

The Barrow Cadbury Trust

The Barrow Cadbury Fund Limited

REPORT FOR THE YEAR

6 APRIL 1994 TO 5 APRIL 1995

2 College Walk
Selly Oak
Birmingham
B29 6LQ

DREAMING

***"But the dreamers of the day
Are dangerous people
For they may act their dreams with
Open eyes to make it possible."***

TE Lawrence

A certain grant recipient was once described by a Trust administrator as a dangerous man. By Lawrence's criterion, perhaps this was a huge endorsement. Maybe at least one organisation receiving Trust support was making its voice heard and its actions effective. What if, in the true spirit of philanthropy, such a phenomenon was found to be replicable? The view from 2 College Walk would look something like this -

The purpose of the Barrow Cadbury Trust is to assist in the realisation of a more just and democratic system. The Trustees therefore seek social change in several specific areas of the nation's life. This might be summarised as follows:

1. a voice for all citizens in their public lives;
2. the realisation of a truly civil society; to comprise -
 - (i) racial justice including the just treatment of refugees and immigrants
 - (ii) a rightful role in the mainstream of society for those with learning difficulties
 - (iii) a humane prison and remand system
 - (iv) an equal place for women.

In this search Trustees look for organisations and individuals with the vision, determination and subtlety to reach goals they share.

Another recipient of Trust support, in an address she gave at a meeting of her organisation, quoted, by way of explaining their plans and progress, Seamus Heaney's poem "Scaffolding". It reads -

*"Masons, when they start upon a building,
Are careful to test out the scaffolding;*

*Make sure that planks won't slip at busy points,
Secure all ladders, tighten bolted joints.*

*And yet all this comes down when the job's done
Showing off walls of sure and solid stone.*

*So if, my dear, there sometimes seem to be
Old bridges breaking between you and me*

*Never fear. We may let the scaffolds fall
Confident that we have built our wall."*

Much of the work of the Trust over the past year has been of the nature of building walls. Trustees can now

point to a significant reorganisation of Trust programmes and the establishment of the Relevant Trustee system as a means of focusing the goals and priorities of grant-making within these fields. Relevant Trustees take prime responsibility for setting the priorities within their chosen Trust programme and for monitoring and assessing the projects receiving grants.

In this quest the words of Dietrich Bonhoeffer have been apposite. He wrote -

"Do not be led hither and thither. Do and dare - not what you would, but what is right. Never hesitate over what is within your power, but boldly grasp what lies before you. Away with flight of fancy, timidity and reluctance. Out into the storm of deed and event, sustained by your faith, and freedom will receive your spirit with exultation. The transcendent is not infinitely remote but close at hand."

In this spirit Trustees have, with the splendid assistance of the Charity Commission, carried out the merger of the two Trusts formerly under their aegis (the Barrow & Geraldine S Cadbury Trust and the Paul S Cadbury Trust) into the Barrow Cadbury Trust. To mark the formal disappearance of the Paul S Cadbury Trust and to keep alive the name of Paul Cadbury in the world of philanthropy, Trustees appointed their first Paul S Cadbury Fellow. The Fellowship, operative during 1995, has been given to Robert M Johnson, former Director of the Wieboldt Foundation in Chicago and author of the seminal publication "Why Philanthropy must make Democracy the First Charity". He will spend two short spells in the United Kingdom, in the spring and autumn of 1995, to meet leading figures in the fields of philanthropy and community/voluntary organisations in order to arrive at an understanding of the present situation in this country. He will later present a report to the Trust on his findings and any implications for the future direction of this programme of work.

Johnson's book has already had a strong influence on what is now termed the Trust's Community Democracy Programme and its focus on community organising in the United Kingdom and in South Africa. This focus has centred on the Citizen Organising Foundation in the United Kingdom and the Industrial Areas Foundation and the Inter-Faith Community Development Association in their work in South Africa.

The Citizen Organising Foundation's promotion of education and training has helped launch four broad-based community organisations in England and Wales with two more in the process of formation. The Trust regards community organising as the most important post-war approach to community development and democracy the country has seen. The support added by the Allied Dunbar Charitable Trust has been particularly welcomed.

Within the West Midlands the community organising approach has been of inspiration to the Trustees and officers of WAITS (Women Acting in Today's Society) in their work which has focused on the needs of women from the region's various ethnic and native backgrounds. The continued development of the WAITS approach again has national significance. Of further particular note have been the achievements of West Midlands Planning Aid, which continues to act as a national model for work of this kind.

