

**Barrow & Geraldine S. Cadbury Trust
Barrow Cadbury Fund Limited**

REPORT FOR THE YEAR 1992 – 1993

Barrow & Geraldine S. Cadbury Trust

Barrow Cadbury Fund Limited

Report for 6 April 1992 to 5 April 1993

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TRUSTEES, DIRECTORS & STAFF, 5 APRIL 1993

BARROW & GERALDINE S. CADBURY TRUST

Founded 1920, its deed empowers it to make grants for charitable purposes.

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

BARROW CADBURY FUND LTD

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 Barrow & Geraldine S. Cadbury Trust. Chapman's 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

AUDITORS

Neville Russell
Britannia House
50 Great Charles Street
Queensway
Birmingham B3 2LY

SOLICITORS

Wragge & Co
55 Colmore Row
Birmingham B3 2AS

STAFF

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

Eric Adams
Deputy Secretary, Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Limited

Dipali Chandra
Assistant Secretary, Barrow & Geraldine S. Cadbury Trust and Barrow Cadbury Fund Limited

Doreen Brandreth
Office Secretary

Pamela Robson
Office Secretary

Moira Westmacott
Office Secretary

Pat Weaver
Finance Secretary (part-time), Company Secretary, Barrow Cadbury Fund Limited, and Chapman's Hill School Farm Limited.

FOREWORD

AN ANNUAL REPORT reviews a year well past its conclusion, so those who write it are in transition between "then and now": there can be a tendency to anticipate events technically outside the period under review.

1992-3 saw a period of varied world problems: Europe in turmoil from Germany to the Balkans; Russia trying to adjust to its latest revolution; and an election in the USA which brought back the Democrats after 12 years of Republican government. At home - and indeed worldwide - recession is biting deeper and unemployment rises relentlessly, passing the three million mark by late February.

As a Trust we are embarrassed by our limited room for manoeuvre; for the second year running our income has shrunk in real terms. Mercifully, inflation is not now at its former rate, but it is still there and we are powerless to cushion its effects. The needs of grant-receivers get greater as the current government policy of slashing its grants to local authorities curtails onward grant-making to the voluntary sector, which inevitably increases calls on the Trust/ Foundation world. We are having to say "no grant" or less grant much more frequently than we like. At the same time we are unable to make more than token payments in the sort of emergency situations that erupt such as famines and wars, since the bulk of our income is already committed. Major payments, which are set up to run for say three years, take time of themselves to organise; this year we have had to

reduce the size and the number of new grants and refuse a greater number of otherwise appropriate applications in order to come somewhere near to balancing our budget.

The Trustee body remains unchanged: it is still very active and quarterly Trustee meetings are well attended and lively. Contact between the officers and individual Trustees in the intervals is regular and useful with the Chairman spending one day each week in the office. As the Trustees in the main live at a distance from Selly Oak, this has been the pattern for the past nine years.

The loyal and hard working staff also remains unaltered but this is the last Report in the mode just described: change is in the air. Anthony Wilson, Trust Secretary for the past 24 years, having earlier signified his wish to do so, will be retiring on 20 April 1993 when he is 60. His contribution, not only to the Trusts he has served so admirably as virtually the first paid administrative Secretary but to the wider foundation world, is impossible to quantify; his foresight, wisdom and steadfastness have guided our affairs through good times and not so good and he has taught a lot of people beyond 2 College Walk what co-operation and innovation really mean. Seekers after Trust support - whatever sized grant they are looking for - have all been treated with equal warmth and understanding and often the advice and counsel offered along the way by Anthony has, I suspect, been of equivalent or greater value than the

size of the grant. The office will not be the same without him, but he leaves behind very sound foundations which he has helped to build and Trustees are very mindful of their profound debt to him over nearly a quarter of a century.

Eric Adams will take over from him as Director of the Trust, and Administrator of the Barrow Cadbury Fund Ltd, along with the Paul S. Cadbury Trust, and Dipali Chandra will be his assistant; the secretarial staff will remain unchanged.

At the same time there will be a

new Chairman of the Barrow & Geraldine S. Cadbury Trust and the Barrow Cadbury Fund Ltd: Charles Cadbury, who has chaired the Paul S. Cadbury Trust for the past few years will take over from me shortly after Anthony Wilson's retirement and I shall occupy a new post of Deputy Chairman. To mark this pivotal point we have broken with tradition, and offer our readers a photograph of the team before it alters.

Catherine R. Hickinbotham
Chairman



BARROW & GERALDINE S. CADBURY TRUST 1992 – 1993

Back Row (from the left): Pat Weaver (Finance Secretary); Dipali Chandra (Assistant Trust Secretary); Moira Westmacott (Office Secretary); Doreen Brandreth (Office Secretary); Pamela Robson (Office Secretary). Front Row (from the left): Anthony Wilson (Trust Secretary); Catherine Hickinbotham (Chairman); Eric Adams (Deputy Trust Secretary).

SECRETARY'S REPORT

IT HAS BEEN A HARD YEAR. For the first time since 1969, grants paid have been less than in the previous twelve months; and for the third year running, expenditure has exceeded income, whether this is measured as cash received or return on capital. Economic travails at a national level affect not only the level of applications [more], but also Trust income from its investments portfolio [less]: the overspend is a result of both.

The grants review, below, offers a longer perspective on expenditure and income over the most recent decade: a proper balance between the two, taking one year with another, can only be achieved if there is a willingness to apply pressure to the brake as well as to the accelerator.

It is always harder to exercise judgement between competing causes when available income is in decline than when it is on the increase. Three factors call for rather different assessments in this situation:

- how high a premium should be put on innovation and risk when it can be the very survival of existing projects and agencies which is at stake?
- Should the Trust shift its stance in the pro-active-re-active grant making spectrum? The repercussions of even a minor change can spell major problems for some, as well as relief to others.
- identifying those marginal situations where Trust grants can be effective calls for knowledge of the subject-area as a whole, as well as the relevant agencies in particular. Trustees and staff alike need to draw on the expertise of their colleagues in the field as

they exercise their judgement.

These three issues affect all the agencies and individuals who are concerned with contributing resources to the voluntary sector. However, a charitable foundation can formulate its response with an inestimable advantage: there is no higher claim on its funds than to support its chosen constituency.

In exercising their judgement, the trustees must weigh the benefits of the various options open to them – including the spending of current capital, on which future income depends. The foundation's proven commitment to a range of issues, as well as agencies, should allow for positive, open debate within the decision-making process, even in a context of reducing expenditure on grants.

This is a sober note on which to conclude the last of my twenty-four years in the service of the Trust. They have been years of exhilaration, with the Trustees always expecting their staff to turn challenges into opportunities: my colleagues and successors will continue in this tradition, since we know no other. Working with the Trustees – as individuals, as a board, and as a family – has been a privilege which no conventional assumptions about 'career development' can come near to encompassing. Any expression of gratitude will seem formal, especially when it appears in print some six months after the date of retirement; let it suffice that, for me, the experience of working at 2 College Walk since 1969 has brought rewards beyond any that I could have imagined. Thank you.

AW

ACROSS THE YEARS

Anthony Wilson has prepared annual reports since he joined the Trust in 1969. Browsing through these, three strands are apparent. There is a superficial history of the Trust; there is the evolution of the reports themselves - from a private rendition to the Trustees, to a public listing of all grants; and there are the comments of the writer. The extracts which follow are a shortened selection of Anthony Wilson's more personal commentaries, bearing as they inevitably do on Barrow & Geraldine S. Cadbury Trust policy and the format of the annual reports. [Until 1990, these covered the Paul S. Cadbury Trust as well.] This very partial presentation of the Trust's recent history is included by Anthony Wilson in this annual report to mark his retirement on 20 April 1993.

AW's ministrations began in 1969 as they ended in 1993: with a deficit. However, this caused no apparent concern to the chairman, Paul Cadbury; he was confident that the surge in income following the merger of the family firm with Schweppes would cover for the enthusiasm of the new secretary. [He was right; and Eric Adams was recruited in 1972 as assistant secretary to help spend the surplus.]

The first report covered the two years April 1969-1971, and was written for Trustees only. Its listings of grants identified new agencies which are with us yet - Third World First [now the New Internationalist]; Norman House, with an inevitable reference to Merfyn Turner who died in 1992; the Winson Green Families Centre - first of its kind; the purchase of Windmill and Waseley Hills for a country park, with intimations of Chapmans Hill School Farm; research at Birmingham University on baby battering. Supporting comment on the grant to the Runnymede Trust bears repeating:

'...the housing shortage for new immi-

*grants became still more acute ... Coloured workers found accommoda-
tion in the older housing in the north-
ern belt of the city. Competition for
scarce resources - housing, school and
hospital places, social amenities - exac-
erbated latent racial tensions; and the
Runnymede Trust employed Augustine
John, a young West Indian, to produce
a report from a black immigrant view-
point ... The Trust made a grant to
Runnymede ... and drew on his obser-
vations in determining its own poli-
cies.'*

The narrative reflects first impressions on working for the Trust, with the occasional comment that has more interest with hindsight than at the time. 'There is no UK organisation comparable to the Council of Foundations in the USA to which the major trusts are affiliated.' 'There is a case to gather together the staff or trustees of West Midlands Charities.' 'Two years in an office such as this provides more opportunities for asking questions than drawing conclusions... Unspent income, closer links with central and local government

thinking, problems of disengagement from sponsored schemes, stronger links with other trusts ... the search for new initiatives is putting a heavy strain on staff resources.'

The final paragraph was more cheerful. 'Our family often wonder how fairy tale idols manage to live happily ever after, quite so quickly after such traumatic experiences. Even with such constant support as I have received from Trustees, and PSC in particular, I doubt if any trust administrator ever reaches the stage of living happily ever after: he can't afford to find the world is passing him by. Keeping ahead of developments, rather than just abreast, makes for a challenging job ...'

The next report, for 1971-1973, was duplicated for a restricted circulation beyond the office. It opened with what is now a familiar plaint. 'How should a charitable trust account for its activities? And to whom? Governments are answerable to the electorate; company directors are answerable to their shareholders ... The professional ethic which guides trustees and staff is rarely understood by the public. Trustees [and staff] can find themselves viewed as quasi-deities [of the kind which operate from machines], with one attribute at least being that they move in mysterious ways.'

