

QUAKERS AND BUSINESS GROUP

England & Wales · Charity number 1157008

Details

Other names	Q&B;
Status	Registered
Legal form	CIO
Registered	2014-05-12
Register	View on the Charity Commission register

Contact

Address 18 Longford Road West
Stockport
Cheshire
SK5 6ET

Phone 07511969521

Email clerk@qandb.org

Website qandb.org

Activities

Objects: THE OBJECTS OF THE ORGANISATION ARE TO PROMOTE QUAKER PRINCIPLES PARTICULARLY IN THE CONTEXT OF BUSINESS AND THE WORKPLACE.

Activities: We champion better values in business and the workplace, based on Quaker principles and are a meeting place for those whose experience is that integrity in business and the workplace matters. Membership is open to all, of any religion and none, who support our purpose. We run a number of events to support our various projects and initiatives. Events are open to members and non-members.

Classification

- **How:** Provides Other Finance, Provides Human Resources, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Religious Activities, Economic/community Development/employment
- **Who:** The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£3,187	£4,685	-	-
2023-12-31	£3,309	£5,014	-	-
2022-12-31	£4,940	£10,637	-	-
2021-12-31	£7,658	£7,308	-	-
2020-12-31	£6,902	£6,310	-	-

Trustees

Name	Role	Appointed
Lesley Bacon		2017-02-22
Michael Christopher Marshall		2023-05-20
Timothy Phillips		2024-06-29
William John Lovatt		2024-06-29

QUAKERS AND BUSINESS GROUP

England & Wales - Charity number 1157008

Accounts

Quakers & Business Group
Annual Report
Charitable Incorporated Organisation No. 1157008

YEAR ENDED 31st DECEMBER 2024

TRUSTEES Lesley Bacon
 Michael Christopher Marshall
 Timothy Phillips
 William John Lovatt

TREASURER Michael Christopher Marshall

CLERK William John Lovatt

REGISTERED ADDRESS

18 Longford Road West, Stockport,
Greater Manchester, SK5 6ET

BANKERS Triodos Bank, Deanery Road, BRISTOL, BS1 5AS

Purpose

The objects of Quakers and Business Group (Q&B) are to promote Quaker principles, particularly in the context of business and the workplace. Q&B is a membership organisation, open to anyone with an interest in ethical business management, which aims to be a meeting place for those whose experience is that integrity in business and the workplace matters. Our meetings and core principles are organised in accord with the Quaker Business Method, which seeks to include and value the input of all members of a meeting.

Public Benefit

As a Charitable Incorporated Organisation, we are very aware of the need to use the monies and other resources entrusted to us by our membership with care. Trustees ensure that while making decisions and plans they have regard to the public benefit in general, and minimise any risks.

Membership

At the end of 2024 there were 110 individual members, a reduction from 115 in 2023. Two new members arrived, but seven left, due to moving away from business interests. As a membership organisation Q&B attempts to respond to concerns brought up by members, and encourages interactions of all types.

In finding members to be Trustees and serve on the working groups, we pursue the Quaker tradition of seeking to discern the appropriate roles for the organisation, and encourage all members to take their part in upholding its principles and practices. We seek the 'Light' in everyone, and attempt to treat each member equally. We stress plain language and try to avoid Quaker jargon wherever possible.

The Management Committee met monthly in 2024 and is composed of the trustees, convenors of working groups and any member who wishes to attend.

Review of the year

In the first half of the year there were serious concerns about the viability of Q&B and whether the organisation should be laid down, due to declining membership and inactivity of Q&B. At the AGM in June the new trustees and the new clerk offered to revive the organisation, based on simplifying and economising, while appealing to the members for ideas to revive our activities.

Encouragingly, members came forward with suggestions, all of which are now ongoing, as follows:

- to develop an accredited programme for business owners,
- a course training for business advisers,
- a course in Employer skills development
- a programme to update our book Good Business,
- to have a stand and a Special Interest Meeting at Britain Yearly Meeting of the Society of Friends Groups Fair,
- To apply for the Hodgson Award to travel round the Quaker Areas to disseminate our research into why early Friends were so successful, and the award was given.
- To add blogs to our website (6 blogs created during 2024)

In addition, a major project was undertaken to completely rebuild the website, partly because the cost had become almost half our annual income, and partly because the existing website had a membership system attached it which was haemorrhaging members by deleting them after one reminder and reminding members with standing orders, resulting in refunds. The brief to build the website at no cost was achieved, so there is now no monthly cost for the website – only a small hosting charge once a year. All the members' records were removed from the website, and all its resources were made open to all comers. It was built using AI with a large number of pictures. The membership system was simplified and made manual but with automation using Excel.

