AISH INTERNATIONAL (LEADERSHIP) LIMITED TRADING AS TIKUN TRUSTEES' REPORT AND ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2014



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

Trustees Mr E Alexander

Mr O Ovadia Mrs E Marlow Mr S Abraham

Secretary Mr E Alexander

Charity number 1117028

Company number 05915569

Principal address Side Entrance

1117 Finchley Road\

London NW11 OQB

Registered office 2nd Floor

167-169 Great Portland St

London W1W 5PF

Auditors Sam Rogoff & Co Ltd

167-169 Great Portland St

London W1W 5PF

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FOR THE YEAR ENDED 31 DECEMBER 2014

The trustees present their report and accounts for the year ended 31 December 2014.

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 Alexander Mr O Ovadia Mrs E Marlow Mr S Abraham

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, An informal induction programme has been developed and employed.

The affairs of the charity are governed by the Executive Committee comprising the Board of Trustees, the Chairman of which is Mrs Marlow. 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 have 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.

FOR THE YEAR ENDED 31 DECEMBER 2014

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The charity is permanently based at 1117 Finchley Road, Temple Fortune, London.

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.

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

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

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the charity should undertake.

FOR THE YEAR ENDED 31 DECEMBER 2014

Mission

Tikun means Improvement: Tikun's mission is to improve our world by reawakening the Jewish Community to being a 'light to the nations'. This means Jews leading by example.

In order to achieve this, we need to focus on three areas. They are in no particular order and of equal significance:

Personal wisdom

We want to share with our students 5,000 years of Judaism's practical wisdom on marriage, parenting, finding happiness, developing healthy relationships etc.

Contributing to a better world

We are not looking for people simply to volunteer time in a homeless shelter, old age home, or raise money for a charity. These may well be stages along the way but in essence, we want to teach our students to consider what their society, their people and their world needs and assist them to respond accordingly. We aim for them to become role models and leaders who will inspire those around them and start to create a grass roots movement of social change.

Spiritual Wellbeing

Only when people feel comfortable in their own lives can they meaningfully contribute to the lives of others. We aim, therefore, to help people find their own sense of personal stability and wellbeing and put them on a path towards spiritual development and strong values.

Our programmes are split in 2:

Education consists of ongoing classes and one on ones both at our Tikun Centre and outside, as well as seminars and Shabbat experiences. Electronic media has become a mainstay of what we do also. It is the modern means of reaching a mass audience and our website forms a key part of our educational programming.

Volunteering consists of ongoing activities such as volunteering in homeless shelters and old age home and cooking for the needy, as well as one off large events such as hosting a group of injured Israeli soldiers and our Light up a Life event which last year recruited over 500 Jews to volunteer at non Jewish Charities during the Christmas holidays. We call this area Tikun Olam.

Over the course of the reporting period it became clear that a restructuring of the departmental lines was necessary. It was decided that the organisation needed to split its single educational element in 2, and incorporate the Tikun Olam department into education. This resulted in the formation of the Jewish Education Department (incorporating Tikun Olam), and the Innate Health Department.

This change manifested over the course of the year and therefore the report is written in accordance with the original structure.

Tikun Olam which means to improve the world, is built on the organisational objective that in Judaism, it is each and every persons responsibility to improve the world. We encourage members to put our Jewish educational theory into practice - and to take accountability for local or global issues.

Innate Health is an educational approach to mental wellbeing and peace of mind. We guide people towards a deeper sense of how to feel better in life through an understanding of 3 universal principles that depict the relationship between thinking, spirituality and experience. It recognises that the creative process that generates thought is the key to our health and stability and as a result people are able to navigate life's ups and downs more gracefully.

FOR THE YEAR ENDED 31 DECEMBER 2014

Tikun Olam

Tikun Olam which means to improve the world is the department that is built on the foundation of our educational objectives and tries to encourage students that improving the world is our responsibility. Its focus is on getting people to put the theory into practice, to be good and take accountability for local or global issues.