Grants were now reviewed by categories, rather than individually. 'Community and Race Relations.. a new heading. Two years ago, the "race relations" element of eg. twilight areas in Birmingham would have been classified under Housing ... [Trustees observe] that discrimination on grounds of colour is a fact of life in

British society, irrespective of eg. urban deprivation. The native British are a very long way from accepting that a black or brown man has equal rights to a white, even if he has a Brummie accent.' 'A potent factor in racial tension is the content and administration of immigration regulations ... Equally topical is the way in which EEC countries have come to rely on migrant labour, and the implications which this has for the pattern of economic development.'

A growing number of agencies in the race field were receiving grants. 'Within the spectrum [of ideologies] there is infinite variety: a "Christian liberal" worker proved temperamentally unsuitable; a West Indian parent-generation organisation, deeply concerned about wayward youth, cannot keep financial records; the wayward youth group have the best kept books of all ...'

Under Social Service, there were intimations of evaluation: 'In the trust office, we hope to learn from our "mistakes": but knowing which decisions were mistakes ... could be the subject of further consideration.' Successful grants prompted the comment that 'inspiration is needed as well as administration' and the report identified how networks provide grant-making opportunities. 'The success of the Sudan peace negotiations [the Fund provided the fares for belligerents to meet before the Addis Ababa summit which led to the Accord in 1972] led to much closer involvement by AW in Sudanese affairs, and these in turn have led to contact with the ITDG, U.N. agencies, the Foreign Office, and Sudanese organisations. Trustees have

chosen to follow the option of extended engagement, rather than early withdrawal because of the risks of over dependence on a single source of funds. It is a decision which makes the office's work stimulating and rewarding.'

The report concluded: 'We hope that applicants, and recipients, will regard the Trust as a partner and not a paymaster in a shared venture.'

After 1973, reports were printed for public consumption, and covered a further two year period. Growing numbers of applications preceded this decision.

The 1973-5 report noted that 'every applicant should have an individual reply, couched in a tone which will encourage the applicant to continue his search past "C" in the Directory of Grant Making Trusts.' Inflation meant 'accepting that some continuing obligation towards projects assisted some years ago may have to claim priority over dramatic new initiatives.' Local authorities were cutting their grants to voluntary organisations: 'Living in a state of peace with local authorities is not in itself at the top of Trustees' list of priorities: but a respect for their statutory powers and financial limitations is essential if satisfactory working relationships are to be maintained.'

There were now eight grant headings. 'It would be difficult to operate a system which anticipated precisely what proportion of expenditure should be devoted to each category ... especially as the element of innovation may involve a straddling of lines of demarcation.' Grant recipients were listed, but not the amounts: 'if readers would like further information, we suggest

that they contact the organisation itself, which can place the grant in its proper perspective in its reply.'

Under 'Peace', the Sudan initiative was running dry. In 1973, 'the Secretary was released to act as an advisor ... By 1974, it was apparent that the ratio of external advice to internal resources had made this particular function less than pressing,' and the Trust paid instead for a case study of successful mediation.

Race Relations again stimulated reflections on what grants are for. "Black groups have a series of choices...[a] They can accept the role prescribed to them ... until they learn to play the system... [b] They can join any of the various groups on the political left ...[this is 1975]

[c] They can challenge existing institutions to accept Black people ... with the same rights as native Whites.'

'... In accepting the third approach, Trustees accept that beliefs honestly held by eg. local authorities and chief constables will be challenged by groups receiving support from the Trust ...'

'Trustees owe much to the staff of Towards Racial Justice [led by Darcus Howe] for the time they spent with the Secretary, explaining their refusal to play the role of victim in applying for financial assistance. This insight can be applied in Trust relationships with all applicants ... a stimulating series of confrontations with our own liberal assumptions - which may now be more solidly grounded than before.'

On immigration: 'The current episode in British history, when barriers are deliberately erected against UK passport holders [from Kenya], is likely

to be viewed with shame if our civilisation's best values survive our current difficulties.' 'How to overcome discrimination against West Indians, Africans and Asians living in this country has nothing to do with immigration control ... It will not be many years before the majority of non-white people in this country will have been born here.'

On the Churches: 'Trustees' future interest is likely to centre on the part which Black churches can play in raising levels of consciousness: among White churches, of their existence and vigour; and among their Black members, of opportunities for service.'

Grants under Social Service were used for staff appointments. 'One of the strengths of the voluntary sector should be that it is not restricted by people's academic attainments when making appointments ... Insisting on the same qualifications as does a statutory agency can reduce the innovation factor.'

The report's conclusions were generally hopeful. 'All trusts must find themselves refusing many more appeals than they can accept ... Contrary to their public image, trustees are not groups of inverted Micawbers, always waiting for something to turn down; more frequently, they are looking for imaginative proposals which they can support.' 'Other criteria than those which the Barrow & Geraldine S. Cadbury Trustees apply have equal value in determining a trust's response, and applicants should have assistance in finding a source of funds sympathetic to their cause.'

The 1975 - 77 report has a more confident tone. [There was also a small

over-expenditure both years.] It opens on a pragmatic note. 'Annual reports of voluntary agencies frequently contain a note of thanks to charitable trusts. Annual reports of trusts, in turn, contain lists of grants made to voluntary agencies. Both statements can easily conceal two aspects of the relationship...

[i] No mention is made of the frustration experienced by the applicants as they took their case from one trust to another ..

[ii] The trusts need beneficiaries as much as the applicants need the money, since trustees are bound by law to spend their income through making grants. Any gratitude felt by the recipient should be of "my compliments to the chef" variety ...

'The Trustees hope that this report will help applicants to decide whether to apply ... [and explores] the assumptions and uncertainties which affect relationships between trust and recipient. The trust must ensure that the application clearly sets out the project's own priorities and objectives. Two consequences flow from this approach. One is that the dreaded strings need not materialise, as it is the applicant who has determined the terms of the grant. The second is that the trust shares the applicant's commitment to the goals of the project ... The Trust takes seriously its obligation to provide the equivalent of an after-sales service'.

There followed a warning note. 'The preference which many trusts have for "pump priming" grants can easily lead to initial funding at a level which cannot be sustained: so the beneficiary has

first to cope with the growth engendered by the grant, then endure the uncertainties surrounding the search for recurrent funds, and then possibly the tensions of retrenchment as the initial funding is concluded.'

The Peace and International Relations section referred, unusually, to two grants not made. '*Refugees [from Zimbabwe] in camps in Mozambique had left their homes to join the liberation army... It was decided not to make a grant, knowing that an opportunity to develop a friendly relationship with the liberation movement has been missed.*' [Robert Mugabe had come to the office in person, and presented a case for support exactly in line with the Trust's own precepts.] In Belfast, '*a novel approach helping paramilitary organisations to undertake community work ... arising from the care which they gave to families of detainees and prisoners ... came to nothing*' [except a nightmare to AW a few days later].

A longer comment on the new Peace Movement in Belfast opened on a cautious note: '*It was important for it to be rooted in Northern Ireland people's experience, not English money.*' Although '*temporary assistance was given. Trustees came to question its effectiveness: it gave no credit to others who had been working before them; by accepting large sums of money, it placed itself in a position of power over local groups; ... its use of the media could put other people at risk ... Its future will depend on the support which it can generate in Northern Ireland.*'

Experience in the field of Race Relations led to written evidence to the

Commons Select Committee then sitting. Its peroration did not feature in the Committee's final report: '*The Trustees believe that our democratic institutions need to be challenged now by [black-led] groups which are able to express their vision of an open society; drawing on a mythological past when discrimination did not exist ["the traditional tolerance of the British people"] provides no foundation for a Britain which must learn to live [as] a multi-racial society.*'

The Trust's own report noted that '*the Trust is acting outside the boundaries of White consensus politics ... Its grants [to black self-help groups] are not necessarily "pump priming", as they have to continue much longer than they would to main line voluntary agencies ... There is a political edge to self-help through this perspective.*' '*A black teenager is as likely to be questioned by police when returning home from a prayer meeting as from a youth club.*'

The major management issue for Birmingham Interpreting and Translation [BIT] in 1975 sounds familiar nearly two decades later; '*whether an agency like this can or should be self-supporting from fees, or needs a regular subsidy...*'

For race relations as a whole, '*Neither Trustees nor staff are so certain of the consequences of their grants that they wish to be dogmatic about their purposes. This is an area of activity as unfamiliar to trusts as it is to immigrants and the native British: it is the Trustees' hope that their independence enables them to act not in the spirit of irresponsibility, but explo-*

ration and innovation.'

It was a Trust grant which enabled the first rape crisis centre, in London, to provide round-the-clock service. Its existence is 'generally welcomed by statutory agencies. The exception is Scotland Yard. Their opposition seems to be that the Project does not report all assaults to the police, as a matter of routine policy. The Trustees, who are marriage counsellors and GPs as well as magistrates, agree that for the Project to do this without the consent of the victim would offend the code of confidentiality; given the low rate of conviction, and the fact that half the victims knew their attackers personally, a low rate of reporting is almost inevitable.'

The report recognised that grants are made in controversial areas, but the way in which the Trust intervened did not contravene the Charity Commissioners' guidelines. *'It is fortunate that neither the draftsmen of the Elizabethan statute, nor the architects of its Victorian interpretation, saw fit to inhibit charitable activity along these lines.'*

Concluding thoughts were rather random. Reacting to applications *'has the advantage of keeping the Trust in touch with groups which are thrusting at the frontiers ... This is open to the risk of restricting grants to some old boys' network: the counter must be openness to ideas and proposals from whatever quarter.'* *'Lack of crystal balls means that [Trust] judgement is as fallible as anyone else's. A constant stream of "successes" may be indicative of an unduly cautious approach.'* *'Financial support should have the*

effect of liberating the receiving agency, not controlling it' *'Of one fact we are certain: the quality of the Trust's work is in large measure a reflection of quality of the applications which it receives.'*

The next report covered the three years 1977-80, and quickly sounded an uncertain note. *'Predicting the economic fortunes of this country is beyond the powers of the Trustees. But what is certain is that the next ten years will not be like the last: for in addition to inflation and public expenditure cuts, there will be a growing number of people whose prospects of employment are becoming increasingly uncertain ... [It] will take time to adjust to perhaps one quarter of people under 25 being unemployed... The fact of unemployment will permeate every area of interest to Trustees.'* The introduction concluded: *'The growth of unemployment, and the social tensions which will probably come with it, are likely to generate voluntary activities whose charitable status is uncertain under the law. The importance of the role which the [non-charitable] Barrow Cadbury Fund Ltd can play is likely to grow accordingly.'*

These were the years when efforts were made to achieve a constitutional settlement in Zimbabwe, and various grants were made to those involved. *'The main credit for the ultimate success of the Lancaster House negotiations must surely rest with the Zimbabwe electorate.'* [One of the emissaries from Zimbabwe helped by the Trust has subsequently emerged as a double agent for the old regime, whose murder is now attributed to the government security forces. AW has identified

at least three other applicants for funds as likely agents of governments.]

