



# 48th ANNUAL REPORT

(for the year ended 31 March 2025)

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-EIGHTH ANNUAL REPORT**

Presented at the Annual General Meeting of OPUS – An Organisation for Promoting Understanding of Society ('OPUS') held at by Zoom on 22nd December 2025.

### **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](http://www.opus-consulting.co.uk))

## **DIRECTORS REPORT**

### **DIRECTORS' REPORT APRIL 2024 TO MARCH 2025**

OPUS continued to be active operationally and engaged in Society through the development and delivery of numerous activities.

#### **Events**

1. The 2025 Eric Miller Memorial Lecture was held on 23<sup>rd</sup> March 2025 and was given by Professor Emeritus Mark Stein on "Leadership, Identity and Revenge". The event was hybrid, with a Zoom option and in-person at the Freud Museum in London, giving the OPUS community an opportunity to socialise and meet in person. We had a total of 135 participants in total.
2. Book Launch: On July 18, 2024, *Group as a Whole: Learning for Leadership, Authority and Organisation* by Lionel F. Stapley was launched at the Freud Museum London. An intimate group of friends and OPUS members attended.
3. Susan Long Workshop in person (London): "*Role Analysis: Through the Transforming Experience Framework and Socioanalytic Methods.*" A two-day experiential workshop led by Professor Susan Long, held on 12–13 July at the London Jesuit Centre, with 30 participants attending in person.

4. Online Workshop on Bion: *The Individual in the Group, the Group in the Individual* — a 10-week introductory seminar series led by Andrew Briggs. The seminar attracted significant interest from our international community and was delivered twice, across the Winter and Summer terms.
5. Scientific Meeting: On June 24, "*Metaphors of Success: Finding Potential Manifestations of Unconscious Phantasy?*" was presented by Saskia de Maat and Professor Erik van de Loo, 42 attended this fascinating Scientific Meeting.
6. Workshop in Person: On 1–2 November 2024, "*Society, Group, Person: How Do They Shape Each Other?*" explored the dynamic interplay between society, social groups, and individual experience. Drawing on Tavistock systems psychodynamic thinking, OPUS Listening Post methodology, and group-analytic approaches, the workshop examined how societal forces constrain and shape groups and individuals, and how individuals and groups, in turn, influence society. The workshop was facilitated by Earl Hopper, Olya Khaleelee, Richard Morgan-Jones, and Carlos Remotti-Breton, held at the London Jesuit Centre, and attended by 26 participants.
7. AKRI & OPUS "Modern Slavery" Joint Event: On 10 November 2024, this workshop explored the complex and exploitative phenomena of modern slavery. The programme began with an overview presentation by Marta Furlan, PhD, Senior Program Manager for Research at *Free the Slaves*. Small discussion groups and a large plenary session were then used to share emotional responses, think together, and develop hypotheses about the systemic and societal dynamics underpinning modern slavery. The workshop was jointly organised by AKRI and OPUS with the aim of exploring and strengthening collaboration between the two organisations. The workshop organisers were Raymond Bakaitis, Rebecca Ellison, Olya Khaleelee, Veena Pinto, Carlos Remotti-Breton, Augustine Sagoe, and Rob Stuart. The event was attended by 65 participants. The joint group has met frequently over the past two years, resulting in a rich and highly rewarding collaborative experience. Two further events were planned and took place during 2025.
8. On December 13, OPUS held a year-end party at the home of OPUS Chairwoman Olya Khaleelee. Approximately 20 members participated. As part of the evening, we held a reflective session led by Dr Leslie B. Brisset titled "*Musings on the State of the World.*"

## **Listening Post**

We had three LPs, all of which were held online. It was a pleasure to hear from participants from all over the world. We had 40 different people attending over that period, with a wide range of 7-27 participants per meeting. The search is on for new conveners to host future LP meetings in order to expand upon our current offering.

The annual International Listening Post "Dawn of the Year" meetings were convened in 15 countries, with a total of 19 reports submitted. The global report was published in the second edition of the OPUS journal.

## **Training**

Training activities in the past year have again focussed on our Group Relations Conference activities.

### London International GRC 24

We held our second in person London International GRC in November 24 with an increased membership of 22, held at the Voluntary Action Islington premises, near Kings Cross. The design followed the title, "**Pulling Together, Pushing Apart : Power Difference and Democracy**" in allowing exploration of current societal themes. We gathered some rich feedback, nicely exemplified by this response from one member:

*This conference came at exactly the right time. I was able to work much better with themes from the past year. Themes that had deeply impacted me. I was literally open, I dreamed intensely every day, but also open to really work with projections and experiment with my feelings.*

### Birkbeck GRC 25

We were proud to be awarded the contract for running the Birkbeck University GRC for a further year. This year, we ran two iterations of a 3-day conference, entitled "Our bodies/ Ourselves /Words: Finding Connection, with 98 members in total. An innovation in the GRC was a movement workshop, based on Argentine tango – the rationale being that this served to help members explore non- verbally the themes implicit to the title. As said in the handbook:

*In designing this Group Relations Conference (GRC), we were motivated to go back to the beginning. A group starts when we bring our bodies, ourselves, into the room. And with that simple action, what exactly are we bringing? Our histories, our memories, immediate sensations of both body and place? And we are then faced, perhaps, with the dilemmas of making, or avoiding, connection. Before the word, there is the body, bringing gesture, glance and maybe touch. The dance of the group begins.*

### Krakow 25

This was quickly followed by the second Krakow GRC , organised by the Krakow Centre for Human Relations , and sponsored by OPUS, titled "**(Re)Discovering our Roles - Rituals and Renewal**". This was that increasingly rare beast – a residential conference, and the experience of working and relaxing together made a tangible difference. The conference attracted 36 members.

