

BARROW & GERALDINE S. CADBURY TRUST
PAUL S. CADBURY TRUST
BARROW CADBURY FUND LTD

Report for the Year 1988 - 1989

**BARROW & GERALDINE S. CADBURY TRUST
PAUL S. CADBURY TRUST
BARROW CADBURY FUND LTD**

Report for 6 April 1988 to 5 April 1989

**2 COLLEGE WALK
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BIRMINGHAM B29 6LE**

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TRUSTEES, DIRECTORS and STAFF, 5 APRIL 1989

BARROW & GERALDINE S. CADBURY TRUST

(Founded 1920)

Trustees:

Geraldine M Cadbury
Rachel E Cadbury
Catherine R Hickinbotham (chairman)
Edward P Cadbury
Philippa H Southall
Charles L Cadbury
Roger P Hickinbotham
Anna C Southall
Richard G Cadbury
Erica R Cadbury
Ruth M Cadbury
James E Cadbury

PAUL S. CADBURY TRUST

(Founded 1930)

Trustees:

Rachel E Cadbury
Catherine R Hickinbotham (chairman)
Charles L Cadbury
Richard G Cadbury
Ruth M Cadbury
James E Cadbury
Roger P Hickinbotham
Anna C Southall

BARROW CADBURY FUND LIMITED

Originally set up in 1924 as a benevolent fund, the assets were transferred to a benevolent company in 1949. The Fund's Directors are able to make grants to organisations which are not registered charities.

Directors:

Geraldine M Cadbury
Rachel E Cadbury
Catherine R Hickinbotham (chairman)
Edward P Cadbury
Philippa H Southall
Charles L Cadbury
Roger P Hickinbotham
Anna C Southall
Richard G Cadbury
Erica R Cadbury
Ruth M Cadbury
James E Cadbury

THE WORGAN TRUST

The Worgan Trust was created in 1966. It has no endowment, and makes no grants: its role being to purchase land and property for amenity purposes, relying on grants from the other Trusts. Chapmans Hill School Farm in the Clent Hills is owned by the Worgan Trust.

Trustees:

Catherine R Hickinbotham
Edward P Cadbury
Philippa H Southall (chairman)
Roger P Hickinbotham
Stephen R Southall
Candia H Compton
W James B Taylor

STAFF

Anthony Wilson *Secretary to the Barrow & Geraldine S. Cadbury Trust, Barrow Cadbury Fund Limited, and the Worgan Trust.*

Eric Adams *Secretary to the Paul S. Cadbury Trust, and Deputy Secretary, Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Limited.*

Joe Montgomery *Assistant Secretary, Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Ltd*

Doreen Brandreth *Office Secretary*

Virginia Worrell *Office Secretary appointed 1.8.88*

Carole Moreton *Office Secretary (part-time) Retired 3.8.88*

Pamela Robson *Office Secretary (part-time)*

Pat Weaver *Finance Secretary (part-time), Company Secretary, Barrow Cadbury Fund Ltd., and Chapmans Hill School Farm Ltd.*

AUDITORS

Pannell Kerr Forster,
Lee House, 6A Highfield Road, Edgbaston,
Birmingham B15 3ED.

SOLICITORS

Wragge & Co.,
Bank House, 8 Cherry Street,
Birmingham B2 5JY.

FOREWORD

1988-89 has been in many ways a year of consolidation for the two Trusts and Fund, but this consolidation includes the achievement of bringing income and expenditure back into balance after two years of deficit. Income from our endowments has shown a welcome increase and the appropriate application of these funds in the form of grants continues to be the main pre-occupation of Trustees and staff.

However, staff time is taken up with much more than payment of the final cheque and we continue to expect - and they willingly give - a high standard of advice and general help to recipients in the best use of finite resources. We also expect from recipients a full account of the use they have made of our grants, and the Trusts do not hesitate to call in question any organisation which does not keep us informed regularly of progress.

There have been no changes during the year in the Trustee body and we remain very much a family Trust, spanning three generations. Our small and loyal office staff has seen the only change of personnel this year in the retirement of Carole Moreton after nearly 20 years of outstandingly steadfast and cheerful service. Her place, with some reorganisation of duties, has been taken by Virginia Worrell who has settled in smoothly to the way we work. Her main function is as secretary to Joe Montgomery, now in his fourth year with us. They work specifically in the fields of employment and race relations, the latter now including equal opportunities.

In the last four years we have held residential meetings of Trustees over a week-end at frequencies of approximately 18 months. The opportunity to consider broader issues, such as topic areas and the best use of limited resources, has proved extremely helpful to Trustees and staff alike. We have already looked at redefinition of criteria, leading to clearer thinking on main areas for grant making and the distinctive role of the various trusts particularly the Paul S. Cadbury Trust. The decision to concentrate on making fewer but larger grants also emerged from the most recent residential week-end. The next gathering will fall outside the year of this report, and plans are already well advanced to consider policies in more detail than is possible when the never-ending list of grant applications forms the agenda. Discussion of these could be characterised by - how much, to whom, for how long?

This year, the Paul S. Cadbury Trust's report and grants schedule are brought together within the main Report, for ease of reference. The two charitable Trusts continue to work in close

partnership, at the same time as Trustees remain committed to fostering the separate identity of the newer Trust.

No charitable trust can possibly respond to all calls made upon it, not even to appeals falling broadly within its criteria. In common with many foundations we aim to concentrate our activities in a few specific fields (the charts on p 6 show this in visual form). Our experience is that a trust thus becomes able to target grants to key areas and projects and we are now attempting to take this principle further by adopting the "fewer but larger" policy of grant-making mentioned above. This will disappoint many, but Trustees have a fundamental duty to make the most of their resources and we are attempting here to do more than pay lip service to a principle. We also continue the Small Grants Scheme started last year, covering grants of up to £1,000, to which a modest 6 per cent of overall expenditure is allocated.

Chapmans Hill School Farm

The one exception to the Trustees' general guidelines is the joint venture with the City of Birmingham Education Department which provides Chapmans Hill School Farm as a facility for children from the infants' and primary schools of Birmingham. Their visits to a working farm provide an opportunity to handle the animals and see a way of life which is very different from their own. Running a farm along these lines cannot be economic in the conventional sense, and Trustees continue to carry the operating deficit in the Farm's accounts.

Association of Charitable Foundations

The two charitable Trusts, and the Barrow Cadbury Fund Ltd, are not alone in facing questions and challenges at a time of rising needs. The Trustees have always encouraged their staff to enhance their professional expertise by meeting with colleagues from other trusts. We welcome the prospect of a new Association of Charitable Foundations, and hope that it will attract a wide membership from endowed grant-making trusts throughout the country - to the benefits of trustees, and their professional advisors and staff, as well as the public which we are all trying to serve.

Catherine R. Hickinbotham
Chairman

FINANCIAL REPORT

ABSTRACT OF ACCOUNTS

BARROW & GERALDINE S. CADBURY TRUST		5 APRIL 1989	5 APRIL 1988
Investments at market value		£22,905,737	£19,805,012
Bank and short term investments		1,722,631	1,240,692
		24,628,368	21,045,704
Total income		1,227,748	933,644
Expenditure:			
Grants(net)	1,027,931		851,797
Administration	116,340		114,280
Investment charge	40,388		46,552
		1,184,659	1,012,629
(Deficit)/Surplus for year		£43,125	(£78,985)
PAUL S. CADBURY TRUST			
Investments at market value		£4,557,918	£3,607,174
Bank and short term investments		522,865	441,579
		5,080,783	4,048,753
Total income		250,326	171,914
Expenditure:			
Grants(net)	198,352		137,524
Administration	40,680		32,732
Investment charge	8,240		10,693
		247,272	180,949
(Deficit)/Surplus for year		£3,054	(£9,035)
BARROW CADBURY FUND LIMITED			
Investments at market value		£7,213,976	£5,832,420
Bank and short term investments		432,861	621,217
		7,646,837	6,453,691
Total income (net of tax)		265,922	221,406
Expenditure:			
Grants(net)	196,968		223,252
Administration	35,665		47,334
Investment charge	12,177		15,057
		244,810	285,643
(Deficit)/Surplus for year		£21,112	(£64,237)

NOTES

1. These abstracts have been prepared by the auditor from the annual accounts of the two Trusts and the Fund.
2. Investments are handled on behalf of the Trustees and Directors by James Capel Fund Managers Ltd, in London.
3. The Trustees/Directors have determined that a number of ethical criteria should be applied to the placement of their capital investment. They have been assisted by EIRIS (Ethical Investment Research and Information Service) in identifying companies affected by these ethical decisions. The following categories of holdings are normally excluded from the investment portfolios.

