



An Organisation for Promoting
Understanding of Society

46th ANNUAL REPORT

(for the year ended 31 March 2023)

of

**OPUS – AN ORGANISATION FOR PROMOTING
UNDERSTANDING OF SOCIETY**

a company limited by guarantee
Regd. Office: 10 Golders Rise, London, NW4 2HR
Regd. in England No. 1514106
Regd. Charity No. 282415

FORTY-SIXTH ANNUAL REPORT

Presented at the Annual General Meeting of OPUS – An Organisation for Promoting Understanding of Society ('OPUS') held at by Zoom on 18th December 2023

INTRODUCTION

OPUS was set up in 1975 by Sir Charles Goodeve FRS. Its aims derive from his founding belief that action needed to be taken to reverse the self-destructive processes operating in society.

OPUS aims to educate the public in all matters concerning the economic and sociological structure and working of society. It invites people to consider their own roles as citizens including the conscious and unconscious motivations behind what they do and don't do.

OPUS pursues its aims by the following means:

- (a) public events –conferences, lectures, seminars and workshops
- (b) education and training
- (c) consultancy
- (d) publication
- (e) research

OPUS Consulting operates as a company independent of OPUS the charity, but with a profit lock to OPUS. It has its own website: (www.opus-consulting.co.uk)

DIRECTORS REPORT

DIRECTOR'S REPORT APRIL 2022 TO MARCH 2023

Because of the war in Ukraine and turbulence in society, there were fewer planned OPUS events during the early part of this financial year.

Listening Posts

The Listening Posts continued to progress during the financial year 2022-23. Five UK meetings were convened, all of which were held online. Participation remained open to an international audience. Over 80 different people attended UK Listening Posts. Attendance averaged at around 20 people per session, with the exception of the January Listening Post, which attracted 30 participants. We added a new convener to our line-up in September, with Tara Kierans taking up the convener's role for the first time.

The annual International Listening Post "Dawn of the Year" meetings were convened in 17 countries with a total of 21 reports submitted. The global report was published in the second edition of the OPUS journal. We delivered a learning event in June, attended by 29 international conveners.

Events

1. On 26th October 2022, given the turbulence in UK society with the death of the Queen in September and the rapid turnover of prime ministers (Boris Johnson, Liz Truss, Rishi Sunak) and chancellors (Rishi Sunak, Nadhim Zahawi, Kwasi Kwarteng, Jeremy Hunt), we created a brief thinking space entitled: Looking at Society: Reflections on current events. This involved small and large group discussions, reflecting on current events and forming ideas about what is going on in society. 40 registered and 28 attended.
2. The next Annual Conference was planned for 3-5 March 2023 on the theme of 'Turbulent Transitions: Living through a Time of Crisis'. 90 people registered for this largely experiential conference. The keynote speaker was Emeritus professor, Jonathan Gosling. There were also several very interesting parallel papers offered by OPUS members.
3. The new website is continuing to be designed and is expected to launch during December 2023.
4. An online book launch was held on February 12th for The Covid Trail, edited by Halina Brunning and Olya Khaleelee. 257 people registered to attend.
5. We held a third reflective event on Ukraine on 21st March. 50 people registered to attend and unusually, two soldiers who had been fighting on the front line were also able to be present, one who has temporarily returned from Ukraine and the other, who is still there. Their presence brought an immediacy to the reflections.
6. The following week, on 30th March 2023 a small gathering of 13 participated in a discussion on the theme of "Does the Computer have an Unconscious Mind?". This explored the phenomenon of the socio-technical system and how we neglect the technical aspects at our peril, as the experience has been that just as you are about to communicate something really important, the computer may well cut out or crash. Is this just coincidence?

Training

Training activities in the last year focussed on developing our Group Relations Conferences. We continued the pattern of an annual International Group Relations Conference occurring in the autumn. Thus, from Nov 23rd to Dec 7th, 2022, we ran a 5 day online conference attracting around 20 members, entitled, "Voices in the Wilderness, Dis-location, Connection and the Shared Space".

