another's company, sharing a meal and talking together at our **Shabbat B'yachad**, **New Member**, **Empty Nester** and **Bayit Cham** lunches and dinners.

Throughout the week many of our under 20's are in the building at Sunday morning **Galim** or **Ruach**, our pre-b'nei mitzvah programme on Friday evenings. They are also in the building for **Hadracha Training**, **Kef Zone** or one of our **drama and creative arts** programmes

Our **Rabbis**, **Professional and Staff Team** are always on hand to welcome members, friends and visitors into our building, making them feel at home, every time.

We work as a respectful, collaborative partnership of professionals and lay leaders, working together for the good of the community and individuals within it.

To be Jewish is to care about the world around us and to take responsibility for it. The strong sense of social justice and social activism that Judaism demands is woven into the fabric of all that we do at Alyth.

This year our **Drop-In for Recent Refugees** celebrated its 10th Birthday. Every month, around 80 guests are welcomed to the Drop-In. Things that our guests lovingly share at the Drop-In: food, socialising, singing, outings, computer skills, entertainment, friends and support.

In February, Alyth was part of the Government consultation on the law around **Organ Donation**. Health Minister Jackie Doyle-Price MP and Sally Johnson, Director of Organ Donation and Transplantation for the NHSBT heard from members of the Progressive Jewish community and shared their thoughts and hopes for the direction of the policy.

Once again, Alyth hosted Muslim friends and colleagues at an **Iftar**. Now in its fifth year, Jews and Muslims came together for evening prayers followed by a meal to sustain our guests at the end of the daily fast during Ramadan.

Honoured guests in 2018 included **The Right Rev Sarah Mullally, the Bishop of London** in conversation with Rabbi Hannah before our Friday night service. Rev. Sarah Mullally presented our Year 9 Hadracha Group with their certificates of achievement.

Israeli Ambassador Mark Regev was another of our honoured guests. He joined us for a Shabbat morning service and spoke passionately about being a strong voice for Israel in Britain today. Jonathan Goldstein, Chair of the Jewish Leadership Council shared this sentiment when he joined us at a Shabbat service in April 2018.

Once again in 2018, Alyth took part in **Mitzvah Day**, hosting the Aleppo Kitchen Cooking Project, gardening at Kisharon and making sweet parcels to be distributed at Christmas time. We also took part in **Sadaqah Day** with the Cricklewood Mosque, and **Sewa Day** with our Hindu neighbours.

We believe in a Judaism that is utterly engaged with the world around us, both within the Jewish people and in the wider community.



Our Finances

At Alyth we budget to a vision.

The salaries of our rabbis and staff team accounts for 70% of our expenditure; an investment in our biggest asset.

Our professionals and staff team work efficiently within the limitations of our budget, continuing to deliver an extensive range of outstanding services and programming for our community. We are prudent with our funds and generous with our commitment.

Our resources are used to ensure that Judaism and our Jewish community thrive.

The numbers

The Executive Committee are the Trustees of the Synagogue and are responsible for the management of risk faced by the Synagogue. Having reviewed the principal risks and uncertainties facing the Synagogue, the Trustees are satisfied that the major risks identified have been adequately mitigated where possible. It is recognised that systems can only provide reasonable but not absolute assurance that major risks have been adequately identified. The task of monitoring the charity's financial control systems is delegated to the Financial Advisory Committee (FAC).

The total funds at 31 December 2018 were £3.57m (2017: £3.15m). Of these, the restricted funds were £2.97m (2017: £2.47m). The funds were primarily boosted by fundraising for the new building.

The income during 2018 comprised subscriptions of £622k (2017: £601k) and donations & legacies of £992k (2017: £938k). Of the latter, £575k (2017: £436k) was taken to restricted funds and legacies were £87k (2017: £96k). There was also income tax recoverable of £289k (2017: £157k) of which £87k is in respect of building fund donations and this amount is reflected in debtors. Overall, there was a surplus arising on the net movement of funds in 2018 of £425k (2017: £217k).

The surplus comprised two elements: an increase in restricted funds of £491k (2017: £190k) and a deficit of £66k (2017: surplus £26k) on unrestricted funds. Within the latter, there was a net unrealised loss on unrestricted investment funds of £49k by valuation at the year end, which had reversed by 31st March 2019 as explained in the investment performance report below.

Cash balances increased to £1,014k (2017: £519k) mainly as a result of collections pledged towards the Building Fund.

In terms of provisions, the defined contribution pension set aside reduced by £7k to £75k at the year end reflecting one year's worth of payments towards the actuarially calculated technical deficit and the contingent liability remains fully covered.

Fundraising for the development of the building continues in 2019 and for the foreseeable future. This focus allied to finite time resources means less emphasis can be applied to fundraising for general activities. The Trustees continue to be vigilant in monitoring expenditure and prudent in managing costs. They are constantly looking for additional sources of funds (i.e. grants and trusts) to support the ongoing programming needs of the community and wish to thank our sponsors.