The Credit Union working group continued its correspondence with the PRA/FCA, and by the end of 2024 appeared to be on track for licensing in 2025.

2024 financial review

At the end of 2024 the total funds were £2,654, a decrease of £1,498 on the last year. The decrease was due to transferring £1,699 out of restricted funds to Northampton Area Meeting for them to hold for the Restoring Relations project, but was reduced by £200 due to our income exceeding expenditure by £200. The subscriptions reduced by £250 (about 10%) as members left due to not being involved in business any longer, and the new members arriving did not compensate. The reduced level of Charitable Activities during 2024 was reflected in a lower expenditure which was reduced by £2,000.

Last year the restricted fund held on behalf of the Restoring Relations project stood at £1,699. In January 2024 we transferred £1,699 to Northampton Area Meeting for them to hold for the Restoring Relations project, so the accounts show a deficit of £1,699, leaving £2,654 in unrestricted funds. This level satisfies the Reserves Policy of holding at least 50% of the previous year's unrestricted funds.

The level of turn-over means that it is not necessary to employ an external examiner this year.

Statement of Financial Activities
(incorporating an income and expenditure account)
Year ended 31 December 2024

Income and endowments	2024		2023	
	Re- stricted	Unre- stricted	Re- stricted	Unrestricted
Subscriptions	0	£2,670		£2,932
Other donations	0	£60	0	£150
Other Trading activities	0	£52	0	£39
Interest	0	£0	0	£10
Gift Aid	0	£405	0	£178
Total income	0	£3,187		£3,309
Expenditure	0			
Raising funds and manage- ment	0	£2,372	0	£2,183
Charitable activities	£1,699	£393	£355	£2,241
	£1,699	£1,699		
Subscription refunds	0	£220		£235
Total expenditure	0	£4,685		£5,014
Net income/(expenditure)	0	(-£1,498)		(-£1,705)
Total funds brought forward		£4,152		£5,857
Total funds carried forward		£2,654		£4,152

QUAKERS AND BUSINESS GROUP

England & Wales - Charity number 1157008

Accounts

Quakers & Business Group
Annual Report
Charitable Incorporated Organisation No. 1157008

YEAR ENDED 31st DECEMBER 2023

TRUSTEES Lesley Bacon
 Roland Carn
 Stuart Hill
 Michael Marshall (from 20 May 2023)
 David Olver (to 20 May 2023)
 E Elize Sakamoto

TREASURER Lesley Bacon

CO-CLERKS Roland Carn
 E Elize Sakamoto

REGISTERED ADDRESS

18 Longford Road West, Stockport,
Greater Manchester, SK5 6ET

BANKERS Triodos Bank, Deanery Road, BRISTOL, BS1 5AS

Purpose

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Public Benefit

As a Charitable Incorporated Organisation, we are very aware of the need to use the monies and other resources entrusted to us by our membership with care. Trustees ensure that while making decisions and plans they have regard to the public benefit in general, and minimise any risks.

Membership

At the end of 2023 there were 115 corporate and individual members, a reduction from 141 in 2022. This is reflecting the reduced level of activity by Q&B. As a membership organisation Q&B attempts to respond to concerns brought up by members, and encourages interactions of all types, including on social media.

In finding members to be Trustees and serve on the working groups which oversee projects, we pursue the Quaker tradition of seeking to discern the appropriate roles for the organisation, and encourage all members to take their part in upholding its principles and practices. We seek the 'Light' in everyone, and attempt to treat each member equally. We stress plain language and try to avoid Quaker jargon wherever possible.

The Management Committee met monthly in 2023 and is composed of the trustees, convenors of working groups and any member who wishes to attend.

Review of the year

The main event of 2023 was the annual Spring Gathering. Participants heard about the research sponsored by Q&B on the origins of early Quakers' business success and whether the lessons of the past have been used in later times. The Gathering took place at the same time as the AGM.

The decision was made to not hold a Q&B Conference in the autumn. The previous year a successful conference had been held but this was organised by hiring an external team. The cost of doing this was substantial and the Management Committee decided it could not be justified every year.