The Race Relations portfolio continued to grow, but in different directions. *'Grants will shift away from support for local groups providing services ... Nearly all the groups assisted now receive by far the larger part of their income from statutory sources ... The challenge now is to avoid becoming the permanent providers of services which ought to be the responsibility of the statutory agencies.'*

Relations between the police and Afro-Caribbeans in Handsworth were at a low ebb. *'School children and university students, employed and unemployed, Rastafarians and members of strict churches - all speak of tensions on both sides which result in insults and violence.'* Grants were made to All Faiths for One Race [“Talking Blues” edited by the then director Clare Short] and to Cranfield Institute [“Shades of Grey”], to describe and prescribe, and there was no riot; instead, it was Southall where violence erupted. *'The decision to allow the National Front to hold an election meeting; the strategy adopted by the police; the treatment of events by the media; and the reactions of successive Home Secretaries - all combined to confirm a bitter realisation that, in the eyes of the British state, Asians are an alien group whose right to go about their daily lives counts for less than the right of the National Front to hold what proved to be a private meeting.'* The Barrow Cadbury Fund Limited met the cost of the only enquiry into what happened at Southall that April afternoon: it was published by the National Council of

Civil Liberties, edited by its general secretary Patricia Hewitt.

'Tolerance of differences at a personal level is becoming accepted ... But this mood is by no means always reflected in Parliament or the courts, and change at this level is likely to come when Black people have taken the political initiative. The Trustees can only wait and see, and try to help where best they can.'

Policing surfaced again under Penal Affairs. *'There is much concern at present about what are the priorities in policing ... Discussion is frequently hampered by allegations about the personal and political good faith of the proponents of alternative viewpoints...'*

Uncertainties persisted to the end of the report. *'The borderline between what is appropriate for the Trust to report, and what properly falls to the [grant] recipient to account for and explain, is by no means clear; it is the Trustees' view that the amounts actually paid to recipients should not be quoted in detail.'* It was another nine years before this changed.

The next three year report for 1980-83 was the last of its kind. It quoted the new statement on race relations which applied to all grants; and demonstrated some unease about reporting in general. *'The extent to which endowed foundations are accountable for their grant-making may become a subject for public debate in the years ahead... The Trustees hope that any codes of good practice will include the need to report publicly - though the actual content of such reports is likely to vary quite widely.'*

1983-4 saw the first single-year

annual report. Its layout was rather tentative, and not repeated; but it did set the precedent for a particular theme each year. Neighbourhood Development was Eric Adams' topic, and AW's contribution was two rather thin slices around a substantial filling prepared by EA. The peroration was constrained: *'the growth of forced leisure through unemployment does not produce any increase in community self-help, especially for those for whom the recession means greater poverty in addition to their exclusion from the public body politic. "Motivation without the bus fare leads to ever deeper frustration", as one community worker expressed it. The Trustees know that they cannot provide the motivation: but in so far as it is within their means to provide the bus fares, they will continue to search for ways in which they can help people to travel hopefully.'*

The 1984-5 report was dominated by its tribute to Paul S. Cadbury, who died in October 1984 after a distinguished career which included chairing the Trusts since 1959. He remained active to the end of his life, and the theme of the report - relations with the government - was one which was often discussed in the office. *'The income of a charitable foundation is private, but how it is spent is of public concern ... Foundations' income is tax exempt ... and by placing the capital in trust, the original benefactors [who included PSC, and other Trustees] are openly stating that this accumulated wealth is to be used for public benefit. Both aspects place trustees in an ambiguous position vis-a-vis the elected govern-*

ment of the day - which has a much stronger claim to represent the "public interest" than do foundation trustees.'

After formulating the Trust's independent stand, the report offered its own observation: *'Although the public's perception of the major foundations can easily include them in the "Them" category, the Trustees' own perception of where they stand could best be described as on the side of those who are most directly affected by poverty, unemployment, racial discrimination, inadequate housing, criminal behaviour, and the apathy and alienation which all these can cause.'*

Following quite a prolonged castigation of MSC schemes for their inadequate funding of voluntary agencies - *'Trustees prefer to look upon their income as potential seed money, rather than a series of ha'porths of tar for under-funded government schemes'* - there was not so much a manifesto as a lament. *'The financial resources of the Trust are only sufficient to be effective at a limited margin. The Trustees accept that it is for them to decide where that margin lies: they do not expect the government to take account of the effects of its policies on foundations. [But] it is the will to self-help ... which the government's policies are damaging. For the Trustees - though not perhaps for their beneficiaries - it is a novel and dispiriting experience to recognise that in their efforts to contribute towards a more open and equitable society, they can no longer assume a common purpose with the elected government of the day.'*

The 1985-86 report picked up where the previous report had conclud-

ed. 'On the morning after the first night of rioting in the Lozells Road area of Birmingham in September, the Trust chairman [Catherine R. Hickinbotham], auditor and secretary had their annual meeting in the City of London to review the Trust's income and investments. It had been a good year for the Stock Exchange It took only two hours to travel from the smouldering ruins on the Lozells Road to the quiet confidence of the City. The best efforts [of the Trust's fund managers] could not enable the Trust to bridge the gulf between the public poverty which fuelled the riot, and the private wealth which generated the Trust's income.'

'When the riot came, it was a shock but not a surprise. The message of the disturbances was as confused as the events themselves, but the theme which the Trustees chose to address in their aftermath was that sense of exclusion from the public body politic which compounded furious protest and destructive criminal activity.' 'The obstacles to full participation by black people rest with institutions controlled by white people: and changing these means that the Trustees must look to themselves and the networks within which they operate.'

The Penal Affairs section still sounds familiar. 'The Trustees share the same perplexities as everyone else about the prevention of crime. However, the prevalent notion that "the public" is becoming increasingly concerned seems to be a false starting point, as it is that same public which commits the offences: the Trustees will be more interested in opportunities for members of the public to share respon-

sibility for coping with crime, preventing it when possible and making good the damage which it causes ... The shift of policing priorities, from law enforcement by consent to maintaining public order through the use of firearms, can only damage the prospect of co-operation between police and public.' 'The Trustees can see a grave danger of criminal justice issues, reduced to simplistic slogans, becoming the subject of populist political argument. They will welcome a new interest in penal affairs which will address the current distortion and misdirection of resources, and will continue to make grants which will foster this debate.'

The conclusion entered dangerous territory. 'Trustees see themselves in the business of helping communities gain self-confidence, not in the business of stopping riots. The rapid growth of unemployment is a social phenomenon, as well as an individual experience: and the price is being paid at the community level, as well as within households. In assisting those same communities to regain their capacities for confident collective action, the Trustees accept that there may sometimes be explosive side effects ... Responsive government depends on a public which expects to participate in local and national affairs.'

The 1986-7 report switched emphasis from social policy in the UK to the Trust's "Peace" portfolio. The connection between the two is recognised: 'Peaceful relationships must be rooted in a shared understanding of social justice ... Understanding the demands of social justice can call for prophecy [and prophets may not be peacemak-

ers]; conflict resolution calls for reconciliation.' Most of the text consisted of overviews of grants relating to international arms control, with references to local mediation and peace education at the end. 'Many conflicts within neighbourhoods are unlikely to be resolved by identifying individual offenders: what is needed is a mediation service which can help all parties towards a resolution. The Newham Conflict and Change Project ... sees its role in a context of social change - not a return to an idealised village green which has since been concreted over.' 'Many of those who are most vocal in their condemnation of the violence of modern youth are also those who are most opposed to peace education in schools.'

Joe Montgomery had joined the staff in 1986, and was responsible, with AW, for most of the text of the **1987-88 annual report**. Its theme was employment, and urban regeneration: 'contrary to the emphasis which is sometimes placed on improving land and property values, grants are intended to reflect the needs of inner city residents'. 'Trustees prefer to back innovative schemes where the prospect of early viability is too risky for public sector funding. Hence the pragmatic development of an empirical policy, which seeks those margins where payments of some thousands of pounds can make a difference ... The Trustees hope that the wealth and skills in the national economy will be directed to providing realistic and equitable work opportunities for all.'

By 1989, there had been two years of over-expenditure, so there was pres-

sure to keep spending within income. 'It may be open to debate whether a prayer offered by trustees at the opening of their meeting 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."

'The Trust should be seen to stand for principles and ideals which are greater than its limited resources ... 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.' 'The trust needs to find a balance between clearly focused topic guidelines, and a readiness to respond to the application whose originality prevents it from fitting into such preordained categories.'

After presenting the new policy of 'fewer but larger' main grants and a distinct Small Grants portfolio, the report concluded on a Biblical note. 'What if St. Peter had 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 sec-

retary explaining that yes, the application would be placed before the Trustees who would reach a carefully considered decision ... The apostle was able to make a gift greater than any money could secure: the man went away cured.

'While the 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?'

The report for 1989-90 showed two innovations. It was pocket-sized, for easy reading by commuters; and it quoted the exact grants to each recipient. In his shortest ever introduction, headed "Accountability and Accounting", AW presented the rationale for past and present practice. 'The earlier "block" figures [were not intended] to conceal, but to emphasise that the report is trying to describe the policy of the Trust - not give an overview of the activities and finances of recipients.' Under the new presentation, 'does detailing grants provide the kind of accountability which the White Paper [on charity administration] seeks to promote? It is hard to see how Trustees can be publicly accountable for the decisions to give £x to agency A, as against £y to agency B, but it is proper that they should explain the principles which they are following in their grant making...'

It closes with an echo of the first annual report, twenty years earlier. 'We hope that the Association of Charitable Foundations will be able to engage in dialogue with government on these points, and convert the dialogue into a

more general debate which will benefit donors and public alike.'

