

Britain Yearly Meeting of the Religious
Society of Friends (Quakers)

Annual report, including financial statements

for the year ended 31 December 2022



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To read *Our faith, our work*, which contains information
about the work of Quakers in Britain in 2022, visit
www.quaker.org.uk/annualreview.

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Introduction

From the Clerk of Trustees and the Recording Clerk

In the early months of 2022, many Covid restrictions were still in place. Although these reduced as the pandemic entered its third year, “what love requires of us” to serve meetings across Britain Yearly Meeting (BYM) and to witness to a changed world was very different from 2019.

Staff were returned from furlough (though rates of sickness remained higher than normal), restructures within both Quaker Life and Quaker Peace & Social Witness (QPSW) were completed so that BYM could deliver our most important work even with a reduced budget.

It was a great joy to hold Yearly Meeting at Friends House in May 2022 and “to see one another’s faces, and open our hearts one to another in the Truth of God ... as formerly it used to be”. We are grateful to our staff, who delivered it safely and managed the complexity of a blended Yearly Meeting at which Quakers old and new who could not attend in person were able to take part.

Meetings now need more – or different – support, so the completion of the roll-out of 15 local development workers (LDWs) during 2022, with one now in each region, was an important fruition of a prescient leading that emerged in 2011. LDWs are providing flexible support and linking meetings to the specialist skills of other Quaker Life or QPSW staff.

The world needs our work – from climate justice, to peace, to integrity in public affairs – and we have

the learning of generations of Quakers to draw on in finding where we can make the most difference today. From support to the witness of Quakers locally, to speaking out nationally, to working internationally with Quakers from around the world, and through our grants to bodies including the Quaker United Nations Office (QUONO) in Geneva, what we do – reflected in this report – matters.

Our tradition of respect and equality for individuals leads us to work to reduce injustice today through anti-racism, gender inclusion and reparations. We have more to do in determining how to put the decisions made by Yearly Meeting in 2021 and 2022 into practice.

Our Quaker structures need to be fit for the future and, since George Fox first introduced ‘Gospel Order’, these have evolved to meet the needs of the time. BYM has supported the yearly meeting in working out what this means for the simplification of our central and local structures, and this work continues.

We thank our staff – in the charity and Quiet Company – and all those who have supported our work with service and prayerful upholding, as well as financially. Quakers – through individual giving, legacies and their meetings – and grant-making trusts have continued to give, despite the constraints of the cost-of-living crisis. We hope they will give again so that our support to meetings and witness to the world can continue.

In Friendship,

Signature redacted

Caroline Nursey

Signature redacted

Paul Parker

About us

Britain Yearly Meeting explained

Quakers in Britain – also known as the Religious Society of Friends – are a faith community with worship at its heart. Founded in 1652, a period of religious turmoil, the Society welcomes people of all faith backgrounds who want to deepen their experience of God and find a way of living harmoniously in today's troubled world.

Quakers worship in local meetings (456), grouped together into area meetings (70), where individual membership (c.11,491, plus a further 6,948 attenders) is held. Local and area Quaker meetings manage their own affairs and own their own property; each area meeting is a separate charitable entity with its own trustees.

Members of these area meetings make up the membership of the Yearly Meeting of the Religious

Society of Friends (Quakers) in Britain (Britain Yearly Meeting), a body that meets annually and that has ultimate authority for church affairs. In the intervals between Yearly Meetings, Meeting for Sufferings – the standing representative body of Quakers in Britain – is entrusted with discernment and general care of matters affecting the Society.

Britain Yearly Meeting (BYM) is also the name of the national charity that implements the Society's central policy, owns its property, employs its staff and directs its work. BYM works centrally to run the affairs of the Society as a whole and to support local meetings. We also work to raise awareness of the basic tenets of Quaker faith and to put Quaker thinking into practice for a just and peaceful world.

Public benefit statement

BYM is an umbrella organisation, guiding, supporting and sustaining area and local Quaker meetings throughout England, Wales and Scotland.

The charity's resources come from members' contributions, legacies, grants, any gift-aided surplus of our trading company, and investment income.

These resources are spent on deepening and sharing Quaker spiritual experience and on acts of witness that arise from our faith. For Quakers, belief and witness are indivisible. We work for peace and justice, environmental sustainability, the alleviation of suffering, and the upholding of victims of oppression.

Local meetings for worship are open to all. Quakers have no tests of belief, and membership of the Society is open to anyone who is sincerely seeking truth. Our governance is spread widely within our membership. Our constitutional book of Christian discipline, *Quaker faith & practice*, guides our work and witness.

For over 370 years Quaker faith has led us to testify to equality, simplicity, peace and truth. Quaker social witness encompasses work for peace and peacebuilding, including in Israel–Palestine and in East Africa. It strives for climate justice and for equality in Britain. It supports poorer people in society through bursaries, relief payments and grants. We provide support for the worshipping life and the witness of

local meetings through a network of local development workers and other specialist staff, for example through servicing networks of prison chaplains.

Friends House, our central London base opposite Euston station, is a much-valued public building, made available for a wide variety of uses including worship by other faiths, education purposes and for open meetings organised by many third-sector organisations. Since 2009 Friends House has had a welcoming Quaker Centre, featuring a bookshop, café and worship space, open to all. In 2021, we opened in Leeds another centre for national Quaker work.

We are transparent in what we do: we make minutes of BYM Trustees available and our website (www.quaker.org.uk) carries minutes of Meeting for Sufferings and Yearly Meeting itself. Our website also gives details of our work and provides resources for local meetings and those wanting to learn more about Quakers.

This report shows how our resources have been applied and how the public benefits from our work.

The charity's trustees have complied with their duty under the Charities Act 2011 to have due regard to public benefit guidance published by the Charity Commission. All trustees give their time voluntarily and do not receive any personal financial benefit from the charity.

The way we work

Governance and decision-making

George Fox and some of the wisest of the early Friends showed something like genius for devising methods of administration, which left the spirit truly free, yet preserved a sense of order ... Fox was the creative mind behind the establishment of Church Government, much criticised by many of his contemporaries, which is in good working order to this day. Not only the distribution of business between our various meetings for discipline, but the habit of making minutes as the business proceeds and the habit of seeking for the sense of the meeting and not taking votes, with all these procedures worked out through worship.

Roger Cowan Wilson, 1949 (*Authority, leadership and concern*)

Trustees are accountable to Quakers in Britain for the central work carried out in their name, and for ensuring that BYM complies with the law. The Recording Clerk (Quaker-equivalent of a chief executive) and Management Meeting (the senior staff team) advise trustees and are accountable to them for the work set out in an operational plan and budget prepared each year. In 2019, trustees adopted strategic priorities for centrally managed work for the next 5–10 years with the overall objective of a simple church supported by a simple charity, to reinvigorate Quakerism.

Our governance relies on the wide participation of members, and we depend on Friends to discover and exercise their gifts and offer them in service to God and our community.

In 2021, trustees approved a plan of governance developments, drawing on the Charity Governance Code, to help achieve strategic goals of: creating simple structures and practices in our local and national organisation; and ensuring all work is well-governed – resourced, impactful and communicated effectively.

The terms of reference of BYM Trustees are reviewed regularly. The most recent review concluded in 2020 and revised terms of reference were adopted by Yearly Meeting in 2021.