Armaments and Defence: companies involved in the manufacture of weapons and ammunition; and those listed in the current Defence White Paper as having contracts with the Ministry of Defence worth more than £5 million in the past year.

Alcohol, Tobacco and Gambling: companies whose business in the manufacture or distribution of these products/services exceeds 10% of their turn-over.

South Africa: all companies with over 2,000 employees in South Africa and Namibia. Other companies with between 1,000 - 1,999 employees are excluded, unless wage levels for all staff are at least 50% above minimum living level. (Cadbury Schweppes is the only major UK company whose wages policy conforms to this EEC criterion.)

FINANCIAL REPORT

GRANTS BY CATEGORY 1988 - 89

		B & G S C TRUST £	P S C TRUST £	B C FUND £
PEACE & INTERNATIONAL RELATIONS	£305,264	259,114	-	46,150
RACE RELATIONS & EQUAL OPPORTUNITIES	£286,072	261,982	-	24,090
PENAL AFFAIRS	£140,805	134,670	-	6,135
EMPLOYMENT	£242,774	193,374	-	49,400
HOUSING & COMMUNITY SERVICE	£55,986	45,246	-	10,740
NEIGHBOURHOOD DEVELOPMENT	£173,212	-	136,111	37,101
NORTHERN IRELAND	£106,843	48,598	54,995	3,250
HEALTH, EDUCATION & SOCIAL SERVICES	£41,705	41,705	-	-
SOCIETY OF FRIENDS & OTHER CHURCHES	£44,450	44,450	-	-
PERSONAL & SUBSCRIPTIONS	£29,154	1,806	7,246	20,102
		1,030,945	198,352	196,968
		1,426,265		

NOTES To Grants by Category

1. Categorisation of grants is, inevitably, somewhat artificial: many grants will come under more than one heading. Allocation to a particular category is determined by the main consideration in the minds of Trustees when the application was approved.

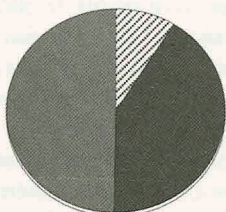
2. The category 'Personal' refers to beneficiaries of the Barrow Cadbury Fund Ltd, whose original purpose was to supplement the pensions of those whose careers - usually in the service of others - meant that income on retirement was at a low level. There were 34 beneficiaries in this category.

3. The B. & G. S. Cadbury Trust and Barrow Cadbury Fund Ltd do not work to budgets which pre-determine the allocation of grants between categories: they do, however, have policies which accord a higher priority, for example, to employment over health, education and social services.

FINANCIAL REPORT

GRANTS BY AREA 1988 - 89

Barrow & Geraldine S. Cadbury Trust

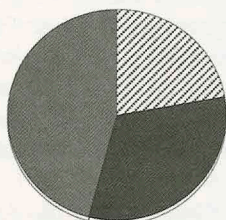


Value of Main Grants

International	£86,907	9%
National	£404,630	41%
W. Midlands	£488,204	50%

Value of Small Grants

International	£4,400	9%
National	£14,123	29%
W. Midlands	£30,875	62%



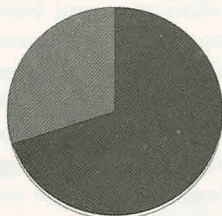
Number of Main Grants

International	47	22%
National	68	32%
W. Midlands	97	46%

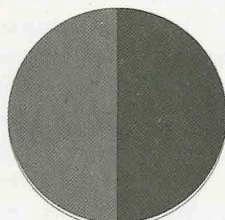
Number of Small Grants

International	7	8%
National	23	26%
W. Midlands	58	66%

Paul S. Cadbury Trust

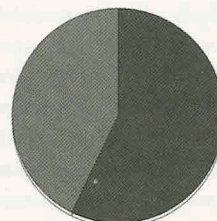


International	£-	0%
National	£133,723	70%
W. Midlands	£57,383	30%

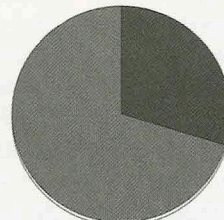


International	-	0%
National	33	50%
W. Midlands	33	50%

Barrow Cadbury Fund Ltd



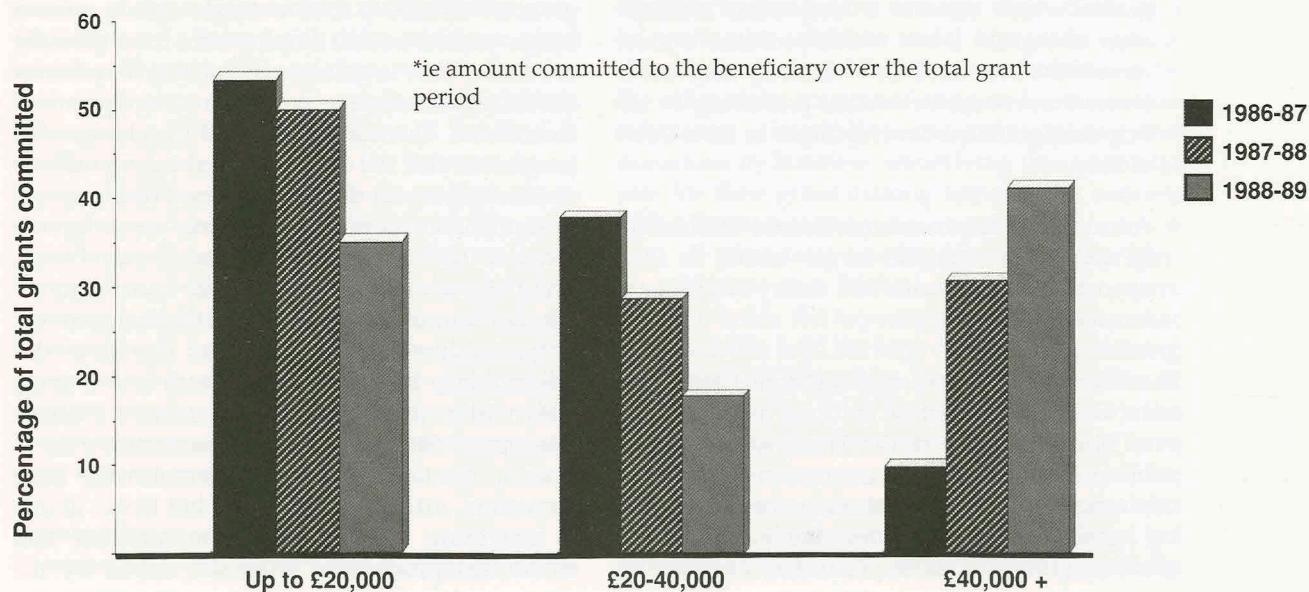
International	£-	0%
National	£94,900	57%
W. Midlands	£70,735	43%



International	-	0%
National	19	30%
W. Midlands	45	70%

International
National
W Midlands

BARROW & GERALDINE S. CADBURY TRUST: Comparative Grant Size*



FAITH, HOPE AND CHARITABLE FOUNDATIONS

BARROW & GERALDINE S. CADBURY TRUST

It may be open to debate whether a prayer offered by trustees at the opening of their meeting to consider applications should be addressed to God or mammon. It is surely appropriate that its opening word should be 'grant'. What follows next could be an adaptation of Rheinhold Niebuhr's memorable intercession: "Grant us the insight to approve those applications which we ought to support; the firmness to refuse those applications which we ought not to support; and the wisdom to know the difference."

Most trustees will feel that they need all the help that they get, as they try to match the calls on their philanthropy against the limits of available income. The only built-in constraints on their range of choices will be their trust deed (and a sensible one will be general in its purposes) and charity law, which is being increasingly widely interpreted in the light of current needs. It is, therefore, for each trust to determine its own programme and priorities: the following considerations determine the Barrow & Geraldine S. Cadbury Trustees' approach.

- The Trust should be seen to stand for principles and ideals which are greater than its limited resources. That is to say, the impact of its grant-making should be larger than the sum of its grants: so that even if Trustees cannot support all the proposals submitted to them, they can still be counted with those committed to the causes of reconciliation and arms control, equal opportunities, constructive criminal justice, and full and fair employment.
- Because the Trustees are not immediately answerable to contributors, they can approve grants which assume a long-term, idealistic view alongside those which presume a more immediate benefit. They will rarely respond to issues current in the media, preferring to anticipate significant developments in their fields of interest.
- Administrative procedures should themselves be consistent with this larger whole, in their openness to applicants and ability to deliver in a cost-effective manner.