At around the same moment in the year we were awarded the contract for the outsourced, in person, Birkbeck University Group Relations Conference. This was eventually hosted in April 2023 - a substantial conference with around 100 members, and a staff team of 17. The title for the conference was, "Journeys into the Unknown: Re-acting, Responding, Relating" The conference was a significant undertaking, which yielded good

results, with member evaluations attesting to the rich learning that took place.

The relationship with Birkbeck University continues to develop, and it is worth noting that we have recently also been awarded the contract for the 2024 Birkbeck Conference.

The Training Director, Chris Tanner, has represented OPUS at the Global Group Relations Forum, which occurs around 6 times a year. This is a meeting point for organisations that host group relations conferences from around the world.

Following this, he was invited in March 2023 to speak to the online Beijing-based CASSGO conference, about OPUS's work in the field of Group Relations.

In the first half of the year in question, we maintained our online Consultancy Development Days, with the last one occurring in December 2022, including a talk and presentation by Dr. Ajit Menon.

Plans for 2023/24 are well underway, with the 2023 OPUS International Group Relations Conference taking place at the end of November 2023, and the OPUS Birkbeck Conference occurring in April 2024.

Journal of Organisational & Social Dynamics There were changes in the editorial committee of the Organisational & Social Dynamics journal. Dr. Nadine Tchelebi stood down in August 2022. During September 2022 Dr. Steen Visholm stood down and Dr. Kalina Stamenova was selected as Review Editor. In September 2022. Special issue with Prof. Dr. Susan Long as Guest editor was published in June 2023, but was completed in on 1 March. Prof. Dr Claudia Nagel was appointed as Editor during February 2023.

Further announcements

At the AGM of OPUS on December 9th, Carlos Remotti Breton was confirmed in the role of Director of OPUS.

ORGANISATIONAL & SOCIAL DYNAMICS (OSD)

Organisational & Social Dynamics entered its twentieth year. It continues to be produced by Phoenix Publishing House. The Editorial Management Committee for the journal is chaired by Jim Krantz and meets three to four times each year. The publishing process for 2019, with Phoenix, was smooth and successful. The journal *Organisational and Social Dynamics* has its own website (www.osd.org.uk).



An Organisation for Promoting
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REPORT & ACCOUNTS

(for the year ended 31 March 2023)

of

OPUS – AN ORGANISATION FOR PROMOTING UNDERSTANDING OF SOCIETY

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Regd. Office: 10 Golders Rise, London NW4 2HR
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LEGAL AND ADMINISTRATIVE INFORMATION

Constitution

OPUS is a company limited by guarantee and a registered charity governed by its memorandum and articles of association. The liability of the members is limited, but is not to exceed £10 per member. In accordance with Section 62 of the Companies Act 2006, the company is exempt from the requirements of that act to include "limited" as part of its name.

Directors and Trustees

In accordance with the company's articles of association, the company has a board of directors who are the trustees of the charitable company for the purposes of charity law. Directors may be appointed by ordinary resolution of the members (Article 34) or by the board (Article 37). The minimum number of directors is five. There is no maximum number.

The trustees and directors of OPUS during the year to 31st March 2023 were:

BOARD OF DIRECTORS

Olya KHALEELEE

(Chairwoman from 15/11/2018)

Augustine SAGOE

(appointed from 1/06/2014)

Catherine HOLLAND

(appointed 18/01/2019)

Carlos REMOTTI-BRETON

(Hon. Treasurer) (appointed 18/01/2019)

Robert STUART

(appointed 05/03/2019)

Christopher TANNER

(appointed 18/01/2019)

HON SECRETARY

Carlos REMOTTI-BRETON

(from 18/01/2019)