The vignettes describing the rationale behind particular new grants have wider application. 'Events in Eastern Europe have confirmed Trustees' belief that military postures are not necessarily the ultimate in political power'. The Runnymede Trust 'has had to review its role in a period when market forces took precedence over racial justice.' 'The enhanced understanding of Christian doctrine which results from an equal and open sharing of black and white peoples' insights is a gift to all.' 'The Trustees supported [the Asian Resource Centre] as a statement of their shared commitment to its policy of developing a service for the whole linguistic, religious and cultural range of people from the subcontinent, and according womens' needs and experience equal consideration with men's.' 'It surprised Trustees that events planned as part of its centenary celebrations virtually ignored the fact that Birmingham is now a multi-racial, multi-cultural city.' 'The extent to which white people deliberately insult and harass black people is slowly becoming recognised outside black community networks.'

Pragmatism was again the order of the day under Employment. 'Trustees have long been concerned that although homeworking can mean low pay for long hours with minimal benefits, this can represent the only opportunity for employment for some workers.' Dipali Chandra, who took Joe Montgomery's place in 1990, was to develop this theme further.

The 1990-91 report described the

shift to fewer categories of grants; the only general comment echoed earlier themes. *'No local authority department is charged with a remit to help people build up their collective capacities to care for one another, especially when a programme is identified in terms which are specific to an ethnic minority group or to women's needs and perceptions.'* The Grants Review section pointed to the risks inherent in a 'fewer-and-larger' grants policy, and savoured the flexibility of the Small Grants programme. *'Although the budget is tightly controlled, the allocation between categories is more demand-led than is the case with larger grants, and the listings indicate a wider diversity of purposes.'*

Although the grant descriptions include repercussions of the second Gulf War, and a note regarding the Employment category: *'the Trustees have reiterated their commitment to those who are promoting the case for a national economic policy which posits full employment as a priority aim.'*

The 1991-2 report was the last to be wholly the responsibility of AW, and had a more reflective approach after the detail of the previous year. *'Day to day familiarity with charitable foundations can blind those of us close to them to their truly extraordinary characteristics. Contrary to every piece of material wisdom, they are deliberately endowed to give money away.'* This gives the foundations a unique *'prerogative to see the world in terms which are overlooked by statutory grant-makers and a public which, however generous, is conditioned by the everyday context of market forces and media assumptions.'* By standing back, the trusts can reflect

that *'when the landscape and the map don't agree, it can be assumed that it is the landscape which is correct.'* Thus, *'there is no point acting as if pump-priming grants are feasible when wells are dry ...'* *'The grant making process needs to translate perceptions about issues into grants which express a vision that demonstrates the trust's and beneficiaries' shared commitment to a world where peace and justice can find their place.'* Viewed from that perspective, the payments listed in the pages which follow represent faltering steps towards an ideal which money alone cannot buy.'

This account is a brief excursion along one of the many paths which compose the Trust's history. Some of these paths will have beginnings which seem to be accidental; few will reach a particular destination and then stop. Any full account of the Trust's activities will depend on neither milestones nor signposts, but on the achievements of its colleagues in the field who received support. The Trust is also part of their story.

GRANTS REVIEW

It has always been Trustees' policy to match expenditure to income, taking one year with another. However, both sides of the equation need definition before policy on grants can be determined.

'Expenditure' includes office administration: Trustees' practice of employing a comparatively large staff to work with applicants, beneficiaries and colleagues in the statutory and voluntary sectors commits up to c. 12% of income. Management of the Trust's capital portfolio costs a further 4% of income. (this can also be seen as the price to pay for portfolio growth). Since 1988, grants expenditure has been clearly divided between main grants (usually over £10,000, frequently over several years) and small grants (single payments of under £1000, to an annual total of £100,000). The annual accounts record payments in the year in which they are actually made, whilst noting commitments taken forward to future years.

'Income' is subject to two definitions. Until 1990, it was seen as the yield, ie money earned, on the Trust's capital, from equities and gilts alike. High interest rates in that year prompted a surge in revenue well in excess of capital growth, which could have provided a false sense of financial security. Accordingly, expenditure was budgeted against a return on the portfolio which took capital growth into account as well as earnings. The figure was set at 5.75% p.a.; with, it was hoped, the portfolio growing at or above the rate of inflation to maintain the real value of money available for expenditure - whether it came from earnings or sale of shares.

This decision has freed the fund managers to invest in growth and defen-

sive holdings, irrespective of immediate dividend yields - and has done much to enable them to maintain the overall value of the portfolio in the years of recession. However, predicting levels of expenditure to match anticipated returns is more difficult than working to yields: and much depends on the timing of the estimate.

With levels of grant expenditure normally determined at the Trustees' annual residential meeting in October for the following financial year beginning in April six months later, the accounting outcome is apparent eighteen months after the original decision. The accounts, however, are expressed in terms of income as a cash figure based on earnings (hence the proviso in the notes to the abstract of accounts on page 23

Appendix 1 contains a table which sets out income for the past ten years, covering both sets of calculations. For only five of those years did the figures for both yields and returns produce either a surplus or a deficit over expenditure; and what is of most immediate significance is that over the past three years, there have been deficits on both calculations.

This recent triennium reflects two factors: the recession in the UK economy, and the Trust's shift to making larger grants when income growth was slowing down. The Trustees have responded in 1992-93 by reducing the cash total of grants approved for the first time since full-time office staff were employed in 1969. Comparative figures for main and small grants combined, are £1,349,000 (1992: £1,413,000) for the Barrow & Geraldine S Cadbury Trust, and £328,000 (1992: £372,000, an exception-

ally high figure) for the Barrow Cadbury Fund Ltd.

It is when the main constraints are being experienced within the major spending component (ie main grants) that the small grants budget can come into its own as a means of sustaining the voluntary sector. Trustees recognised this at their October 1992 meeting, when they increased the current budget by £20,000 to £120,000 for the year. The figures in the tables on p.25 and listings under category headings reflect this increase.

Administration of the small grants budget has enabled the Trust to respond spontaneously to a wide range of issues and opportunities, at the same time as procedures for main grants have become more circumscribed. It is also possible to evaluate the Trust's contribution much more easily through the single short-term payments which characterise small grants, than it usually is to assess the long term effects of main grants while they are still being paid several years after initial approval. Following the same headings as those set out in the last Grants Review (1990-91), the comparative figures for the past two years when 400 grants were made (280 in 1989-91) show the trends over the later period:

Testing new initiatives

24% of grants were for work which, as far as we know, had not been undertaken in this form before. 59% of grants were for work which was new for the applicant.

Access to Trust/Fund funds

48% of grants were made where the individual making the application had not had previous contact with the office.

45% of grants were made to agencies

which had not previously received support.

Support for local activities

57% of grants were for work in the West Midlands.

Promotion of Equal Opportunities

Beneficiaries' commitment to equal opportunities in management, employment and service delivery is graded on a four-point scale, before and after the grant has been made.

Gradings when the grant was approved were rated as follows:

- no awareness or action: -
- low level recognition: 3%
- commitment evident: 28%
- effective policy: 69%

There was little change in these ratings in the course of grant expenditure.

Speed of Response

76% of applicants who received a favourable response did so within two weeks of applying, and 58% of cheques were dispatched within the following two weeks. 88% of applicants who received a favourable response did so within four weeks of applying, and 72% of cheques were dispatched within the following four weeks.

Impact Assessment

Beneficiaries are asked how far the grant actually affected the outcome of their original proposal. Using the admittedly subjective criteria implied by an 'expected' outcome, the impact of each grant was: as expected 79%; greater than expected 17%; less than expected 4%.

Grants expenditure in 1993-4 will reflect new criteria and administrative procedures which will be described in the next edition of the leaflet which is sent to enquirers.

Anthony Wilson

	84-85	85-86	86-87
Value of Portfolio	£14,678,387	£18,595,629	£21,135,317
Cash Income	£787,000	£831,000	£837,000
5.75% return	£742,000	£844,000	£1,069,000
Grants	£677,000	£698,000	£843,000
Administration	£95,000	£104,000	£119,000
Total expenditure	£772,000	£802,000	£962,000
Balance (cash)	15,000	29,000	(125,000)
Balance (5.75%)	(30,000)	42,000	107,000
% increase in cash income		5.59%	0.72%
% increase in total expenditure		3.89%	19.95
	87-88	88-89	89-90
Value of Portfolio	£21,045,000	£24,628,368	£24,922,153
Cash Income	£934,000	£1,228,000	£1,586,000
5.75% return	£1,215,000	£1,210,000	£1,416,000
Grants	£852,000	£1,028,000	£1,188,000
Administration	£161,000	£157,000	£178,000
Total expenditure	£1,013,000	£1,185,000	£1,366,000
Balance (cash)	(79,000)	43,000	220,000
Balance (5.75%)	202,000	25,000	50,000
% increase in cash income	11.59%	31.48%	29.15%
% increase in total expenditure	5.30%	16.98%	15.27%
	90-91	91-92	92-93
Value of Portfolio	£27,604,210	£26,606,276	£32,407,582
Cash Income	£1,512,000	£1,509,000	£1,557,000
5.75% return	£1,433,000	£1,587,000	£1,530,000
Grants	£1,334,000	£1,413,000	£1,349,000
Administration	£222,000	£216,000	£280,000
Total expenditure	£1,556,000	£1,629,000	£1,629,000
Balance (cash)	(44,000)	(120,000)	(72,000)
Balance (5.75%)	(123,000)	(42,000)	(99,000)
% increase in cash income	-4.67%	-0.20%	3.18%
% increase in total expenditure	13.91%	4.69%	0.00%

ABSTRACT OF ACCOUNTS

	A to 5 April 1993	5 April 1992
BARROW & GERALDINE S. CADBURY TRUST		
Investments at market value	£30,792,729	£25,133,804
Net current assets	£1,614,853	£1,472,472
	<hr/> £32,407,582	<hr/> £26,606,276
Total Income	£1,557,491	£1,509,390
Expenditure		
Grants (net)	£1,348,769	£1,413,246
Administration	£217,256	£152,344
Investment management	£62,855	£63,475
	<hr/> £1,628,880	<hr/> £1,629,065
Surpuls/(Deficit) for year	(£ 71,389)	(£119,675)
BARROW CADBURY FUND LTD		
Investments at market value	£8,979,163	£8,034,735
Net current assets	£177,345	£212,288
	<hr/> £9,156,508	<hr/> £8,247,023
Total Income (net of tax)	£360,104	£340,119
Expenditure		
Grants (net)	£327,935	£372,525
Administration	£38,454	£41,292
Investment management	£15,748	£14,120
	<hr/> £382,137	<hr/> £427,937
Surpuls/(Deficit) for year	(£22,033)	(£87,818)

Notes to the Abstract of Accounts

1. These abstracts have been prepared from the audited accounts of the Trust and Fund. Full accounts are available from the office, at cost.
2. Investments are handled on behalf of the Trust and Fund by James capel Fund Managers Ltd in London.
3. Income and expenditure figures reflect actual payments and receipts during the year.
4. Instead of aiming to balance annual expenditure with income in cash terms, the Trustees/Directors are looking to spend the equivalent of an annual return of 5.75% on their holdings. In some years, this will result in an apparent surplus in the income/expenditure accounts - in others, a deficit. The Trustees' long term purpose remains to increase the funds' capital so that income can grow at a higher rate than inflation.