The dilemmas of grant-making from limited income were the subject of an open meeting with over 50 beneficiaries of the Trust, following the publication of the 1987-88 annual report. Discussion ranged widely, but 'who sets the grant-making agenda?' was a recurring theme. Should the cuts being imposed on the voluntary agencies by

the City determine the Trustees' priorities? Or should the Trustees identify their own criteria, and keep to these irrespective of other changes? At first glance, the agencies' concern for their continued survival does not match the Trustees' priority to support new work - a dilemma addressed by the Trustees throughout the year. There is common ground, however, between Trust and voluntary agencies in recognising that well targeted applications are the life-blood of a grant-making foundation. For these to be forthcoming the trust needs to find a balance between clearly focused topic guide-lines, and a readiness to respond to the application whose originality prevents it from fitting into such pre-ordained categories.

At their residential meeting in March 1988, the Trustees approved a policy framework which attempts to take both factors into account. Firstly, major grants which conform to guidelines will be larger, and probably cover a longer time span - which also means a fall in the number of mainstream grants, given the limitations of Trust income.

Secondly, a Small Grants portfolio will be developed, where a wider spread of contributions could enable original and non-conforming projects to emerge - and, possibly, become the subject of one of the fewer-and-larger payments. A careful monitoring of these Small Grants, described below, indicates how far this approach has matched expectations.

It is much more difficult to assess the impact of the decision to shift from medium to larger grants. Trustees' decisions which, typically, used to approve three grants of £5,000 each towards three salaries, will now become one grant of £15,000 p.a. to a single agency over a longer period, so that employment costs are fully covered. What is good news for the recipient of the latter is bad news for two non-recipients of the former. The thinking behind the change was pragmatic: that the offer or contribution of £5,000 could easily mean that the applicant had to spend a significant proportion of time securing the other £10,000 - rather than spend the Trust's grant as both recipient and donor had intended. Smaller topping-up grants can still be approved, if Trustees are satisfied that other donors would not be likely to contribute to work which came well within their own priority themes - otherwise, providing such valuable ha'porths of far is open to smaller trusts which cannot make large payments. Administering fewer but larger grants is providing more scope for monitoring and evaluation procedures to be developed by the

beneficiary and Trust, together; time will be needed to assess the benefits of this change in practice.

Listings of new large grants in the tabulations at the end of this Report indicate the extent to which the Trustees have put their policy decisions into effect. There has been some reduction in numbers of major grants approved: figures are set out on page 7.

Cuts and Grants

No policy by Trustees can remove the pall of anxiety which hangs over the whole voluntary sector in Birmingham particularly, and the West Midlands and beyond in general, as local authorities determine expenditure levels in 1989-90 and beyond. Any presumption, by Whitehall or City Hall policy-makers, that trusts can somehow make up the cuts being imposed on voluntary agencies is not only unrealistic, it is arithmetically impossible. Helping a limited number of groups to maintain their advocacy role on behalf of their constituencies is the best that Trustees can offer - while they demonstrate their willingness to participate in larger debates on how the voluntary sector can be funded.

Amongst the hardest decisions faced by the Trustees is how to respond to applications from groups providing a wide range of services to a clientele whose needs are only too clear. Trust policy is specific. Only local 'service' applications which come within Trustees' topic guidelines are considered: mediation services (in the 'Peace' portfolio), race relations and equal opportunities, and generating employment. Furthermore, the Trustees look to a strong element of advocacy on the part of the agency: an active promotion of the cause to which the particular service is geared. Better still, they welcome steps which will give power to those who have been cast in passive roles - as recipients or victims. (This theme is of prime concern to the Paul S. Cadbury Trust, q.v.) In short, the Trustees do not see themselves making grants towards the costs of welfare services, however beneficial - the marginal effect of their contributions being too small to affect over-all provision. But since statutory funding for voluntary agencies can exclude the advocacy and empowerment parts of their programmes, Trustees are prepared to consider funding these aspects through support for additional staff appointments when the topic is of priority concern to the Trust.

Local and National

Trustees have recognised the legitimacy of the

current public debate surrounding the provision of welfare services by the statutory and voluntary sectors. Grants have been made to explore the financial viability of community-based services, so that voluntary organisations can be in a position to reach decisions on whether to participate on a more informed basis. This expenditure sometimes comes within the Trust's Employment category, in view of the new job opportunities which might be generated for local residents. The Trustees would also anticipate that this kind of participation by residents (another Paul S. Cadbury Trust theme) could strengthen the advocacy and empowerment component - but care would need to be exercised by all involved to ensure that commitment to equal opportunities in employment and service provision did not take second place.

As is clear from earlier annual reports, the Trustees feel it is entirely proper for them to make grants the outcomes of which contribute to the national agenda - be this in the field of arms control (1986-7 report), employment (1987-8 report), or equal opportunities (a continuous theme). They hope that their approach to these issues contributes towards that larger sense of participation and commitment by the Trust which constitutes the first of their considerations outlined above. And the insights which the Trustees seek relate to the two facets of any application: the significance of the issue being addressed and the ability of the applicant to 'deliver' if a grant is made.

'Throwing money at problems' is not a fashionable activity: but it is the *raison d'être* of an endowed grant-making foundation like the Barrow & Geraldine S. Cadbury Trust. It is for the Trustees to decide how to target their efforts, and to work out whether and how their grants should be distinguished from contributions by the other three sources of support for the voluntary sector - the public purse, private giving, and donations by business. Identifying this particular role for their grant-making remains the concern of the Trustees in the years ahead.

If a trustees' meeting opened with prayer, it could close on a Biblical note. St. Peter, we are assured, holds the keys to the pearly gates; what if he had also held the keys to the safe containing the Poor of Jerusalem Foundation's cash in AD34? When he met the crippled man by the pool at Bethesda, his response would not have been 'Silver and gold have I none...': instead, we can see him as a trust secretary explaining that yes, the application would be placed before the Trustees who would reach a carefully

considered decision ... The apostle Peter, we are told, was able to make a gift greater than any money could secure: the man went away cured.

While the Barrow & Geraldine S. Cadbury Trust's agenda remains confined to handling silver and gold - normally the province of mammon - is it also possible that a larger vision could generate less predictable outcomes?

A W

GRANTS REVIEW

SMALLER AND QUICKER: FEWER AND LARGER

The Trustees' decision to approve more grants in five figures confirmed a tendency which had been apparent for several years; developing a distinctive Small Grants portfolio was a new departure. Both policies remain under review, and will run for long enough to enable the advantages and disadvantages of each to become apparent. The table on page 7 sets out the scale of Trust grants which have been committed over the past three years.

Small grants

One of the main purposes of the Small Grants scheme was to counterbalance the risks of restricted access by applicants which could result from an adherence to rigid criteria within a 'fewer but larger' grants policy. The following picture emerges from an analysis of the 112 small grants approved and paid in 1988-89:

- ◆ Facilitating access to Trust funds by new applicants:
34 grants were made where the individual applicant had not applied before; and to 40 agencies which had not previously received grants.
- ◆ Operating across broader subject categories than was possible with larger grants:
78 of the Trust grants covered more than one category. Distribution overall was more evenly spread across the eight categories than is the case with the larger grants.
- ◆ Testing new themes for grant making:
67 grants were for activities which represented new work for the recipient; this includes 33 for work which, as far as we know, had not been done before by any voluntary agency.
- ◆ Treating small grant payments as a testing ground for grants as a whole by monitoring the

Equal Opportunities component at the beginning and end of the grant period:

The equal opportunity component of each application and grant is rated on a four point scale:

- *No evident awareness - no grants made.*
- *Low-level action in management, employment and service delivery - 26 grants, of which 2 moved to next stage.*
- *Commitment evident - 18 grants, of which 1 moved to next stage.*
- *Active participation at management level - 68 grants.*

- ◆ Providing for more rapid decision-making and grant impact assessment than is possible for grants paid over several years:

nearly 50% of successful applications were approved and paid within one month of receipt, and 61% within two months. Longer payment periods tended to reflect anticipated schedules.

Of the 77 grants whose outcome could be assessed by April 1989, 44 met the expectations of applicants and Trustees/Directors; 28 exceeded these expectations; and 5 fell short of them.

Additional benefits of the Small Grants Scheme include keeping in touch with agencies known to the Trust/Fund, but not receiving major support; and facilitating feasibility studies prior to preparing applications for larger grants from other grant-making agencies.

The discipline of approving fewer mainstream grants from amongst a growing number of strong applications is testing for Trustees and staff alike. Income for 1989-90 has been virtually all committed by the beginning of the financial year; and only by limiting support to those agencies whose applications most nearly fit Trustees' published criteria can funds be kept available for 1990-91 and beyond.

A W

PEACE AND INTERNATIONAL RELATIONS

The Trustees remain committed to projects which promote arms control and disarmament, through research and field projects. Mediation schemes which are concerned with local and community disputes are supported, as part of a general concern for reconciliation.