Governing document

The governing document is drawn largely from passages in our book of discipline *Quaker faith & practice*. The governing document was reviewed by Yearly Meeting in 2021. *Quaker faith & practice* contains, in addition to governance, advice and counsel, and encourages self-questioning and hearing each other in humility and love. The first book of discipline was compiled in 1738 and is revised at intervals. The last complete revision was approved by the Society in 1994 and it has been amended regularly since then. Yearly Meeting in 2018 decided to begin a new complete revision of the book of discipline. This process is under way and the committee overseeing the revision is reporting regularly on progress. The current hope is for final text to be presented to Yearly Meeting 2030 for adoption.

The duty of trustees

It is the duty of BYM Trustees to:

- ensure that the priorities for the work set out by Yearly Meeting and Meeting for Sufferings are taken forward with the right use of our resources
- ensure that the governance and management of the work carried out are in accordance with the objectives set out in the governing document and compliant with the law.

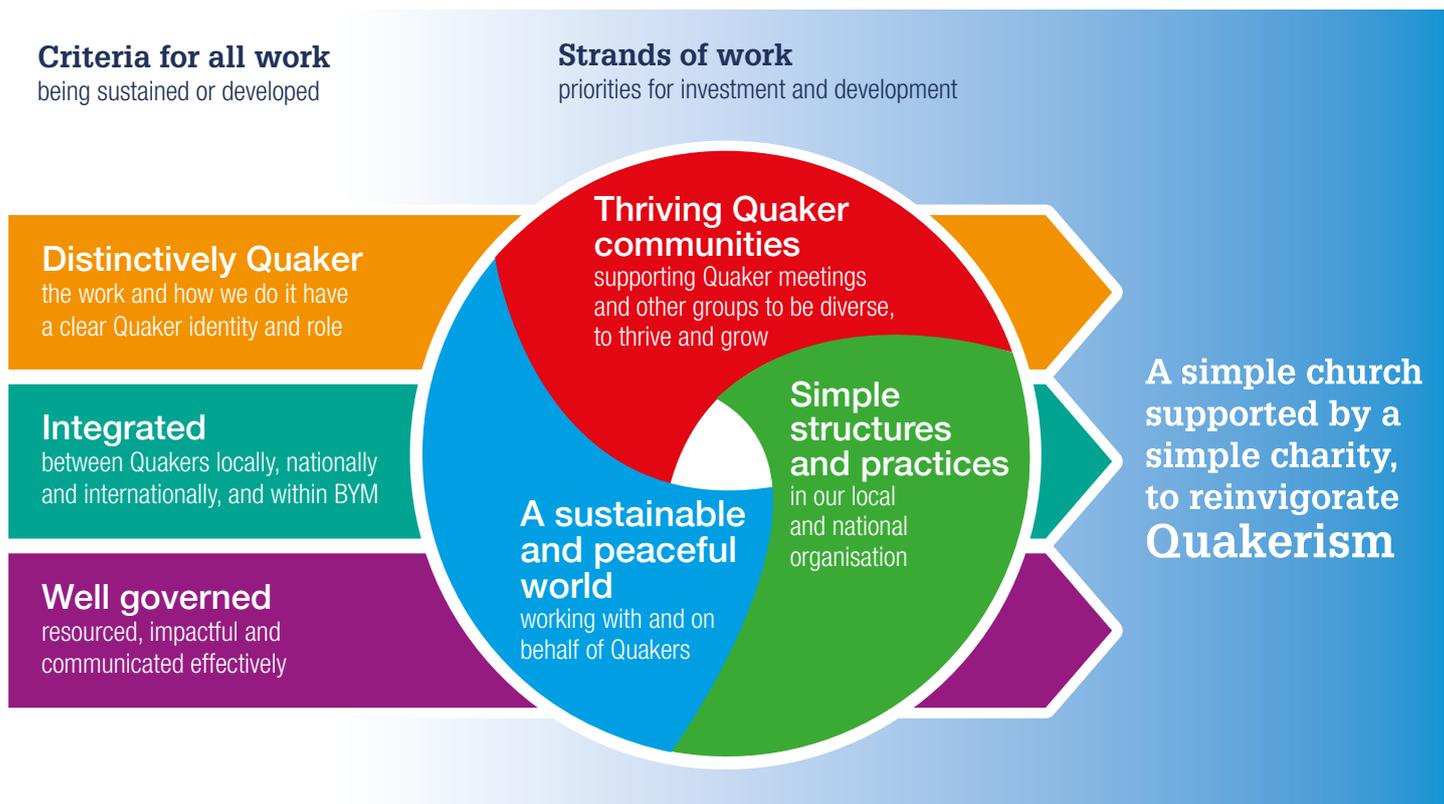
In addition, the board of directors of Friends House (London) Hospitality Ltd. (trading as Quiet Company) is appointed by, and reports annually to, BYM Trustees.

Trustees have three subcommittees: Audit Committee, Employment Committee, and Finance & Property Committee.

Trustees are further supported by four standing committees and, together, define policies and decide the work to be done. The standing committees are:

- Quaker Committee for Christian & Interfaith Relations
- Quaker Life Central Committee
- Quaker Peace & Social Witness Central Committee
- Quaker World Relations Committee.

Trustees have established a pattern of annual reporting by standing committees designed to ensure they remain well-informed and the work of standing committees is well-scrutinised. Regular meetings of trustees and committee clerks are also held.



The conduct of business

All trustees' meetings and those of committees and subcommittees are held as meetings for worship for business in accordance with *Quaker faith & practice*. Trustees appoint two elders each year to sustain and support the right holding of the meeting.

Trustees receive copies of the full minutes of Management Meeting, giving trustees a full picture of matters under consideration by our officers whilst preserving the boundaries between operational matters and strategic direction. The Recording Clerk and members of Management Meeting attend all meetings of trustees and report to them on each occasion. Trustees also spend time without staff at each of their meetings.

Trustees have a good relationship with Meeting for Sufferings, the standing representative council of Quakers in Britain. All trustees are members of Meeting for Sufferings and attend its meetings regularly to participate in the discernment. There are regular opportunities for members of Meeting for Sufferings to engage with trustees to ask questions and seek explanation and clarification of aspects of trustees' business. Trust is central to all our relationships, and its preservation is a matter of vigilance and sensitivity.

Appointment of trustees, induction and training

Trustees are appointed by Yearly Meeting normally to serve a three-year term. Reappointment is possible for a second term and exceptionally for a third. The Yearly Meeting treasurer, also appointed by Yearly Meeting, serves ex-officio as a trustee. Nominating committees draw on a database of offers of service from Friends in membership of the Society. In making nominations for service as trustees, the Central Nominations Committee ensures that the Friends approached are aware of the legal responsibilities of trustees and of the legal position on eligibility.

Trustees keep their collective strengths and weaknesses under review. Trustees use regular training to reinforce those strengths and to address any weaknesses. All trustees are offered training in a range of areas related to their responsibilities. New trustees receive induction and briefing materials. They take part in a reflective review at the end of their first year of service, and again when they complete their term. The findings of these reviews are reported back to the trustee body.

BYM Trustees are working on improving their diversity. At December 2022, of the serving trustees: 69% were female (23% male and 8% preferred not to say); 8%

The way we work

were from black and minority ethnic communities; 38% considered themselves to be disabled; 23% identified themselves as Lesbian, Gay, Bisexual, Transgender, Queer/Questioning (LGBTQ) (69% did not and 8% preferred not to say); and 77% were under the age of 66.