Nationally Trustees await with great interest the outcome of the discussions on the future of voluntary action which Barry Knight is conducting for CENTRIS (The Centre for Research and Innovation in Social Policy and Practice) following his influential 1993 Report and also the issue of the final report of the Nottingham University Research Project "Voluntary Organisations, Learning and Change" under the direction of Professor Konrad Elsdon.

The earlier reference to Bonhoeffer is doubly justified in the fiftieth anniversary of his death. As part of their Reconciliation Programme, and with important implications for issues of racial justice in today's world, Trustees have given support to the internationally significant work promoted by Dr Andrew Chandler at the University of Birmingham. Easter 1995 saw the realisation of one of his dreams in the Conference on Christian Resistance to Nazism held here in Birmingham. This was a remarkable occasion, lavishly praised by the distinguished participants. The implications for future Trust policy are already under consideration.

It will probably take another twelve months for the other priorities of the Reconciliation Programme to take shape and there is to be further evaluation of the existing grants. But Trustees have watched the development of the M Phil course in Critical Management at the University of Lancaster, and its links with Eastern Europe, with pleasure. Support for scholarships at the University of Bradford's School of Peace Studies has been extended and a scholarship for a Palestinian student to undertake the new MA course on Middle East Politics (Jerusalem Studies) at Exeter University has been established. This supplements existing Trust interest in Palestine through the grant to the Trust for Early Childhood at the Wadi-el-Joz Community Centre in Jerusalem.

The existence of the Barrow Cadbury Fund Limited, which is not constrained by the laws of charity, has been useful in providing a means whereby the Trust's interest in democracy could be supplemented by the wider and international dimension offered through support for the work of Michael Meadowcroft and Electoral Reform Consultancy Services and Meadowcroft's regular reports have been received by Directors with awed fascination.

Over the past year Trustees took the opportunity to reflect on the purpose of their grant-making in relation to women's inequality under the previously entitled Race and Equal Opportunities Programme. Discussions have led to the introduction of a Gender Programme in keeping with the underlying ethos of the Trust in creating a more equal, just and democratic society in which women can fully participate. The implementation of this new programme will begin in 1995 and Trustees will carefully fashion its shape over the next year.

Trustees are concentrating their Civil Rights Programme on the rights of immigrants and asylum seekers, as further tightening of immigration and asylum legislation continues to erode their rights. The Trust has maintained its support for the Joint Council for the Welfare of Immigrants and the Refugee Council which research and monitor the impact of changes in rules and legislation and promote a more just system. Particular concern has been shown for the increasingly inhumane detention system and the restrictive nature of the appeals procedure, and Trustees have provided support to the Independent Immigration Support Agency, the Detention Advice Service and the Refugee Support Centre to raise awareness through their casework. With increasing European-wide nationalism and xenophobia, Trustees are aware of the need to raise public awareness of the issues facing refugees and asylum seekers and create a better understanding of their situation. They await the findings of a study being undertaken by the Institute of Public Policy Research into the role of government in influencing public opinion in this field.

Despite the current race relations legislation, organisational commitments to equal opportunities policy and positive action programmes, racism and racial discrimination continue to thrive. Many in the African Caribbean and Asian communities feel that little has changed. Increasing racial harassment, deaths through racial violence, lack of government intervention in tackling direct or indirect discrimination and the adverse affect of the recession on such groups have led Trustees to focus their Racial Justice Programme on black self-help groups who are committed to creating a more just and equal multi-racial society. Trustees continue to provide support for the All Party Parliamentary Group on Race and Community which is beginning to consolidate their position in promoting race equality through the parliamentary process. The impact of new grants to Searchlight, to develop strategies in challenging racial violence, and to Sia, to enable community-based initiatives to learn from their experience and highlight this to policy makers, will be followed with interest.

Various changes in local and central government policy which have affected funding to the voluntary sector have been noted by Trustees. The Trust has supported three

different pieces of work which are looking at the experience of black-led voluntary agencies in the West Midlands in this changing climate. Reports from Equality Management Services, the Black Training and Enterprise Group and the Local Initiatives Foundation for Training may offer a basis for further Trust consideration.