This was also influenced by the difficulty of finding people to fill organisational roles at a time when members seem to be under considerable time pressure. The consequence was a year of reduced activity as Q&B seeks to find the best way forward.

The Connections Group and Making Visible Group held regular online discussion sessions. Attendee sharing their experiences, which sometimes leads on to deep discussions. All meetings are held using the Zoom platform which has proved to be a very successful way of connecting members.

The Academic Work group is nearing completion. Two research students have been sponsored at the University of Birmingham. One student has completed a doctorate in Quaker business history and the findings have been published in both Quaker and academic journals. The second student has completed a doctoral thesis and will successfully graduate in 2024. The project was funded by donations and has demonstrated the added value that can be given by sponsorship.

The Quaker Bank project stalled due to the pandemic and the present economic situation. However, it is re-starting and there are signs of positive developments including discussions to attract initial investors.

The most successful publication of Q&B has been the book *Good Business: Ethics at Work*. This was first published in 2000 with a second edition in 2014. It has sold well both in for the English-speaking world and in the other languages for which it has been translated. It is now probably reaching the end of its life.

2023 financial review

At the end of 2023 the total funds were £4,152, a decrease of £1,705 on the last year. The decrease was mainly spent on the sponsored research student. The reduced level of activities during 2023 reflected in a lower expenditure which halved to £5,014. The previous year had been particularly high due to funding the 2023 annual conference. Income also reduced due partly to lower subscription income and partly lower charitable activities.

The restricted fund held on behalf of the Restoring Relations project stands at £1,699, leaving £2,453 in unrestricted funds. This level satisfies the Reserves Policy of holding at least 50% of the previous year's unrestricted funds.

The level of turn-over means that it is not necessary to employ an external examiner this year.

Statement of Financial Activities
(incorporating an income and expenditure account)
Year ended 31 December 2023

	2023		2022
	Restricted	Unrestricted	
Income and endowments			
Subscriptions		£2,932	£3,625
Other donations	0	£150	£386
Other Trading activities	0	£39	£527
Interest	0	£10	£11
Gift Aid	0	£178	£391
Total income		£3,309	£4,940
Expenditure			
Raising funds and management	0	£2,183	£2,723
Charitable activities	£355	£2,241	£7,914
Subscription refunds		£235	
Total expenditure		£5,014	£10,637
Net income/(expenditure)		(-£1,705)	(-£5,697)
Total funds brought forward		£5,857	£11,554
Total funds carried forward		£4,152	£5,857

QUAKERS AND BUSINESS GROUP

England & Wales - Charity number 1157008

Accounts

Quakers & Business Group
Annual Report
Charitable Incorporated Organisation No. 1157008

YEAR ENDED 31st DECEMBER 2022

TRUSTEES Lesley Bacon
 Roland Carn
 Stuart Hill
 David Olver
 E Elize Sakamoto

TREASURER Lesley Bacon

CO-CLERKS Roland Carn
 E Elize Sakamoto

REGISTERED ADDRESS

Unit 12272, PO Box 7169, Poole, BH15 9EL

BANKERS Triodos Bank, Deanery Road, BRISTOL, BS1 5AS

Purpose

The objects of Quakers and Business Group (Q&B) are to promote Quaker principles, particularly in the context of business and the workplace. Q&B is a membership organisation, open to anyone with an interest in ethical business management, which aims to be a meeting place for those whose experience is that integrity in business and the workplace matters. Our meetings and core principles are organised in accord with the Quaker Business Method, which seeks to include and value the input of all members of a meeting.

Public Benefit

As a Charitable Incorporated Organisation, we are very aware of the need to use the monies and other resources entrusted to us by our membership with care. Trustees ensure that while making decisions and plans they have regard to the public benefit in general, and minimise any risks.

Membership

At the end of 2022 there were 141 corporate and individual members. As a membership organisation Q&B attempts to respond to concerns brought up by members, and encourages interactions at a local level, Linked-In and Facebook groups as well as forwarding news and items of interest to the group as a whole.

In finding members to be Trustees and serve on the Working Groups which oversee our projects, we pursue the Quaker tradition of seeking to discern the appropriate roles for the organisation, and encourage all members to take their part in upholding its principles and practices. We seek the 'Light' in everyone, and attempt to treat each member equally. We stress plain language and try to avoid Quaker jargon wherever possible.