Safeguarding procedures

BYM is committed to ensuring that all of our events and services are safe for everyone, and that everyone can worship safely within Quaker communities, including children, young people and adults at risk of abuse. We work to comply with legal and regulatory safeguarding requirements laid upon us as a charity.

Our policies and procedures ensure that only appropriate staff and volunteers work with children and young people and that criminal records checks are undertaken as required. They are kept under review. In 2022 we continued to implement our improvement plan, enabling us to build a strong safeguarding culture built on robust policies which are well understood throughout our organisation. We require all staff and relevant volunteers to undertake safeguarding awareness training, with advanced training for those working directly with children and adults potentially at risk of abuse.

Transparency of Lobbying, Non-party Campaigning & Trade Union Administration Act 2014

Quakers are committed to speaking truth to power on matters of common concern. At times this means engaging in the political process. The Transparency of Lobbying, Non-party Campaigning and Trade Union Administration Act 2014 regulates certain types of political activity in defined periods before elections. Where required by the Act, Britain Yearly Meeting registers as a non-party campaigner and declares relevant spending. Britain Yearly Meeting did not engage in any regulated activity in 2022.

Risk management

Risk management policies and procedures

Quakers have historically been prepared to take risks if they felt called to do so after careful discernment. In our risk management approach, trustees seek an appropriate balance between acknowledging and mitigating risk and discerning opportunities to progress our Quaker concerns. No activity is without risk, and

Trustees and senior staff endeavour to operate in the space between stewardship and opportunity, ensuring that regular and productive conversations relating to risk take place.

Trustees have paid increased attention to risk, both in their meetings and working with senior staff over recent years. Management Meeting is responsible for managing strategic-level risks and these risks are monitored by trustees. Operational managers identify and manage operational-level risks – these relate to areas of work detailed in our Operational Plan. All risks are brought together into BYM's Risk Register. Having identified relevant risks, managers analyse levels of risk, confirm mitigation, and, where appropriate, allocate resources. The Risk Register is reviewed and updated regularly during the year by operational managers, Management Meeting and trustees. The trustees' Audit Committee, constituted of one trustee and three external members, provides trustees with independent assurance that risk is being adequately managed.

In 2022, while the Covid pandemic continued to have a significant impact on our risk profile, we began to consider what a post-pandemic approach to risk management should look like.

Main risks

i) Major changes in Quaker communities

Reductions in membership, closure of meetings, unsustainable local structures, loss of tradition, disconnection with BYM, and loss of support to BYM.

Management of risk:

- New ways of worshipping (especially use of online technology)
- Continued commitment to local development workers across Britain
- Actions from the Integrated Strategy for Supporting Quaker Communities, in particular increased integration among Quaker Life teams
- Focus on simplification
- Improved understanding of diversity and inclusion
- Actions to sustain relationships between BYM and meetings including potential Memorandum of Understanding
- New outreach strategy being developed.

ii) Operating model

Operating model becomes unsustainable or unstable leading to loss of income to charity.

Management of risk:

- Fundraising strategy and plan
- Income generation plan, including exploring options for income generation from properties
- Staff training to improve financial literacy
- Work with committees to review programmes
- Active engagement with suppliers on supply issues (Brexit and Covid)
- Build a culture of resilience and adaptability
- Market analysis: benchmarking to competitors
- Ethical business principles a distinctive feature for hospitality business
- Maintain ability to flex or reduce core work programme to address cost base issues.

iii) Information technology

Risks on IT governance; resilience and continuity; cyber security; vendor and third-party risks; data management; IT program and execution risks.

Management of risk:

- New ICT Strategy developed, emphasising a wider set of IT objectives: governance, infrastructure, digital, service management and security
- Staff training and development plan
- Vulnerability testing (Cyber Essentials Plus)
- Testing new disaster recovery solution
- Digital Asset Inventory
- Service Desk to manage ICT day-to-day work.

iv) Communications

BYM fails to use appropriate communications tools to help Quakers be widely known and understood, contributing to declining impact of work and engagement of Friends.

Management of risk:

- Integration of external and internal communications
- Communications planning and preparation in advance of foreseeable events

- Planned review of communications guidelines
- Impact reporting of projects and programmes.

v) Governance

Failure of governance control, unsustainable central governance structures, reputational risk of meeting governance failure

Management of risk:

- Actions to deliver strategic priority on simplifying structures
- Governance strategy and plan
- Risk management process
- Audit Committee internal auditing process
- Work to support committees and encourage service
- Move to new ways of working following changes in response to Covid pandemic.

vi) Safeguarding

Failure of safeguarding governance or management leads to increased risk of abuse to children, young people or adults at risk of abuse and reputational damage.

Management of risk:

- Implement safeguarding improvement plan, with continued reference to the recommendations of the external review
- Appointment of lead safeguarding trustee
- Recruitment of dedicated safeguarding officer
- Identification and training of staff champions
- Awareness training for all staff
- Review, revise and/or adopt policies and procedures
- Manage engagement with Independent Inquiry into Child Sexual Abuse (IICSA).

vii) Change management

Change, taking place in all parts of the charity, is badly managed, resulting in decreased impact and/or increased costs.

Management of risk:

- Management Meeting change days
- Change management tools and resources

The way we work

- Regular two-way communication
- Active engagement with central committees
- Communications with Friends
- Training and development for Operational Managers.

BYM staff and Management Meeting

Our people and culture

In December 2022 BYM employed 155 staff (123.5 full-time equivalent) across its departments, including 78 (64.6 full-time equivalent) to undertake the work of Friends House (London) Hospitality Ltd.

In line with best practice, we review our diversity statistics annually, reporting these to Management Meeting and the Trustees' Employment Committee. At December 2022:

- 93 (60%) staff members were female
- 28 (18%) were from black and minority ethnic communities, 9 (5.8%) preferred not to say
- 17 (10.9%) staff considered themselves to be disabled
- 12 (7.7%) staff members identified themselves as Lesbian, Gay, Bisexual, Transgender, Queer/ Questioning (LGBTQ), 10 (6.4%) preferred not to say
- 14 (9%) staff identified themselves as Quaker.

We note that as much of this information is sensitive personal data, it is shared voluntarily by staff. This means that these statistics may not reflect the full demographic make-up of the staff body.

BYM is committed to creating a safe and respectful working environment where our staff and volunteers feel valued, where they recognise one another's contribution, where they know inappropriate behaviour won't be tolerated and where they feel safe to raise concerns. Our commitment to this aspiration is reflected in our People Strategy, which was finalised during the year and for which an action plan will be implemented over the next three years. As for so many others, this year continued to be difficult for us, as we worked hard to manage the impact of Covid-19 on our organisation. Our staff showed incredible commitment and determination to keep delivering their work for the Society, while managing significant

personal and professional challenges.

In 2021 we commissioned a culture audit on how we were doing in relation to Equity, Diversity, and Inclusion. The recommendations from the Audit Report were put in place in 2022, namely:

1. Setting up and arranging for staff attendance at a variety of EDI workshops, namely, power and privilege, dealing with microaggressions, and having difficult conversations safely.
2. A Working Group was set up to come up with a draft EDI Vision Statement. They are currently working on a multi-year action plan.
3. Arranging several workshops covering relational skills needed to create a psychologically safe workplace, dealing with complex EDI issues, interpersonal situations and unconscious bias.

Staff remuneration and support

The salaries for all staff, including the Recording Clerk and members of Management Meeting, are agreed on behalf of BYM Trustees by their Employment Committee, which negotiates these where required with the workplace union representatives. For several years a formula has been in place to propose a cost-of-living increase which is agreed by trustees subject to certain affordability criteria.

