Charity Registration No 1117028

Company Registration No. 05915569 (England and Wales)

# AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN TRUSTEES' REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2009



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## AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN LEGAL AND ADMINISTRATIVE INFORMATION

**Trustees** Mr E P Alexander

Mr O Ovadia Mr J C Chippeck Mrs E Y Marlow Mr S Abraham

Secretary Mr E P Alexander

Charity number 1117028

Company number 05915569

Principal address 1117 Finchley Road

London NW11 0QB United Kingdom

**Registered office** 167-169 Great Portland Street

London W1W 5PF

Auditors Sam Rogoff & Co

167-169 Great Portland Street

London W1W 5PF

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### AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN TRUSTEES' REPORT

#### FOR THE YEAR ENDED 31 DECEMBER 2009

The trustees present their report and accounts for the year ended 31 December 2009

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing document, the Companies Act 2006 and the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005

#### Structure, governance and management

The charity is a company limited by guarantee and its governing documents therefore are its Memorandum and Articles of Association

The trustees, who are also the directors for the purpose of company law, and who served during the year were

Mr E P Alexander Mr O Ovadia Mr J C Chippeck Mrs E Y Marlow Mr S Abraham

It is not currently the intention of the trustees of the charity to appoint new trustees

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

There is no specific policy in place for the induction and training of trustees

The affairs of the charity are governed by the Executive Committee comprising the Board of Trustees, the Chairman of which is Mr Ovadia. The Executive Committee is responsible for setting the strategic direction of the charity, consideration of reserves, risk management, performance review and setting general organisational policy.

The Executive Committee meet regularly and delegate the day to day operation of the organisation to its Management Committee, which reports directly to the Board of Trustees From time to time the Management Committee involves experienced volunteers from the business community in a variety of areas in order to establish best practice in the organisation's activities. The Management Committee operate the charity along departmental lines with Education, Tikun Olam and Central Service departments.

The trustees has assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks

### AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN

TRUSTEES' REPORT (CONTINUED)

#### FOR THE YEAR ENDED 31 DECEMBER 2009

#### Objectives and activities

The charity's objects, as set out in its Memorandum and Articles of Association are,

- The advancement and furtherance of the Jewish religion and Jewish religious education and the alleviation of poverty among the Jewish community throughout the world
- Other charitable activities that the trustees may from time to time determine

During the reporting period the trustees investigated the feasibility in forming a separate charity to reflect and taken on any charitable work that was not within the intended breadth or scope of its current objectives. No formal progress on this issue can be reported at this time.

The policies adopted in furtherance of these objects are detailed below and there has been no change in these during the year

The charity achieves its current objectives through the work of the Education and Tikun Olam departmental areas

#### Education

The Education department teaches people the art of personal growth, spiritual wellbeing, and how to develop to lead a happier, healthier life from a Jewish perspective. Jewish wisdom has tremendous insight and an inherent ability to improve an individual's quality of life, whatever they choose to take from it.

During the period under review the educational activities covered a wide range of different events and environments with the beneficiaries coming from a wide age range. Examples of the events include weekly classes, weekend retreats, social gatherings and evening meals. The education department's goals involved teaching the following key messages,

- · Independence think and decide for yourself
- Pleasure Judaism and life as a whole should be a pleasure, not a chore
- . Be a representative of God and goodness a role model for others
- . Tikun Hamidos Improving ones character traits for the good is everything
- Tikun Olam Improve the world, it is our responsibility
- Tikun Hanefesh Improving your spiritual wellbeing is the key to achieving happiness, meaning and emotional stability

#### **Tikun Olam**

The Tikun Olam department is built on the foundation of the Education department and its focus is on getting people to put the theory into practice, being good and taking responsibility

The Tikun Olam department develops and carries out a number of different activities that encourage people to take responsibility for the world and to try and help others on a voluntary basis. These activities have involved participants in activities such as feeding the homeless in soup kitchens or shelters and visiting the elderly or sick in Care Homes and Hospitals. The idea of teaching people to be role models is deeply rooted in the ethos of the education.

#### Achievements and performance

The Trustees consider that the performance and achievement of the Charity during this period has been above expectation. The Trustees recognise the valuable service it provides to its beneficiaries would not be possible without the support and competency of its staff. The financial results of the Company's activities are fully reflected in the attached Financial Statements together with the Notes thereon. The immediate sections below deal with the day to day activities of the Charity.

### AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN TRUSTEES' REPORT (CONTINUED)

#### FOR THE YEAR ENDED 31 DECEMBER 2009

#### Premises

At the end of 2008 the Charity moved into temporary accommodation whilst our premises were rebuilt However, it is pleasing to report, that in the summer of 2009 the Charity returned back to "home" at 1117 Finchley Road, Temple Fortune, London The refurbished centre has taken on a new style and layout, and both visitors and staff are rightly impressed at its calming relaxed feel

#### Education

Following the return to our refurbished centre, educational projects finally had an environment that could assist in their growth. Whilst the trustees feel that it may be early to draw conclusions from the results, activities have grown significantly in both participants and quality.

Examples of our programmes over the period under review include

- Tikun's 1 year course in Practical Jewish Wisdom
- · Personally tailored 'one to one' learning programmes
- Spiritual Wellbeing Tikun Hanefesh courses, classes and seminars
- International speaker events
- Tikun co uk continuing to provide a range of educational materials on the Tikun website

#### Tikun Olam

Although smaller in size and cost to the Education department, the Tikun Olam department was still able to show successful achievement during this period. The Trustees feel that improving the world can be achieved one step at a time by getting individuals involved in volunteer activities and events. Activities generally consist of organising group activities, although significant progress has been made to encourage individuals to volunteer on an individual basis.

The highlight of this year was the Hope for Heroism project. This project which was led by volunteers involved the visit of 12 Israeli young men injured either physically or mentally through combat in Israel. The programme engaged many volunteers giving to our visitors in a variety of settings and the programme also involved many educational elements to making a long lasting difference to both the young men and Tikun students and volunteers.

Some other Tikun Olam achievements over the period include

- Over 250 people volunteered in our annual Light up a life winter programme
- Helping the JAMI conduct religious services and activities with the help of volunteers
- Distributing over 1000 chocolate bars to needy individuals such as sick children in hospital
- Providing volunteers at a local soup kitchen

#### Financial review

Both income and expenditure were almost exactly the same as the previous year. Income was actually down around 1%, which the Directors see as very positive in a difficult economic climate.

Expenditure still exceeded income, however, and the charity relied, once again, on the money that had been set aside for premises were the present ones to fall through. This surplus has now all been spent and the charity is very cognizant of the fact that expenditure needs to be matched very carefully against income from now onwards. As of writing, in August 2010, this has been done successfully. The charity has started to cut down on expenditure and build broader sources of income. If this remains stable throughout 2011, also, the charity will then consider expanding its budget. But given the present financial climate, the aim is simply to stay at present budgetary levels until the economy shows signs of ongoing stability. It is believed that there is still capacity, within the present resources, to improve and expand the activities of the charity without expanding its budget.

There was discussion, included in the 2008 accounts, of restructuring the charity in a way that would cut costs further. It was decided, however, that this would compromise the activities of the charity and so this idea has been set aside. Obviously, however, the Directors are always looking for ways to improve cost effectiveness.

### AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2009

#### Plans for the future

Looking at last year's report, our future plans were to expand the activities within the confines of the current budget. This was done very successfully. Given that the economy is still fairly unstable, this is once again the goal for the coming year. Many chanties are making cuts in their budgets and activities. The directors still feel confident in maintaining the budget at the current level, whilst looking for ways to expand activity. This is because, as a fairly new entity, the process of expanding activity to the full capacity of resources is not yet complete.

Tikun has also been in the process of old staff leaving and new staff replacing them. We have hired five (out of eight) new staff members within the past 6 months and it is felt that the quality and capability of the new staff far exceeds that of the old. This should give the charity plenty of scope to improve and expand its activities.

As an example, our Light up a Life programme, which encourages members of the Jewish Community to volunteer in local and national charities at Christmas time attracted 250 volunteers who volunteered in 6 different organizations in 2209. This year, we hope to attract double that amount and to double the amount of places they are volunteering also

Additionally, the first half of 2010 saw Tikun run its first 'Innate Health' conference. This was a conference on the topic of mental wellbeing which attracted 180 participants, mostly from the UK, but also from the USA, Switzerland, South Africa and Israel. This has given us momentum to expand our mental wellbeing programmes and we aim to run another, even larger conference in 2011.

If the financial crisis is well and truly over, Tikun will consider the possibility of expanding its budget in 2011

#### **Auditors**

The current auditors of Sam Rogoff & Co Ltd have been reappointed

On behalf of the board of trustees

Mrs E Y Marlow

Trustee

Dated 17 September 2010

### AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees, who are also the directors of Aish International (Leadership) Limited for the purpose of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice)

Company law requires the trustees to prepare accounts 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, including the income and expenditure, of the charitable company for that year

In preparing these accounts, 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,
- 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 disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Companies Act 2006. 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.