The Management Committee met monthly in 2022 and is composed of the trustees, convenors of working groups and any member who wishes to attend.

Review of the year

The Annual Conference in November 2022 went well. This year we made the experiment to hire a Quaker-led team to run the online conference instead as in past years of running it ourselves. We were short of willing and able people and energy. Although the number of attendees was down on previous years – and we made a financial loss because we had decided not to charge market prices for the tickets – the evaluation and feedback both on the organisation and content were overwhelmingly positive. We saw a small but significant spike in membership inquiries and applications.

The Connections Group has continued to meet regularly twice a week on Zoom. The Tuesday lunchtime meetings have two parts. The first part builds the group by each attendee sharing their experience of the week, which sometimes leads on to deep discussions. In the second part the group are working their way through the sections of Q&B booklet *Good Business*, using each section to start a substantive discussion on each topic. These discussions have been very helpful and informative to the participants and documented on the website.

Making Values Visible monthly seminar series has also continued successfully. It stimulates discussions on ethics and develops relationships with similar-minded organisations and experts in and outside of the Quaker world and Britain. For example, they completed a series from the University of Texas on applying values in the workplace and a session testing the video about oppressive work environments which we made with Ethos.

The Academic Work group is nearing completion. One student has completed his doctorate in Quaker business history. His findings have been published in *The Friend* and he will also present them for discussion in the Spring Gathering in 2023. The second student has completed her doctoral thesis after ten years of work and expects to graduate in 2023.

The Quaker Bank project stalled due to the pandemic and the present economic situation. However, it is re-starting and there are signs of positive developments including discussions to attract initial investors.

Our website is now hosted on White Fuse and is live and fully operational. The Communications Lead and the Membership Secretary have been indispensable in the transition from the previous platform as well as its ongoing development. Q&B website looks much more up to date while simplifying in-house processes.

2022 financial review

At the end of 2022 we had £5,857 in the bank, about half of the amount that we had at the end of 2021. Our restricted funds are now reduced to £2054 (being held for the Restoring Relations project), leaving us with £3803 in unrestricted funds.

Subscriptions have remained roughly the same (£3615 in 2021, £3625 in 2022).

In 2022 we spent £10637, our two main costs were:-

The near- completion of the second PhD thesis from the 20th century working group. The restricted funds for this are now exhausted, so the remaining few months of stipend have been paid out of unrestricted funds

The annual conference, held on line. We experimented with using a professional organiser – much of the time needed was generously donated by Duncan Wallace Associates (for which we are very grateful) but the costs of the conference came to £4,062 while income from ticket sales through Eventbrite was £510.79. Thus, we made a “loss” of approximately £3,550 on the event. In general, our annual subscriptions are about £1,500 -£2,000 more than the costs of running the charity, so this expense could only be incurred every 2-3 years at the most, and would mean that the cost of the conference would be a significant part of the annual subscription

However, comparisons with pre-COVID accounts remain difficult as the cost of on-line events includes the software that is used for management, as noted last year.

We have aimed to simplify our finances, in line with the trend to simpler meetings.

As many payments as possible are done by direct debit or standing order.

We have closed the Triodos deposit account as it had a 33-day notice of withdrawal, and ensured that Paypal and GoCardless feed straight into the Triodos current account.

The turn-over means that we do not need to employ an external examiner this year (this may change if large projects are set up again).

Our reserves policy is unchanged at having 50% of the previous year's unrestricted funds (which would be about £3,500), whether this is excessive and depends on what decisions are made about organising future conferences, the state of the COVID pandemic, and the cost of travelling to in-person meetings.

Statement of Financial Activities
(incorporating an income and expenditure account)
Year ended 31 December 2022

	2022		2021
	Restricted	Unrestricted	
Income and endowments			
Subscriptions		£3,625	£3,615
Other donations	0	£386	£3,511
Other Trading activities	0	£527	£16
Interest	0	£11	£7
Gift Aid	0	£391	£509
Total income		£4,940	£7,658
Expenditure			
Raising funds and management	0	£2,723	£1,830
Charitable activities	£2,037	£5,877	£5,478
Total expenditure		£10,637	£7,308
Net income/(expenditure)		(-£5,697)	350
Total funds brought forward		£11,554	£11,204
Total funds carried forward		£5,857	£11,554