Grants for overseas development are rarely approved, and support for work in South Africa is restricted to the agencies listed below.

BARROW & GERALDINE S. CADBURY TRUST

International

British Seismic Verification Research Project, for equipment on USSR test site
Centre for Intergroup Studies, Cape Town, South Africa
Cold Comfort Farm Trust, Zimbabwe
Committee on South African War Resistance, for conscientious objectors to military service
Conflict Resolution Centre, Pittsburgh, USA
Institute for Democratic Alternatives in South Africa
International Fellowship of Reconciliation (Africa Programme)
International Fellowship of Reconciliation, fares
NATO Alerts Network, for Brussels press office
Quaker Council on European Affairs, Brussels
Soviet-British Curriculum Development Project
Unipal, for volunteer placement on West Bank
UN Special Seminar on Disarmament III, for observers in New York
University of Bradford, School of Peace Studies, fees

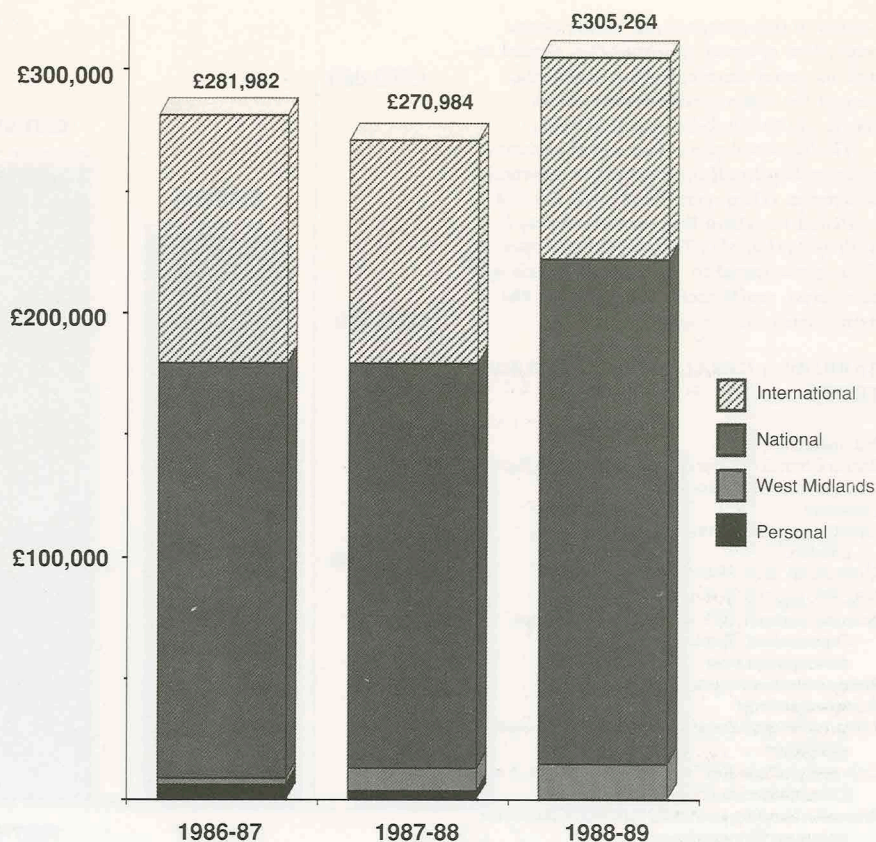
£50,750.00

Overseas Student Welfare

£28,657.00

National

All Party Parliamentary Group on Overseas Development
Armament & Disarmament Information Unit, University of Sussex
British-American Security Information Council (BASIC)
British Council of Churches Peace Forum
Defence Information Groups, c/o St James, Piccadilly, for administration and research
Directory of Social Change, for publication
Dunamis, St James, Piccadilly
Initiative for Peace Studies, University of London
Lincoln Trust, for UK service
Martin Ryle Trust
Minority Rights Group, London
Newham Conflict & Change Project
Non-Violent Defence Research, through Lansbury House Trust Fund
Nuclear Non-Proliferation Project, University of Southampton
Oxford Research Group
Quaker Peace & Service, block grant
Quaker Peace & Service/Minority Rights Group, study and publication
Scottish Association for the Care and Resettlement of Offenders, for pre-trial mediation project
Transnational Institute, for UK activity
University of Bradford, School of Peace Studies, fellowship
University of Bradford, School of Peace Studies, studentship
Verification Technology Information Centre



Working Party on Chemical and Biological Weapons

£157,857.00

West Midlands

Action for Reconciliation and Services for Peace, Coventry
Community for Reconciliation, Barnes Close
Warwickshire Monthly Meeting, for peace work

£11,500.00

SMALL GRANTS

International

Development Education Centre, Selly Oak
Lansbury House Trust Fund, for South African conscientious objectors' visit
University of Bradford, for travel
Westhill College, Selly Oak, fees

£2,400.00

National

Alternative Security Working Group
Theology of Peace conference
British Council of Churches
British Pugwash Group
Corrymeela Community
Fellowship of Reconciliation
Newham Conflict & Change Project
One World Broadcasting Trust
Quaker Peace & Service, diplomats group

£5,650.00

West Midlands

Big Brum Theatre in Education Company
Christian Aid, for One World Week Desk
Handsworth Breakthrough Trust, for puppet theatre

University of Birmingham, international evening

£2,300.00

TOTAL

£259,114.00

BARROW CADBURY FUND LTD

National

British-American Security Information Council
Freeze, Parliamentary Officer
National Peace Council, for new staffing
Peace Education Network, for staff
Scientists Against Nuclear Arms

£42,750.00

SMALL GRANTS

International

Britain-Tanzania Society
International Peace Poster Exhibition

£750.00

National

British-American Security Information Council
Clergy Against Nuclear Arms
Women Working for a Nuclear-Free and Independent Pacific

£2,050.00

West Midlands

Nicaragua Peace Fund

£600.00

TOTAL

£46,150.00

RACE RELATIONS AND EQUAL OPPORTUNITIES

Grants in this category are for the active promotion of equal opportunities. Sexual as well as racial discrimination is covered, though the latter predominates - most grants are to black-led organisations.

The Trustees apply their equal opportunities policy to all their grants, in whatever categories. (They regret that funds are not sufficient to extend this concern to people with special needs.) They wish to be open in their commitment to the positive ideals of a non-sexist, multi-racial society in all the work which they support.

BARROW & GERALDINE S. CADBURY TRUST

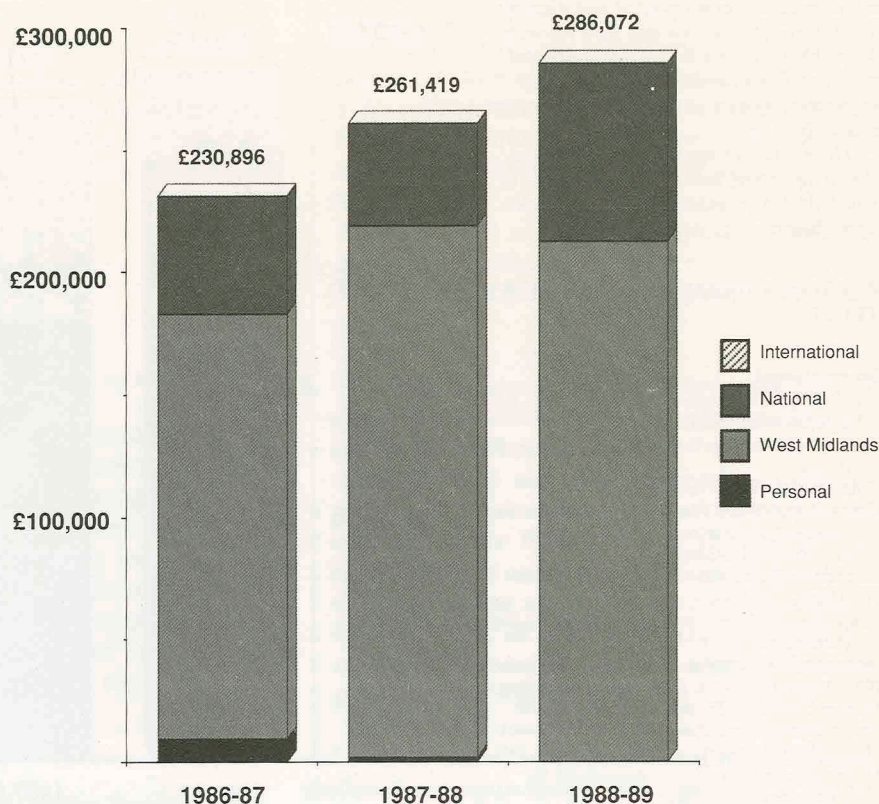
National

British Council of Churches, Community & Race Relations Unit, education worker
Harmony
Joint Council for the Welfare of Immigrants, London
Multi-racial Social Work Practice Unit
NACRO, equal opportunities
National Council for Voluntary Organisations/
Organisation Development Unit, policy development post
Refugee Studies Programme Symposium
Runnymede Trust
Tamarind Publications, for feasibility study and equipment
University of London, Institute of Education, for Cultural Studies Project
Women's Funding Coalition, National Council for Voluntary Organisations