## Tavistock Collaboration 2025

In the summer of 2025, we developed a collaboration with the Tavistock Centre to run a 3-day GRC entitled “**Being and Belonging: Explorations in Co-operation and Community**”. This was based on therapeutic community principles. In practice, this meant a staff team with no designated director, and a more collaborative stance in relation to the members. This was perhaps symbolised most clearly by daily community meetings, shared lunch preparation, and a dance workshop each day, alongside more usual GRC daily events including social dreaming, an open-systems event, and RAG groups. The conference attracted over 30 participants

In the coming year we anticipate a number of projects. We have just been awarded the contract for the Birkbeck University 2026 conference. Planning has begun for a further collaboration with the Tavistock Centre in July 2026. Likewise with the London International Conference in November 2026. We shall be also be sponsoring an online APPCIOS conference.

**Journal of Organisational & Social Dynamics.** There were no changes in the editorial committee of the Organisational & Social Dynamics journal during the year ending in March 2025, and both issues were delivered accordingly.



An Organisation for Promoting  
Understanding of Society

# **REPORT & ACCOUNTS**

(for the year ended 31 March 2025)

of

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

a company limited by guarantee  
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 31<sup>st</sup> March 2025 were:

#### **BOARD OF DIRECTORS**

**Olya KHALEELEE**

(Chairwoman from 15/11/2018)

**Augustine SAGOE**

(appointed from 1/06/2014)

**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 31/03/25**

**Board Finance Sub-Group**

Olya KHALEEELEE  
Carlos REMOTTI-BRETON

**Director**

Carlos REMOTTI-BRETON

**Training Director**

Chris TANNER

**Consultancy Directors**

Carlos REMOTTI-BRETON  
Chris TANNER

**Listening Post Director**

Rob STUART

**Journal Management Committee**

Halina BRUNNING  
James KRANTZ (Chair)  
Olya KHALEEELEE  
Carlos REMOTTI-BRETON

**Journal Editors**

Claudia NAGEL  
Aaron NURICK  
Matias SANFUENTES

**Journal Book Review Editor**

Kalina STAMENOVA

**OPUS FELLOWS**

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 2025.

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

**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 2025 the charitable company holds free reserves of £57113 (£67891)

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.

Carlos Remotti-Breton

**Hon Treasurer and Company Secretary**

Approved by the Directors on 22nd December 2025

## **INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS**

I have audited the accounts of OPUS for the year ended 31<sup>st</sup> March 2025, 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 31<sup>st</sup> March 2025 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, 31<sup>st</sup> MARCH 2025**

	<b><u>2025</u></b> <b>£</b>	<b><u>2024</u></b> <b>£</b>
<b>Current Assets</b>		
Other Debtors	<b>52655</b>	18824
Cash at Bank	<b><u>6037</u></b>	<u>67032</u>
	<b>58692</b>	85856
<b>Creditors:</b> Amounts falling due within one year		
Creditors and Accruals	<b>1579</b>	17965
<b>Net current assets and net assets</b>		
<b>Fund</b>	<b><u>57113</u></b>	<u>67891</u>
Unrestricted income fund	<b><u>57113</u></b>	<u>67891</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**

Carlos Remotti-Breton  
**Hon Treasurer and Company Secretary**

Approved by the directors on 22nd December 2025

**STATEMENT OF FINANCIAL ACTIVITIES (including income and expenditure account) FOR THE YEAR ENDED 31<sup>st</sup> MARCH 2025**

<b><u>Incoming resources</u></b>	<b>Notes</b>	<b>2025</b>	<b>2024</b>
	<b>(1)</b>	<b>£</b>	<b>£</b>
<b>Activities to further the charity's objects</b>			
Conference Fees		<b>0</b>	0
E M Lecture		<b>0</b>	0
Education & Research		<b>18278</b>	7223
Consultancy		<b>96924</b>	38047
Subscriptions		<b>5510</b>	5182
Journal		<b>1302</b>	1402
		<b>122014</b>	51854
<b><u>Resources expended</u></b>			
<b>Charitable expenditure</b>			
Conference Fees		<b>0</b>	2073
E M Lecture		<b>1105</b>	250
Consultancy		<b>96079</b>	23874
Making the Difference		<b>9774</b>	1600
Website Development & Maintenance		<b>2045</b>	3399
Management & Administration	<b>(2)</b>	<b>23788</b>	17996
<b>Total resources expended</b>		<b>132791</b>	49192
Net (outgoings) incoming resources for the year		<b>-10777</b>	2662
<b>Fund balance brought forward 1<sup>st</sup> April 2024</b>		<b>63941</b>	61279
<b>Fund balance carried forward 31<sup>st</sup> March 2025</b>		<b>53164</b>	63941

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 31<sup>st</sup> MARCH 2025**

### **Accounting Policies**

#### **I. (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 1<sup>st</sup> 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**

	<b>2025</b>	<b>2024</b>
	<b>£</b>	<b>£</b>
Staff Management Expenses	<b>3600</b>	3600
Bank Charges	<b>1700</b>	731
Audit & Accountancy	<b>300</b>	500
Indemnity Insurance	<b>0</b>	0
Printing, Postage, Stationery, Phone	<b>0</b>	0
Journal Administration	<b>13130</b>	6124
Other	<b><u>5058</u></b>	<u>7041</u>
<b>Total</b>	<b>23788</b>	17996