It is a longstanding policy of BYM that no member of staff, either on our London or regional pay scale, should receive a full-time salary more than four times that of any other. That policy, which results in a 1:4.7 ratio across the two pay scales, is one of the ways that Quakers are trying to put our faith into practice in the workplace. All staff are paid above the recommended Living Wage.

Moving out of the pandemic

2022 was the start of the country re-opening from the pandemic lockdown. In 2022, we started the process of considering what a post-pandemic working pattern will look like for us. It is clear that BYM staff are now a dispersed work community and further work is required to regularise how this will work in practice. This will be implemented in 2023.

A consequence of this is scaling up staff numbers to pre-pandemic levels. In December 2021 we had 130 staff, rising to 155 in December 2022.

Recognising the importance of organisation and people development and culture change in this context,

Management Meeting agreed to the appointment of a Development and Change Adviser in the third quarter of the year. This role will develop our work on induction, performance review and learning and development processes.

Communicating with staff

BYM is committed to open and accountable management of our staff, where development and recognition are acknowledged. Staff can raise concerns through their line-manager or Management Meeting, including the Recording Clerk, or anonymously through the whistleblowing policy. We use an external specialist supplier to conduct surveys on a wide range of workplace issues including, especially during the pandemic, individual wellbeing.

We plan to invest further in staff engagement and leadership, and focus on our culture, commitments and behaviours, because those behaviours either reinforce or undermine our values.

Staff are encouraged to join the employer-recognised union, Unite. A member of Management Meeting meets with the union regularly. The union supports staff during key consultations and with employee relations.

Volunteer involvement

BYM has a policy for volunteers who work alongside paid staff, based on four principles:

- The role of volunteers and the staff with whom they work must be clear.
- The work of volunteers should be seen as complementary to the work of staff, and volunteers should be supported in their work.
- Volunteers will not be used to replace staff posts.
- Staff and volunteers will work closely together.

The types of volunteers covered by this policy in 2022 included:

- Volunteers who participate as leaders and facilitators on our Youth, Children and Families events and programmes; and
- Volunteers who support the running of the Quaker Centre at Friends House, Euston.

For the avoidance of doubt, we do not consider those Quakers who participate in our governance and working structures through participation in the central

and standing committees of Britain Yearly Meeting to be volunteers for the purposes of this policy.

Fundraising practices

BYM raises funds within the Quaker community through the contributions given by area and local meetings.

Individual Friends also make donations directly to BYM and we make applications to trusts and foundations for grant funding. Legacies are a crucial part of our fundraised income and we are grateful to all those who have left a gift for us in their will. We would like to thank all the local and area meetings, charitable trusts, foundations and individuals who support our work.

We are registered with the Fundraising Regulator and abide by the Code of Fundraising Practice. We commit to the regulator's Fundraising Promise and aim to exceed these standards. We do not do any fundraising work with commercial participators. We have a policy for working with vulnerable supporters and all fundraising staff receive training on following this policy. In all our fundraising work we aim to:

- be transparent
- be respectful
- be fair and responsible
- listen and respond
- commit to high standards.

For every £1 spent in 2022 on raising voluntary income for BYM centrally, £7 was received in donations and legacies.

The work we do

Activities, objectives and achievements

The charitable object of BYM is “the furtherance of the general religious and charitable purposes of the Religious Society of Friends in Britain and beyond”. This purpose is further defined in *Quaker faith & practice* under four headings, which underpin the organisation of our work and the allocation of funds.

Sustaining our church and faith

This is defined in *Quaker faith & practice* as organising and maintaining the Yearly Meeting as responsive to the leadings of the Holy Spirit; this entails calling, briefing and running decision-making meetings with all the facilities necessary for their efficient and effective functioning. It also includes conducting relations with other churches, faiths and ecumenical bodies.

Yearly Meeting 2022 was held for the first time as a blended meeting in May 2022. 1,934 people registered to attend all or part of the event, 735 of them in person. The theme was ‘Faith, Community and Action’. Friends worshipfully considered the following questions:

- **Faith:** How do we experience worship, community and witness?
- **Community:** How can we build Quaker communities that respond to challenges and put faith into action?
- **Action:** How can we transform thinking and action in Quaker communities and wider society?

In recent years, Quaker communities have been engaged in an exploration of privilege, seeking to become aware of the unseen and unspoken chains that bind us, and growing our ability to act on our urgent concerns of sustainability, economic and climate justice, and diversity and inclusion. In 2021 we made a commitment to becoming an anti-racist faith community, and in 2022 we built upon that commitment, making a decision to consider making reparations for our involvement in the transatlantic slave trade. Later in the year, Quakers decided that they would no longer use the term “overseers” to describe Quakers performing a pastoral care role within their Quaker communities, as this word has unwelcome connotations linked to the transatlantic slave trade and is a barrier to Quakers being an inclusive community.

Trustees, staff and Friends in our wider community have continued to work on simplifying our governance structures throughout 2022. This work will help us make the most of our resources and better deliver our strategic priorities.

Quakers on the committee entrusted with overseeing the revision of *Quaker faith & practice* have developed a detailed project plan and timescale for completing their task by the end of this decade, meaning that the text of the revised book of discipline would be brought to Yearly Meeting in 2030 for adoption. In 2022 the revision committee reviewed its list of main topics to be covered in the new book, increasing this number to 28 main topics, and has prepared substantive first drafts on a further two of these: meeting for worship for church affairs and marriage, bringing the total of substantive first draft topics to seven. Text is now being drafted on five more topics: testimony, spiritual experience/ Quaker theology/spiritual diversity, worship, membership and conflict. Our engagement with Quakers continues, and sample texts on marriage and on nominations were shared widely within the community for feedback on tone, language, style and accessibility.

Quaker Committee for Christian & Interfaith Relations continued to represent Quakers on national ecumenical bodies, namely Churches Together in England, and Churches Together in Britain and Scotland. Ecumenical work has focussed in 2022 on racial justice and the emerging interest in making reparations for the harm of racial injustice.

Quaker World Relations Committee acts as the connection between Quakers in Britain and Quakers worldwide. Throughout 2022 it created opportunities for international connection, notably at Yearly Meeting and by appointing British Quakers to attend other Yearly Meetings across the world.

We continued to support our central committees as they develop their approaches to working effectively in a blended way.

In 2022 we spent £1.5 million on sustaining our church and faith (2021: £1.8 million).

Supporting meetings

This is defined in *Quaker faith & practice* as supporting Friends in their local organisations by providing services and advice relevant to the current demands of the Quaker community; for example, such work may relate to children, elderly people, those about to be married, those with responsibility for meeting houses, and those raising funds.

We continued to implement our integrated strategy of meeting-centred support by rolling out new local development workers into new areas, responding to the needs of Quaker communities across Britain. By early 2023 the full cohort of local development workers had been recruited. The Local Development Worker programme is funded, in part, by generous grants from Benefact Trust, Bader Philanthropies, and the Southall Trust, as well as through the contributions of Friends throughout Britain.

We implemented planned changes to how the Quaker Life team, working with Woodbrooke Quaker Study Centre, supports role-holders in meetings and other Quaker communities. We have invested additional staff time in promoting this support to Quakers across the yearly meeting.

We now have three youth development workers in post, funded in partnership with groups of area meetings, with a fourth to follow in early 2023. This team developed their practice to bring children and young people together as part of their regional Quaker communities.