QUAKERS AND BUSINESS GROUP

England & Wales - Charity number 1157008

Accounts



Quakers & Business Group Annual Report

CHARITY NUMBER 1157008

YEAR ENDED 31ST DECEMBER 2021

QUAKERS AND BUSINESS GROUP
Charitable Incorporated Organisation
Registration Number 1157008

TRUSTEES

Lesley Bacon
Roland Carn (from 19 June 2021)
Wendrie Heywood (to 19 June 2021)
Greg Mills (from 19 June to 8 December 2021)
Stuart Hill
David Olver
E Elize Sakamoto (from 8 December 2021)
Jane-Eve Straughton (to 19 June 2021)

TREASURER

Lesley Bacon

CO-CLERKS

Roland Carn
E Elize Sakamoto

REGISTERED ADDRESS

Unit 12272, PO Box 7169, Poole, BH15 9EL

BANKERS

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Purpose

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Public Benefit

As a Charitable Incorporated Organisation, we are very aware of the need to use the monies and other resources entrusted to us by our membership with care. Trustees ensure that while making decisions and plans they have regard to the public benefit in general, and minimise any risks.

Membership

At the end of 2021 there were 157 corporate and individual members. As a membership organisation Q&B attempts to respond to concerns brought up by members, and encourages interactions at a local level, Linked-In and Facebook groups as well as forwarding news and items of interest to the group as a whole.

The small membership contact team, comprising the Membership Secretary and two others, has continued to hold regular review sessions over the year in which they allocate tasks to welcome new members, correspond as appropriate with leaving and lapsing members, and respond to individual member requests.

In finding members to be Trustees, serve on Management Committee members and convene the Working Groups which oversee our projects, we pursue the Quaker tradition of seeking to discern the appropriate roles for the organisation, and encourage all members to take their part in upholding its principles and practices. We seek the 'Light' in everyone, and attempt to treat each member equally. We stress plain language and try to avoid Quaker jargon wherever possible.

Achievements

The continuing COVID pandemic meant that all events and activities were held online in 2021. Q&B had been using Skype and Zoom for a number of years so had a head-start over many charities in the use of online communications. No annual autumn conference was arranged this year but it is hoped to hold one in 2022. The AGM in June 2021 was combined with a members online Gathering.

Q&B activities are organised by a series of Working Groups which report to, and are supported by, the Management Committee. The Working Group activities are described below.

The Development Working Group has promoted a new venture of commissioning Ethos Partnership to produce a video through their Young Leaders programme on the subject of the hostile work environment and how employees should respond ethically. This is expected to be completed in early 2022.

The Connections Working Group has organised twice weekly online workshops where members can exchange views and discuss topics of common concern.

The Communications Working Group acts as Q&B's voice, with a Communications Co-ordinator who has been active with social media as well as being part of the Connections group mentioned above. The group primarily encourages its members to talk to each other – whether in whole-group gatherings in person, in smaller groups and in face to face or online settings – to share experiences and learn from one another. A monthly “Making Values Visible” workshop has been held as a way of replacing the physical conferences. This covers topics such as new opportunities for developing wealth potential - post Covid-19; business as social transformation; the rise of the shareholder as a responsible actor in business; silence speaks louder than words.

The Q&B website has been redesigned to have a cleaner and modern style. The membership database has been incorporated into the website so as to simplify the membership system.

Publications A monthly newsletter is produced and circulated to both members and those on the news only list. The Good Business Guide continues to be a popular book. Now in its third edition, it can be downloaded from the website with versions in English, Spanish, Portuguese, Russian and Chinese. A printed version can be purchased from the Quaker Bookshop. There is also an audio version.

The Academic Research Working Group continues to support research and projects. It has supported two PhD students, one of whom has completed and the other is in the process of writing up but delayed by the pandemic. The research on history and significance of Quaker business history should be of interest to a wide audience. Q&B is grateful to the Friends Historical Society for a grant to enable the research to continue.

The Quaker Bank Working Group has been running a working group for a number of years to consider how a more ethical alternative to the major High Street banks may be built on Quaker Business principles in the 21st Century, drawing inspiration from the significant contribution made in the past by Quakers to the British banking sector. They have recommended that the simplest and the most economical way we can start to help 'mend the world' today is by setting up a Quaker Credit Union. The process of considering the next step has again been delayed by the pandemic.

