



To pray. To learn. To live. Together.



ANNUAL REPORT

1 SEPTEMBER 2024 - 31 AUGUST 2025

TRUSTEES' REPORT AND STATUTORY ACCOUNTS



2024-25 ANNUAL REPORT

FROM THE TRUSTEES

While 2024–25 has been another year of change, both for Alyth and the wider world, it has, most importantly, been a year of arrival. Since our last Annual Report, we have celebrated a full cycle of festivals in our completed building, including the High Holy Days, where many members experienced our new spaces for the first time, and a Purim 'Fi-Esther' that truly brought the carnival spirit to Alyth.

However, a synagogue is not defined by bricks and mortar, but by the ruach (spirit) that fills it. We have now fully reinhabited our home, blending our rich history with a modern, accessible, and sustainable future. Our community has shown resilience, generosity, and patience; we have emerged from the disruption of construction not just with a better building, but as a stronger kehillah (community).

These new social spaces have already become the "living room" of the community, facilitating organic connection before and after services, while providing dedicated areas for text study, Sunday Morning Galim classes, and interfaith dialogue. We are also delighted to see our diary filling up with outside hires, from B'nei Mitzvah celebrations and birthday lunches to bridge tournaments and charity conferences.

Music remains the soul of Alyth, the thread woven into the fabric of our community life. After ten years as our Head of Music, Katie Hainbach left us this year to focus on her family. We thank her for her immense contribution in enhancing the musical tradition for which Alyth is renowned. As we turn the page, we are excited to welcome Hannah Kieve, our new Head of Music, and James Slimings, our new Head of Synagogue Choir. They are already ushering in a vibrant new chapter, ensuring that music continues to help us pray, learn, and express the inexpressible.





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The Rabbinic Recruitment Group has been working tirelessly to secure a new Senior Rabbi. In the interim, our talented clergy team, Rabbis Hannah, Elliott, Colin and Nicola have worked exceptionally hard. Together with the Professional Team, they have ensured that synagogue life has not stood still, delivering high-quality prayer, learning, and care for members of all ages.

Our Chesed (care) team continues to support our most vulnerable members. The new kitchen facilities have allowed us to expand our community cooking initiatives, and our minibus, driven largely by volunteers, continue to ensure that no member is isolated from events. We have also deepened our partnerships, hosting drop-in centres and food collection drives, putting our values of Tikkun Olam into immediate local action.

Finally, the Trustees have maintained rigorous oversight of the synagogue's finances during this transition. I am pleased to report that the building project was completed within the adjusted budget parameters. The Building Fund Campaign remains open to help to service the mortgage and maintenance required. While operational costs have naturally risen due to inflation and the expanded footprint of the new building, robust stewardship has kept our operating budget balanced.

Membership numbers remain healthy, with a noticeable uptake in young families joining since the redevelopment. We are not complacent; through our Community Forums, we continue to foster an environment of open dialogue, ensuring that every voice is heard as we shape the future of Alyth together.

ALYTH TRUSTEES - Gary Lipman (Chair); Noemi Zell (Vice Chair); Jeremy Baum; Terry Heymann; Ian Howe; Juliet Levinson; Ben Portner; Benjamin Berelowitz; Justin Wise; Paul Rosen; Benjamin Bell





2024-25 ANNUAL REPORT

OUR TRUSTEES, TEAM & ADVISORS

Trustee Board

Gary Lipman (Chair)
Simone Silverman (Vice Chair - retired August 2025)
Noemi Zell (Vice Chair - appointed August 2025)
Jeremy Baum
Benjamin Bell (co-opted August 2025)
Ben Berelowitz (co-opted August 2025)
David Bloom (retired February 2025)
Ian Howe
Terence Heymann
Corinna Hyman (retired July 2025)
Ilana Pizer-Mason (retired July 2025)
Ben Portner
Paul Rosen (co-opted August 2025)
Justin Wise (Ex-Officio)

Presidential Team

PRESIDENT

Andrew Gellert

VICE PRESIDENTS

Janine Gray Clements
Ruth Wellin
Russell Baum

Professional Team

CLERGY

Rabbi Hannah Kingston	Rabbi
Rabbi Elliott Karstadt	Rabbi
Rabbi Colin Eimer	Rabbi
Rabbi Nicola Feuchtwang	Rabbi
Rabbi Josh Levy	Rabbi Emeritus

SENIOR STAFF

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

Financial & Legal

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

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

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

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

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

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



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A Community for every generation

B'nei Mitzvah



53 young people became bar or bat mitzvah at Alyth in 2024-25.