As noted above, bequests are an important source of funding and whilst it cannot rely on them the synagogue is always extremely grateful for the generosity of members to remember us in this fashion. It is pleasing to note that subscription income rose by £21k this year despite falling slightly by £2k last year, although this is mainly via an inflation linked rise in the standard rates. The Trustees rely on our members paying their requested voluntary contributions given that we aim for a balanced budget on our day to day activities and are ever grateful to those who pay a little bit more.

The Synagogue is a member of the Jewish Joint Burial Society (JJBS). It is a requirement that every member of the Synagogue contributes to the JJBS. The annual payment of £50 per annum (2017: £49) entitles every full member and Associates to a burial at Cheshunt Cemetery or a cremation, normally held at Golders Green Crematorium. During 2018, £104k (2017: £103k) was collected from the members and £112k (2017: £104k) including arrears was transferred to the JJBS. The Trustees wish to draw attention to a designated funeral assistance fund, which is set aside to help with any shortfall required to pay for a funeral for any member who is not fully covered under the scheme.

Finally, the Trustees wish to thank all those who assist in managing and planning the finances of the Synagogue, particularly our diligent and hard-working staff, members of the FAC and especially all those volunteers who assist us in our charitable fundraising activities.

Reserves Policy

The Trustees aim to maintain sufficient general and contingency reserves so as to be able to meet unexpected operating costs of the Synagogue and to contribute to such contingencies as the maintenance of the building. The free reserves at 31 December 2018 amounted to £606k (2017: £673k) after accounting for the valuation loss.

This compares to a rise of 3.9% in the annual cost of staff remuneration including pension provisions to £1,017k (2017: £979k), yet the total unrestricted expenditure on charitable activities excluding JJBS contributions, inclusive of staff costs, fell back slightly to £1,845k (2017 £1,861k).

The free reserves include £208k (2017 273k) that has been allocated to various projects and worthy causes which are regarded as part of normal charitable activities and these allocations are internal and can be amended by the Trustees if required.

Free reserves therefore represent just under 4 months'

medium risk profile. The portfolio is invested directly in bonds and UK equities except for specialist areas whilst all other asset classes are invested in collectives. The asset allocation at the year-end was: 20% (benchmark 23%) in fixed interest bonds, 60% (62%) in UK & overseas equities and 20% (15%) held in property, alternative assets and cash. The benchmark is set using a selection of internationally recognized stocks and shares indices and the BoE base rate.

The investment manager is responsible for asset allocation and for making investments through a carefully selected group of both internal and external fund managers. A number of restrictions have been given to Investec including those that avoid excessive portfolio concentration; alternative investments such as hedge funds are not permitted and foreign exchange transactions are only permitted for hedging currency risk and not for speculation. The Total Expense Ratio is set at less than 1.25%.



cover over normal charitable activity expenditure and this is slightly lower compared to last year. The Trustees and the FAC monitor this KPI keenly and it is currently operating within its target range. Particular attention is given to monitor its likely trend over the foreseeable future in order to set an appropriate budget strategy especially whilst we are concentrating efforts on fundraising for the new building.

The restricted funds of £2.96m (2017: £2.47m) predominantly comprise the value of the land on which the building sits. No formal valuation has been carried out. There are additional reserves of £1.28m (2017: £738k) the use of which is mandated by trust deeds, the largest fund of which being £943k (2017: £405k) set aside for the building project.

Investments

Policy: The investment policy was reviewed last year when Investec were appointed the new discretionary investment managers. The Synagogue invests funds so as to generate reasonable long term capital and income growth commensurate with the need to finance its long term expenditure requirements and to protect the Synagogue's capital against the risk of inflation. The overall objective is a balanced investment strategy, agreed with the investment manager, to invest so as to generate long term capital appreciation over the full investment cycle, typically five years, with a spread of asset classes to ensure adequate diversification on a

The investment performance is considered regularly by the FAC that meets about four times per year. The FAC and Executive consider social, environmental or ethical areas in which the Synagogue should not invest. However, as they have selected an investment manager that invests in a broad range of funds together with identifiable individual equities, only an immaterial percentage of the funds might be invested indirectly in a company which might conflict with the Synagogue's principles. It has therefore been agreed that imposing additional ethical restrictions is not necessary.

Performance As at 31 December 2018 the Synagogue held an investment portfolio of £905k (2017: £946k). The annual income before expenses for 2018 was £25,971. The fund value fell by 3.4% over the year (benchmark: -3.7%).

Since the year end, as at 31st March 2019, there has been a volte face and the portfolio rose in the quarter by +5.91% (net) compared to a +6.66% (gross) change in the benchmark. The portfolio value has been restored to £957k making up £51k and covering 2018's unrealised loss. Going forward, the investment managers will continue to review the Synagogue's circumstances to ensure their mandate remains suitable. They have reiterated that they are comfortable maintaining a medium-term investment horizon of up to 5 years and that the balanced investment objective suits our circumstances.

CONSTITUTION & PURPOSE:

Alyth is constituted by a Deed of Trust dated 23 February 1966 and registered with the Charity Commission under charity number 247081. The most recent major amendment to the constitution was in May 2008 with a minor update in May 2015.