In so far as the trustees are aware

- there is no relevant audit information of which the charity's auditors are 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 auditors are aware of that information

### AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN INDEPENDENT AUDITORS' REPORT

#### TO THE TRUSTEES OF AISH INTERNATIONAL (LEADERSHIP) LIMITED

We have audited the accounts of Aish International (Leadership) Limited for the year ended 31 December 2009 set out on pages 8 to 13. These accounts have been prepared in accordance with the accounting policies set out on page 10.

This report is made solely to the charity's trustees, as a body, in accordance with section 43 of the Charities Act 1993 and regulations made under section 44 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the chantable company and its trustees as a body, for our audit work, for this report, or for the opinions we have formed

#### Respective responsibilities of trustees and auditors

As described on page 5, the trustees, who are also the directors of Aish International (Leadership) Limited for the purposes of company law, are responsible for preparing the Trustees' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the accounts give a true and fair view

The trustees have elected for the accounts to be audited in accordance with the Charities Act 1993 rather than the Companies Act 2006 Accordingly we have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with section 44 of that Act

Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland)

We report to you our opinion as to whether the accounts give a true and fair view and are prepared in accordance with the Companies Act 2006. We also report to you if, in our opinion, the information given in the Trustees' Report is not consistent with those accounts, the charity has not kept adequate accounting records, if the charity's accounts are not in agreement with the accounting records and returns, or if we have not received all the information and explanations we require for our audit

We read the Trustees' Report and consider the implications for our report if we become aware of any apparent misstatements within it

#### Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the accounts, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

We have undertaken the audit in accordance with the requirements of APB Ethical Standards including APB Ethical Standard - Provisions Available for Small Entities, in the circumstances set out in note 13 to the accounts

### AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN INDEPENDENT AUDITORS' REPORT (CONTINUED)

#### TO THE TRUSTEES OF AISH INTERNATIONAL (LEADERSHIP) LIMITED

#### Opinion

In our opinion

- the accounts give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of affairs of the charity as at 31 December 2009, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended, and
- the accounts have been prepared in accordance with the Companies Act 2006

Mr Samuel Rogoff (Senior Statutory Auditor) for and on behalf of Sam Rogoff & Co

Chartered Accountants
Statutory Auditor
167-169 Great Portland Street
London
W1W 5PF

Dated 6/10/10

# AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

#### FOR THE YEAR ENDED 31 DECEMBER 2009

		Unrestricted	Restricted	Total	Total
		funds	funds	2009	2008
	Notes	£	£	£	£
Incoming resources from generated funds					
Voluntary Income	2	455,587	19,791	475,378	483,380
Activities for generating funds		8,991	-	8,991	7,656
Investment income	3	4,858		4,858	5,122
		469,436	19,791	489,227	496,158
Other incoming resources	4	3,473		3,473	2,832
Total incoming resources		472,909	19,791	492,700	498,990
Resources expended	5				
Costs of generating funds					
Costs of generating voluntary income		995	-	995	2,310
Net incoming resources available		471,914	19,791	491,705	496,680
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Charitable activities					
Education		478,800	7,306	486,106	526,879
Tikun Olam		57,384	1,826	59,210	28,418
Total charitable expenditure		536,184	9,132	545,316	555,297
Governance costs		17,283	-	17,283	5,913
Total resources expended		554,462	9,132	563,594	563,520
Net (expenditure)/income for the year/					
Net movement in funds		(81,553)	10,659	(70,894)	(64,530)
Fund balances at 1 January 2009		90,139		90,139	154,671
Fund balances at 31 December 2009		8,586	10,659	19,245	90,141

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

### AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN

#### **BALANCE SHEET**

#### AS AT 31 DECEMBER 2009

		200	9	200	8
	Notes	£	£	£	£
Fixed assets					
Tangible assets	9		11,234		4,580
Current assets					
Debtors	10	3,159		3,631	
Cash at bank and in hand		26,829		96,412	
		29,988		100,043	
Creditors: amounts falling due within one year	1 11	(21,977)		(14,482)	
Net current assets		<del></del>	8,011		85,561
Total assets less current liabilities			19,245		90,141
Income funds					
Restricted funds			10,659		3,930
Unrestricted funds			8,586		86,211
			19,245		90,141

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2009, although an audit has been carned out under section 43 of the Charities Act 1993 No member of the company has deposited a notice, pursuant to section 476, requiring an audit of these accounts under the requirements of the Companies Act 2006

The directors acknowledge their responsibilities for ensuring that the company keeps accounting records which comply with section 386 of the Act and for preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the company