During the past year the Trustees have also reviewed their Penal Affairs and Disability Programmes. The focus of the former is to be the prison and remand system. Major grants continued to the Prison Reform Trust, for their study of the private prison system; the Howard League, for the employment of a penal policy officer; the Penal Affairs Consortium and the Parliamentary All Party Group on Penal Affairs, for costs of their secretariats. A new grant was made towards the running costs of the Prisoners' Advice Service. A one-off contribution was given for research assistance for the study of the introduction of the panel system on discretionary life sentenced prisoners conducted by Timothy Newell.

Within the Disability portfolio, Trustees decided to give main priority to the needs of those with learning difficulties. At the heart of this emphasis was the decision to maintain significant support for the Centre for Studies on Inclusive Education and the annual conference on this theme arranged by the Bolton Institute. Trustees also made a new grant to Network 81 for their work in this area. The grant to Circles Network, based in Bristol, for their pioneering work in the promotion of circles of support for those with learning difficulties was extended and Trustees were excited both by the interest shown across the country for the Circles approach and the financial support recently offered by statutory sources. In recognition of the wider needs of those with disabilities, both geographically and in terms of the nature of the disability, Trustees also extended, and increased, support for Action on Disability and Development.

Of some gratification for Trustees has been the realisation during the past year that the development and refinement of their Relevant Trustee approach has by general consent added to their sense of the Trust's overall coherence. Whereas it might have been thought that it would lead to feelings of detachment from some programmes, issues or grants on the part of some Trustees, all Trustees have found that the liberation at the Termly Meeting from the onus to look at every detail of every grant application has enabled them to give more time to their consideration of more strategic matters or wider issues. It is hoped that over time this will occasion an even greater coherence of purpose and direction across the Trust's grant-making.

The need to target our grant-making more strategically is all the greater in the face of some of the morality and

understanding shown in the governance of our country in recent years. Given the Director's recognition of George Eliot as the patron of UK philanthropy, a Trust annual report without some reference to her work would occasion some surprise. In "Romola", Eliot wrote -

"Within the sinking of high human trust, the dignity of life sinks too: we cease to believe in our own better self, since that also is part of the common nature which is degraded in our thought; and all the finer impulses of the soul are dulled."

It may require more dreamers to have their visions realised, with or without charitable funding, to change this situation. In its own dreaming and mission the Trust continues to follow the advice of another grant recipient of former years. Reflecting on her observations on the state of the nation at that time, the Trust Annual Report for 1983-84 concluded:

"... 'Motivation without the bus fare leads to even deeper frustration and disaffection,' one community worker commented. 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."

And to open more eyes. And to realise more dreams.

GERALDINE M CADBURY

In the course of the year Geraldine M Cadbury resigned after sixty years as a Trustee at the age of ninety-four. She is the only surviving child of the founders of the Trust, Barrow and Geraldine S Cadbury.

The Trustees wish to record their gratitude and admiration for the long and helpful service which she gave. Her constant concern, her insight and her contributions to the business of the Trust will be greatly missed by both Trustees and staff.

Barrow Cadbury Trust

Registered Charity 226331

Through a scheme approved and established by the Charity Commissioners for England & Wales on the 30th of August 1994, the Paul S. Cadbury Trust became part of the Barrow & Geraldine S. Cadbury Trust, and the latter is now administered under the name of the Barrow Cadbury Trust. Its Trust Deed empowers the Trustees to make grants for charitable purposes.

Trustees:

Geraldine M. Cadbury (retired 12 November 1994)
Catherine R. Hickinbotham
Edward P. Cadbury
Philippa H. Southall
Charles L. Cadbury (Chairman)
Anna C. Southall
Roger P. Hickinbotham
Richard G. Cadbury
Erica R. Cadbury
Ruth M. Cadbury
James E. Cadbury

Staff:

Eric Adams, Director
Dipali Chandra, Assistant Director
Pamela Robson, Office Secretary
Moir Westmacott, Office Secretary
Pat Weaver (part-time), Finance Secretary
Doreen Brandreth (part-time), Office Secretary

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Barrow Cadbury Trust

Civil Rights

The Programme encompasses the following main areas of concern:

- (a) the settlement needs of refugees, priority being given to initiatives in the Midlands which can effect change in policy and practice;*
- (b) the rights of asylum seekers and immigrants.*