5. Ethical Exclusions

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 decisions. The following categories of holdings are normally excluded from the investment portfolios, but these criteria are subject to regular review and possible revision.

Armaments and Defence: companies involved in the manufacture of weapons and ammunition listed in the current Defence White paper as having contracts with the Ministry of Defence worth more than £10 million in the past year.

Alcohol, Tobacco and Gambling: companies whose business in the manufacture or distribution of the products and services exceeds 10 per cent of their turnover.

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 per cent above minimum living level. Cadbury Schweppes is the only major UK company whose wages policy conforms to the EC criterion.

GRANTS BY CATEGORY

	B&GSC Trust	BC Fund	TOTAL
Peace & International Relations	£232,646	£12,350	£244,996
Equal Opportunities	£451,837	£92,093	£543,930
Civil Rights & Social Justice	£132,216	£80,905	£213,121
Penal Affairs	£118,050	£6,450	£124,500
Employment	£134,380	£22,198	£156,578
Neighbourhood Development	-	£39,423	£39,423
Northern Ireland	£166,670	£49,650	£216,320
Policy Development & Local Services	£106,121	£2,375	£108,496
Society of Friends & Other Churches	£15,750	-	£15,750
Personal & Subscriptions	-	£22,492	£22,492
	£1,357,670	£327,935	£1,685,606

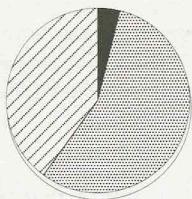
■ Grant totals in 1991 - 92

■ Grant totals in 1992 - 93

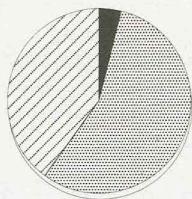
GRANTS BY AREA

Barrow & Geraldine S. Cadbury Trust

Value of Main Grants

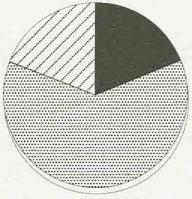


Number of Main Grants

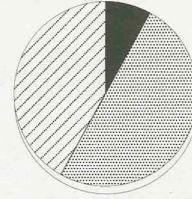


Barrow Cadbury Fund Ltd

Value of Main Grants



Number of Main Grants



International

£39,556 3% 4 4%

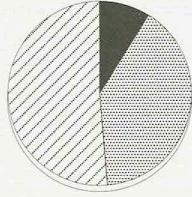
National

£730,516 57% 63 56%

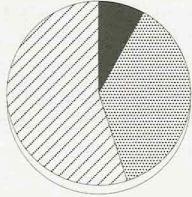
W Midlands

£506,900 40% 43 40%

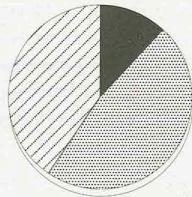
Value of Small Grants



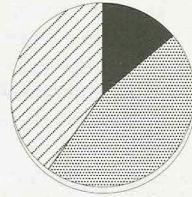
Number of Small Grants



Value of Small Grants



Number of Small Grants



International

£7,000 9% 12 8%

National

£32,132 40% 53 37%

W Midlands

£41,566 51% 79 55%

It remains Trust/Fund Policy to distinguish between 'main grants' - usually over £10,000, and often extending over several years - and 'small grants', which are single payments of under £1,000 within a budget of £100,000 p.a. The former, described as fewer-but-larger in reports, are considered at Trustees' quarterly meetings. Small grants are approved on a weekly basis by the Chairman, sometimes in consultation with another Trustee.

PEACE AND INTERNATIONAL RELATIONS

Grants in this field are already committed for several years ahead and Trustees do not expect to take any new initiatives until they have reviewed priorities during 1994.

QUAKER COUNCIL FOR EUROPEAN AFFAIRS, BRUSSELS

The Brussels office of the QCEA depends on grants from individuals and Quaker meetings, and therefore has to demonstrate the value of its work to a wide constituency. The Trust's grant enabled an additional staff member to be employed, thereby extending the scope for volunteer service in Brussels and the involvement of Quaker groups throughout Europe in issues affecting human rights within Europe and trade/aid relations with developing countries.

INDEPENDENT SECURITY INFORMATION SERVICE (ISIS)

Trustees have long been concerned that substantive issues raised by independent researchers seem to make no impact on the conduct of defence policies by successive governments. ISIS provides a service to MPs, on both sides of the House, which distils current research on topics of immediate concern to members through publications and in response to queries. It is hoped that this project may be the forerunner of a research service which is directly managed by Commons select committees.

NUCLEAR NON-PROLIFERATION PROJECT, UNIVERSITY OF SOUTHAMPTON

Although the acquisition of nuclear weapons by countries other than the five permanent members of the Security Council no longer seems to feature as a

general concern, efforts to unearth Iraq's nuclear facilities demonstrate how sensitive the issue can be. Trustees' backing for NNPP is based on their belief in the need for international control at all points of manufacture and supply, and the importance of securing a new and stronger treaty in 1995 - when the reduction in nuclear armaments by the existing nuclear states will feature high on the agenda.

PARLIAMENTARY ALL PARTY GROUP ON OVERSEAS DEVELOPMENT (OVERSEAS DEVELOPMENT INSTITUTE)

It is many years since the Trustees made grants directly to development projects overseas: not because they question the importance of these programmes, but because other large voluntary agencies have fostered the necessary networks to raise and dispense much larger sums than the Trust could contribute. This approach can be turned, with advantage, to supporting APGOOD through the ODI: the Trust has no particular axe to grind, and MPs are free to commission reports and public meetings on those topics which concern them. In a narrow sense, Trust support for APGOOD is rather like maintaining a flagship while leaving the navy to others.

**BARROW & GERALDINE S.
CADBURY TRUST**

International

Cape Town University

Towards costs of Peace and Security
Research £8,024.00

Centre for Intergroup Studies, Cape Town
University

Towards administrative costs of research
and training programmes for reconciliation
£10,032.00

Quaker Council for European Affairs, Brussels
For part-time worker on trade and aid
£10,000.00

£28,056.00

National

Action for Reconciliation & Services for Peace
For Placements of German conscientious
objectors £15,240.00

All-Party Parliamentary Group on Overseas
Development

For administration £11,000.00

British-American Security Information Council
Towards administrative costs of monitor-
ing defence policy decisions in London
and Washington DC £10,000.00

Department of Peace Studies, Bradford
University

Annual contribution towards post-graduate
studentships. £28,500.00

Centre for Defence Studies
For office equipment £2,000.00

Independent Security Information Service
Towards cost of providing MPs with
briefings on defence policy issues
£13,500.00

European Dialogue
For part-time appointment to act as UK
link with the Helsinki Citizens Assembly
network £14,000.00

Horsley House, Bradford
Towards salaries £20,000.00

Lancaster University
For seminar programme on new approaches
to management £15,500.00

Nuclear Non-Proliferation Project, Southampton
University

Towards office costs of research, reports
and conferences for diplomats

£20,000.00

Oxford Project for Peace Studies, St Antony's
College

Matching grant for development costs of
new initiative £7,500.00

Oxford Research Group

Towards costs of new project on international
trade in military technology and weapons
£7,500.00

The Tagore Centre

Towards publishing costs of "Purabi"
£5,000.00

United Nations Association

For Westminster seminars on the Middle
East after the second Gulf War
£3,000.00

Verification Technology Information Centre,
London

Towards core costs of promoting develop-
ments with potential for arms control
£10,000.00

Working Party on Chemical & Biological
Weapons

Secretarial costs of monitoring CBW-related
issues £10,250.00

£192,990.00

SMALL GRANTS

International

Association of Social Anthropologists of the
Commonwealth

towards travel costs of third world partici-
pants at Decennial Conference
£800.00

Humanitarian Appeal for Victims of the
Yugoslav War

towards distribution costs of Medicines for
Bosnia report £400.00

International Organisation Development
Association

bursary for non-Europeans participating in
conference £300.00

Lancaster University

towards costs of organising/attending the
2nd European Conference on Peacemaking
and Conflict Resolution £500.00

National University, Bulawayo, Zimbabwe

PEACE AND INTERNATIONAL RELATIONS

towards student affairs	£500.00	West Midlands Quaker Peace Education Project
NATO Alerts Network		conference on Commonwealth of Independent States £250.00
towards costs of pre-NATO conference on democracy and the military	£500.00	Woodbrooke College
New Economics Foundation		Responding to Conflict, towards costs of visit to Ossieck, Croatia £300.00
The Other Europe Summit: costs of preparation of press briefings	£350.00	
Tamer Institute		
project on Palestinian toy production	£800.00	
		Total
		£1,950.00
		£232,646.00

£4,150.00

National

European Proliferation Information Centre	
move to new premises	£650.00
Institute for War and Peace Reporting	
towards costs of Alternative Conference for a Balkan peace	£800.00
Lord Caradon Lecture Trust	
towards endowment	£1,000.00
Quaker Committee for Truth and Integrity	
towards costs of purchase of documents from US National Security Archive	£1,000.00
Scientists for Global Responsibility	
conference: "Science for the Earth"	£400.00
Trust for Research and Education on the Arms Trade	
towards participation in CBI Conference on European Export Controls	£150.00
United World Trust	
Balkans Working Group	£400.00
University of Southampton	
towards costs of Nuclear Non-Proliferation conference	£500.00
Youth & Community Work Training Agencies	
special conference on young people and violence	£600.00
	£5,500.00

West Midlands

Belgrade Theatre, Coventry	
towards costs of Youth Theatre's visit to Volgograd	£1,000.00
Dudley One World	
towards costs of purchase of computer equipment	£400.00

BARROW CADBURY FUND LTD

National

Safer World	
Towards costs of Parliamentary liaison	£10,000.00

SMALL GRANTS

International

European Dialogue	
travel to HCA Municipal Peace Conference, Skopje, Macedonia	£100.00
Independent Community Development Agency (INCOM)	
towards support in conflict resolution in Yugoslavia	£300.00
Peace Brigades International	
travel fund for volunteer escorts	£500.00
War Resisters' International	
Bangkok conference on women, militarism and poverty	£250.00
	£1,150.00

National

Dunamis	
travel re. Japan Lecture	£500.00
Humanitarian Appeal for Victims of the Yugoslav Civil War	
towards costs of Guardian advertisement	£200.00
Mines Advisory Group	
posters for Angola	£500.00
Total	£1,200.00
	£12,350.00

EQUAL OPPORTUNITIES

Trustees have concentrated their attention on projects seeking to increase and enhance the voices of those who find it hard to be heard and heeded. Henceforth this programme will be divided and will focus on black and women's organisations and a small number of groups working within the field of learning difficulties.