We engaged with Quaker communities as they emerged from the pandemic, assisting them to recover. It is clear that the impacts of the pandemic, which include changes for the better as well as regretted losses, will take some years to emerge. Local development workers have observed significant interest in initiatives to simplify meeting structures.

Following the laying down of Quaker Stewardship Committee, work to develop appropriate support and guidance for Area Meeting Trustees has progressed and been effectively embedded in the work of the Quaker Life team.

We continued to support meetings in their safeguarding commitments, and to develop a safeguarding culture within our organisation by appointing and beginning to train safeguarding champions in each BYM department and developing safer recruitment for paid and voluntary roles. We

continue to deliver our safeguarding improvement plan and engage with the Independent Inquiry into Child Sexual Abuse (IICSA) final report and recommendations, which were published in autumn 2022.

In 2022 we spent £2.5 million on supporting meetings (2021: £1.8 million).

Witness through action

This is defined in *Quaker faith & practice* as putting Quaker thinking into practice in relation to the problems and needs of people at home and abroad.

During 2022, the Russian invasion of Ukraine shaped the focus for our peace work. Colleagues worked to communicate with and support Quakers in both Ukraine and Russia and worked with Friends undertaking acts of citizen diplomacy aimed at building long-term conditions for peace. A working group of Quakers from across the UK continues to consider how we can respond.

In May 2022 at Yearly Meeting, Quakers in Britain agreed to consider making meaningful financial and other reparations for the harm of the transatlantic slave trade. Local and area meetings of Quakers, as well as other Quaker groups, have now begun to consider how they might go about making reparations, and we expect this process to continue during 2023. Our communications team worked with Woodbrooke Quaker Study Centre to deliver a podcast series on understanding the concept of reparations. As a result of this and other minutes relating to equity, our Grants Group reviewed and adapted our processes for disbursing and monitoring grant-funding to ensure that our approach was equitable and recipient-led. And we expanded our annual grant to East African partners, to a three-year funding commitment. This brings it more into line with BYM's grants to European partners, as well as reflecting the multi-way relationship in our peacebuilding work across Britain, Rwanda, Burundi and Kenya.

Our work on climate justice saw significant success in 2022. Alongside partner organisations, we made substantial progress on campaigning for a loss and damage facility, to compensate those who now live with the unmitigable effects of climate change. At COP27 a loss and damage fund was established by the UN Framework Convention on Climate Change but discussions are ongoing about who will finance the fund and where the money will be allocated.

The work we do

We continue to be concerned that UK climate commitments are at risk of being rolled back due to energy and cost-of-living crises.

In summer 2022, we began to deliver an online course, the “Climate justice year of learning”, to over 100 participants. This course will culminate in 2023, and thus far we believe it has proven a successful delivery and engagement method.

Our Peace Education work developed in its scale and influence in 2022. This work aims to support educators and grow the peace education movement. We released a series of six videos alongside a major report, *Peace at the heart*, outlining our relational approach to education in British schools. This publication has provoked interest from education practitioners across the UK, with particular interest from policymakers in Scotland and Wales. Peace Education staff are increasingly asked to run teacher training sessions and are exploring further collaboration opportunities.

Staff worked to influence parliamentarians on the Policing Bill. Although the legislative outcome was not successful, we continued through this work to build and maintain valuable relationships.

During 2022, Quaker Peace & Social Witness staff undertook a needs analysis to understand how we can best support Quakers who are led to witness for positive social change. The results of this analysis will be embedded into our work in future years.

In 2022 we spent £1.9 million on witness through action (2021: £1.5 million).

Promoting Quakerism

This is defined in *Quaker faith & practice* as raising awareness and developing understanding within and without BYM concerning the basic tenets of Quaker faith and practice, such as spirituality, peace and human rights.

Our weekly e-newsletter *Quake!* has become a key channel for communications with Quakers. Over

7,800 subscribers receive it directly. This forms part of our work to communicate the purpose and impact of BYM’s work to build understanding and support. Alongside *Quake!*, communications staff continue to develop our use of social and other media.

Our Communications team has worked closely with programme teams to ensure that opportunities to share our values and ongoing work in the public realm have been grasped. Work to refresh our main website and ensure that user journeys are more successful and engaging has progressed, and we expect that updates will be implemented in 2023.

As the pandemic has receded, Friends House has once again been open to Quakers, the public and conference guests. This meant that by the autumn, footfall in the café, bookshop and conference spaces was high. Ongoing development of Quiet Company’s offer to clients has continued.

During 2022 the Library and Archives team reopened the library and reading room at Friends House to the public by appointment. The library team has supported researchers from across the world. Images from our collections have been used by the National Gallery of Art in Washington DC and the Australian National Maritime Museum, and colleagues have been consulted for historical details which have aired on a variety of television programmes in the UK and elsewhere.

We have worked to prepare Swarthmoor Hall for reopening as a recognised international Quaker visitor centre in Britain, and to renew the interpretation of this historic building as the “cradle of Quakerism”.

In 2022 we spent £2.0 million on promoting Quakerism (2021: £1.7 million).

Future plans

Our plans for the charitable organisation are informed by the strategic priorities for the next 5–10 years, as defined by trustees in 2019. These are: thriving Quaker communities; a sustainable and peaceful world; and simple structures and practices.

Thriving Quaker communities

We will continue to deliver our strategies for supporting Quaker communities by increasing understanding of the support that we, and partner organisations, can offer to individual Friends and meetings. By ensuring that our website has a simpler structure and integrates user journey mapping into its design, we'll enable Quakers and others to more easily find the information they are looking for.

We will continue to develop our understanding of, and support for, Quakers who belong to newer non-geographic Quaker communities, and we will work to ensure that they can fully participate in the life of our Quaker community.

We will review how we approach the participation and integration of young people in our witness, worship and governance structures, seeking to set out recommendations for improvements.

We will make it easier for Quakers to find out about our governance work, ensuring that they know how the organisation makes decisions and delivers its purpose. We will also develop the range of opportunities which Quakers have to engage in our centrally managed work, alongside longer-term committee service.

We will continue to ensure that our communities are safe for all participants by continuing to improve our safeguarding practices, building a robust safeguarding culture underpinned by knowledgeable and well supported staff and volunteers.

We will continue to build our presence in the world through our 'Faith in Action' network. As this network emerges, we will experiment with new ways of working to support local Quaker peace and climate justice initiatives. We will recommence our grant-giving programme to support these initiatives.

We will continue to work on communicating our peace and climate justice work, and the work of our Faith in Action network participants, to inspire others to support our work and take similar action.

Alongside this, we will launch a new moderated Facebook page for British Quakers, enabling multi-way communications within an online community.

We will work to provide support to Quaker communities to explore and challenge privilege, and historical and contemporary injustices, including explorations of how to respond to our 2022 Yearly Meeting minute, which called for reparations for the wrongs of the transatlantic slave trade.

We will work to re-open Swarthmoor Hall in 2024 as a recognised international Quaker visitor centre in Britain, telling the story of the "cradle of Quakerism".

A sustainable and peaceful world

We will support and grow practical peacebuilding work and nonviolent approaches to injustice and violence in Britain and internationally. We will do this by accompanying peacebuilders and peacebuilding networks, providing support to Quaker peacebuilders and conciliators, and supporting accompanying and learning from nonviolent campaigns and peacebuilding projects in Kenya, Rwanda and Burundi.