Financial review

2021 was again dominated by COVID-19 lockdown and precautions. This meant that we had no face to face gatherings, and although we continued to communicate well, the cost of this came from our IT funds, and meetings were free of charge. The distinction between "charitable expenses" (which used to include the costs of conferences and face to face gatherings) and "management expenses" (which includes IT fees) has thus become somewhat blurred, and makes comparisons with the years before COVID difficult.

Q&B ended the year with slightly more funds than at the start. Restricted funds are £3873 (£1647 for the PhD project, and £2226 held for Restoring Relations, who have only been able to spend a small amount this year due to the restrictions on face to face meetings). Non-restricted funds are £7680 (£1200 of non-restricted funds is due to Ethos in 2022).

The reserves policy has been maintained at "50% of the previous year's restricted funds". This was based on the need to be able to bear the costs of a cancelled face to face conference.

Lesley Bacon Trustee and Treasurer

David Olver Trustee

Independent Examiner's Report to the trustees of Quakers and Business Group

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31 December 2021.

Respective responsibilities of trustees and examiner

As the charity's trustees of Quakers and Business Group you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of Quakers and Business Group accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of Quakers and Business Group as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

3rd March 2022

Gilbert Holbourn

Quakers and Business Group
Registered Charity 1157008
Statement of Financial Activities
Year ended 31 December 2021

Receipts	Notes	Unrestricted funds	Restricted funds	Total funds	2020
Donations	1, 2	11	3,500	3,511	2,081
Subscriptions	7	3,615		3,615	4,300
Other activities		16		16	43
Interest		5	2	7	19
Gift Aid		509		509	459
Total receipts		4,156	3,502	7,658	6,902
Payments					
Management and raising funds	3	1,830		1,830	1,878
Charitable activities	4	2,280	3,198	5,478	4,432
Total payments		4,110	3,198	7,308	6,310
Net of receipts/(payments)		46	304	350	592
Total funds at start of year		7,633	3,571	11,204	10,612
Total funds at end of year	5	7,679	3,875	11,554	11,204

Notes to the accounts

Note 1 Accounting policies

- Donations were mainly for PhD students, one of whom has completed their work.
- These accounts have been prepared on a receipts and payments basis.
- Quakers and Business Group is a Charitable Incorporated Organisation.
- The reserves policy is to maintain 50% of the previous year's unrestricted expenditure.

Note 2 - Restricted donations received were for Quaker 20th century history project £3,500

Note 3 - Management and raising funds. The remuneration of the Trustees was £Nil (2020 £Nil)

Note 4 - Charitable activities:

- Quaker 20C history project £2,811
- Ethics guide incl audio book recording £846
- ECCR(Ecumenical Council for corporate responsibility) £60
- Restoring Relations work £273

- Film on ethics in business £1260 (to be completed in 2022)
- Website development to enable remote working to replace conferences £200
- Subsidy for a course for a member £28
- **Total £5478**

The distinction between management and charitable work has again been difficult this year as most of our charitable work has moved on line. This means that the chief expense has been IT and software, which previously counted as management expenses. Travel, catering and room hire have not been needed this year.

Note 5 - Closing bank balances

	2021	2020
Triodos current account	£8169	£7913
Triodos deposit account	£2751	£2749
Paypal	£634	£542
Total	£11,554	£11204

Note 6 - Public benefit This is covered in the annual report. Examples are: -

- Supporting 1 PhD student in research to assess the benefits of Quaker principles and practice in modern day business.
- Producing and translating the Good Business- Ethics at Work Guide;
- Producing a film on ethical conflicts in business

Note 7 - Subscriptions

Subscriptions were an income of £3615 after refunds of £435 relating to late cancellations and cancellations from the previous year.

QUAKERS AND BUSINESS GROUP

England & Wales - Charity number 1157008

Accounts



Quakers & Business Group Annual Report

CHARITY NUMBER 1157008

YEAR ENDED 31ST DECEMBER 2020

TRUSTEES

Lesley Bacon
Wendrie Heywood (Co-Clerk)
Stuart Hill
David Olver
Jane-Eve Straughton (Co-clerk)

TREASURER

Lesley Bacon

ELDERS

Martin Lloyd
David Olver

REGISTERED ADDRESS

Unit 12272, PO Box 7169, Poole, BH15 9EL

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Quakers and Business (Q&B) is a membership organisation, open to anyone with an interest in ethical business management, which aims to be a meeting place for those whose experience is that integrity in business and the workplace matters.