Grants made in the year to 5th April 1995

Advisory Centre for Education: information leaflets	£1,000
Community Language Centre, London: new computer equipment/software	£500
Detention Advice Service: advice worker	£8,000
HARP, Birmingham: running costs	£10,000
Immigration & Nationality Research & Information Charity: research report	£6,000
Independent Immigration Support Agency: appeals worker	£19,500
Institute of Public Policy Research: study, conference costs	£11,500
Joint Council for the Welfare of Immigrants: core costs	£17,000
Local Economy Policy Unit: core costs	£10,000
Midlands Refugee Council: women's development worker, consultancy	£16,000
Migrant Support Unit: information resources	£500
National Group on Homeworking: co-ordinator	£20,500
Praxis: gender issue based study workshop	£500
Public Law Project: administration costs	£15,000
Refugee Council: parliamentary liaison service	£16,000
Rock Association: project costs	£25,000
Statewatch: salaries	£20,000
Warwick University: research on child protection in Asian families	£15,000
Youthaid: core costs, moving costs	£12,500
TOTAL	£224,500

Community Democracy

The primary focus of this programme is at present the promotion of the concept of community organising.

Grants made in the year to 5th April 1995

CENTRIS: research costs	£10,000
Citizen Organising Foundation: associate organisers	£40,000
Citizen Organising Foundation: Black Country	£10,000
Citizen Organising Foundation: East London	£10,000
Citizen Organising Foundation: premises	£10,000
Citizen Organising Foundation: running costs	£25,000
Citizen Organising Foundation: Sheffield	£10,000
Citizen Organising Foundation: training	£15,000
Citizen Organising Foundation: Wales	£10,000
Community Links, Newham: training programme	£10,000
Community Resource & Information Service Trust: salaries and running costs	£83,000
Hope Community, Wolverhampton: salaries	£10,000
Industrial Areas Foundation: work in South Africa	£5,965
Industrial Mission in South Yorkshire: development worker	£2,400
Interfaith Community Development Association: running costs	£10,000
National Federation of Community Organisations: report on community development	£2,000
Nottingham University : voluntary organisations' research publications	£188
Pool Farm/Primrose Hill Community Nursery: building costs	£5,000
Richard Mills Fellowship: bursaries	£1,000
St Chad's Church, Great Barr: development appeal	£1,000
West Midlands Planning Aid Service: running costs	£18,760
Women Acting in Today's Society: running costs	£50,220
TOTAL	£339,533

Barrow Cadbury Trust

Disability

Trustees seek to foster an inclusive society with particular emphasis on the needs of those with learning difficulties. Their immediate focus is on national work to promote integrated education.

Grants made in the year to 5th April 1995

Action on Disability and Development: training costs	£15,000
Batheaston Primary School, Bath: educational programmes	£10,000
Birmingham Rathbone Society: running costs	£10,000
Bolton Institute of Higher Education: seminar bursaries	£5,000
Breakthrough Trust: running costs	£20,000
Carers' National Association: conference costs	£2,000
Central Training Group: salaries	£15,000
Centre for Studies on Integration in Education: running costs	£20,000
Circles Network: running costs	£30,000
Citizen Advocacy South Birmingham Area: running costs	£10,000
Cottage & Rural Enterprises, Ironbridge: building costs	£1,000
DIAL, Northern Ireland: running costs	£10,000
Friendship and Caring Trust, Lisnaskea: building appeal	£5,000
Network 81: salaries	£5,000
Parachute Theatre Company, Frome: integration tour	£1,500
Sandwell Asian Family Support Service: salaries	£15,000
Sandwell Citizens Advice Bureau: disability access	£500
Vision Homes Association: running costs	£20,000
Voluntary Service Overseas: volunteer costs	£10,850
Where Next Association, Redditch: running costs	£5,000
TOTAL	£210,850

Gender

Following a review, Trustees have re-focused priorities as follows:

- Women-led initiatives which enable women to take a full part in the creation of a more equal, just and democratic society. Priority will be given to initiatives which are based in the West Midlands.*
- Applications which can effect change at a national level in policy, practice, attitudes and opinions on gender equality and women's rights.*
- In Northern Ireland, priority will be given to women-led rural-based projects, and Trustees are keen to enable women to raise the profile of gender inequality on the public and political agenda.*