Sunday Morning Galim, Ruach, camps & residential



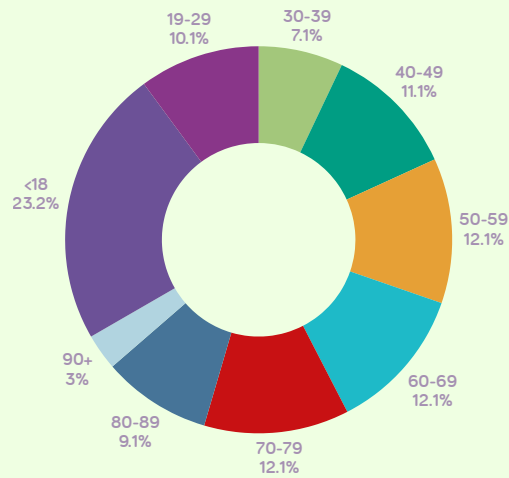
Over 160 of our young people attend Ruach and Sunday Morning Galim (SMG) with 30 of our teens joining our Hadracha leadership programme. Nearly 150 young people have enjoyed residential and camps, with 26 visiting Budapest in October 2024.

Our Seniors



Alyth has 547 members aged 75 or over. Weekly social, prayer and learning activities bring many of our members together with friends and the Alyth team.

Alyth Demographic Profile - % of membership by age



Marriages in 2024-25: 6



New Borns in 2024-25: 23

Geographics

Alyth is situated in Golders Green in the London Borough of Barnet, home to the largest number of Jewish households in the UK. (Census 2021)

Members come to Alyth from across North and North West London. Areas include Finchley, Barnet, Camden, Haringey, Harrow, Enfield, Radlett, Elstree and Borehamwood.

Many young families start their Jewish Journey at our 'Baby Den' and 'Sensory Shabbat' services. We have 25 - 35 families attending Baby Den and 10 joining us for Sensory.



In 2024-25 we welcomed 118 new members of every age and stage into the community. That's net, 25 new households.



1 in every 6 of our members volunteers over the year as a leader, as part of our social activities, as drivers, deliverers, on security, and as wardens and welcome.



A quarter of Alyth members live within a 1 mile radius of the Synagogue with a further two thirds within 5 miles.



2024-25 ANNUAL REPORT

ALYTH TOGETHER



In the 92 years since it was founded, Alyth has been through many changes and on 19 October 2024, a celebration was held to commemorate the completion of the latest building project. The renewal of the Alyth building was a response to the diverse and changing needs of both Alyth and the local community. Over 350 members and local dignitaries, including Mayor of Barnet, Councillor Tony Vourou; Sarah Sackman KC MP, Solicitor General and MP for Finchley & Golders Green and Jeremiah Anderson, Bishop of Edmonton, joined the Alyth Rabbinic team and lay leaders from neighbouring synagogues, as well as from our communal institutions for an uplifting celebration.

Our upgraded spaces have enabled us to increase our offering to our members and beyond for services, learning, groups and events. We have found people want to be here as the improved facilities including kitchens and bathrooms make a very welcoming and modern space for everyone.

With new lecture series, new services and even an Alyth Whisky Society, Alyth really is open for business.





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PRAY WITH US

Prayer and learning is at the heart of Alyth and our Jewish lives. Our multi-generational community has diverse prayer needs which we meet through a range of services on Friday nights and Shabbat morning, on festivals and over the High Holy Days. We offer most services online to ensure that those who are unable to join us in person can still participate. We have been listening to our members and observing the needs of our diverse community and as a result, we have introduced two new services - Shalem for families with children with additional needs and the Romm'mu Family Service, a space where our kids and parents can get to know one another in the lead up to B'nei Mitzvah years.



LEARN WITH US

There are many opportunities to learn at Alyth, whatever your age or interests. Over the course of the year, alongside our Kindergarten, Ruach, Sunday Morning Galim, Ruach and Judaism: The Essentials programmes, we have offered Torah study through Pardes and The Alyth Chavruta Project. We have enjoyed guest speakers and welcomed visiting Rabbis, including Rabbi Galit Cohen-Kedem; Cantor Sarah Grabiner; Rabbi Ofek Meir; Dr Moshe Lavee; Student Rabbi Mati Boulakia-Bortnick and Ittay Flescher.