We will continue to develop our ecumenical accompaniment programme, ensuring that antisemitism is challenged and countered within the programme and its networks.

We will support and develop the peace education movements, and work to make peace education mainstream in Britain. We will do this by supporting Quakers putting their faith into action through peace education, by developing peace education resources and training through textbooks, teacher resources, and teacher and youth worker training. We will support peace education networks and movements outside our own organisation, and facilitate work which enables the development of peer mediation practice in Britain. We will advocate for policy and practice which promote a peace education approach in schools. We will continue to challenge militarism and structural violence in education including military recruitment and exclusions of pupils from schools.

We will continue to campaign for just solutions to the climate crisis, including by speaking out on loss and damage, and playing a leading role in the Make Polluters Pay coalition. We will work through the Insure Our Future campaign, identifying and

The work we do

implementing ways for Quaker work and methods to put pressure on insurance companies to cut ties with fossil fuels. We will work with Quakers in other parts of the world to pursue our shared aims.

We will continue to speak out against war and militarism as the occasion arises in public life.

We will support a strong civil society voice network and work to improve the standards of truth and integrity in democratic life, seeking to create a positive environment for civil society campaigning.

Simple structures and practices

We will ensure that our charity is well governed, implementing our governance strategy to deliver a culture of compliance and impact across the organisation. We will provide structures, tools and resources for our Quaker committees, ensuring that they can work effectively.

We will integrate our new finance system with other systems, so that management information is shared across all functions. We will work towards delivering multi-year budgets, ensuring that our financial forecasting enables sound decision-making for the medium and longer term.

We will review our procurement process, identifying suitable future developments.

We will continue to implement our IT Strategy, rolling out the Microsoft Office suite of products across our teams and committees, including Microsoft teams telephone solutions. We will deliver further system and user-facing improvements to our security, information governance and support infrastructure. We will begin to roll out a new digital asset management system, and complete the implementation of our new customer relationship management (CRM) database.

Following initial implementation of the CRM we will implement our events framework, which will operate to ensure that our wide variety of events are held safely, consistently well-managed, responsive to change and able to meet organisational needs.

We will improve our collections (library and archives) management, ensuring good stewardship and supporting access. This work will be coordinated with work on audience development and changing user needs.

We will develop the skills and capability of our senior leaders and managers to deliver consistent, inclusive, fair and effective line management and performance management. We will continue to review all of our People policies to ensure that they support inclusion and equity, as well as dispersed ways of working.

We will work to ensure that our workplace community is supported both mentally and physically by actively promoting wellbeing. We will continue to develop a working environment where staff are inspired to give their best, where performance is evaluated and where underperformance is addressed.

Through our Fundraising strategy we will continue work to ensure that our fundraising is inspiring and effective in order to secure funding for our future work. We will communicate our impact by integrating case studies and human stories into our fundraising communications, and will work to become a fundraising organisation where all staff know how work is funded and their role in winning support.

We will work consultatively to produce a new Communications Strategy and guide, providing clear, accessible information on our brand, tone of voice, visual tone, language style and reference text for key messages on who we are and what we do.

Financial Statements
Year to 31 December 2022

Financial review

Headlines

The financial and economic climate in which we operate continues to be tough. In the face of this challenging climate, we are very grateful to Friends for their continued generosity, and we remain steadfast in ensuring that our income is used efficiently and effectively and that every pound counts.

Total income in 2022 was £9.3m and our total spend was £12.0m; a decrease of £0.7m (income) and an increase of £3.2m (spend) respectively compared to the previous year. Net expenditure before investment losses was therefore £2.7m.

After investment losses of £5.8m (2021, investment gains of £6.0m), we had a deficit of £8.6m (2021: £7.2m surplus). These losses primarily stem from a decrease in the value of investments managed by Rathbone Greenbank Investment, reflecting the current unpredictable nature of the investment market.

Despite the downturn in income, the uplift in spend demonstrates the organisation's commitment to maintain the provision of key services for those we

serve and seek to serve. That is, to continue to provide advice, resources, training and events to strengthen and empower Quaker meetings; uphold the structures and discipline that keep our church and our work spirit-led; operate a range of programmes in Britain and overseas that translates our faith into action; and carry out outreach, media and advocacy work that builds public awareness of who Quakers in Britain are and about the things that matter to us.

Income

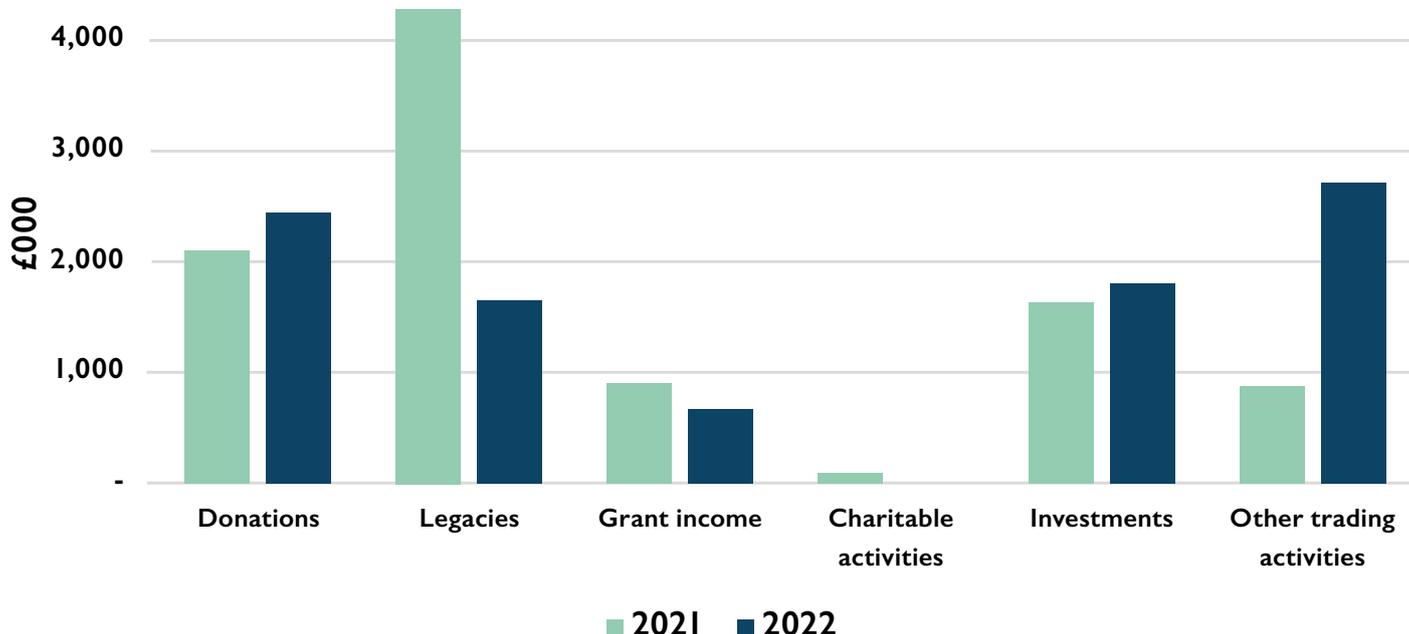
Our primary source of income is contributions from individual and Quaker meetings, legacies, grants, investment income and revenue from our trading operation.

The total income for the year was £9.3m, a decrease of £0.7m compared to the previous year (2021: £10.0m). Of the £9.3m, Legacy and donation income reduced to £4.8m, compared to the unexpectedly high £7.4m received in 2021.