Grants made in the year to 5th April 1995

All Saints Women's Resource Centre, Wolverhampton: group development worker's post, evaluation and development plans	£23,000
Birmingham Settlement Employment Link Nursery: employer liaison post	£20,500
Birmingham Women's Advice & Information Centre: development worker	£18,000
Birmingham For People: women's project post	£12,750
Choices in Childcare: seminar	£500
Birmingham City Recreation & Community Services Department: girls & young women's development work	£18,000
Fawcett Society: parliamentary liaison post	£14,000
Health Education & Life Skills (HELP): young women's project	£500
Lye Asian Women's Group: running costs	£1,000
National Alliance of Women's Organisations: policy work	£25,500
National Steering Group of Rape Crisis Centres: meeting costs	£300
Organisation Development Centre: research on women in employment	£15,000
Osaba Women's Centre, Coventry: volunteers' costs	£2,000
Rafiki House, Birmingham: management committee training	£600

Barrow Cadbury Trust

Regional Network of Women's Enterprise Development Agencies: study on current provision in West Midlands	£20,000	Women's Support Network, Belfast: staffing costs	£4,000
Sandwell Women's Enterprise Development Agency: business development officer's post	£8,000	Youth Action: work with young women and girls	£10,000
Summerfield Centre, Birmingham: Young Asian Women's Group residential	£600	TOTAL	£91,950
Walsall Black Sisters Collective: crèche for training courses	£750		
Women's Development Fund, Wolverhampton: bursaries for women's organisations	£3,000		
TOTAL	£184,000		

Penal Affairs

The Trust operates a modest budget in this field which seeks to address the need for a humane and just prison and remand service and an equitable system of justice.

Northern Ireland Projects

Action for Women's Employment, Derry: development costs	£7,000
Ballymagroaty Women's Group: educational courses	£500
Bangor Women's Centre: co-ordinator	£6,000
Craigavon Asian Women & Children's Association: staff training	£500
Craigavon Women's Aid: computer	£1,000
Derry Well Women's Centre: outreach worker's post	£13,500
Dungiven Community Resource Centre: women's pre-vocational training course	£1,000
Footprints Women's Centre: co-ordinator's salary	£7,500
Magherafelt Women's Group: running costs	£1,350
Multi-cultural Resource Centre, Belfast: anti-racist pack	£500
Pat Finucane Centre, Derry: women's anti-harassment project	£1,000
Shankill Women's Centre, The Hummingbird: young women's project	£6,000
Strathfoyle Women's Centre: management training programme	£600
Templemore Family Development Trust: educational courses	£1,000
Windsor Women's Centre: training post	£10,500
Women's Information Group, Belfast: salaries	£5,000
Women's Resource & Development Agency: outreach worker	£15,000

Grants made in the year to 5th April 1995

870 House Youth Unit, Birmingham: appeal costs	£1,000
Community Education Association: conference bursaries	£1,000
Faculty of Law, Southampton University: travel costs	£400
HM Prison, Young Offender Institution, Grendon: research	£7,000
Howard League: penal policy officer	£21,000
Institute of Criminology, Cambridge: Cropwood Fellowships	£10,000
Natural Justice Ltd: research	£10,000
Parliamentary All-Party Group on Penal Affairs: running costs	£8,000
Penal Affairs Consortium: running costs	£3,000
Prison Reform Trust: prison privatisation	£10,000
Prisoners' Advice Service: running costs	£10,000
TOTAL	£81,400

Barrow Cadbury Trust

Racial Justice

Trustees seek to enable black and minority ethnic communities to address their needs and concerns; enable the wider society to address its racism, and religious and cultural prejudices; and foster a better inter-ethnic and religious understanding. The Programme gives priority to work which addresses overt racism, institutionalised racism and fascism, as well as education, training and employment issues facing black and minority ethnic communities.