The Synagogue is a Congregation of the Jewish Religion, whose purpose is the pursuance of Reform Judaism in the spheres of public worship, and religious, educational, cultural, social and charitable activities.

Alyth is a member of the Movement for Reform Judaism in the United Kingdom. Reform Judaism is an informed and questioning, compassionate and egalitarian expression of a unique faith and culture, rooted in the tradition of the Torah, yet in dialogue with modernity. Alyth is committed to the advancement of the tradition of Reform Judaism and to playing its part in the development of the Progressive teaching of Judaism as a constantly evolving tradition. Alyth exists in order to sustain and develop a Jewish centre for its members based on Progressive Jewish values and ethics, to meet its members' religious and communal needs, and to contribute to the wider Jewish and non-Jewish communities. The purpose of Alyth as set out in our constitution is the development of Reform Judaism in the spheres of public worship and religious education, cultural, social and charitable activities.

In April 2015 a framework was adopted to achieve a shared sense of values. This emphasises that nothing is more important in the life of a Jewish community than the relationships that are built and the welcome that is given to one another. It strives for equality, inclusion and mutual care. Prayer and Jewish learning are central and the aim is to create opportunities for worship and study.

STRUCTURE, GOVERNANCE & MANAGEMENT

The Synagogue Council is responsible for the overall policy and direction of the Synagogue and the overall religious and ritual direction of the Synagogue. Council consists of 26 members, 8 of whom are ex-officio. Members are elected annually in May for terms of 3 years (renewable). One of the Rabbinic Partners attends the meetings, as does the Community Director. There are normally 11 Council meetings held each year.

The Executive Committee, who are the trustees of the Synagogue, carry out the management of the affairs of the Synagogue. Members of Executive are responsible for implementing the policies and direction of the Synagogue. They have oversight of the management of the operations and the financial affairs of the Synagogue. They delegate much of the day to day management of the Synagogue to the staff but remain responsible for oversight of the work. All members of the Executive Committee are also members of Council. There are 11 members of the Executive Committee and they meet monthly, 11 times a year. As trustees, members of the Executive Committee are required to act in the best interests of the Synagogue and in line with the recommended guidelines of the Charity Commission.

There is an informal induction programme for those coming on to Council for the first time. New members of Council are taken through the key aspects of the constitution and governance structure by the Chair.

A review of the governance of the Synagogue is currently taking place. During 2018 Alyth will, with the agreement of the membership, move to become a company limited by guarantee (incorporated). This provides an opportunity to draw up new governing documents (Memorandum and Articles of Association) and for the membership to consider the recommendations of the Governance Group that has been convened to review the governance.

In shaping the objectives for the year and planning the activities, the Trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2)'. They aim to engage with the outside world, both within the Jewish people and in the wider community. To this end the Synagogue engages in a wide range of activities with other faith groups and community based organisations. These activities enable the congregation to develop relationships with and gain a better understanding of the local and wider community and to help those less fortunate than ourselves.



The two most senior employees are rabbis whose remuneration is set with reference to the Rabbinic Scales provided by Reform Judaism. Salaries in general are reviewed with reference to RPI and changes in average earnings.

Looking Ahead: 2019 and beyond

Our Building

In 2018 we focussed on fundraising to enable us to begin the much needed work of developing the building for our thriving community. In 2019 we will continue to raise the funds needed for the project and complete the planning and design work that is required to break ground in April 2020, building the foundations for an exciting future for the whole community.

Our Governance

At the AGM in May 2018, the community voted to incorporate, becoming a company limited by guarantee. In 2019 we will complete the registration process and look forward to building a visionary governance model that responds to the needs of a well run, multifaceted membership organisation like ours.

Our Leadership

The lay and professional leadership of Alyth will continue to work as a collaborative partnership. We are blessed to have an inspiring leader in Rabbi Josh Levy who will continue to lead the community with the vision and commitment to our members and our staff team that we have come to know and appreciate.

Our Team

Our dedicated Professional and Staff Team will continue the focus on delivering engaging prayer and learning and a range of activities that meet the diverse needs of the community. Under the leadership of an inspiring Core Leadership Team, our staff are committed to the ongoing delivering of care and quality in all that they do.

Our Community

The development and prosperity of our community is built on collaborative working and understanding. The lay and professional leadership are committed to a rich communal conversation with members, to seek their guidance and listen to their concerns and to providing excellent services and support for all our members.

FUNDRAISING COMPLIANCE STATEMENT:

The charity is committed to best practice, as outlined by the Fundraising Regulator, in its approach to fundraising and closely monitors its activities in this area, ensuring that vulnerable members are protected. No professional fundraisers are used by the charity. Fundraising for the new building continued in 2018 with our open door events.

TRUSTEE RESPONSIBILITY STATEMENT:

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

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the Trustees are required

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

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

This report was approved by the Trustees on 18 April 2019 and signed on their behalf by:



Russell Baum (Chair)