ISRAEL

Since the October 7 atrocities and subsequent war, many members have turned to us for support and a space to discuss concerns and learn more from both sides of the conflict. We held a series of talks Israel: Navigating The Conversation where we heard from peace activist, Magen Inon and representatives from Yachad, Yesh Din and Ir Amim over a number of weeks in June & July. We also joined up with MRJ to inform members on the elections for the World Zionist Congress (WZC) which represents a platform for Diaspora Jews to engage in Israel's actions and values and we worked with the group, Solutions Not Sides, offering workshops for our adult members and Ruach students.



WEEKEND AWAY

The last weekend in March saw over 200 members of Alyth make the journey out to the Hertfordshire countryside for the Weekend Away. The sun shone and the full and varied programme ensured everyone from the youngest (two months old) to those in their 80s were both entertained and fulfilled. Everyone had their particular highlights, including: an impromptu viewing of the partial solar eclipse on Shabbat morning; Book Club; sessions with Rabbi Galit Cohen-Kedem from Holon; the camp style service; Havdalah (which featured many guitars and a bassoon); the Living Torah; Saturday night's pub quiz and the Shabbat Morning Service which showcased the best of our services including Choral, Sensory, Big Bang and Kollot, followed by an intergenerational Chevruta Torah Service and Karaoke on Friday night which just would not stop!





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YOUTH & EDUCATION

Responsible for the Jewish learning and engagement of our 4 to 18 year olds, our team of dedicated professionals, educators and young leaders devise and provide a varied programme of activities, B'nei mitzvah preparation and Hadracha (leadership) for our teens. At the start of the 2024 academic year, our Ruach programme underwent a makeover and along with Sunday Morning Galim (SMG), they set the standard for our youth education provision. Holidays are for having fun and the Jolly July, Feb Fun, SpringWAYS, SWAYAway and SWAYDays camps were filled with over 130 young people, making memories and lifelong friendships. Our B'nei Mitzvah teens travelled to Budapest once again, and to more local venues for weekend residential. Our Academy of Performing Arts group performed an excellent Bugsy Malone, turning the Beit Tefillah into a speakeasy for one night in May and in June, the Alyth Children's Theatre (ACT) entertained us with Annie Jr. During every festival, the Youth & Education team work closely with the Clergy to ensure that there are services and spaces for all the younger members and teens to attend, either with parents or as individuals.

SHOFAR

Shofar Daycare nursery was established to provide a full daycare provision to the children of Jewish Reform families. Located at the Sternberg Centre in Finchley, it is a collaboration between Alyth and FRS. Alyth members sit on the board of Trustees, as do members of FRS and MRJ. Our wonderful purpose-built nursery is on a fabulous site, with a shared field, woodlands and two playgrounds. Shofar has up to 80 young children and babies from six months to five years old. Rabbis Elliott and Hannah regularly visit the Shofar children for Shabbat and festival celebrations, thus starting the lifelong relationship with their synagogue, Rabbis and community. We are pleased to report that Shofar Daycare Nursery continues to be a successful and outstanding provision, promoting Reform Jewish values and giving the young children a great start to their education, whilst also contributing part of its profit to Alyth each year.



ALYTH KINDERGARTEN

Alyth Kindergarten continues to flourish as an outstanding early years setting, where children are nurtured in an environment rich with warmth, curiosity and joy. Each day, the classrooms sparkle with kindness and a genuine love of learning, allowing every child to feel confident, supported and inspired to reach their potential.

The autumn term concluded on a truly magnificent note with a Chanukah concert which reflected the care, dedication and high standards which define the nursery. Parents were blown away by how polished and joyful the performance was, praising both the children's confidence and the meaningful sense of community on display. One parent beautifully captured the sentiment, saying: "Thank you for creating a place where we are proud and safe to stand tall and teach our children to love being Jewish."





