Quakers & Business Group
Annual Report
Charitable Incorporated Organisation No. 1157008

YEAR ENDED 31st DECEMBER 2025

TRUSTEES	Lesley Bacon
	Michael Christopher Marshall
	Timothy Phillips
	William John Lovatt
TREASURER	Michael Christopher Marshall
CLERK	William John Lovatt
REGISTERED ADDRESS	18 Longford Road West, Stockport, Greater Manchester, SK5 6ET
BANKERS	Triodos Bank, Deanery Road, BRISTOL, BS1 5AS

Purpose

The objects of Quakers and Business Group (Q&B) are to promote Quaker principles, particularly in the context of business and the workplace. Q&B is a membership organisation, open to anyone with an interest in ethical business management, which aims to be a meeting place for those whose experience is that integrity in business and the workplace matters. Our meetings and core principles are organised in accord with the Quaker Business Method, which seeks to include and value the input of all members of a meeting.

Public Benefit

As a Charitable Incorporated Organisation, we are very aware of the need to use the monies and other resources entrusted to us by our membership with care. Trustees ensure that while making decisions and plans they have regard to the public benefit in general, and minimise any risks.

Membership

At the end of 2025 there were 108 individual members, a reduction from 110 in 2024. Eight new members arrived, but ten left, due to moving away from business interests. As a membership organisation Q&B attempts to respond to concerns brought up by members, and encourages interactions of all types.

In finding members to be Trustees and serve on the working groups, we pursue the Quaker tradition of seeking to discern the appropriate roles for the organisation, and encourage all members to take their part in upholding its principles and practices. We seek the 'Light' in everyone, and attempt to treat each member equally. We stress plain language and try to avoid Quaker jargon wherever possible.

The Management Committee met monthly in 2025 and is composed of the trustees, convenors of working groups and any member who wishes to attend.

Review of the year

During the year we continued our work on the following projects:

- **Business Adviser, Coach and Facilitator training programme**. We provided input for our member Maureen O'Callaghan's PhD thesis which is now published.
- **Revision of our book Good Business: ethics at work**: we are very grateful to the Yew Tree Trust for funding £4,000 towards this major project. The funding will be used in particular for the professional cost of modifying the paragraphs to include AI references. A small but active team began a comprehensive revision to bring it up to date.
- **Yearly Meeting 2025: Special Interest Meetings and Groups Fair:** Eoin McCarthy as the convenor provided a report showing 40 flyers were handed out, mostly to younger people, with enquiries from 4 people.
- We successfully applied for the **Hodgson Award** to travel round the Quaker Areas to disseminate our research into why early Friends were so successful, and the award was given.
- **Website:** we did work on improving the website, including our Search Engine Optimisation. We regularly added blogs to our website, and traffic increased considerably as a result.
- **QandB Regenerative Business working group**: This was started, and six Q&B members joined it.
- We joined the **Good Business Charter**, and encourage their work.
- **Friends' Concerns about Business and also their personal ministry in business**: This was a new initiative in 2025, and took place, time permitting, in the last half of our monthly Meeting. Among personal business topics we discussed the use and abuse of AI in Meetings and in business; a member's request for members' experience on the ethics and sources of suppliers of garments (members present were able to suggest suitable contacts); we shared an example of ethical business practices in India.
- **Quaker Book of Discipline**. Our new working group submitted offerings about business to the Quaker Book of Discipline revision committee, including the complete *Good Business: ethics at work* book.

- **LinkedIn, Substack and WhatsApp**: we managed to retrieve the SuperAdministration for LinkedIn, and created a Q&B Substack and a WhatsApp group. We completed a 19-page Content Guide for Q&B members writing our publications. We now regularly contribute a Quaker voice on these media.
- **The Simple Quaker Credit Union** working group started 2025 with ongoing pre-application discussions with the PRA/FCA, but were invited in May to make an official Application, which was submitted together with the large amount of documentation required, on 29th August. By the end of 2025 some 100 questions had been tabled by PRA/FCA and a large number of new documents and revisions had been submitted. A new complete website was created offline in early November and was in process of being integrated with the IT system at the end of the year.

2025 financial review

The substantial surplus was mainly due to the reduction in the cost of the website.

The £4,000 from the Yew Tree Fund was received during the year but no funds were disbursed during this financial year.

The subscriptions reduced by £200 (about 8%) as members left due to not being involved in business any longer, and the new members (most of whom did not qualify for Gift Aid) did not compensate..

The level of turn-over means that it is not necessary to employ an external examiner this year.

Statement of Financial Activities

(incorporating an income and expenditure account)

Year ended 31 December 2025

	2025		2024	
Income and endowments	**Re-stricted**	**Unre-stricted**	**Re-stricted**	**Unrestricted**
Subscriptions	0	£2,470	0	£2,670
Other donations	0	£100	0	£60
Other Trading activities	0	£78	0	£52
Interest	0	£16	0	£0
Gift Aid	0	£364	0	£405
Grant from Yew Tree Fund	£4,000			
Total income	£4,000	£3,028	0	£3,187
Expenditure	0		0	
Raising funds and manage-ment	0	£549	0	£2,372
Charitable activities	0	0	£1,699	£393
	0	0	£1,699	£1,699
Subscription refunds	0	£30	0	£220
Total expenditure	0	£579	0	£4,685
Net income/(expenditure)	£4,000	£2,449	0	(-£1,498)
Total funds brought forward	0	£2,654	0	£4,152
Total funds carried forward	£4,000	£5,103	0	£2,654