Grants made in the year to 5th April 1995

1990 Trust: administration costs	£9,500
All Party Parliamentary Group on Race and Community: salary and running costs	£15,000
Asian Resource Centre, Birmingham: community worker	£15,000
Association of Black Probation Officers: secretarial post	£5,000
Association of Black Social Workers and Allied Professions: management consultancy	£2,000
Bangladesh Centre, Sparkbrook, Birmingham: core costs	£12,000
Black Training & Enterprise Group: research project, regional seminar	£8,500
East Plumstead Baptist Church: running costs of anti-racist network	£500
Equality Management Services: information resources for black voluntary sector	£7,500
Handsworth/Lozells Methodist Initiative: purchase of equipment	£250
Imani Venture, Birmingham: training liaison post	£18,000
Jewish-Christian Relations: training resources	£4,500
Jona Sova Jona Seba, Birmingham: trainee travel costs	£750
Kashmiri & Pakistani Professional Association: careers conference	£500
Legal Centre, Aston, Birmingham: running costs	£14,000
LIFT, Coventry: research project, management training course	£3,650
Londec: education pack	£1,000
North Smethwick Housing Development Trust: running costs	£15,000
Runnymede Trust: core costs	£10,000

Sandwell African Caribbean Development Agency: training courses	£9,500
Searchlight Educational Trust: salaries	£20,000
Shaheed Udham Singh Welfare Trust: multi-lingual publishing service	£4,500
Sia: policy work	£13,750
Society of Black Lawyers: secretarial post	£15,000
St James' Advice Centre, Aston, Birmingham: core running costs	£18,000
St Kitts-Nevis Association, Birmingham: running costs	£300
Surdhwani, Wolverhampton: cultural event	£400
Temple Training Services, Wolverhampton: project work and salaries	£31,500
Tindal Association for School and Community, Birmingham: crèche worker	£500
Voicebox, Birmingham: bilingual arts festival	£500
Working Group against Racism in Children's Resources: resource booklet	£500
Wolverhampton Inter-Faith Group: rent and running costs	£600
TOTAL	£257,700

Reconciliation

This programme is under review and will in future come within the compass of the Community Democracy Programme with a focus on the realisation of a just and peaceful society.

Grants made in the year to 5th April 1995

Action Reconciliation Services for Peace: placements of German conscientious objectors	£10,000
Bradford University: post-graduate studentships in peace studies	£19,000
Cape Town University: peace and security research	£8,000
Centre for Intergroup Studies, Cape Town: research/training programmes for reconciliation	£10,030
Dudley One World: running costs	£10,000
Friends World Committee for Consultation: bursary	£1,000
Horsley House, Bradford: salaries	£20,000
Independent Security Information Service: defence briefings for MPs	£15,000

Barrow Cadbury Trust

Lancaster University: M.Phil. course	£25,000	Garrison Parish Church: building works	£1,000
Mediation UK: salaries	£22,000	Glen Community Parent Youth Group, Belfast: salaries	£12,500
Medical Educational Trust: running costs	£1,000	Hospital Road Community Development Association, Omagh: running costs	£1,000
Oxford Research Group: project on international trade in military technology	£15,000	Knocks Community Association: building costs	£10,000
Parliamentary All-Party Group on Overseas Development: administration	£21,000	Omagh Families Resource Centre: running costs	£1,500
Southampton University, Nuclear Non-Proliferation Project: running costs	£20,000	Restoration Ministries: salaries	£12,000
Trust of Programs for Early Childhood, Family & Community Education, Jerusalem: salaries	£10,000	Roslea Heritage & Visitor Centre: salaries	£9,000
Working Party on Chemical & Biological Weapons: secretarial costs	£10,250	Small Fry Playgroup, Maguiresbridge: building costs	£2,500
TOTAL	£217,280	St Michael's CBSI, Enniskillen: building costs	£10,000
		Strathroy Playgroups: running costs	£1,500
		Tempo Development Association: premises	£2,000

Northern Ireland Projects

Aughakillymaude Community Association: building costs	£2,500	Tempo Historical Society: premises	£4,000
Ballywalter Youth Club: library	£500	Ulster Quaker Service Committee: running costs	£10,000
Bannagh Community Project: building costs	£1,000	WEA (NI): people's history project	£750
Belfast Women's Information Drop-in Centre: running costs	£10,000	TOTAL	£167,461
Committee on Administration of Justice: salaries	£20,000		

Community of the Peace People, Belfast: work with long-term prisoners and families, transport	£22,500
Derrylin Pre-School Playgroup Association: building costs	£3,000
Drumduff & Drumnakilly Community Association: running costs	£1,500
Drumquin Development Association: running costs	£3,500
Ederney Community Development Trust: salaries	£10,000
Enniskillen Together: running costs	£5,000
Ernevale Beacon Centre: horticultural therapy	£711
Fermanagh Citizens' Advice Bureau: running costs	£6,000
Fermanagh Scout Association: building costs	£1,000
Fermanagh Talking Newspaper Association: running costs	£1,500
Fintona Development Association: running costs	£1,000