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THE ALYTH SOCIAL

Members of the Alyth Social have enjoyed a varied and most interesting programme this year. A wonderful team of volunteers arrange sandwiches and cake for tea and another team drive our new minibus and host those who otherwise would not be able to attend. We have been fortunate to have great speakers who have come to talk on subjects such as: The Titanic; My Journey Through India and My Life In The Music Industry. We have enjoyed a trip to the JW3 Pantomime and our summer outing to The Old Guinea for a delicious lunch. For some years now we have formed a relationship with students from The Guildhall School Of Music & Drama and we have been overawed by these musicians who have come to play for us, both on a Monday and our Wednesday afternoon recitals. The quality and standard is as high as any professional musician playing for the big concert halls in London.



SHABBAT B'YACHAD

Our popular once a month Shabbat lunches continue. A team of volunteers cook a three course delicious meal for anyone who would like to share good food, good company and togetherness following the Shabbat Morning Service. A good time is had by all and people make new friendships over the Shabbat table. The meal is open to anyone in the community.



BEREAVEMENT SUPPORT

The Bereavement Call Group consists of seven volunteers who meet every six to eight weeks. The remit is to give every member who has been bereaved a call to offer support and enquire about their well being. These calls help both the Clergy and Head of Community Care to offer any appropriate care should it be needed and to direct those bereaved to find further support in the wider community from relevant organisations. In addition to this work, prior to each High Holy Days, we ask those who have been bereaved in the past year to submit a short piece about the person who has died for the Yom Kippur Memorial Book and ensure that anyone on their own has someone to sit next to during the Yizkor service should they wish to be accompanied.



PROGRESSIVE JUDAISM

The Movement for Reform Judaism and Liberal Judaism have been moving towards combining and forming a new movement: Progressive Judaism. Alyth was proud to be a part of the history of Progressive Judaism, holding several events for our own and other communities to ask questions about the process at Reform Judaism. In April members met to put their questions to Rabbi Josh, Alyth's Emeritus Rabbi and Co-Lead of Progressive Judaism, about the combination. Following an interesting and informative Q&A session, the Trustees voted unanimously in favour and our Chair later cast the Alyth vote at the EGM.





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COMMUNICATIONS

Over the past year, we have spent time reviewing the current communications, speaking to members and groups to gain an insight into what our community want to see and know about from our emails, website, social media and professional team. As a result, we have begun the process of rebranding as a reflection of our new spaces and rebuilding the website so we can deliver what is needed. The updated website is due to go live in April 2026. Rabbi Elliott launched Alyth's new podcast - All Else Is Commentary where he and guests explore Jewish ideas (from the Bible to the present day) from a curious, progressive and critical perspective. The clergy team has appeared regularly in the media, including Sky Breakfast; national newspapers, radio and Jewish press.



FUNDRAISING

Fundraising has continued to be a core essential. Through generous support from within the community, grants and fundraising, we have successfully financed just under 50% of the cost of the redevelopment of our building. The remaining £3.5 million has been financed via a loan from The CAF Bank and continued fundraising is an essential part of financing this loan. We have active Fundraising and Legacy groups and continue to raise funds from regular donors to the building project. We raise funds in many ways, including: donations for life cycle events (births, deaths, marriages and yahrzeits); legacies and grants for specific clubs and roles. We held another successful Tu Bishvat Supper Quiz with 14 tables battling it, a raffle and an auction of Coldplay tickets. Room hire has increased significantly following the rebuild, becoming an important strand of income. New regulars include: U3A Line Dancing and Opera Appreciation; ballet and yoga classes; antenatal classes; local choir rehearsals. We have also hosted wedding, Bar and Bat Mitzvah parties; Friday night dinners and Shabbat lunches; numerous children's and adult birthday parties, and conferences, increasing the income considerably.



BOOK CLUB

Alyth Book Club meets on Zoom, on the first Monday of the month. Books chosen are fiction and not overly-long, but all have a Jewish connection – be it the author or the subject. We usually have six to seven people: not so big that we can't have a decent discussion, but large enough to ensure a variety of responses to the book. Wherever possible, we try and get the author join us, physically or online. Memorably we beat the Booker announcement by having Damon Galgut talk about The Promise and Yael Van der Wouden from Holland joining us to discuss The SafeKeep. We are fortunate to have a few authors amongst our membership and we always endeavour to champion their books.