During the period under review the activities undertaken to meet the above objectives covered a wide range of different events and environments with the beneficiaries coming from a wide age range. The activities included the following:

- The Light up a life project a week long volunteering project affecting 1000's of people
- Cooking Club regular cooking groups of volunteers preparing meals for those in need
- Feeding the homeless in soup kitchens or shelters feeding the most vulnerable
- Visiting the elderly or sick in Care Homes and Hospitals a smiling face to those who need
- Helping out at the Asylum seekers drop in centre sorting clothes or offering advice

Achievements and performance The Past Year

Tikun has had a great year. More people are attending our programmes and their attendance is more regular. The feedback is universally positive. Our target audience has narrowed down to those aged 25-40, both singles and marrieds. Our educational and administrative staffs are almost at full capacity (see table 6). The following are some highlights of the year outside of our regular core learning programmes:

- 3 Day Innate Health Conference 550 attendees. 25% growth on previous year
- Light up a Life (Christmas volunteering at non Jewish charitites) 600 volunteers in 37 projects. 20% growth on previous year.
- New monthly Organic Services (Relatable and meaningful Shabbat services at Tikun)
- 10 Festival Programmes with 600 attendances (Eg Chanukah Party, Shavuot learning programme and barbecue, 9th Av all day programme) 20% growth on previous year.
- New Relationship Enhancement Programme (4 consecutive evenings for young couples exploring how to improve and develop their marriages)
- New Parenting with Ease Programme (4 consecutive evenings for young parents discussing how to become better parents)
- 6 Weddings performed for our students (this is a sign of the relationships we are developing with our students, but also an opportunity for us to promote Tikun values to a whole new audience i.e. the wedding guests)
- · Core group of 10 married couples studying weekly
- 3,000 Class recordings watched on our website a month. 200% growth on previous year.
- Tisha B'av video 2000 Youtube watches. 300% growth on previous year.
- Daily davar initiated 550 'opt-in' subscribers
- Innate Health Spinoff the burgeoning success of Innate Health has helped us realise that it needs to be allowed to develop along a different path to Tikun. As such, we have begun a process of spinning off Innate Health into its own independent and self funded organisation over the next two to three years.

FOR THE YEAR ENDED 31 DECEMBER 2014

Financial review

In the last report, the trustees noted that 2013 was again a good and more stable year for the charity financially, that in 2012, the outlook appeared improved further such that the charity was looking to expand its activities going into 2014. This has subsequently proven to be the case. 2014 has been a good and stable year financially with the charity making plans and taking steps to increase its funding, resources and programming to reflect the continual demand for its activities. As a result the future looks bright into 2015.

In the reporting period there have been no significant events to change our outlook for the coming year and we do not foresee any factors that are likely to affect the financial performance or position going forward.

As a charity that raises a large proportion of its funding from private individuals, the trustees recognise the major risk to the organisation is that our donors may choose not to give in the future. To mitigate that risk we are constantly looking at expanding our donor base and increase our reach. We also look to increase the amount of income we are bringing in from the programmes themselves and have shown considerable success in that area over the last reporting period.

The majority of the charity's funding came from around 50 individuals this year, following a fairly common pattern of around 80% of the funds coming from around 20% of the donors.

At the end of the reporting period, the charity's reserves were £24,668 none of which was restricted funds.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2014

Plans for the future

The Coming Year

A team of Goldman Sachs consultants including a senior partner, very kindly volunteered to help Tikun with a day of operational review and strategy. As a result, Tikun has put together a much more focused strategic plan for the coming year, which we hope will pay even greater dividends.

As a result of their input, we have broken our programmes into three levels: Feeder (getting people in the door), Responsive (getting them interested), Structured (providing them with regular educational, volunteering and leadership opportunities) and we have developed our programmes around levels.

At the moment, we use only one metric which is attendance. How many people attend and how frequently they do so. Frequency is more important to us that total numbers. With minimal further investment, we are hoping to double our numbers in this key metric.