£56,500.00

West Midlands

Afeme, Wolverhampton
AFFOR, Lozells
Afro-Caribbean Cultural Centre, Wolverhampton
Afro-Caribbean Education Project, Lozells
Afro-Caribbean Youth Council, Walsall
Arts for all, Coventry
Asian Resource Centre, Birmingham
Bangladesh Centre, for development
Bangladesh Workers Association, Saltley
Beechmen Drum and Bugle Corps, West Bromwich
Birmingham Friendship Housing Association, for Saltley Mashriq Housing Association
Birmingham Polytechnic, Negotiated Studies in Art & Design for course costs
Black Theatre Festival, Birmingham Centenary
Cannon Hill Trust, for Centennial production
Centre for Black and White Christian Partnership
Cope, Leamington Spa
Dudley One World Week
Harambee Organisation Ltd, Handsworth, for bookshop and administration
Ladypool Community Languages Project
Midlands Chinese Association
Minorities Resource Centre, Saltley
National Association of Citizens Advice bureaux, for ethnic minorities project
Sandwell & District West Indian Community Association
St Barnabas Centre, Coventry, for black women's worker
St James Advice Centre, Aston
Saheli - Handsworth Play & Community Bus Association
United Evangelical Project
United Muslim Welfare Association, Wolverhampton



West Midlands Arts Association, for salary costs
West Midlands Arts Black & Community Projects Scheme
Wolverhampton Inter-Faith Group
Women's Advice & Information Centre, Digbeth

£183,927.00

Further Education

£7,364.00

Black Arts

Adeoti Arts & Crafts, Handsworth
AFFOR
Ghana Union, Birmingham
Kokuma Performing Arts
Open Eye Theatre Co.
OSCAR, for conference
Positive Image
Sylbert Bolton, for exhibition costs
University of London, Goldsmiths College

£3,800.00

SMALL GRANTS

National

Association of Researchers in Voluntary Action and Community Involvement
National Youth Bureau, for conference
National Black Caucus conference
National Organisation for Work with Girls and Young Women, for conference
Parent to Parent Information on Adoption Service
Urban Trust, for Anglo-Dutch exchange project for Black People in Philanthropy group

£4,223.00

West Midlands

Bangladesh Centre, for equipment and fees
Bath Place Community Venture, Leamington
Birmingham Film and TV Festival
Coventry Chinese School

Harambee Organisation Ltd
Martin Luther King Trust
Selly Oak Colleges, for publication
Shahid Uddham Singh Welfare Trust
West Indian Youth Council, Coventry
Wollescote Primary School, Stourbridge
Workers Educational Association, "The Empire Talks Back"

£6,168.05

TOTAL

£261,982.05

BARROW CADBURY FUND LTD

National

Parliamentary Black Caucus, for development

£9,250.00

West Midlands

Minorities Resource Centre, Saltley

£7,500.00

Further Education

£5,125.00

Black Arts

£200.00

SMALL GRANTS

National

Association of Black Probation Officers
Society of Black Lawyers

£1,500.00

West Midlands

Joint Council for the Welfare of Immigrants, West Midlands Branch
Dietary needs of Afro-Caribbean children in Birmingham schools

£515.00

TOTAL

£24,090.00

PENAL AFFAIRS

Support will be concentrated on the penal aspects of work in other high priority categories. Grants will support a positive rather than a penal approach, and show a preference for projects which enable members of the public to make a constructive contribution towards ameliorating problems caused by or revealed through criminal activity. This includes work with offenders and their families, victims of crime, and ex-offenders; and assistance to those held in prison under the immigration acts.

BARROW & GERALDINE S. CADBURY TRUST

National

Action on Alcohol Abuse, for Parliamentary liaison
All Party Parliamentary Group on Penal Affairs
Association of Members of Boards of Visitors, for conference
Cropwood Scheme, University of Cambridge
Forum for Initiatives in Reparation and Mediation, core funding
Frank Foster Fund
Geese Theatre, Birmingham
Howard League, for core funding
Joint Council for the Welfare of Immigrants, detainees service
National Association of Victims Support Schemes
£65,450.00

West Midlands

Adullam Homes, for development
Court Alcohol Service, for staffing
East Birmingham Mediation Scheme
Erdington Car Project, for development
Help & Advice Line for Offenders' Wives, for staffing
Neighbourhood Watch, for research
Northampton Adult Offenders Scheme
Queensway Trust Small Grants Fund
Wolverhampton Mediation and Reparation Project
£65,850.00

SMALL GRANTS

International

Forum for Initiatives in Reparation and Mediation
£500.00

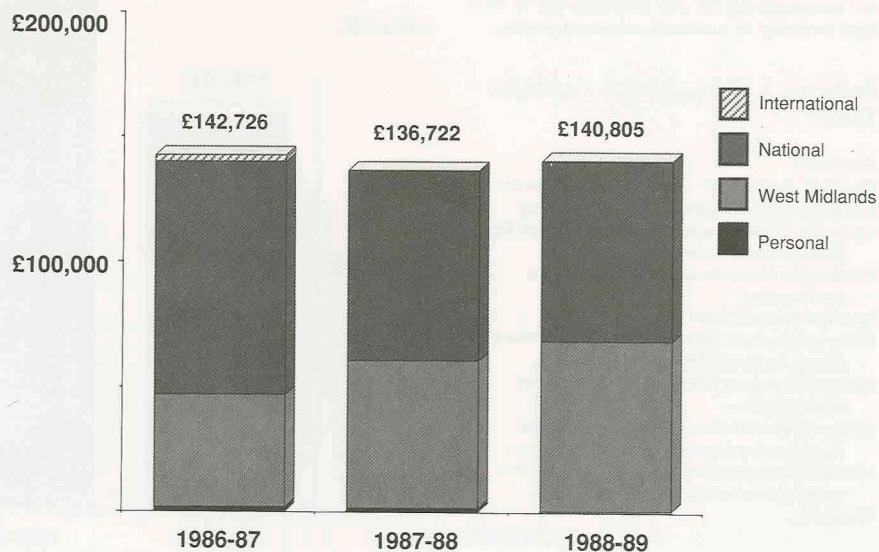
National

Prison Reform Trust, for lecture
University of Southampton, for travel
£1,400.00

West Midlands

870 House Youth Unit
Common Lane Victims Support Scheme
Sandwell Voluntary Service Council
£1,470.00

TOTAL £134,670.00



BARROW CADBURY FUND LTD

National

PROP
Radical Alternatives to Prison
£5,000.00

SMALL GRANTS

National
Quakers in Criminal Justice
£135.00

West Midlands

History of Birmingham Probation Service
£1,000.00

TOTAL £6,135.00

EMPLOYMENT

Trustees approach all their grant-giving with a view to creating new employment, either directly or through enabling other funds to be released.

Grants are made for proposals which deliberately seek to extend employment opportunities, through providing resources for geographical areas, various sectors within the local economy, and community groups. Support through the Barrow Cadbury Fund Ltd, is given to bodies which are campaigning for full employment to be a high priority in national economic policy.