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INTERFAITH

As a community, Alyth values its relationships with its members and its neighbours of all faiths. Alyth's twelfth annual Iftar was held on Sunday 9 March and the building was filled with over 200 Jews, Muslims and Christians, coming together to study, pray and share a meal. During the Iftar, Rabbi Hannah was interviewed for BBC News London, talking about the importance of interfaith relationships. Rabbi Hannah spoke on a panel at Neasden Temple for International Women's Day. The Temple was filled with over 1,500 women, with Rabbi Hannah and the panel discussing religious/cultural values and how to fit in while maintaining cultural and spiritual roots and drawing strength from heritage to balance multiple facets of identity.



ALYTH NIGHT SHELTER

There are 32 communities involved across the borough, including churches, synagogues and mosques, providing shelter to people experiencing homelessness. Overall, over the course of the year, 34 guests were found housing, a total of 166 nights were covered providing 2156 bed spaces and 5060 meals. At Alyth, we provided a hot meal, company, breakfast and a warm safe place to sleep for up to 16 people every week for 10 weeks, together with Golders Green Parish Church and then a further eight weeks at Alyth. The Leo Baeck Hall was the most popular space – warm, friendly and super comfortable – and as a result of the new building, we were delighted to be able to use Alyth itself as a venue for the first time. To run the Alyth Night Shelter it takes around 50 volunteers in a variety of roles – coordinators, evening hosts, overnight, breakfast providers and drivers. Thank you to Alyth, the professional team, the caretaking team and most importantly our amazing volunteers for supporting this important community project every year.



ALYTH REFUGEE PROJECT

Our purpose is to help refugees who have come from 20 countries, to adjust and thrive in London. We help people to socialise with different cultures, get to know London, learn things, have fun, make friends and make small changes to their own lives. It is run by volunteers and we meet twice a month.

In the past year we had nine choir rehearsals and a concert. Each rehearsal starts with a catch up over a sit-down lunch before Viv Bellos encourages us to sing out with a smile. Our outings on Tuesdays included a Landmark Tour, Games in Golders Hill Park, London Zoo, clay working in the V&A Museum and a Queen tribute concert at the Royal Albert Hall. Our events at Alyth included Bingo, self care, knitting, crafts and delicious lunches and lots of chat. Our emphasis this year has been on connection and involvement.





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ALYTH MONDAY CLUB

It has been a full and varied year for Alyth's Monday Club. Thanks to our supporters and funders, we have been able to provide three full terms and a varied and member-influenced programme. We have new members and new volunteers and one of the highlights for the club was to have a school-age volunteer (14) who chose Alyth's Monday Club for the community action part of his bronze Duke of Edinburgh' Award (DoE). The cross-generational component had a very positive effect on the members and volunteers alike. The most popular sessions continue to be those which involve music, art and drama of varying forms and the members work hard in the exercise sessions which, for many, may be the only physical activity they do. The facilitators delight in organising fully accessible sessions with the volunteers (aged 19-84) enabling involvement for everyone, applying different styles of learning for all. Our volunteers were honoured at the Jewish Volunteers' Network for the work they do and we also received an award at the Barnet Civic Awards, presented by the Mayor of Barnet in recognition of the Club's work outside of funded local provision, with and for adults with learning and other disabilities.



ALYTH CHORAL SOCIETY

This has been a year of change and challenge, but under the excellent guidance of our Music Director, Alison Smart-Fisher and accompanist Tim Hooper supported by the ACS committee we have enjoyed rehearsing and performing concerts at Alyth and St Mary-at-Finchley. We performed an Autumn, Spring and Summer concerts, showcasing a broad spectrum of works, including Haydn's Seasons; Psalms from Salamone Rossi through to Bernstein's Chichester Psalms and English Madrigals. We also participated in a Sunday afternoon music showcase at Alyth and contributed to the Yom HaShoah service in April including Enosh Kechatsir and Eli Eli. We sang Psalm 118 by Julian Dawes, our composer in residence (a world premiere) and a complete performance of 'A Season to Sing' by Joanna Forbes L'Estrange, reimagining Vivaldi's iconic work. ACS was proud to be part of this project, co-commissioned with choirs from around the world. Members of our choir excelled in various solo roles and Tamara Hinson enhanced the experience with her dancing.