However, we aim to develop our metrics further. Firstly, as mentioned above, in the area of conversion between programme levels, but also in terms of our most important metric of all. This is to what extent our students learn, appreciate and assimilate our values. This is the hardest metric of all to measure – are they better role models, are they happier, do they have more wellbeing, are they giving more? These are not measured in hard numbers. However, there is a plan to develop, over the coming year, the concept of an index to measure the development of students in this area, as well as a web based database to do the actual tracking. The trustees believe that this will put us ahead of the game in terms of accountability for genuine results, rather than the superficial measure of programme attendance.

New Initiatives

Some of the new initiatives (labelled F, R, or S as per the categories above) that form part of our strategic plan include:

Music Series (F) Providing a forum for young and unknown Jewish artists to perform to audiences in our centre.

Partner Events (F) Partnering in programmes with other organisations such as Young Wizo and GIFT

Joy of giving course (S) A 10 week course to teach our more committed students about what genuine giving means – topics such as intent, taking responsibility for others, priorities and finding a balance will all be covered.

Adopt a gran (R) Pairing up student volunteers with elderly neighbours in need of support and company.

Volunteering time bank (S) Setting up a database that will match charities in need of specific specialist assistance with volunteers who can provide it.

New Website with a database to monitor and increase regularity (S)

Leadership Course. (S) to develop and test modules that in September 2015 can be combined into a two year leadership course. We will then handpick a group of young people with strong potential and take them through a programme that will give them the skills, wisdom and commitment to become a next generation of communal leaders.

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2014

Future Growth

The table below shows our plan to almost double our numbers in the coming year. We feel this is achievable with a 15% expansion in funds given that we have not yet reached capacity in our present programmes. The budget includes a significant contribution to the Innate Health area which will be scaled down to zero over the next three years. Given this, in future years we expect to be able to increase productivity without increasing our budget further.

Hour Long, In person engagements

	Individuals 2014	Individuals 2015
Feeder	1,500	2,500
Responsive	250	500
Structured	<u>85</u>	<u>170</u>
	1,835	3,370

Auditors

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

On behalf of the board of trustees

Mrs E Marlow

Trustee

Dated: 13 August 2015

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:

- 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.

there is no relevant audit information of which the charity's auditors are unaware; and

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 2014 set out on pages 11 to 16. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 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 charitable 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 explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of Aish International (Leadership) Limited for the purposes of company law, are responsible for the preparation of the accounts and for being satisfied that they give a true and fair view.

The trustees have elected for the accounts to be audited in accordance with the Charities Act 2011 rather than the Companies Act 2006. Accordingly we have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our responsibility is to audit and express an opinion on the accounts in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the accounts

An audit involves obtaining evidence about the amounts and disclosures in the accounts sufficient to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the accounts. In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited accounts and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on accounts

In our opinion the accounts:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2014 and of
 its incoming resources and application of resources, including its income and expenditure, for the year
 then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

INDEPENDENT AUDITORS' REPORT (CONTINUED)

TO THE TRUSTEES OF AISH INTERNATIONAL (LEADERSHIP) LIMITED

Matters on which we are required to report by exception

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We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Report is inconsistent in any material respect with the accounts;
 or
- the charitable company has not kept adequate accounting records; or
- the accounts are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Sam Rogoff & Co Ltd

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

Dated: 14 August 2015

Sam Rogoff & Co Ltd is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006

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

FOR THE YEAR ENDED 31 DECEMBER 2014

	2014	2013
Notes	£	£
2	512,627	460,651
	160,383	77,108
3	53	201
	673,063	537,960
4	8,843	6,714
	681,906	544,674
5		
	•	468,312
	57,509	55,691
		16,462 ————
	612,894	540,465
	54,500	22,099
	667,394	562,564
	14,512	(17,890)
	27,249	45,137
	41,761	27,247
	2 3 4	Notes £ 2

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

BALANCE SHEET

AS AT 31 DECEMBER 2014

	2014 2013		2014		}
	Notes	£	£	£	£
Fixed assets					
Tangible assets	9		26,079		7,001
Current assets					
Stocks		1,000		-	
Debtors	10	18,092		21,628	
Cash at bank and in hand		12,127		31,225	
		31,219		52,853	
Creditors: amounts falling due within		(4.7.707)		(00.007)	
one year	11	(15,537)		(32,607)	
Net current assets			15,682		20,246
Total assets less current liabilities			41,761		27,247
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Income funds					
Unrestricted funds			41,761		27,247
			41,761		27,247

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 2014, although an audit has been carried out under section 144 of the Charities Act 2011. 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 director acknowledges his 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.