PARLIAMENTARY ALL PARTY GROUP ON RACE AND COMMUNITY

The Trustees have always been ready to support a Parliamentary All-Party Group on race relations, but differences between members have inhibited earlier initiatives. Following the 1992 election, a grant was made to this Group in the hope that it would overcome the problems which had dogged previous efforts. It rapidly demonstrated its positive potential by securing access to the relevant Division in the EC Commission in Brussels, and publicising its disturbing findings to black organisations in the UK.

BARROW & GERALDINE S. CADBURY TRUST

National

Action on Disability and Development
For training costs £3,750.00
All Party Group on Race & Community
Towards running costs £10,000.00
Association of Black Probation Officers
For secretarial post £15,000.00
Association of Black Social Workers & Allied Professions
For co-ordinator's appointment £15,000.00
Centre for Studies in Integration in Education
For seminar bursaries £4,000.00
National Black Training & Employment Forum
Two research projects and setting up costs £7,910.31

Runnymede Trust, London	
Towards core costs of servicing activities and publications	£7,500.00
Sia, London	
Towards policy development and promotions post of a national black organisation development agency	£3,437.00
Society of Black Lawyers	
For secretarial post	£15,000.00
Women Against Sexual Harassment	
Towards salary and resource costs of research and training initiative	
	£10,000.00
	£91,597.31

West Midlands

Afeme, Wolverhampton	
For running costs	£10,000.00
All Saints Women's Resource Centre, Wolverhampton	
For group development worker's post	
	£18,000.00
Asian Resource Centre, Lozells, Birmingham	
Employment costs of administrative staff	£12,000.00
Bangladesh Centre, Balsall Heath, Birmingham	
Towards salary of co-ordinator's post	
	£13,000.00
Birmingham Friendship Housing Association	
For research study of the needs of residents with learning difficulties	
	£8,000.00
Birmingham Racial Attacks Monitoring Unit	
Re-establishing monitoring systems	
	£3,000.00
Birmingham Women's Advice & Information Centre	
Towards core salaries	£24,000.00
Black-led Churches Liaison Committee	
Towards a research/development programme	£7,000.00
Centre for Black & White Christian Partnership, Selly Oak, Birmingham	
Core funding for an expanding field programme	£12,000.00
Faith in Sandwell	
Towards costs of North Smethwick project	
	£20,000.00
Girls & Young Women's Development Worker, Birmingham Recreation Department	

EQUAL OPPORTUNITIES

Salary costs	£16,000.00
Kajans, Aston, Birmingham	
Towards running costs of a black arts and cultural development centre	£10,000.00
Kaleidoscope Theatre, Walsall	
For fund-raising and development feasibility studies and costs	£10,000.00
Midlands Refugee Council	
Appointment to a women's development worker's post	£10,000.00
Multi-cultural Social Work Practice Centre, Nottingham	
Towards placement costs for trainee social workers	£5,000.00
Positive Action in Housing, West Midlands	
Towards core costs	£12,500.00
Rock Association Housing Advice Project	
For running costs	£10,000.00
Saheli Playbus Association	
Towards salary of Asian worker's post	£2,000.00
St James Advice Centre, Aston, Birmingham	
Recurrent grant towards administrative expenses	£16,500.00
Sandwell Asian Family Support Service	
For running costs	£10,500.00
Sandwell Muslim Organisation	
Top up salary costs of project organiser's post	£3,000.00
Second Sight Ltd	
Towards access training courses	£14,000.00
South Asian Performing Arts (SAMPAD)	
Contribution towards the launch and development costs for a new initiative	£15,000.00
Vision Homes Association	
For running costs	£10,000.00
Walsall Bangladeshi Youth League	
For co-ordinator's salary, and to convert women's worker post from part-time to full-time	£18,000.00
Where Next Association, Redditch	
For running costs	£5,000.00
Wolverhampton Voluntary Sector Council	
Towards costs of women's development worker's post	£18,000.00
	£312,500.00

FURTHER EDUCATION: West Midlands Colleges

Grants to bursary funds for people who will enhance equal opportunities good practice in the voluntary sector

£18,700.00

SMALL GRANTS

International

Black Theology Consultation, Sheffield
 Towards cost of running international theological conference £350.00

All-Party Parliamentary Group on Race & Community
 Delegation to Brussels £955.00

Association of National Specialist Colleges
 Towards work of fund raiser £1,000.00

Bolton Institute of Higher Education
 Two grants towards conference on Inclusive Education and Community Living £1,375.00

CARE (Cottage & Rural Enterprises) Ironbridge Support Group
 Towards Satelllite Home Appeal £1,000.00

Centre for Studies on Integration in Education
 Two grants towards costs of providing bursaries for Manchester conference on Inclusive Living £2,000.00

Family Planning Association
 Follow up costs of ethnic minority group trainers project £1,000.00

Jigsaw Youth Theatre
 Costs of anti-racism project £200.00

King's Fund Centre
 Strategic Management Training for Black Voluntary Sector Organisations £500.00

National Council for Voluntary Organisations, Black Training & Enterprise Group
 Towards costs of National Standing Conference: TECs and Black Communities £500.00

National Federation of Rape Crisis Centres Representative Group
 costs of child care and travel £500.00

New Sector
 April 93 issue on women £500.00

Nottingham Polytechnic	Black Country Access Federation
costs of evaluation of work of Multi-cultural Social Work Resource Centre	Black Education Forum Conference
£1,000.00	£200.00
Nottingham Rape Crisis Centre	Black Women's Therapy and Social Action Project
cost of hosting national conference for Rape Crises Centres	Towards costs of phase 1 of counselling service research
£500.00	£250.00
Shrewsbury & District Arts Association	Brewhouse Arts Centre Burton upon Trent
towards completion and exhibition of photography project: 'Single'	Towards cost of photography project
£800.00	£650.00
The 1990 Trust	Carr-Gomm (Birmingham) Society Ltd
National Black Caucus Conference 1992, bursaries	Towards social expenses of Nuneham House (Birmingham)
£400.00	£100.00
Wordbank Group, Leicestershire	Chinese Community Centre, Birmingham
printing costs of pilot version of Gujarati and Punjabi dictionary of social services terms	Open meeting for Chinese women in Birmingham
£500.00	£500.00
Youth Clubs UK	Coventry Asian Women's Network
shortfall on anti-racist training workshops for white women working with girls	Costs of first seminar on establishing the network
£180.00	£200.00
	Dudley Mosque and Muslim Community Centre
	Towards costs of 1992 and 1993 Dudley Asian Festival (2 grants)
£12,910.00	£400.00
	Dudley One World
	Towards costs of Caribbean Focus in Dudley Schools (joint event with Dudley Caribbean Friends Association)
	£250.00
West Midlands	Dudley One World
Bendrigg Trust	Towards costs of Arts Opportunities Research Programme (Asian/Afro-Caribbean arts in schools)
towards costs of activity weekend for West Midlands Down's Young People's Support Group	£750.00
£250.00	
Birmingham Brook Advisory Centre	Motivate Music Promotions
towards costs of Femidon research/pilot project	towards launch
£250.00	£400.00
Birmingham Film Festival 1992, Third Cinema Focus	Rafiki House, Handsworth Young Mothers Project
cost of Third Focus Forum	training workshops on recruitment and appointment of a project co-ordinator
£1,000.00	£500.00
Birmingham Museum & Art Gallery Development Trust Fund (Events)	Roapp Hall Ltd, Darlaston
Cost of materials for Asian women's embroidery workshops	Costs of creche for participants at meetings and courses
£500.00	£500.00
Birmingham Voluntary Service Council	St Phillips Project, West Bromwich
Drama in Arts (youth drama group) production on "Love and Colour"	Towards costs of alterations/renovations to nursery rooms
£400.00	£1,000.00
Birmingham Women's Advice & Information Centre	Sandwell Council for Voluntary Service
Costs of residential review/planning workshop	Costs of employing Asian researcher for Homelessness Action Research
£650.00	£1,000.00
	Shaheed Udham Singh Welfare Trust
	Insurance for premises
	£1,000.00

EQUAL OPPORTUNITIES

Shropshire County Council	
Costs of Indian artists/craftspeople in school project	£500.00
Tipton Muslim Community Centre	
Towards costs of producing a Centre brochure	£1,000.00
Triumph over Phobia	
Towards cost of setting up a Midlands group	£750.00
Walsall Museum & Art Gallery	
Costs of outreach work with the Afro-Caribbean community re. photography project "The Journey"	£250.00
West Midlands Disability Arts Forum	
Towards cost of performance at Birmingham Women's Festival	£250.00
Wolverhampton Afro-Caribbean Development Agency	
Costs of launching the Black Recognition Awards	£500.00
Wolverhampton Racial Harassment Network	
Costs of releasing the chair to develop the work of the network	£750.00
Shortfall on racial harassment awareness course	£180.00
Women & Theatre	
Costs of Asian facilitator for Chori Chori production on HIV and the Asian community	£600.00
Workers Educational Association, West Midlands District	
Costs of new materials for African History course	£250.00
	£15,780.00
Total	£451,837.31

BARROW CADBURY FUND LIMITED

International

Single Parent Action Network	
Towards launch and running of a European Network of single parents action groups	£15,000.00

National

Circles Network, Bristol	
Towards launch costs	£5,000.00
Community Options, Bristol	
Towards launch costs	£23,000.00
Parliamentary Bill on Disability	
Towards the costs of drafting and promotion	£20,000.00
	£63,000.00

West Midlands

70 Villa Road, Handsworth	
Premises for voluntary organisations	£9,242.64
Afro-Caribbean Self-Help Organisation	
Towards purchase of premises	£12,000.00
Koco Community Nursery, Coventry	
Towards salary costs of development worker to establish this initiative	£2,750.00
Further education	
	£900.00
	£24,892.64

SMALL GRANTS

National

Anti-Racist Alliance, London	
Legal costs of setting up an ARA Educational Trust	£400.00
Association of National Specialist Colleges	
Towards costs of special mailing	£300.00
Centre for Studies on Integration in Education	
Towards costs of visit to New Zealand/Australia	£750.00
Circles of Support	
Towards costs of research visit to USA	£500.00
Roots and Tales of the Bangladeshi Settlers	

Towards publishing costs	£250.00
£2,200.00	
West Midlands	
Academy of Indian Dance	
Towards costs of training local dancers with SAMPAD	£150.00
Caribbean Light, Wolverhampton	
Towards general running costs	£400.00
Sandwell Tennants and Residents Federation	
Towards purchase of portable induction loop system for group use	£500.00
Voicebox Language Development Through Drama	
Towards costs of Equal Voices Festival	£400.00
West Midlands Down's Young People's Support Group	
Towards costs of Bendrigg Lodge visit/ advocacy pack	£300.00
Wolverhampton Special Olympics	
£250.00	
£2,000.00	
Total	£92,092.64

CIVIL RIGHTS AND SOCIAL JUSTICE

Grants have sought to influence thinking and practice in areas where justice has warranted a wider representation of views.