AUDITOR

E A WEEKES

7 Lambourne Close, Banstead, Surrey SM7 1DL

BANKERS

CO-OPERATIVE Bank

1 Balloon Street, Manchester M60 4ES

REGISTERED OFFICE

10 Golders Rise, London NW4 2HR

MANAGEMENT STRUCTURE
at 31/03/2023

Board Finance Sub-Group

Olya KHALEELEE
Carlos REMOTTI-BRETON

Events Director

Carlos Remotti-Breton

Training Director

Chris TANNER

Consultancy Directors

Chris TANNER
Carlos Remotti-Breton

Listening Post Director

Rob STUART

Conference Director

Catherine HOLLAND

Journal Management Committee

Halina BRUNNING
Prof. Paul HOGGETT
James KRANTZ (Chair)
Olya KHALEELEE
Carlos Remotti-Breton

Journal Editors

Aaron NURICK
Nadine TCHELEBI
Matias SANFUENTES

Journal Book Review Editor

Kalina STAMENOVA

OPUS FELLOWS

+ Evelyn CLEAVELY
Prof. Paul HOGGETT
Dr Lionel STAPLEY

DIRECTORS' REPORT

The directors present their report and audited accounts of the company for the year ended 31st March 2023.

The accounts comply with the current statutory requirements, the charity's Memorandum and Articles of Association and the Statement of Recommended Practice for Charities.

Object of the charity

The object of the charity is to educate the public in all matters concerning the economic and sociological structure and working of society. The principal activities during the year are set out in the Annual Report.

Review of activities

The activities during the year and future developments are set out in the Annual Report.

Directors

The directors of the company during the year and since the year-end were as follows:

Olya KHALEELEE

(Chairwoman from 15/11/2018)

Augustine SAGOE

Appointed 18/01/2019

Catherine HOLLAND

(appointed 18/01/2019)

Carlos REMOTTI-BRETON

(Hon. Treasurer) (appointed 18/01/2019)

Robert STUART

(appointed 05/03/2019)

Christopher TANNER

(appointed 18/01/2019)

Organisation

The directors meet approximately every two months and on other occasions as required in order to administer the charity. The day-to-day operations of the charity are managed collectively by the directors some with a specific portfolio.

Reserves policy

The charitable company has developed a reserves policy. At 31st March 2023 the charitable company holds free reserves of £65228 (£59846)

Free reserves are held to ensure the continuity of the activities of the charity given the relative uncertainty of future income and to ensure the long term viability of the charitable company. The directors consider that the level of reserves is inadequate and are currently considering ways of bringing reserves to a more realistic level.

Risk view

The directors have reviewed the major risks to which the charity is exposed and systems have been established to mitigate those risks.

DIRECTORS' REPORT (continued)

Directors' responsibilities

Company law requires the directors to prepare accounts for each financial year which give a true and fair view of the affairs of the company and of the surplus or deficiency of the company for that period. In preparing those accounts, the directors are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- prepare the accounts on a going concern basis unless it is inappropriate to presume that the company will continue in operation

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

This report has been prepared in accordance with the special provisions for small companies under ss 381-4 of the Companies Act 2006, and The Smaller Companies and Groups (Accounts and Directors Report) Regulations 2008.

Signed by order of the directors.

Olya Khaleelee.
Chairwoman

Carlos Remotti-Breton
Hon Treasurer and Company Secretary

Approved by the Directors on 18th December 2023

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS

I have audited the accounts of OPUS for the year ended 31st March 2023, which comprises the Balance Sheet, Statement of Financial Activities, and related notes. These accounts have been prepared under the historical cost convention and the accounting policies set out therein. This report is made solely to the company's members as a body in accordance with Section 476 of the Companies Act 2006. My audit work has been undertaken so that I may state to the company's members 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, I do not accept or assume responsibility to anyone other than the company and the company's members as a body, for my audit work, for this report, or for the opinions I have formed.

Respective responsibilities of trustees and auditors

The trustees' (who are also the directors of OPUS for the purpose of company law) responsibilities for preparing the Directors' Report and the accounts in accordance with applicable law and United Kingdom Accounting Standards are set out in the Statement of Directors' Responsibilities.

My responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards. I report to you my opinion as to whether the accounts give a true and fair view and are properly prepared in accordance with the Companies Act 2006. I also report to you if, in my opinion, the Report is not consistent with the accounts, if the charity has not kept proper accounting records, if I have not received all the information and explanations I require for my audit, or if information specified by law regarding trustees remuneration and transactions with the charity are not disclosed. I read other information contained in the Trustees Annual Report and consider whether it is consistent with the audited accounts, I consider the implications for my report if I become aware of any apparent misstatements or material inconsistencies with the accounts. My responsibilities do not extend to any other information.

Basis of audit opinion

I conducted my audit in accordance with United Kingdom Auditing Standards 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. I planned and performed my audit so as to obtain all the information and explanations which we consider 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 my opinion, I also evaluated the overall adequacy of the presentation of information in the accounts.

Opinion

In my opinion, the accounts give a true and fair view of the state of the charity's affairs as at 31st March 2023 and of its incoming resources and application of resources including its income and expenditure for the year then ended and have been properly prepared in accordance with the Companies Act 2006.

E A Weekes

BALANCE SHEET, 31st MARCH 2023

	<u>2023</u> £	<u>2022</u> £
Current Assets		
Other Debtors		17980
Cash at Bank	<u>72490</u>	<u>48735</u>
	72490	66715
Creditors: Amounts falling due within one year		
Creditors and Accruals	7262	6869
Net current assets and net assets	65228	<u>59846</u>
Fund		
Unrestricted income fund	<u>65228</u>	<u>59846</u>

These accounts have been prepared in accordance with the special provisions for small companies under ss 381-4 of the Companies Act 2006 and The Smaller Companies and Groups (Accounts and Directors Report) Regulations 2008

SIGNED ON BEHALF OF THE DIRECTORS

Olya Khaleelee
Chairwoman

Approved by the directors on 18th December 2023

STATEMENT OF FINANCIAL ACTIVITIES (including income and expenditure account) FOR THE YEAR ENDED 31st MARCH 2023

<u>Incoming resources</u>	Notes	2023	2022
	(1)	£	£
Activities to further the charity's objects			
Conference Fees		4042	7116
E M Lecture		0	0
Education & Research		4943	15853
Consultancy		12955	4344
Making the Difference		0	0
Subscriptions		8399	14382
Journal		1398	1369
		31737	43064
<u>Resources expended</u>			
Charitable expenditure			
Conference Fees		985	817
E M Lecture		0	0
Consultancy		8565	1750
Making the Difference		200	6540
Website Development & Maintenance		2254	8753
Management & Administration	(2)	14350	20225
Total resources expended		26354	38085
Net (outgoings) incoming resources for the year		5383	4979
Fund balance brought forward 1st April 2023		55896	50917
Fund balance carried forward 31st March 2023		61279	55896

All movements are in unrestricted funds. The charitable company has no recognised gains or losses other than the result for the year as set out above. All of the activities of the charitable company are classed as continuing.

NOTES TO THE ACCOUNTS 31st MARCH 2023

Accounting Policies

1. (a) Basis of accounting

The accounts have been prepared under the historical cost convention, in accordance with Statement of Recommended Practice 'Accounting and Reporting by Charities' issued by the Charity Commissioners in October 2006 and Financial Reporting Standards for Smaller Entities (effective January 1st 2015)

(b) Incoming resources

Fees for consultancy services are recognised in full in the Statement of Financial Activities when receivable.

(c) Resources expended

Resources expended are recognised in the period which they are incurred and includes attributable VAT.

(d) Basis of allocation of expenditure in the Statement of Financial Activities

All costs are directly attributable to specific activities.

(e) Funds

The funds held by the charity are unrestricted.

2. Management & administration

	2023	2022
	£	£
Staff Management Expenses	7776	10416
Bank Charges	232	40
Audit & Accountancy	500	500
Indemnity Insurance	408	408
Printing, Postage, Stationery, Phone	0	0
Journal Administration	4826	6740
Other	<u>608</u>	<u>2121</u>
Total	14350	20225