These accounts have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

The accounts were approved by the Board on 13 August 2015

Mrs E Marlow

Trustee

Company Registration No. 05915569

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

FOR THE YEAR ENDED 31 DECEMBER 2014

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 Incoming resources

Assets for distribution are recognised only when distributed. Assets given for use by the charity are recognised when receivable. Stocks of undistributed donated goods are not valued for balance sheet purposes.

1.3 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
Fixtures, fittings & equipment

33% Reducing Balance 25% Reducing Balance

1.4 Stock

Stock is valued at the lower of cost and net realisable value.

2 Voluntary Income

		2014 €	2013 £
	Donations and gifts	512,627 ———	460,651 ———
3	Investment income		
		2014	2013
		£	£
	Interest receivable	<u></u>	201 ———
4	Other incoming resources		
		2014	2013
		£	£
	Other income	8,843	6,714

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2014

Total resources expended					
	Staff	Depreciation	Other	Total	Total
	costs		costs	2014	2013
	£	£	£	£	£
Charitable activities					
Education					
Activities undertaken directly	123,189	-	406,626	529,815	425,136
Support costs	16,425	3,357	5,788	25,570	43,176
Total	139,614	3,357	412,414	555,385	468,312
<u>Tikun Olam</u>					
Activities undertaken directly	11,498	-	40,129	51,627	45,187
Support costs	4,927	•	955	5,882	10,504
Total	16,425	-	41,084	57,509	55,691
Restricted					
Activities undertaken directly	-	-	•	-	16,462
	156,039	3,357	453,498	612,894	540,465
Governance costs	8,213	-	46,287	54,500	22,099
	164,252	3,357	499,785	667,394	562,564

Governance costs includes payments to the auditors of £4,200 (2013: £4,200) for audit fees.

6 Support costs

	Education Tikun Olam		Total 2014	Total 2013
	£	£	£	£
Administration & Premises costs	5,788	955	6,743	25,267
Staff costs	16,425	4,927	21,352	25,883
Depreciation	3,357	-	3,357	2,530
	25,570	5,882	31,452	53,680
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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.

NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2014

8	Employees				
	Number of employees				
	The average monthly number of employe	ees during the year was:			
				2014	2013
				Number	Number
				8	8
	Employment costs			2014	2013
				£	£
	Wages and salaries			157,754	189,423
	Social security costs			6,498	9,676
				164,252	199,099
	There are no high paid staff earning more	e than £60,000 per annu	m.		
9	Tangible fixed assets				
		Spare heading	Plant and machinery	Fixtures, fittings & equipment	Total
		£	£	£	£
	Cost				
	At 1 January 2014	-	6,516	20,649	27,165
	Additions	16,093		6,341	22,434
	At 31 December 2014	16,093	6,516	26,990	49,599
	Depreciation				
	At 1 January 2014	-	6,242	13,921	20,163
	Charge for the year		90	3,267	3,357
	At 31 December 2014	-	6,332	17,188	23,520
	Net book value				
	At 31 December 2014	16,093	184	9,802	26,079
	At 31 December 2014	.0,000	,,,,	3,002	20,013

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

FOR THE YEAR ENDED 31 DECEMBER 2014

10	Debtors	2014	2013
		£	£
	Other debtors	3,032	2,535
	Prepayments and accrued income	15,060	19,093
		18,092	21,628
			
11	Creditors: amounts falling due within one year	2014	2013
		£	£
	Bank overdrafts	-	142
	Trade creditors	9,437	27,850
	Taxes and social security costs	2,650	1,165
	Accruals	3,450	3,450
		15,537	32,607

12 Related parties

During the year Tikun received donations of £6,000 (2013: £6,000) from Carmel Clothing (of which trustee E Marlow is a director).