INDEPENDENT IMMIGRATION SUPPORT AGENCY, WEST MIDLANDS

Trustees have provided a measure of support for the IISA and its predecessor, the West Midlands branch of the Joint Council for the Welfare of Immigrants, over many years. Crisis struck in 1992 when the abrupt termination of local authority support was threatened after changes in political control, and the Trust office played some part in preserving existing income through meeting the costs of public and legal pressure on the seven authorities involved. Meanwhile, additional funds were provided for the employment of a solicitor.

BARROW & GERALDINE S. CADBURY TRUST

National

Children's Rights Development Unit	
For running costs	£10,000.00
Joint Council for the Welfare of Immigrants, London	
Recurrent contributions towards core costs	
	£17,000.00
National Alliance of Women's Organisations, London	
Towards core running costs	
	£25,000.00
Public Law Project	
Administration costs of enhancing judicial review in civil rights context	
	£10,000.00
Refugee Council, London	
For worker to service Parliament and EC, Brussels	
	£16,000.00
Searchlight	
Enquiry into racist attacks by skin-head groups	
	£12,000.00
	£90,000.00

West Midlands

Iraqi Community Association	
Costs of administration, welfare advice and Saturday school	£3,000.00
Joint Council for the Welfare of Immigrants, West Midlands	
Towards salary costs of an Appeals worker	
	£23,500.00
Legal Centre, Handsworth	
Towards running costs	£10,000.00
	£36,500.00

SMALL GRANTS

National

Nottingham Young People's Benefit Campaign	
conference costs	£400.00
Praxis	
conference: "The Somali Crisis: a UK Response"	£300.00

Public Law Project
 draft Code of Practice on Local Authorities'
 Use of Bailiffs in the Enforcement of
 Community Charge & Council Tax
 £500.00

Refugee Studies Programme
 search for new premises £1,000.00

Refugee Studies Proframme
 Slovenian participation in RSP seminar
 £500.00

£2,700.00

West Midlands

Asian Resource Centre
 WM Anti-Deportation Campaign, bursary
 to attend International (Spain) Congress on
 Right of Asylum and Migration Rights in
 the EC £400.00

Birmingham Credit Union Development
 Agency Ltd
 costs of promoting work of credit unions
 £300.00

Bournville College of Further Education
 towards evaluation costs of pilot Refugee
 Project £750.00

Loughborough University of Technology
 towards M.Phil on public understanding of
 the work of the intelligence community
 £1,066.00

Shaheed Udham Singh Welfare Trust
 Derby conference on Dual Nationality
 £500.00

£3,016.00

Total £132,216.00

BARROW CADBURY FUND LTD

International

Electoral Reform Consultancy Services
 For launch costs and salaries
 £30,000.00

Human Rights Sub-Committee of European
 Parliament
 cost of part-time personal assistant to
 MEP chairman £10,000.00

£40,000.00

National

300 Group, London
 Towards director's salary within the
 programme to encourage more women to
 stand as Parliamentary candidates
 £20,000.00

Inquest
 Towards salaries £20,000.00

£40,000.00

SMALL GRANTS

International

Turkey Briefing Group
 towards costs £500.00

National

Her Majesty's Prison, Wandsworth
 purchase of law books for prison library
 £205.00

Judy Ward Support Committee
 costs during appeal hearing and following
 release £200.00

£405.00

Total £80,905.00

PENAL AFFAIRS

Trustees seek to encourage a more humane and effective criminal justice system, though present budget limits are constrained.

BARROW & GERALDINE S. CADBURY TRUST

National

All-Party Parliamentary Group on Penal Affairs, c/o NACRO

Annual costs of servicing the Group during the current Parliament £8,000.00

Crime & Social Policy Centre, NACRO

Contribution towards start-up costs, covering an international dimension £20,000.00

Cropwood Scheme, Institute of Criminology, Cambridge University

For fellowships £8,600.00

Mediation UK (previously Forum for Initiatives in Preparation & Mediation)

Towards the cost of employing a director £20,000.00

Prison Reform Trust

For study of overseas nationals held in UK prisons £12,000.00

The Howard League

Towards the costs of a Penal Policy Officer £21,000.00

£89,600.00

West Midlands

Coventry Rape Crisis Centre

For staff costs £10,000.00

Shard End Community Project, Birmingham

Support of community worker on crime prevention scheme £15,000.00

£25,000.00

SMALL GRANTS

National

Howard League

International Issues Working Group £500.00

Institute for Public Policy Research

Seminar on Police Decision Making and

Accountability	£500.00
NACRO, Race Issues Advisory Committee	
Costs of conference to present three reports	
	£250.00
Prisoners Legal Rights Group	
Towards set-up costs	£700.00
University of Southampton	
costs of research project planning	
	£500.00

£2,450.00

West Midlands

Geese Theatre Company

Shortfall on residency £250.00

Sandwell Victims Support Scheme fees re new premises £750.00

£1,000.00

Total £118,050.00

BARROW CADBURY FUND LTD

National

PROP, London

Continuing support for office costs of promoting prisoners' rights

£6,000.00

SMALL GRANTS

National

The M25 Three Campaign

Towards costs of campaign/appeal expenses £300.00

West Midlands

Indian Workers' Association, Great Britain

Anti-Racist attacks demonstration, Greenwich £150.00

Total £6,450.00

EMPLOYMENT

It is not the intention of Trustees to extend this programme beyond present commitments.

HANDSWORTH EMPLOYMENT SCHEME: VICKI VALSECCHI CONSULTANCY

One of the most traumatic events affecting the Afro-Caribbean community in Birmingham was the demise of HES. Although its bankruptcy was finally precipitated by the City's demand for rent it was far beyond HES's capacity to earn, the Board was well aware of the need to up-date its training provision and diversify its programmes before disaster struck. The Trust provided a grant for an independent consultant to point towards alternative activities, and its recommendations have been drawn upon by the independent group which is pressing for a viable agreement with the City regarding the premises and a new organisation.

BARROW & GERALDINE S CADBURY TRUST

National

Action Trust

Campaign for work: project on co-ordinated pay bargaining £9,000.00

Community Radio Association, London

Towards administrator's salary costs and to part-fund West Midlands training programme £15,000.00

Local Economy Policy Unit, Southbank Polytechnic, London

Towards core salary costs £10,000.00

Youthaid, London

Towards core costs of monitoring employment and training prospects for young people £10,000.00

£44,000.00

West Midlands

Blakenhall & St Peters Unemployment Project

Towards running costs £15,000.00

Community Radio Training, Birmingham

Towards salary costs of a development worker £15,000.00

Sandwell Credit Union Development Agency

For running costs £10,000.00

Sandwell Women's Enterprise Development Agency

Salary costs of business development officer's post £16,000.00

Temple Training Services, Wolverhampton

Towards salary costs for training programme £5,000.00

Vicki Valsecchi Resources

For market research £5,000.00

West Midlands Caribbean Parents & Friends Association Wolverhampton

Towards salary costs for training programme £16,500.00

£82,000.00

SMALL GRANTS

National

Leeds Industrial Mission

Costs of National Group on Homeworking's conference £750.00

EMPLOYMENT

West Midlands

Al-Nissa Academy and Training Workshop, Birmingham	
Start-up costs for TEC courses	£400.00
Barr's Hill School & Community College Coventry	
Costs of Forum for Education & Training study visit to Europe	£500.00
Churches Housing Association of Dudley & District	
Towards cost of training course	£300.00
Community Radio Training	
Volunteers' expenses during Restricted Service Licence Station broadcasting	
	£1,000.00
Dudley College of Technology	
Towards costs of course in glass technology	£250.00
Jono Sova Jono Seba Somiti Employment & Training Resource Centre	
Purchase of books, directories and catalogues	£400.00
Redditch Women's Enterprise Development Agency	
Costs of Certificate in Counselling Course	
	£200.00
Sandwell Women's Enterprise Development Agency	
Towards women's training bursary fund	
	£3,000.00
Sandwell Women's Enterprise Development Agency	
Durham Business School course costs for business counsellor	£500.00
Temple Training Services, Wolverhampton	
Towards outstanding costs of a new development initiative	£580.00
	£7,130.00
Total	£134,380.00

BARROW CADBURY FUND LTD

National

Unemployment Unit London	
Continuing support for monitoring of true figures for unemployment	
	£10,000.00

West Midlands

Black Country Community Development Association Ltd	
For the Thread Project, West Bromwich	
	£3,500.00
Handsworth Employment Scheme Ltd	
For rent	£6,353.00
	£9,853.00

SMALL GRANTS

West Midlands

Black Voices	
Promotional costs re.possible funders	£750.00
Co-enterprise Birmingham Ltd	
Towards costs of bursaries for short course programme	£275.00
Handprint, Birmingham	
Towards commitments	£1,000.00
Institute for Regional Co-operative Strategies	
Grant towards launch costs	
	£320.00
	£2,345.00

Total

£22,198.00

NORTHERN IRELAND

The focus remains the promotion of understanding and reconciliation across the traditions and the furtherance of social justice, with special emphasis on the role of women's groups.