BARROW & GERALDINE S. CADBURY TRUST

National

Basic Income Research Group, for development
Black Dance Development Trust, for training
Centre for Local Economic Strategies, Action for
Homes and Jobs, for development
Community Radio Association, London, for
development
Local Economy Policy Unit
National Economic and Arms Conversion Work
Group, for feasibility study
National Group on Homeworking, for policy
development
National Network for Product Development
Agencies, for development
Women's Enterprise Development Agency, for
production of video
Youthaid

£59,075.00

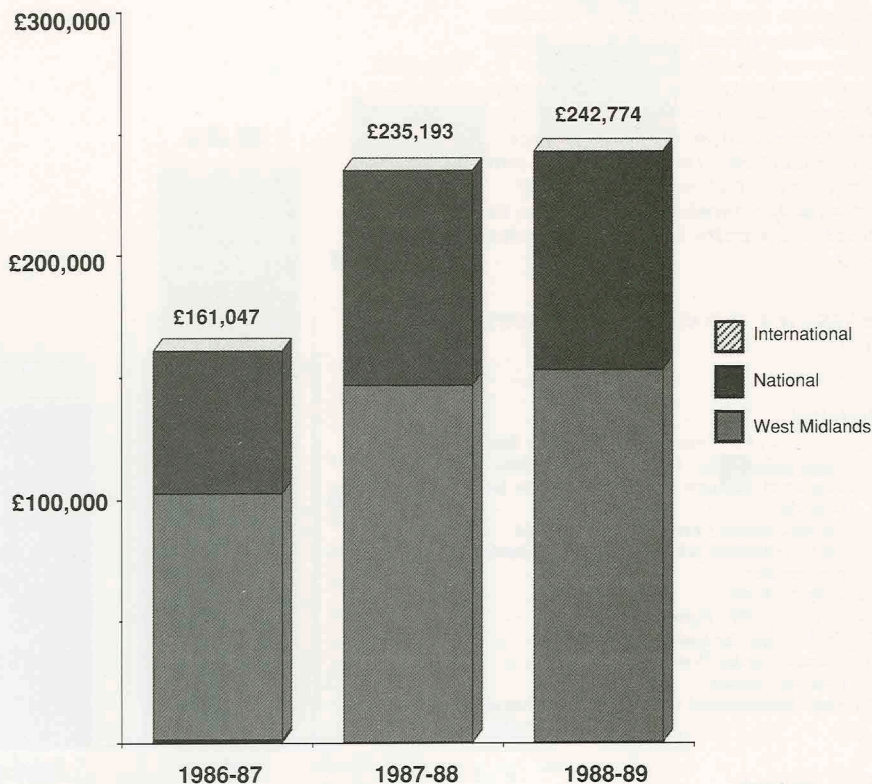
West Midlands

Aekta Project, Handsworth
Bilston College, for course on equal opportunities
in trades unions
Birmingham Settlement, voluntary sector bidding
for local authority services
Clothing Resource Centre, Sandwell, staffing and
training
Community Radio Training Project, Birmingham,
for training
Coventry Alternative Employment Research Study
Group, for defence conversion project
Coventry Job Change Project
Coventry Women's Equality Network, for salary
Druids Heath Neighbourhood Development
Association, for business development
Food Sector Research, Birmingham, for sector
studies
Lighthouse Media Centre, Wolverhampton, for
training and curriculum development
Macro Films, Handsworth, for training
Muslim Women's Centre, Moseley, for initial
staffing
North Solihull Co-op, for administration and
equipment
Racial Equality in Training Schemes, Coventry, for
research, publication and travel
Summerfield Foundation
Sutton Coldfield/Falcon Lodge Project
Symp Project, Newtown
West Midlands Caribbean Parents and Friends
Association, Wolverhampton, for training

£129,859.00

Vocational Training Fund

£690.00



SMALL GRANTS

National

Exchange Resources, for careers advice
Women's Enterprise Development Agency, for
feasibility study

£1,000.00

West Midlands

Birmingham Settlement, Newtown, for research in
local authority contracts
Community Enterprise Centre, Hockley, for
feasibility study
Employment Initiatives Unit, for Rotton Park
Women's Project

£2,750.00

TOTAL

£193,374.00

BARROW CADBURY FUND LTD

National

Campaign for Homes and Jobs, for development
Campaign for Work, for development
National Network for Product Development
Agencies
Unemployment Unit, core funding

£28,650.00

West Midlands

Aekta Project, for homeworking
Black Business Development Association

£7,000.00

Loan Guarantees

£9,770.12

Vocational Training Fund

Community Enterprise Centre

£300.00

SMALL GRANTS

National

National Network of Black Business Advisors

£680.00

West Midlands

Koco Ltd, for staffing, and library
Youth Employment Training Resource Unit

£3,000.00

TOTAL

£49,400.12

HOUSING AND COMMUNITY SERVICE

Trustees are deliberately reducing their grant-making in this sector, so that funds can be released for work in other categories. Support is given only to a limited number of groups concerned with providing accommodation or local facilities.

Neighbourhood Development, which grew out of this category, is now the main theme for grants by the Paul S. Cadbury Trust (see page 20).

BARROW & GERALDINE S. CADBURY TRUST

National

Urban Trust, Birmingham

£10,000.00

West Midlands

Birmingham Young Volunteers, Lozells
Charities Information Bureau
Druids Heath Low Income Support Group
Handsworth Single Homeless Action Group
Osaba, Coventry, for administration and overheads
The Port '86, Hockley, for development
University of Birmingham, for research in multi-occupation

£26,464.00

SMALL GRANTS

International

Hurricane Gilbert Relief Fund

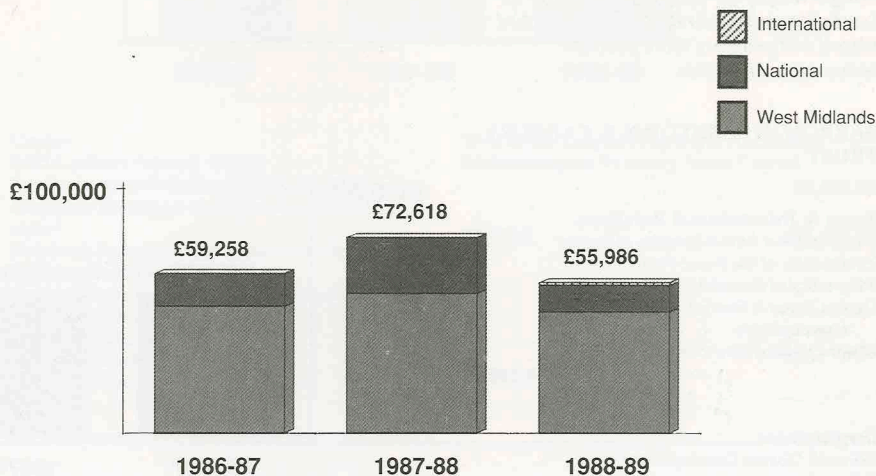
£1,000.00

West Midlands

Action for the Voluntary Sector
Afro-Caribbean Resource Centre Ltd
Aston & Handsworth Sports Day
Bilston West Indian Family Association
Birmingham Voluntary Service Council, for
Community Networks
City of Birmingham, Department of Recreation
Dudley Caribbean and Friends Association
Handsworth Employment Scheme
Handsworth Single Homeless Action Group, tools
Handsworth Single Homeless Housing Association,
for feasibility study
International Voluntary Service, for work camps
Iraqi Community Association
National Council for Voluntary Organisations, for
course
Sandwell Adventure Playground Association
St Basil's Centre Ltd
Anjuman E. Tablige community association, legal
expenses
Sierra Leone Bicentennial Trust

£7,781.73

TOTAL £45,245.73



BARROW CADBURY FUND LTD

West Midlands

Druids Heath Low Income Support Group
Koco Ltd

£9,740.00

SMALL GRANTS

West Midlands

Compulsory Purchase Action Campaign, Tipton

£1,000.00

TOTAL

£10,740.00

NORTHERN IRELAND

Trustees have continued to support schemes concerned with peace and justice in Northern Ireland - frequently with local Quaker participation. They also support projects which provide local employment; these are of an innovative nature, and can serve as models for the UK as a whole.

The Paul S. Cadbury Trust (pages 18-19) has supported neighbourhood development projects in Northern Ireland amounting to £54,995.

Common to all grants is the proviso that the project supported should encourage encounter, sharing and the building of bridges across the sectarian divide; or at least prevent the hardening of entrenched views, and promote more positive community identities.