Our meetings and core principles are organised in accord with the Quaker Business Method, which seeks to include and value the input of all members of a meeting. In finding members to be Trustees, serve on Management Committee members and convene the Working Groups which oversee our projects, we pursue the Quaker tradition of seeking to discern the appropriate roles for the organisation, and encourage all members to take their part in upholding its principles and practices. We seek the 'Light' in everyone, and attempt to treat each member equally. We stress plain language and try to avoid Quaker jargon wherever possible.

Public Benefit as a CIO we are very aware of the need to use the monies and other resources entrusted to us by our membership with care. Trustees ensure that while making decisions and plans they have regard to the public benefit in general, and minimise any risks. Social media is an important part of our reach, with 363 on our mailing lists, 535 on our LinkedIn group, and about 2,200 Twitter followers.

In making some new nominations in the course of 2020, Q&B actively searched outside the existing Membership for potential candidates. This process brought fresh ideas and new connections, it is one which we plan to continue to use in future.

As a membership organisation Q&B attempts to respond to concerns brought up by members, and encourages interactions at a local level, Linked-In and Facebook groups as well as forwarding news and items of interest to the group as a whole.

Connections

– blurb needed, summary of topics/themes over 2020.

Membership as of the end of 2020 was 178 corporate and individual members.

The small membership contact team, comprising the Membership Secretary and two others, has continued to hold regular review sessions over the year in which they allocate tasks to welcome new members, correspond as appropriate with leaving and lapsing members, and respond to individual member requests.

The Clerks work together with the Trustees to ensure that legal obligations are followed, and the organisation keeps moving towards its stated charitable goals. A key focus, this year has been our continued work to streamline processes and procedures while still maintaining a personal touch.

Our Communications Working Group acts as Q&B's voice. A new Communications Co-ordinator was appointed, Suzanne Watts, who has been active with social media as well as being part of the Connections group mentioned above. The group primarily encourages its members to talk to each other – whether in whole-group gatherings in person, in smaller groups and in face to face or online settings – to share experiences and learn from one another. And, of course, to then talk to others, both in and outside the Quaker community, about the group's work. It also uses both traditional and modern communications techniques, including printed posters, leaflets, and our book on everyday business ethics (see below).

Q&B has a social media presence on Facebook, Twitter and LinkedIn, as well as an extensive custom-designed website. We advertise regularly in the Friend to ensure we continue to reach new people within the Society.

Personal reflections on each of our Management Committee meetings are circulated and are available on the website.

Publications A monthly newsletter was developed and circulated to both members, and those on the news only list, from June 2020.

During 2020 the downloads of the Good Business Guide from our website were:

English 497, Spanish 321, Portuguese 345, Russian 354, Chinese 170, Total: 1687

The pdf is available to download free of charge from the Quakers & Business website and can be purchased in hard copy from the Quaker Bookshop at Friends House, London and online.

We hope that the audio version of Good Business Guide (being developed) will encourage interest from a wider audience.

The Academic Research Working Group (ARWG) continues to support research and projects. This year, ARWG members contributed to a Quaker Studies Research Association (QSRA) conference at Woodbrooke in June, guest-edited the December issue of the Quaker Studies Journal, and co-edited *Quakers, Business and Corporate Responsibility*, published by Springer International Publishing, to which various Q&B members also contributed chapters.

Q&B continued to support its Quaker Business History Research Project this year, funding PhD students Andy Fincham and Nicola Sleafwood. Andy and Nicola study under the academic supervision of Professor Ben Pink Dandelion, at Woodbrooke's Centre for Postgraduate Quaker Studies, within Birmingham University. The research aims to clarify and explain historical Quaker success in commerce, and offer reasons why this is no longer the case. This may be of benefit to those seeking to promote ethical business.

The Project has had numerous funders and we are grateful to them and the small fundraising team.

The Quaker Bank Working Group (QBWG) has been running a working group for the past six years to consider how a more ethical alternative to the major High Street banks may be built on Quaker Business principles in the 21st Century, drawing inspiration from the significant contribution made in the past by Quakers to the British banking sector. The QBWG has recommended that the simplest and the most economical way we can start to help 'mend the world' today is by setting up a Quaker Credit Union. This discernment process is ongoing.

The Annual Gathering (and 2020 AGM) was, due to Coronavirus 19, the first in its history to take place online. Eighteen of us really did gather, in the Quaker sense of the word, across the ether. We started with a session designed to look back at work and initiatives that Quakers & Business has supported in the past year – including a partnership with Quaker Social Action (QSA), the ongoing academic projects, ways to improve the governance and membership involvement in Q&B.