BARROW & GERALDINE S. CADBURY TRUST

Reconciliation

Community of the Peace People, Belfast	
For work with long-term prisoners and their families	£7,000.00
Independent Commission of Inquiry for Northern Ireland	
Towards the costs of the Commission	£50,000.00
Restoration Ministries	
For salaries	£12,000.00
Ulster Quaker Peace Education Project	
For running costs	£4,000.00
Ulster Quaker Service Committee	
For running costs	£7,500.00

Equal Opportunities

Ballybeen Women's Centre	
Towards salary costs	£5,000.00
Derry Well Women's Centre	
Towards outreach worker's post	£6,750.00
Footprints	
Towards co-ordinator's salary costs	£5,000.00
Ligoniel Family Centre	
Towards salary costs	£3,000.00
Newtownabbey Women' Group	
Towards salary costs	£2,000.00
The Hummingbird, Lower Shankill Women's Group	
Towards salary costs	£6,000.00
Women's Information Group	
Towards co-ordinator's salary costs	£5,000.00
Youth Action NI	
For work with young women and girls	£5,000.00

Civil Rights & Social Justice

Committee on Administration of Justice, Belfast

For salary costs £20,000.00

Employment

Belcoo & District Development Group

For salary costs £5,500.00

Derrygonnelly & District Community Association

 Towards building costs £10,500.00

St Patrick's Community Enterprise Ltd, Belfast

For salary costs £7,000.00

£161,250.00

SMALL GRANTS

Belfast Women's Information Drop-In Centre

 Towards running costs £800.00

Boys' Brigade, Belfast Battalion

 For Ganaway Project £500.00

British-Irish Exchange and Education Trust

 Towards NI visit of Honorary Director £250.00

Clogher Care, County Fermanagh

 Towards initial running costs of new vehicle for people with disabilities £1,000.00

Family Centre, Waterside, Derry

 Towards costs of sewing machine for Sewing Shop project £500.00

Gingerbread Northern Ireland

 towards costs of training course £570.00

International Voluntary Service (Northern Ireland)

 Towards costs of 1992 international work camp programme £1,000.00

Lurgan Monthly Meeting, Lynastown

 Graveyard Restoration Planning Group £100.00

Northern Ireland Children's Holiday Scheme

 Towards costs of cross-community holidays £500.00

Short Strand Women's Group, Belfast

 Transport costs £200.00

£5,420.00

Total

£166,670.00

NORTHERN IRELAND

BARROW CADBURY FUND LTD

Belleek & District Development Trust	
For salaries	£10,000.00
Community Connections, Blacklion	
For training events	£2,500.00
Cooneen Boxing and Fitness Centre	
For equipment	£750.00
Mornington Enterprises, Belfast	
For salaries	£15,500.00
Roslea Community History Project	
For salaries	£8,000.00
Sallyswood Community Association, Irvinestown	
For launch costs	£1,000.00
Tempo and District Development and Heritage Association	
For feasibility study	£3,000.00
Women's Information and Drop-in Centre, Belfast	
For running costs	£6,000.00

£46,750.00

SMALL GRANTS

Belcoo and District Development Group, Co. Fermanagh	
Towards travel costs to enterprise award presentation	£400.00
Drumcree Faith and Justice Group, Co. Armagh	
Towards costs of video recording equipment	£1,000.00
Newtownstewart and District Development Association, Co. Tyrone	
Towards running costs	£500.00
Trillick Enterprise Group, Co. Tyrone	
Towards launch costs	£1,000.00

£2,900.00

Total **£49,650.00**

POLICY DEVELOPMENT AND LOCAL SERVICES

Trustees have made a modest number of grants in this field which is now in the process of review.

BARROW & GERALDINE S. CADBURY TRUST

National

Charities Evaluation Services, London	
For running costs	£10,000.00
Local Government Centre, Warwick University	
Salary costs of a senior research fellow to devise new local authority strategies in tackling disadvantage and poverty	
	£27,579.00
St Botolph's, Aldgate	
For salaries	£5,000.00
Voluntary Organisations Information Network, Birmingham	
Towards costs of improving information services through 'Funder Finder'	
	£18,500.00
	£61,079.00

West Midlands

Ashram, Balsall Heath, Birmingham	
Towards core costs while funding is secured for community, horticultural and multi-faith projects	£21,200.00
Chapmans Hill School Farm, near Bromsgrove operating subsidy	£10,000.00
West Midlands Charities Information Bureau	
Running costs	£500.00
	£31,700.00

SMALL GRANTS

International

Mediation UK	
participation at European Conference, Turkey	£500.00

National

Barnardo's Faith in the Black Country Community Project	
Costs of organising first national Sickle Cell and Thalassaemia conference	
	£500.00

Mediation UK

bursaries for ethnic minority group participants at conference	
	£250.00

Tenants' Resource & Information Service publication "How to Inspect a House"	
	£500.00

University of Nottingham, Centre for Training & Research in Social Action Groupwork	
Russia/Ukraine visit to exchange youth and community work experience	
	£652.00

£1,902.00

West Midlands

Bangladesh Islamic Centre Birmingham	
Costs of renovations	£500.00

Bethany Hostel, Moseley	
Training courses for staff/management committee	£150.00

Birmingham Churches Housing Coalition	
National Lobby of Parliament	

£200.00

Birmingham Family Conciliation Service	
Towards general running costs	£250.00

Birmingham Federation of Youth Theatres	
Towards costs of performance project in non-formal venues	£200.00

Birmingham Volunteer Bureau	
Volunteers survey	£500.00

Birmingham Young Volunteers	
Legal costs	£882.50

Christians for Social Justice	
Administration costs	£500.00

Digbeth Trust	
Costs of representative attending ACTAF Conference	£128.00

Dudley Cultural and Recreational Association	
Training programme costs	£250.00

Faith in Sandwell	
Towards running costs	£1,000.00

George Street Community Centre	
Supplementary School	

Towards shortfall on teachers course £250.00

Handsworth Law Centre	
Move to new premises	£250.00

POLICY DEVELOPMENT AND LOCAL SERVICES

Harambee Housing Association Ltd	
Costs of bereavement counselling workshop for workers	£400.00
Harborne Police Mural Project	
Towards costs of community artwork project at Rose Road Police Station	
	£500.00
Heath Town Neighbourhood Project, Wolverhampton	
Towards expenses of Furniture Recycling Scheme	£1,000.00
Organisation for Sickle Cell Anaemia Research (OSCAR), Sandwell	
Towards Volunteers' expenses	
	£350.00
Play-Train, Birmingham	
Costs of travel to Australia to present paper on Asian Child Play	£750.00
Sandwell MBC	
Towards costs of Shireland High School environmental action video project	
	£500.00
Selly Oak Colleges	
Towards costs of callipers for Algerian summer school attender	£200.00
Tabernacle Full Gospel AME Zion Church, Wolverhampton	
Costs of securing church premises	
	£280.00
Well Community Centre/Lichfield Centre for Unemployed	
Volunteers' subsistence, travel and training	
	£500.00
Wolverhampton Voluntary Sector Council	
Towards costs of Borough Council Grant	
Aid review	£1,000.00
Towards seminar on National Lotteries Bill and training bursaries	£400.00
	£10,940. 50.
Total	£106,121.50

BARROW CADBURY FUND LTD

SMALL GRANTS

International

Bhopal Group for Information and Action	
Co-operative health project for victims	
	£500.00
Friends of Swanirvar Village Project	
Travel to Calcutta	
	£500.00
	£1,000.00

West Midlands

Agoraphobic Link Line	
Costs	£250.00
Camp Lane Standing Committee	
Costs	£100.00
Coventry Technical College	
Final amount outstanding on exam fees	
	£75.00
Solicitor	
Interest on bank loan re. start-up business costs	£250.00
Teenage Health Conference	
Further grant towards cost of Dudley Road Hospital conference	£500.00
The Friday Group, Northfield	
Towards running costs	
	£200.00
	£1,375.00
Total	£2,375.00

SOCIETY OF FRIENDS & OTHER CHURCHES

Although the Trust operates within Quaker traditions of philanthropy, it is not formally linked to the Society of Friends. Grants for Quaker work therefore reflect more general Trust concerns.

BARROW & GERALDINE S. CADBURY TRUST

International

Friends World Committee for Consultation
Towards office costs in London and
Nairobi £11,500.00

SMALL GRANTS

International

Diocese of Southwark
Barne Masanzu Kidney Trust Fund Appeal
£1,000.00
Friends World Committee for Consultation
Towards study costs £1,000.00

£2,000.00

National

Hereford Preparative Meeting
Towards volunteer work in the Philippines
£250.00

Wirral and North Wales Monthly Meeting
Young People's Exchange Programme
(Poland/USA) £250.00

£500.00

West Midlands

Dudley & Stourbridge Quakers Building Fund

Towards costs of extension to Meeting
House £500.00

St Mary's Church, Selly Oak
Towards restoration appeal
£250.00

Warwick Quaker Centre
Towards furnishing costs
£1,000.00

£1,750.00

Total £15,750.00

NEIGHBOURHOOD DEVELOPMENT

Neighbourhood development is the prime concern of the Paul S. Cadbury Trust; this Trust is managed from the same office as the Barrow & Geraldine S. Cadbury Trust and the Barrow Cadbury Fund Ltd, but operates independently and issues its own annual report.

The following Barrow Cadbury Fund Ltd grants are ancillary to the Paul S. Cadbury Trust programme, and are listed below for the sake of providing a full record of Barrow Cadbury Fund Ltd payments within a single report.

West Midlands

Aston Federation of Residents Associations, Churches and Mosques	£1,000.00
Heartlands Community Resource Unit	£500.00
Newtown and South Aston Action Group	£1,000.00
Park Estate Action Group, Tipton	£200.00
Personal training grants	£3,209.60
Smith Place Tenants & Residents Association, Sandwell	£100.00
	£6,009.60
Total	£39,422.55

BARROW CADBURY FUND LTD

National

National Urban Regeneration Monitoring Project

For running costs £15,000.00

West Midlands

Birmingham For People

For running costs £6,600.00

Know-How Network

For feasibility study £6,000.00

£12,600.00

SMALL GRANTS

(Neighbourhood Development/Training)

National

Broad Based Organising in Sheffield

£112.95

Communities Organised for a Greater Bristol

£300.00

Hoylandswhite Parents for Education (HOPE)

£500.00

National Federation of Stadium Communities

£1,000.00

Personal training grants £1,400.00

Sanatan Deevya Mandal, Bristol

£2,500.00

£5,812.95