SINGING FOR PLEASURE

Singing for Pleasure continues to do just that for its members and for the many groups they entertain. Not originally set up as a concert choir, they have become one of the most popular choirs, mainly because they bring so much joy with their enthusiasm, commitment and voices. They have given six concerts this year at Alyth's Monday Club and Social Club and at Hammerson House. This is a group which loves to sing. There is no audition, anyone can join and there's cake or cookies after every rehearsal.





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WALK WITH US

The Alyth Ramblers continue to walk the footpaths of England, enjoying the exercise, companionship and delicious food during our trips away. Sadly, we are still unable to walk in Israel, but we keep hopeful that a lasting peace will be found and that we can resume our week-long Israel ramble with our exceptional guide Yaron.

In 2025 we walked seven and a half miles of spectacular countryside around Stonor Park in Oxfordshire and spent four days in the Cotswolds, walking a total of nearly 30 miles through the picturesque villages and stunning landscapes and eating in some very fine restaurants. Our Bank Holiday ramble took us to Henley and Hambledon.

For those who prefer a stroll to a ramble, we have continued with our regular Sunday morning Dog Walks across the Heath Extension. Held on a Sunday morning, everyone gathers at Alyth for a coffee and a bagel, before a leisurely walk through the Suburb to the Heath where four legged friends (and some two legged) can run freely before heading back.



JEWISH MINDFULNESS & MEDITATION

Jewish Mindfulness Meditation continued to offer a warm and steady space for contemplative Jewish practice. Although we shifted from weekly meetings to monthly sessions, our dedicated community remained consistent, engaged and deeply committed. Throughout the year, we explored Shabbat consciousness, Jewish mindfulness, breath and meditation, supporting participants in transitioning from the busyness of the week into a quieter, more spacious state. Some of the year's highlights included our Shavuot morning gathering on the Heath, "Heath-Bodedut," where many joined for meditation, chanting and joyful contemplation in nature. We also offered meaningful sessions on Rosh Hashanah morning, welcoming the New Year with presence, intention and a deeply moving Yom Kippur Mincha, practicing vocal meditation and Kabbalistic movement.



ALYTH WHISKY SOCIETY

The Alyth Whisky Society launched alongside the opening of the new building and has been going from strength to strength ever since. Once a quarter, 20-30 participants, young (18+!), nearly young and some more seasoned, come together for guided whisky tastings, lively conversation and of course, good food.

Our attendees range from complete newcomers to the amber nectar to those who can share years of experience and insight. Past themes have included Around The World, Scotch in Six Glasses; Bring Your Own and Sherry Bomb Madness.

We warmly welcome all members of our community.





2024-25 ANNUAL REPORT
FINANCE & STATUTORY

The Numbers, Risk, Reserves, Investments & Statutory Information



2024-25 ANNUAL REPORT Financial Performance

The Numbers - Financial Review

The Trustees' Report and Financial Statements for the period from 1 September 2024 to 31 August 2025 reflect the activities of the Synagogue over a year in which the work to redevelop our building was completed. The past 12 months have been a time of considered and collaborative leadership by the Trustees, Finance Advisory Group, and Senior Professionals, managing the ongoing operation of the Synagogue and the finished redevelopment of the building which began in April 2023.

INCOME & EXPENDITURE

The Statement of Financial Activities for the year ending 31 August 2025 reflects income of £2.307m (2024: £1,864m) brought in by subscription income and Gift Aid, and donations made primarily for the development of the building. Additional income of £539k (2024: £436k) was received from members to cover operating costs in relation to trips, events and activities that are not covered by member subscriptions.

2024-25 was the year of “settling in”. The Professional Team worked hard to maintain the same level of efficiency and service delivery. Alongside the build costs which were funded by donations and the CAF loan, the Synagogue absorbed additional costs in relation to moving into the redeveloped part of the building.