Q&B obviously has a central concern about how business is conducted and the quality of decision-making processes - or what Quakers would call discernment – so this naturally generated a debate which engaged deeply-held views about organisational structures, models of accountability, and following Quaker principles. Those present who have been involved with Q&B since its inception in 1998 brought useful insights into just how the organisation had taken its current shape.

We finished with a series of talks which sowed seeds for a number of ideas for future projects which are now in development.

The Annual Quaker Business Conference 2020 the theme was Making Values Visible and was originally planned as a two-day, two site conference but instead like many other events in 2020 was held using Zoom.

Over the two days over 80 people gathered, with some attending only one day and others both. The points for reflection we identified as we planned the conference were:

- New Opportunities for developing wealth potential - post Covid-19
- Business as social transformation
- The rise of the shareholder as a responsible actor in business
- Silence speaks louder than words

This was explored by our ten speakers first in their morning presentations with longer more in depth conversations during the afternoon workshops.

Accounts

Our membership and accounts closed the year with £7632 in unrestricted funds and £3571 in restricted funds. The restricted funds were made up of £958 for the 20th century history project (one PhD student), £113 for translation work, and £2500 for the Restoring Relations project (this project is supported by Q and B but has been unable to make much progress in 2020 due to COVID 19 restrictions).

The reserves policy has been maintained at 6 months' payment from unrestricted funds, but this may need to be reviewed after the pandemic once it is clearer what our future ways of working will be.

Jane-Eve Straughton and Wendrie Heywood

Co-Clerks – Quakers and Business Group

Quakers and Business Group
Registered Charity 1157008
Statement of Financial Activities
Year ended 31 December 2020

	Note	2020			2019	
		Restricted	Unrestricted	Total	Total	
Income						
Donations	1	2,000	81	2,081	4,301	
Subscriptions			4,300	4,300	3,783	
Other trading activities			43	43	746	
Interest		15	4	19	75	Interest rates reduced nationally
Gift Aid			459	459	875	
					14	Historical error adjusted in July 2019
Total Income		2,015	4,887	6,902	9,794	
Expenditure						
Management and raising funds	3		1,878	1,878	1,557	
Charitable activities	4	3,735	697	4,432	17,674	
Total Expenditure		3,735	2,575	6,310	19,231	
Surplus/Deficit (-)		-1,720	2,312	592	-9,437	

Brought Forward 1 January	5,299	5,313	10,612	20,063	
Carried forward 31 December	5,6	3571	7632	<u>£11,203</u>	<u>£10,612</u> £14 historical error adjusted in July

Notes to the accounts

Note 1 Accounting policies

Donations mainly for PhD students, one of whom has completed their work
 These accounts have been prepared on a receipts and payments basis.
 Quakers and Business Group is a Charitable Incorporated Organisation.
 The reserves policy is to maintain 50% of the previous year's unrestricted expenditure

Note 2 - Restricted donations received

Quaker 20C history project 2,000

Note 3 - Management and raising funds

The remuneration of the Trustees was £Nil (2019 £Nil)

The distinction between management and charitable work has been harder this year as most of our charitablework has moved on line. This means that the chief expense has been IT and software, which previously counted as management expenses. Travel and room hire have essentially vanished

Note 4 - Charitable expenditure

Quaker 20C history project 3,150
 Ethics guide translation and printing 585
 Advertising and conference bursaries 637
 ECCR(Ecumenical Council for corporate responsibility) 60
4,432

note - conference and AGM gathering held on line due to the COVID pandemic

	2020	2019
Note 5 - Closing bank balances		
Triodos current account	7,913.00	5,695.00
Triodos deposit account	2749	4,810.00
Paypal	542	107
Total	<u>£11,204</u>	<u>£10,612</u>

Note 6 - Funds carried forward

Expenses totalling £3,795 from the December 2018 conference were paid in January 2019.

Note 7 - Public benefit

This is covered in the annual report.

Examples are-

Supporting 1 PhD student in research to assess the benefits of Quaker principles and practice in modern day business

Producing and translating the Good Business- Ethics at Work Guide,

Note 7 subscriptions

Subscriptions were an income of £4430 minus refunds of £647 relating to late cancellations and cancellations from the previous year