The accounts were approved by the Board on 17 September 2010

Mrs E Y Marlow

Trustee

Mr J C Chippeck

Trustee

Company Registration No. 05915569

### AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN NOTES TO THE ACCOUNTS

#### FOR THE YEAR ENDED 31 DECEMBER 2009

#### 1 Accounting policies

#### 1.1 Basis of preparation

The accounts have been prepared under the historical cost convention

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Companies Act 2006

#### 1.2 Tangible fixed assets and depreciation

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows

Plant and machinery 33% Reducing Balance Fixtures, fittings & equipment 25% Reducing Balance

#### 2 Voluntary Income

		Unrestricted funds £	Restricted funds	Total 2009 £	Total 2008 £
	Donations and gifts	455,587	19,791	475,378	483,380
3	Investment income				
				2009 £	2008 £
	Interest receivable			4,858	5,122 
4	Other incoming resources				
				2009 £	2008 £
	Other income			3,473	2,832

## AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN NOTES TO THE ACCOUNTS (CONTINUED)

### FOR THE YEAR ENDED 31 DECEMBER 2009

Total resources expended					
	Staff	Depreciation	Other	Total	Tota
	costs		costs	2009	2008
	£	£	£	£	£
Costs of generating funds					
Costs of generating voluntary income			995	995	2,310
Charitable activities					
Education					
Activities undertaken directly	149,970	_	304,941	454,911	496,391
Support costs	20,234	3,341	7,620	31,195	30,488
Total	170,204	3,341	312,561	486,106	526,879
<u>Tıkun Olam</u>					
Activities undertaken directly	13,821		37,889	51,710	21,110
Support costs	5,692	-	1,808	7,500	7,308
Total	19,513		39,697	59,210	28,418
	189,717	3,341	352,258	545,316	555,297
Governance costs	(1)	-	17,284	17,283	5,913
	189,716	3,341	370,537	563,594	563,520

Governance costs includes payments to the auditors of £6,626 (2008 £5,195) for audit fees

#### 6 Support costs

.,	Education 1	Tıkun Olam	Total 2009	Total 2008
	£	£	£	£
Administration & Premises costs	7,620	1,808	9,428	14,409
Staff costs	20,234	5,692	25,926	21,415
Depreciation	3,341	-	3,341	1,972
	31,195	7,500	38,695	37,796

#### 7 Trustees

None of the trustees (or any persons connected with them) received any remuneration during the year. The charity did not meet any individual expenses incurred by the trustees for services provided to the charity.

# AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN NOTES TO THE ACCOUNTS (CONTINUED)

#### FOR THE YEAR ENDED 31 DECEMBER 2009

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8	Employees			
	Number of employees			
	The average monthly number of employees during the year was			
			2009	2008
			Number	Number
			7	8
			2020	2000
	Employment costs		2009	2008
			£	£
	Wages and salaries		171,685	144,875
	Social security costs		18,031	12,906
			189,716	157,781
9	Tangible fixed assets			
		Plant and	Fixtures,	Total
		machinery	fittings &	
			equipment	
		£	£	£
	Cost			
	At 1 January 2009	5,809	3,222	9,031
	Additions		9,996 ———	9,996
	At 31 December 2009	5,809	13,218	19,027
	Depreciation			
	At 1 January 2009	3,010	1,441	4,451
	Charge for the year	924	2,418	3,342
	At 31 December 2009	3,934	3,859	7,793
	Net book value			
	At 31 December 2009	1,875	9,359	11,234
	At 31 December 2008	2,799	1,781	4,580

### AISH INTERNATIONAL (LEADERSHIP) LIMITED **TRADING AS TIKUN**

### NOTES TO THE ACCOUNTS (CONTINUED)

#### FOR THE YEAR ENDED 31 DECEMBER 2009

2008 £	2009 £		Debtors	10
3,631	3,159		Other debtors	
	<del></del>			
2008	2009		Creditors: amounts falling due within one year	11
£	£			
449	3,134		Bank overdrafts	
6,330	12,540		Trade creditors	
3,534	1,876		Taxes and social security costs	
4,169	4,427		Accruals	
14,482	21,977			
			Applying of not coasts between founds	12
Total	Restricted	Unrestricted	Analysis of net assets between funds	12
iotai	funds	funds		
£	£	£		
-	~	-	Fund balances at 31 December 2009 are represented by	
11,234	-	11,234	Tangible fixed assets	
29,988	10,659	19,329	Current assets	
(21,977)	•	(21,977)	Creditors amounts falling due within one year	
19,245	10,659	8,586		

#### 13 Auditors' Ethical Standards

The relevant circumstances requiring disclosure in accordance with the requirements of APB Ethical Standard - Provisions Available for Small Entities are that, in common with many charities of our size and nature we use our auditors to assist with the preparation of the accounts