Factors impacting on this year's results are:

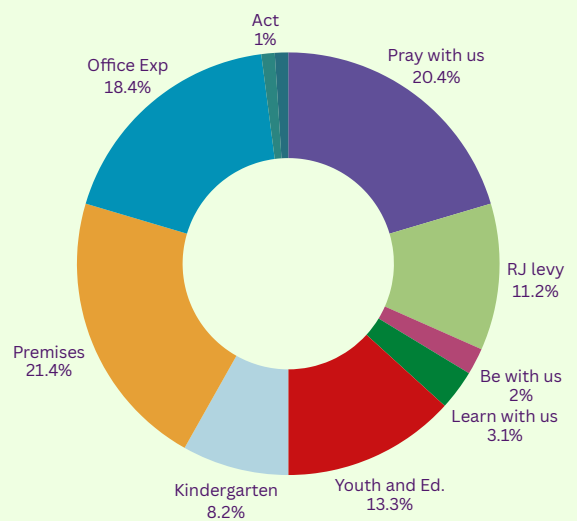
The year-on-year increase in member subscriptions reflects increases in inflation/CPI. Efforts are focussed on efficient collection of subscriptions, with a particular emphasis on members maximising the number of members paying by direct debit, on collecting outstanding subscriptions towards the end of the financial year, and on retention of members through relationships and assessment of affordability for our membership.

When setting the budget and level of member subscriptions, the Finance Advisory Group and Trustees aim to achieve a balanced budget. In doing this, they considered the impact of prevailing economic pressures, and the core operating costs required to run the Synagogue. On this basis, the Trustees agreed an increase in member subscriptions in 2024-25 of 5%.

Repayment of the CAF Loan: In 2024-25, repayments of the loan are interest only and is represented by £248k of borrowing costs.

Operating costs of £1.69m (2023-24: £1.45m) remained within budget expectations, despite the economic uncertainty of 2025 and global pressure on utilities.

As well as increased insurance, maintenance and storage costs relating to the building work, security costs increased in response to the need for Jewish places of worship to increase the level of security provision in the wake of the 7 October attack by Hamas on Israel.



Staff salaries and on-costs of £1.161m account for 69% of the support costs of the Synagogue. This reflects the Synagogues' investment in people, enabling us to deliver outstanding services and support to meet the breadth of needs of our multigenerational community.



Reserves. Risk. Investments

RESERVES

The Trustees adopt an integrated approach to setting the level of reserves, taking into account current and future financial needs of the organisation and regular monitoring of KPI's to meet and address changing circumstances.

Particular attention is given to setting a budget that is strategically aligned and based on accurate assumptions of operating costs and repayment of loan interest in 2024-25.

Total unrestricted funds at 31 August 2025 amount to £1.346m (2024: £861k). The total unrestricted expenditure on charitable activities, excluding JJBS contributions and inclusive of total staff costs, was £2.45 (2024: £1.93m).

Unrestricted funds include free reserves as defined by the Charity's SORP of £624k (2024: £117k). In addition £400k (2024: £400k) is held in a Contingency Fund and may be undesignated if required to increase the free reserves balance, together with £297k (2024: £308k) that has been designated to various projects and worthy causes which are regarded as part of normal charitable activities. These allocations are internal and can be amended by the Trustees if required.

The charity maintains sufficient reserves to represent between 3-6 months' cover of Alyth's normal charitable activity expenditure. The Trustees continue to monitor this KPI and note that the Synagogue is currently operating within the agreed range.

The Restricted Funds of £5.49m (2024: £5.83m) predominantly comprise the value of the land and buildings, £4.35m (2024 £4.41m). There are funds of £1.13m (2024: £1.42m), the use of which is mandated by trust deeds. Of these, the largest fund is £691k (2024: £824k) set aside for the redevelopment of the building.

INVESTMENTS

Investment Policy:

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

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



Like many people,, we are feeling the financial pinch and with a young, growing family, despite wanting to do everything, we have to make difficult decisions. However, thanks to the Clergy Jewish Participation Fund, we have been able to attend a couple of special community activities, which would otherwise have been impossible.

Alyth Members with three children





2024-25 ANNUAL REPORT

Investment Performance:

The investment portfolio held by Rathbones, who merged with Investec Wealth Management, on Alyth's behalf was valued at £1.08m on 31 August 2025 (2024: £1.04m). It was a challenging year for investments with the portfolio bouncing back from the low of a few years ago, but still performing below expectation. In the year, investments generated income of £50k, with net gains of £11k. The below expected performance was largely due to global market downturns, fluctuating bond yields, and challenges at home in the UK marked by currency devaluation and inflationary pressure, and ongoing geo-political instability.