BARROW & GERALDINE S. CADBURY TRUST

Peace & International Relations

Committee on Administration of Justice
Community of the Peace People
Fellowship of Reconciliation in Ireland
Quaker Peace & Service, Belfast Quaker representative
Ulster Quaker Peace Committee

£18,248.00

Employment

Belcoo & District Development Group
Belleek Community Association
CHK Estates Community Action Core Group
Derry Unemployed Workers Group, for salary
Farset Youth & Community Development Ltd, for premises

£21,500.00

Housing & Community Service

Centre for Neighbourhood Development Ltd

£1,500.00

Friends & Churches

Ulster Quaker Service Committee

£6,500.00

SMALL GRANTS

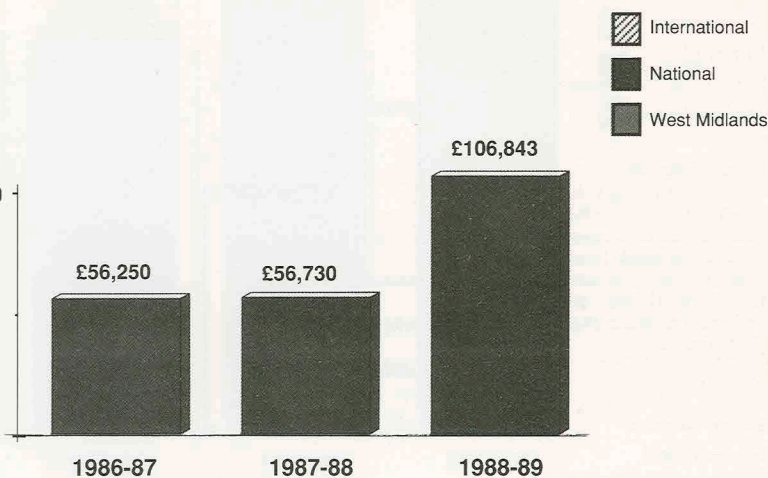
Northern Ireland Voluntary Trust
Northern Ireland PHAB

£850.00

TOTAL

£48,598.00

£100,000



BARROW CADBURY FUND LTD

The New Nation Ltd

£1,000.00

Neighbourhood Development Fund

Drumalane Community Association
Kesh and District Development and Community Association
New Lodge Community Family Centre
North Queen Street Family Centre
North Queen Street Recreation Centre

£2,250.00

TOTAL

£3,250.00

PAUL S. CADBURY TRUST

Neighbourhood Development
(listings on p 20)

£54,995.00

HEALTH, EDUCATION AND SOCIAL SERVICES

Major grants in this category will continue to be restricted, with Chapmans Hill School Farm (owned and managed by the Trustees) as the only substantial commitment.

When considering applications for Small Grants, the Trustees look for an element of advocacy as part of the project.

BARROW & GERALDINE S. CADBURY TRUST

West Midlands

Chapmans Hill School Farm
The Cotteridge Project, for Churches' scheme
University of Birmingham, oral communication course
University of Warwick, for child protection study
£32,250.00

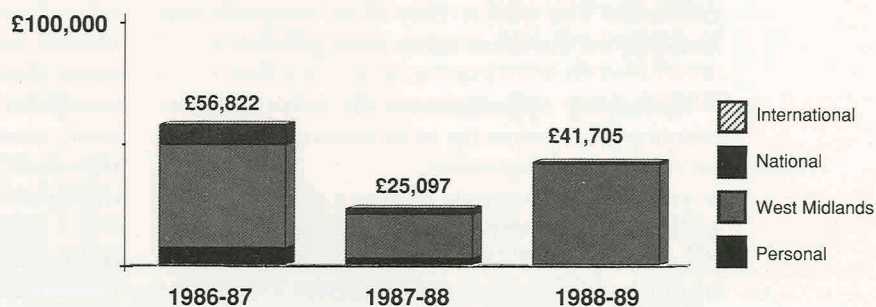
SMALL GRANTS

National

Association of Researchers in Voluntary Action and Community Involvement
£1,000.00

West Midlands

Asian Teachers Association
Breakthrough Trust
Caribbean Women's Association
Cotteridge Project



Crusaid
Edith Cadbury Nursery School
Family Action Information and Rescue, Midlands
Harambee Housing Association, for conference report
Holyhead Association for Community Help
Maypole Methodist Church
National Council for Research and Development in Multiracial Education
New Focus Theatre Company
Northfield Methodist Church
Shahid Udham Singh Welfare Centre

West Indian Peoples Progressive Association
Wolverhampton Voluntary Sector Council
£8,455.00

TOTAL £41,705.00

SOCIETY OF FRIENDS & OTHER CHURCHES

Continuing support is now limited to grants for particular aspects of Quaker work and witness. A major grant in 1988 was towards the premises of the new Stratford-upon-Avon meeting house.

BARROW & GERALDINE S. CADBURY TRUST

International

Friends World Committee for Consultation:
Africa Section
London Office
Travel Fund
£7,500.00

National

Friends House Parliamentary liaison post
£8,000.00

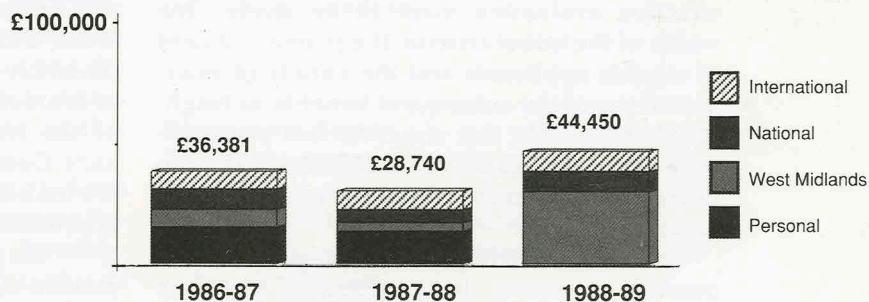
West Midlands

Stratford-upon-Avon P.M., Society of Friends
Woodbrooke College, for bursaries
£26,500.00

SMALL GRANTS

International

Swanbrook Friends Meeting, Ireland
£500.00



West Midlands

George Road P.M., Society of Friends
St Mary's, Selly Oak, Restoration Appeal
Selly Oak P.M., Society of Friends

£1,950.00

TOTAL

£44,450.00

A SENSE OF DIRECTION

PAUL S. CADBURY TRUST ANNUAL REPORT 1988-89

The death of Paul Cadbury in October 1984 occasioned a major review amongst the Trustees of what thereto had essentially been a charitable channel for his and his wife's personal concerns. The vision they then adopted was founded on the three main principles of:

- increasing opportunities for individuals to develop their capacity to contribute to the life of their neighbourhoods;
- enabling individuals to play a greater part in society by support for organisations and programmes providing a democratic role in community and neighbourhood issues;
- encouraging the effective functioning of neighbourhood systems so that people's voices are informed, representative, imaginative and effective.

In the subsequent period the Trust's grantmaking has focused on the eight programme areas outlined in last year's report and summarised at the end of these notes. The trends already discerned last year and summarised in the report's overall title of "Facing Realities" have been confirmed in the intervening period and it is time to assess how far the anticipated thrust of the next few years' work still reflects the vision of 1984-85.

Attempts to increase the capacities of individuals to make meaningful contributions to their neighbourhoods have primarily been centred within the Trust's Training Budget (£8,000 this year). Initially given a deliberately wide focus, it soon became apparent that this had to be narrowed if proper decisions and effective evaluation were to be made. The width of the initial criteria, the potential extent of eligible applicants and the variety of interpretations of the subsequent benefits to neighbourhoods made this clear. As last year's report suggested, Trustees remain committed to this approach and are ready to increase their financial outlay.

Further review over the past twelve months, however, has suggested that this budget should be directed at the development of more specific skills for an increasingly targeted group of community leaders. One example of this thinking was the significant support given to a diverse group of primarily West Midlands participants in the University of Swansea Seminar on Community Organising in the summer of 1988; another was a contribution to the Centre for Applied Christian Studies at Westhill College, Birmingham, to help

local residents look at the "Crisis in Communities" approach pioneered at the William Temple Foundation. It is likely that this concentrated focus for the Trust's Training Budget will be maintained. From within the mainstream budget a grant in this field was also made during the year to Fircroft College, Birmingham, to assist in orientating their work even more effectively in a community direction and Trustees hope to see the effects of this outlay over the next twelve months.

Support for organisations enhancing the democratic role in the neighbourhood is best illustrated, in terms of both financial outlay and staff time, in the continuing assistance to the National Coalition for Neighbourhoods and a new grant to help launch the Citizen Organising Foundation. The Foundation's first project will be established during 1989 and it is too early to forecast the outcome of an approach whose day in the United Kingdom must surely come. The National Coalition, on the other hand, has had an exciting and fruitful year culminating in the packed launch of its Manifesto for the Neighbourhood and its research group's study "Working Partnerships" (Bedford Square Press) - a report on how local authorities promote community development.

The effective functioning of neighbourhood systems is perhaps necessarily less exciting and the major Trust contributions in this field have been of the more prosaic nature of grants for training and information officers at bodies such as the National Federation of Community Organisations, the Councils for Voluntary Service National Association and the British Council of Churches Community Work Unit. The year has seen, however, continuation of Trust support for the "Easterhouse Resourceful Neighbour Project" and the launch of the Northern College/Sheffield Polytechnic's Community Operational Research Unit. We look forward to assessing the value of these approaches.