Investment income increased to £1.8m, an increase of 10% compared to 2021.

Post-Covid and the return to face-to-face meetings

Britain Yearly Meeting: Income



and conferences, our trading operation, Quiet Company, increased income this year from £0.9m to £2.7m. With operations and therefore expenditure scaled up to meet this demand, no gift aid payments were paid to the Charity. With Quiet Company income growth strong, Gift Aid payments will resume in 2023.

Expenditure

Total expenditure for the year was £12.0m, an increase of 37%, compared to the previous year (2021: £8.7m). Most of this increase relates to staff costs, which is the largest component of our costs. The rise in staffing is not unexpected; post-Covid, it has been imperative for the organisation to scale up its operations to ensure we can undertake our charitable services.

Of the £12.0m total expenditure figure noted above, £7.9m was spent on direct charitable activities (2021: £6.8m). This is further detailed in note 6 on page 34.

Grant-making policy

Grants from restricted funds are made according to the criteria laid down by the donor. Grants from

unrestricted funds are allocated by reference to criteria specified in 2010. A full list of grants given is available on our website (www.quaker.org.uk/grants).

Investments

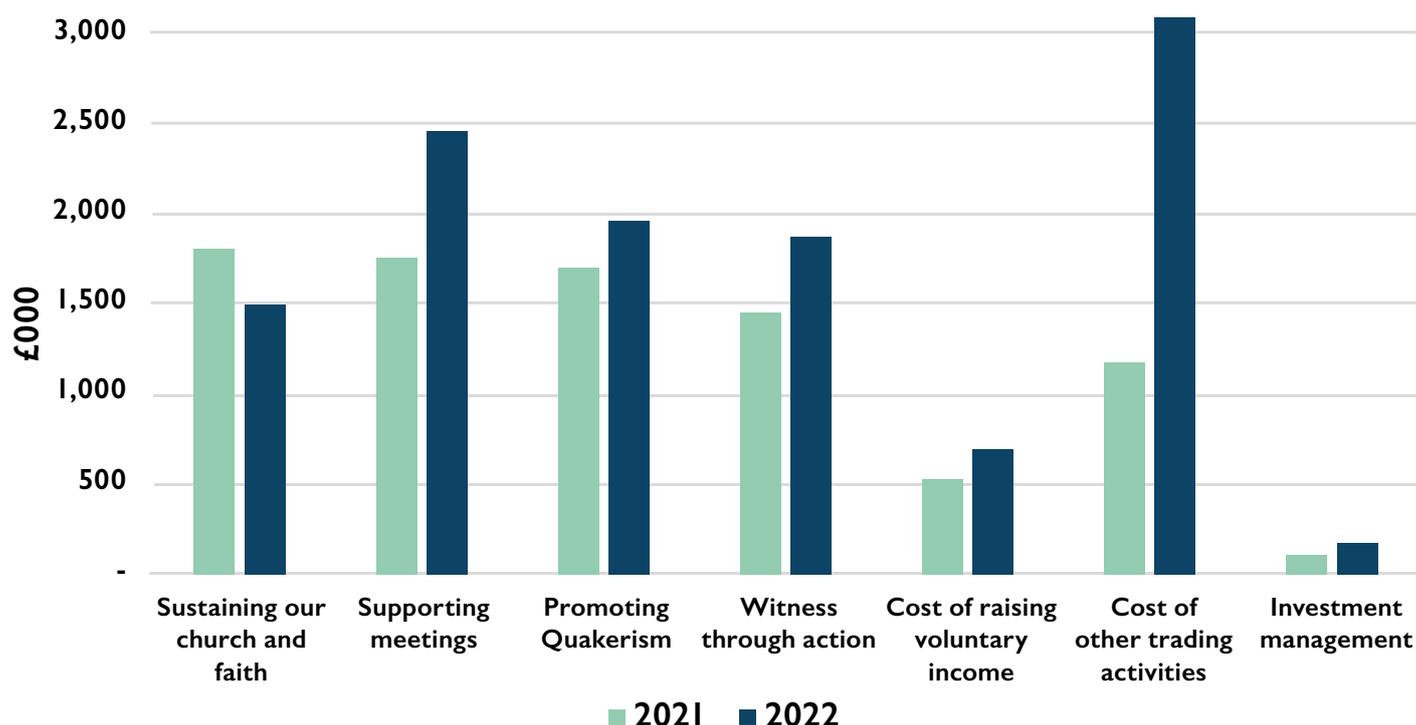
The market value of our investment portfolio at the end of 2022 was £30.1 million (2021: £33.3 million).

This drop in the value of our portfolio reflects a turbulent market brought on by broader political and economic uncertainty influenced by, for example, the invasion of Ukraine.

BYM invests for the long term, aiming to generate total returns to support present and future charitable work. We also aim to be a great example of an ethical and responsible investor in how we invest, exclude, engage and innovate. We monitor the carbon footprint of our portfolio. Just over 18% of the portfolio is invested in companies responding to the challenge of the climate emergency, either through providing renewable or low-carbon energy or other mitigation solutions.

The investment policy, together with a full listing of our investments as at 31 December 2022, is published on our website at www.quaker.org.uk.

Quakers in Britain: Expenditure



Financial review

Total funds

The total value of funds held at 31 December 2022 was £91 million (2021: £99 million). There are restricted reserves of £8.3 million (2021: £7.6 million); unrestricted reserves of £76 million (2021: £84 million) and endowment reserves of £5.8 million (2021: £7.2 million).

	2022	2021
	£'000	£'000
Total Funds as per Group balance sheet	90,639	99,125
Exclude:		
Endowment funds	(5,781)	(7,206)
Restricted funds	(8,376)	(7,550)
Designated funds tied up in fixed and heritage assets	(50,350)	(52,111)
Other designated funds	(14,010)	(13,881)
Unrestricted funds, not designated	12,122	18,377

Endowment funds

Endowments are monies received by BYM with the requirement that the capital should be held permanently and the income used for various aspects of the charitable purposes. Trustees review each of these endowments to see whether the objectives might be achieved better by seeking Charity Commission permission to spend the capital in the light of the increased demands in some areas of work and the levels of returns available.

Restricted funds

Restricted funds of £8.3 million (2021: £7.6 million) represent funds that have been donated for a particular purpose and the trustees have no discretion to reallocate for other use. For further details of how this balance is split by purpose, specific appeal or thematic area, please see note 20 of the financial statements. These balances will be spent on activities in these areas in future years.

Designated funds

Designated funds are monies set aside by Trustees to be spent or held to cover specific expenditure or projects. The designation may be cancelled by the trustees if they later decide that the charity should not

proceed or continue with the project for which the funds were designated. Of the designated funds, £50.4 million represents the main functional and investment properties held for the long term by BYM. These include Swarthmoor Hall, Friends House, and Drayton House. The legacy-funded projects fund represents monies set aside for expenditure on approved projects over the next five years. Trustees continue to review these designated funds to ensure that the set purposes remain valid and if not to ascertain if some can be released for more pressing needs.

General reserves

At the year end, the general reserves amounted to £12.1 million (2021: £18.4 million), this is the part of the charity's funds that are not restricted or designated to any particular purpose.

These funds are available for the immediate use of BYM, subject to retaining such amounts as are prudent for the smooth running of the charity. Accordingly, general reserves are used to provide working capital cash needs and to finance short-term deficits where necessary.