Other Grants

Association of Charitable Foundations: running costs	£5,000
Britain Yearly Meeting, Religious Society of Friends: contingency fund	£5,000
Charities Information Bureau, West Midlands: running costs	£1,000
Johns Hopkins University, Birmingham: conference	£5,000
Local Government Centre, Warwick: research on combating poverty on peripheral housing estates	£13,375
National Council for Voluntary Youth Service: running costs	£5,000
Paul S. Cadbury Trust subscriptions: final payments	£1,130
Royal African Society: conference fees	£800
Swanshurst School, Birmingham: workshops	£700
TOTAL	£37,005

Barrow Cadbury Trust

Abridged Income & Expenditure Account for year ended 5th April 1995 (including 5 months' Paul S. Cadbury Trust transactions)

	1995		1994	
	£	£	£	£
INCOME				
Income from investments		2,068,274		1,449,271
Interest on loans		903		943
Donations		14,889		160,792
		<u>2,084,066</u>		<u>1,611,006</u>
EXPENDITURE				
Grants - net	1,808,678		1,507,255	
Staff & office costs	176,961		193,787	
Investment management charges	80,629		90,727	
Professional and bank charges	13,500		7,775	
		<u>(2,079,768)</u>		<u>(1,799,544)</u>
		<u>4,298</u>		<u>(188,538)</u>

Abridged Balance Sheet at 5th April 1995

	1995		1994	
	£	£	£	£
Investments at market value		38,307,532		33,938,960
Other Assets:				
Debtors	140,004		209,333	
Cash at bank and on deposit	3,495,101		1,677,119	
	<u>3,635,105</u>		<u>1,886,452</u>	
Less creditors	<u>(26,177)</u>		<u>(21,687)</u>	
		<u>3,608,928</u>		<u>1,864,765</u>
Total net assets		<u>41,916,460</u>		<u>35,803,725</u>
Represented by:				
Endowment Funds		35,803,725		32,407,582
Net movements during the year		(1,439,306)		3,584,681
Transfer of assets from PS Cadbury Trust		7,547,743		-
Surplus/(Deficit) of income over expenditure		<u>4,298</u>		<u>(188,538)</u>
		<u>41,916,460</u>		<u>35,803,725</u>

For notes to the abridged financial statements see page 15.

Barrow Cadbury Fund Limited

The Barrow Cadbury Fund Limited is a company limited by guarantee and is a member of the Barrow Cadbury Group. The company is a subsidiary of the Barrow Cadbury Group and is a member of the Barrow Cadbury Group. The company is a subsidiary of the Barrow Cadbury Group and is a member of the Barrow Cadbury Group.

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Barrow Cadbury Fund Limited

Registered Company 503137

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 (retired 12 November 1994)
Catherine R. Hickinbotham
Edward P. Cadbury
Philippa H. Southall
Charles L. Cadbury (Chairman)
Anna C. Southall
Roger P. Hickinbotham
Richard G. Cadbury
Erica R. Cadbury
Ruth M. Cadbury
James E. Cadbury

Staff:

Eric Adams, Administrator
Dipali Chandra, Assistant Administrator
Pamela Robson, Office Secretary
Moir Westmacott, Office Secretary
Pat Weaver (part-time), Finance Secretary
Doreen Brandreth (part-time), Office Secretary

Address:

2 College Walk
Selly Oak
Birmingham
B29 6LQ

Telephone: 0121-472 0417

Fax: 0121-471 3130

Barrow Cadbury Fund Limited

The Board of Directors comprises all the Trustees of the Barrow Cadbury Trust. The Fund's primary purpose remains the support of non-charitable projects which are considered important within the programme areas of the Trust. It is intended that any income not committed under the above criterion will be devoted to issues of Community Democracy.