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

RISK MANAGEMENT

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

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

Risk	Mitigation
Financial: Risk of not being able to fully service the repayments on the loan from CAF Bank	<ul style="list-style-type: none">• Prioritising the generation of non-subscription income through fundraising from members, contribution from the building levy, and hiring out the newly created spaces for events, parties and local conferences.
Financial: Risk of a reduction income from subscription income due to economic pressures and an increase in the number of members on reduced subscriptions or through a drop in the number of members.	<ul style="list-style-type: none">• Continued efforts by the Professional Team to manage subscription income and follow up non-payers.• Tracking membership data to identify downward trends and reasons members may leave the synagogue.• Regular monitoring of individual members on reduced subscriptions and focus on moving people back up to full membership when their circumstances can support this.• Focus on strategic priorities, meeting the diverse needs of our members, through quality, innovative and engaging prayer and programme offerings.
Financial: The final account with the contractor has yet to be settled. Whilst this is considered to be "low risk" it is key to identify as an area of financial focus.	<ul style="list-style-type: none">• Ongoing monitoring of outstanding items after Practical Completion. The Project Management Group are working with the Contractor to complete all outstanding work within the agreed contract.• Maintaining tight control over finalisation and settlement of the Contractor's final account within the available funds.



2024-25 ANNUAL REPORT

Looking Ahead: 2025-26 & Beyond

FILLING & FUNDING THE BUILDING

As we continue forward and the redevelopment of the building moves on to being the spiritual home of Alyth, filled with our multigenerational community coming together to pray, learn, sing and to welcome visitors and friends. Our modern, multi-use spaces provide an opportunity to generate new income streams through hiring out these spaces for events, celebrations and conferences. Fundraising will continue to be a key focus for the Community in 2026 to ensure that we meet our financial obligations to CAF Bank. We must also ensure that Alyth continues to be resourced to deliver excellence in our prayer and programming.



CONNECTION & ENGAGEMENT

Ours is a diverse community with a breadth of needs and hopes. At Alyth, we believe that nothing is more important than the relationships which we build and the welcome which we give one another. A key focus for 2025-26 will be continuing our series of focus groups where we spend time with members who are at different stages of their Jewish journey to help us deepen our connection and ensure we meet the needs of all our members. We must continue to be a community of care and support for one another and in a fast-paced, often divided world, we will still practice our values of inclusion and welcome and open our doors to our neighbours and the wider community.



OUR VOLUNTEERS

Volunteers and volunteering is at the heart of all that we do at Alyth. Our members volunteer through lay leadership and joining Advisory and Working Groups. Young members are leaders in the Youth & Education Hub and dedicated volunteers are at the heart of the weekly Alyth Social and Monday Club gatherings, of the Bereavement Group and driving our refugee and homeless shelter projects. The focus on volunteers and volunteering will continue in 2025-26. We must continue to identify and develop lay leaders, build relationships and strengthen our volunteer base.



OPERATIONAL EFFICIENCY & EFFECTIVENESS

The Trustees and Professional Team continue to focus on delivering a high level of efficiency in the day-to-day operation of the Synagogue. In 2025-26 the Trustees will complete the expansion and development of the Rabbinic Team and following the unveiling of the new branding, on communications. Sustainability is also a priority with all aspects of operations under review to ensure this is at the forefront. The Trustees will prioritise finance. This means a focus on funding the annual repayments to CAF Bank through fundraising and hiring out our spaces, on maintaining the building and on collection of subscription income that covers operating expenditure and delivery of prayer and programming.





2024-25 ANNUAL REPORT

TRUSTEE STATEMENTS

Basis of Preparation of Accounts:

The Trustees present their annual report together with the audited financial statements of North Western Reform Synagogue (the charity) for the period 1 September 2024 - 31 August 2025. The Trustees confirm that the Trustees' Report and Financial Statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS 102) (effective 1 January 2019).

Fundraising Compliance:

The charity is committed to best practice, as outlined by the Fundraising Regulator, in its approach to fundraising and closely monitors its activities in this area, ensuring that vulnerable members are protected. No professional fundraisers are used by the charity. Fundraising for the building project was ongoing during 2024-25 and will continue into 2026 and for the foreseeable future.

Statement of Trustees' Responsibilities:

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

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

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

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

In so far as the trustees are aware:

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

Small company exemptions:

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

This report was approved by the Trustees on 13 January 2026 and signed on their behalf by:

Gary Lipman (Chair)



**Statutory Accounts for the period:
1 September 2024 to
31 August 2025**