Maybe readers are aware of the Tasmanian epitaph:

*Underneath this pile of stones
Lie the remains of Mary Jones
Her name was Lloyd
It was not Jones
But Jones was put to rhyme with stones.*

Any rhyme discernible in the above review of the directions in which the Trustees' first principles have been followed is not put

forward by way of self-justification or pretty pattern making but rather in a spirit of assessing the practicability and the problems inherent in the adoption of any principles of practice. Given the statement in the 1983-84 Annual Report of the Barrow & Geraldine S. Cadbury Trust and the events in the intervening period, this is hardly surprising. It is even more true to say now what was said then:

"In traditional terms the role of charity has been seen to be that of helping the deserving poor. Among the present-day poor, it has been said (Ian Fraser, *"The Fire Runs"*, 1975, SCM Press), are the accommodating, the fawning, those who are aware that they count for nothing, those with no freedom to ask questions and make decisions who can only answer to questions and decisions levelled by others at them. Alienation, apathy, bewilderment and the feeling of not having a stake in the decisions which affect their lives pervade many groups in our society. It is, therefore, a most important task to try to increase the skills, powers and feelings of self-esteem among individuals and groups in order that they retain - or reclaim - their dignity and a worthier place in society...The general tenor of our society, and the reality of democracy, depend on informal structures promoting feelings of self-esteem, belonging and self-government."

Within the other programme areas the most significant features have been grants for the organisation Radical Improvements for Peripheral Estates and The Centre for Research and Innovation in Social Policy and Practice. The report on *"The Information Needs of Voluntary and Community Groups"* has been published by The Centre for Mass Communication Research at the University of Leicester and the study has already had some effect in bringing together groups to assist each other in this field.

There have been no major grants to local service agencies other than the Community Resource and Information Service in Birmingham. This reflects the elaboration in practice of the Trustees' declared policy to concentrate funding on projects which are likely to have more fundamental effects on neighbourhood development. Support for existing local agencies has been almost entirely directed through the continuing Neighbourhood Development Fund budget which maintains a thousand pound limit on grants.

In Northern Ireland the Trust's interest in the more rural areas outside Belfast was

shown more clearly in the pattern of the year's grant-making than hitherto and seems likely to focus mainly in the south-west. As part of this policy, support was also given to the pioneering efforts of the Northern Ireland Rural Association. It has been agreed that the pattern of the Northern Ireland programme should be reviewed more fully over the next twelve months.

Orienteering

The most significant and uplifting out-of-office activity during the year was undoubtedly the secretary's summer visit to the USA to attend a ten-day training course in community organising arranged by The Industrial Areas Foundation. He also took this opportunity to visit another training body, The Gamaliel Foundation, several neighbourhood organisations which follow these methods in three different areas of the country and Foundations with grant-making programmes in this field. Later he attended the half-yearly meeting of the Neighbourhood Funders Group of Foundations part of which was specifically devoted to issues of community organising.

It was very rewarding both in terms of professional development and understanding, enhancing the secretary's ability to convey to Trustees some of the unique and important contributions which community organising can offer, and also in terms of personal spiritual and practical growth. It is hoped that some of the contacts made during these visits may be useful in future months in helping to develop the understanding of community organising in the United Kingdom.

Programme Areas

The eight programme areas of the Trust are:

- Local Development Experiments
- National and Local Support Organisations
- Training Grants
- Research and Investigation
- Local Resource Agencies
- Local Development Agencies
- Community Arts (two or three West Midlands projects)
- Northern Ireland cross-community neighbourhood projects (Belfast and Fermanagh)

NEIGHBOURHOOD DEVELOPMENT

Paul S. Cadbury Trust support is concentrated on a few national support organisations in this field and on neighbourhood development projects in the West Midlands conurbation with particular interest in outer-ring estates. Within this focus current priorities are training and development programmes for neighbourhood groups; local resource agencies; local support organisations such as tenants federations; and neighbourhood development experiments.

Small grants are made from a Neighbourhood Development Fund budget (maximum grant £1,000).

Northern Ireland grants are listed below. Payments are incorporated in the block chart covering all Northern Ireland expenditure, on page 16.

PAUL S. CADBURY TRUST

National

Centre for Research and Innovation in Social Policy
Citizen Organising Foundation
Community Operational Research Unit, Northern College
Community Work Resource Unit, British Council of Churches
Councils for Voluntary Service National Association
Easterhouse Resourceful Neighbour Project
Evaluation Planning Group
Ministries in the Community, United Reformed Church
National Coalition for Neighbourhoods
National Federation of Community Organisations
Radical Improvements for Peripheral Estates

£78,727.50

West Midlands

Birmingham for People
Birmingham Voluntary Service Council
Centre for Mass Communication Research, University of Leicester
Charitable Organisations Information and Communications Exchange Trust
Community Projects Foundation
Community Resource and Information Service, Birmingham
Community Resource and Information Service, Coventry
CRIS Community Arts, Coventry
Fircroft College, Birmingham
Sandwell Council for Voluntary Service
West Midlands Charities Information Bureau

£45,484.71

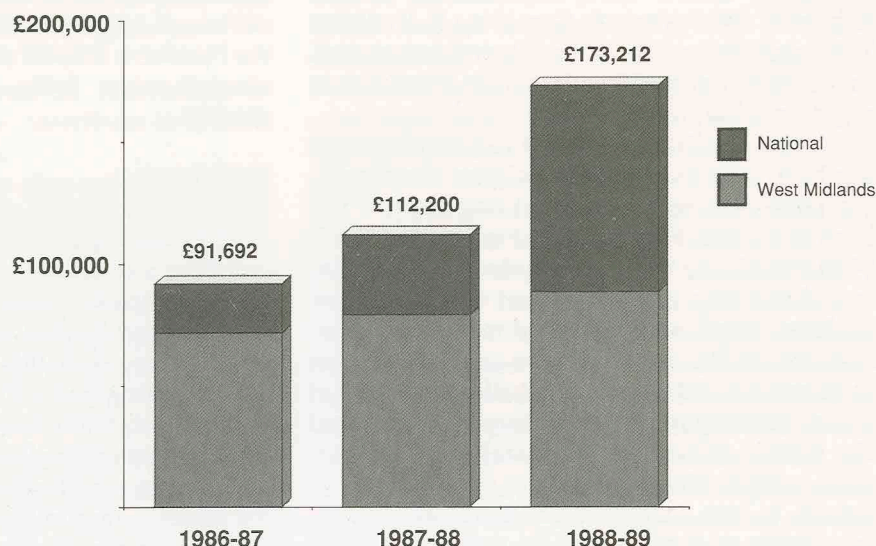
Neighbourhood Development Fund, West Midlands

Balsall Heath Residents Action Group
Birmingham Voluntary Service Council
Cannon Hill Trust Ltd
CRIS Community Arts
Kilby & Lighthorne Project, Ladywood
Ley Hill Primary School
St Andrew's Church, Stirchley
St Luke's Church, Chuckery
West Bromwich Baptist Church

£4,965.00

Training Budget, West Midlands

Art-Link, West Midlands
Balsall Heath Association
Birmingham Volunteer Bureau
Centre for Applied Social Studies, University of Swansea
Citizen Organising Foundation



Community Activists Training Exchange
Evaluation Planning Group
Hall Green Special Needs Support Fund
St Christopher's Community Centre, Dudley
University of Birmingham
Westhill College, Birmingham
Woodway Park School & Community College, Coventry
Workers Educational Association, Birmingham

£6,933.69

TOTAL

£136,110.90

BARROW CADBURY FUND LTD

National

Association for Neighbourhood Councils

£6,000.00

West Midlands

Birmingham Association for Neighbourhood Councils
Community Resource and Information Service, Coventry
Community Forum

£25,000.00

Neighbourhood Development Fund, West Midlands

3 Estates Residents Board
Bewdley Festival
Druids Heath Tower Blocks Association
Fellowship of Reconciliation
Heartlands Residents Action Group
Koco Ltd
Moor House Residents Association
Moseley Society
Squirrels in Need, Halesowen
Sutton Arts Theatre
Welsh House Farm Community News
West Midlands Community Development Group
Windmill Tenants Association

Wyrley Birch Residents Action Group

£5,350.70

Training Budget, West Midlands

Gloucester Tenants Federation

£750.00

TOTAL

£37,100.70

PAUL S. CADBURY TRUST

Northern Ireland

Alliance-Ardoyne Summer Playscheme
Bannagh Community Project
Belfast Women's Education Project
Belfast Women's Information Centre
Benburb Youth and Resource Centre
Churchtown and Area Community Association
Cornerstone Community
Lough Shore Community Development Association
Mullaghdu Community Association
Newtownabbey Women's Group
Northern Ireland Rural Association

£45,500.00

Neighbourhood Development Fund

174 Trust
Alliance Ardoyne Summer Playscheme
Ballybeen Women's Centre
Belcoo Community Association
Centre for Neighbourhood Development, Belfast
Crescent Nursery Group Project
Enniskillen Together
Jack and Jill Playgroup, Plumbridge
Tempo Historical Society
Workers Educational Association, Belfast
Workers Educational Association, Northern Ireland

£9,495.50

TOTAL

£54,995.50