Grants made in the year to 5th April 1995

Civil Rights

INQUEST: salaries	£22,000
Liberty: salaries	£10,000
National Convention on Human Rights: costs	£27,000
St Philip's Survival Campaign, Birmingham: running costs	£500
Unemployment Unit: running costs	£10,000
Westminster Objectors Trust: donation	£7,500
TOTAL	£77,000

Community Democracy

Acocks Green/Fox Hollies Community Council: running costs	£200
Balsall Heath Residents Action Group: running costs	£500
Chris Wadhams Associates, Birmingham: links with Moscow	£800
Communities Organised for a Greater Bristol: consultancy	£1,000
Community Operational Research: conference expenses	£725
FARE Project write-up	£7,000
KLMB Residents Group, Smethwick: running costs	£250
Newtown Community Centre, Birmingham: social activities	£100
Newtown Community Radio, Birmingham: setting-up costs	£2,000
Paul S. Cadbury Fellowship 1995	£5,970
Shape Housing Association: links with Moscow	£200
Smith Place Tenants & Residents Association, Sandwell: running costs	£100
TOTAL	£18,845

Disability

Mobility: research costs	£1,000
Sheffield Inclusion Interest Group: publication costs	£2,000
TOTAL	£3,000

Gender

300 Group: salaries	£20,000
Single Parent Action Network: costs of developing a European network	£25,000
TOTAL	£45,000

Northern Ireland

Community Connections Development Programme: running costs	£1,000
Cooneen Boxing Club: building costs	£2,500
Derrygonnelly & District Community Development Association: running costs	£500
Derrykerrib Island Community Association: social audit	£500
Fermanagh-Husa Exchange Programme: costs	£2,000
Mornington Enterprises (NI) Ltd: salaries	£10,000
South West Fermanagh Development Organisation: salaries	£8,000
Trillick Enterprise Group: salaries	£5,000
TOTAL	£29,500

Penal Affairs

PROP, London: office costs	£7,500
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Reconciliation

Cable & Wireless College: symposium	£1,500
Electoral Reform Consultancy Services: running costs	£5,000
International Democracy: running costs	£23,500
Saferworld: parliamentary liaison	£5,000
TOTAL	£35,000

Personal grants

51 grants	£35,047
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Barrow Cadbury Fund Limited

Abridged Income & Expenditure Account for year ended 5th April 1995

	1995		1994	
	£	£	£	£
Income from investments		421,368		353,144
Other interest received		12,776		15,932
		<u>434,144</u>		<u>369,076</u>
Profit/(Loss) on sale of investments		(48,198)		973
		<u>385,946</u>		<u>370,049</u>
Grants (net)	250,892		259,852	
Administrative expenses	<u>60,798</u>		<u>77,039</u>	
		(311,690)		(336,891)
Taxation		<u>(85,054)</u>		<u>(62,283)</u>
Deficit on ordinary activities after tax		<u>(10,798)</u>		<u>(29,125)</u>

Abridged Balance Sheet at 5th April 1995

	1995		1994	
	£	£	£	£
Fixed Assets				
Investments		9,525,599		9,785,808
Current Assets:				
Debtors	16,577		16,130	
Cash at bank	<u>384,748</u>		<u>247,766</u>	
	401,325		263,896	
Creditors	<u>(51,375)</u>		<u>(38,055)</u>	
Net current assets		<u>349,950</u>		<u>225,841</u>
Total net assets		<u>9,875,549</u>		<u>10,011,649</u>
RESERVES				
Endowment Fund		3,502,208		3,502,208
Revaluation Reserve		5,132,464		5,406,173
Income and expenditure account		<u>1,240,877</u>		<u>1,103,268</u>
		<u>9,875,549</u>		<u>10,011,649</u>

For notes to the abridged financial statements see page 15.

NOTES TO THE ABRIDGED FINANCIAL STATEMENTS

1. The Financial Statements of the Barrow Cadbury Trust comply with the recommendations of the Statement of Recommended Practice No. 2, Accounting by Charities. The Financial Statements of the Barrow Cadbury Fund Ltd comply with the requirements of the Companies Act 1985. In each case the financial statements include the auditors' report which was unqualified. A copy of the full financial statements may be obtained from the Director.
2. Trustees/Directors aim at an annual expenditure which maintains Endowment Funds in real terms at current levels.
3. The Trust's and Fund's financial statements were audited by Neville Russell.
4. Investments are handled on behalf of the Trust and the Fund by HSBC Asset Management Europe Ltd.
5. The Trustees/Directors apply a number of ethical criteria to their capital investments. They have been assisted by EIRIS (Ethical Investment Research and Information Service) in identifying companies affected by these decisions. Certain categories of holdings are normally excluded from the investment portfolios and these criteria are subject to regular review.