The trustees have indicated that in the medium-term BYM's expenditure should be fully covered by its income.

Reserves policy

Our reserves policy enables management of general reserves to ensure we hold an appropriate level of accessible funds to mitigate against identified financial risks, while ensuring we are making timely and strategic use of our funds. The policy focuses purely on the general reserves, as outlined above, as these are the funds that can be deployed at the discretion of the trustees. We hold general reserves to provide cover for unexpected changes in income and expenditure, allowing us to continue activities in the event of:

- a temporary loss of income
- a permanent fall in income, allowing time to adjust our cost base or business model
- incurring one-off costs that are not covered from donor funds.

General reserves also allow us to implement new strategic priorities or invest in new opportunities to achieve our goals. The Trustees' Finance and Property Committee reviews the reserves policy annually.

In 2021 our target reserves range was 5.5 to 7 months' operating costs (£5.5–7 million); our closing general reserves of £12 million are above the target range due to the historical performance of our investments.

Our trading activities have bounced back well with confidence and occupancy returning. Our 2024 budgeting reflects this trend and for the first time in three years, in respect of 2024, a gift aid payment is predicted to be paid from Quiet Company to BYM.

Our general reserves position, though remaining healthy, reduced this year from £18.4m to £12.1m.

There are three reasons for this:

- poor investment returns reflecting the uncertain state of world stock markets. This was the primary factor behind the reduction noted above.
- the continued gradual return to 'business as usual.' With a corresponding increase in staff costs, the most significant component of our cost base
- fundraising income this year lagged last year's unexpectedly good performance. For example, legacy and donation income was at £4.7m, compared to the £7.4m received in 2021.

Trustees will reconsider the organisation's reserves position from the second half of 2024 and into 2025 as we build up the organisation's medium-term financial strategy. Iterations of the strategy will be shared with Trustees. As noted earlier, designated reserve levels continue to be higher than our reserves target.

Considering all factors, the Trustees have adopted a total return investment policy, drawing down 6% of the value of our investments. Once we apply this approach to how we account for investments, this will provide a predictable income stream to ensure ongoing funding for the charity's activities.

However, the core underlying assets, namely the investments with Rathbone Greenbank, continue to be subject to external market forces which could lead to significant fluctuations in their values, as we have witnessed since the start of 2022. The value of our investment portfolio fell by 10% last year due to multiple factors – inflation, the prospect of rising interest rates, and geopolitical tensions. The trustees have therefore committed to review this arrangement in 2024 before agreeing the level of return for 2025 and beyond to ensure the long-term preservation of capital.

Going concern

We have set out above a review of Britain Yearly Meeting's financial performance and the general reserves position for 2022.

With the war in Ukraine and a change in the hospitality market post the Covid-19 pandemic, uncertainties persist. Tight budget controls continue.

The financial statements have been prepared on a going concern basis, which the trustees consider to be appropriate for the following reasons:

The trustees have prepared cash flow forecasts for a period of 12 months from the date of approval of these financial statements ("the going concern period"), considered the inherent risks to the group's business model and analysed how those risks might affect the charitable company's financial resources or ability to continue operations over the going concern period.

These forecasts assume a steady recovery over the coming months. The adoption of the total return policy for our investments is to close the gap in income as Quiet Company recovers from the effects of the pandemic. BYM's financial commitments are outlined in Note 16. Trustees formerly put in place borrowing arrangements, which have not been used to date and are not expected to be used. This facility has now been ended.

Consequently, the trustees have concluded that there are no material uncertainties that could cast significant doubt over their ability to continue as a going concern for at least a year from the date of approval of the financial statements, and therefore have prepared the financial statements on a going concern basis.

Approved by the Trustees of Britain Yearly Meeting of the Religious Society of Friends (Quakers) on 10 November 2023 and signed on their behalf by:

Signature redacted

Paul Whitehouse, Treasurer

Statement of trustees' responsibilities

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the

charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

Sayer Vincent LLP was re-appointed as the charity's auditor during the year and has expressed its willingness to continue in that capacity.

The trustees' report was approved by the trustees on 10 November 2023 and signed on their behalf by:

Signature redacted

Caroline Nursey, Clerk

Independent auditor's report to the Trustees of Britain Yearly Meeting of the Religious Society of Friends (Quakers)

Opinion

We have audited the financial statements of Britain Yearly Meeting of the Religious Society of Friends (Quakers) ('the parent charity') for the year ended 31 December 2022 which comprise the consolidated statement of financial activities, the group and parent charity balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group and parent charity's affairs as at 31 December 2022 and of the group's incoming resources and application of resources, for the year then ended,
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice,
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on Britain Yearly Meeting of the Religious Society of Friends (Quakers)'s ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the trustees' annual report is inconsistent in any material respect with the financial statements,
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and the parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will

always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, the audit committee and the finance and property committee, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
 - * Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - * Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - * The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the parent charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the parent charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the parent charity and the parent charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Signature redacted

10 November 2023

Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane,
London, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Financial statements

Year to 31 December 2022

		2022				2021			
	Notes	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	Total funds £'000	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	Total funds £'000
Income and endowments from:									
Donations and legacies	2	3,583	1,219	-	4,802	7,001	352	-	7,353
Charitable activities	3	-	-	-	-	95	-	-	95
Investments	4	1,731	87	-	1,818	1,532	113	-	1,645
Other trading activities	5	2,739	-	-	2,739	886	-	-	886
Total income		8,053	1,306	-	9,359	9,514	465	-	9,979
Expenditure on:									
Raising funds:									
Cost of raising voluntary income	6	708	-	-	708	538	-	-	538
Cost of other trading activities	6	3,144	-	-	3,144	1,196	-	-	1,196
Investment Management	6	167	40	10	217	109	62	6	177
Charitable activities									
Sustaining our church and faith	7	1,513	10	-	1,523	1,801	37	-	1,838
Supporting meetings	7	2,457	45	-	2,502	1,634	154	-	1,788
Promoting Quakerism	7	1,895	102	-	1,997	1,621	111	-	1,732
Witness through action	7	1,536	368	-	1,904	1,408	72	-	1,480
Total expenditure		11,420	565	10	11,995	8,307	436	6	8,749
Net gains/(losses) on investments	14	(4,520)	85	(1,415)	(5,850)	4,958	227	782	5,967
Net income		(7,887)	826	(1,425)	(8,486)	6,165	256	776	7,197
Transfers between funds	19, 20	-	-	-	-	-269	269	-	-
Net income after transfers		(7,887)	826	(1,425)	(8,486)	5,896	525	776	7,197
Other recognised gains and losses:									
Gains(losses) on revaluation of charitable properties	13a	-	-	-	-	-	265	-	265
Net movement in funds		(7,887)	826	(1,425)	(8,486)	5,896	790	776	7,462
Total funds at 1 January		84,369	7,550	7,206	99,125	78,473	6,760	6,430	91,663
Total funds at 31 December		76,482	8,376	5,781	90,639	84,369	7,550	7,206	99,125

The statement of financial activities includes gains and losses recognised in the year. All income and expenditure derives from continuing activities.

Balance sheets as at 31 December 2022

	Notes	Group		Charity	
		2022	2021	2022	2021
		£'000	£'000	£'000	£'000
Fixed assets					
Functional property	13	31,896	32,124	31,896	32,124
Furniture & equipment	13	296	204	296	204
Heritage assets	13	604	604	604	604
Assets under construction	13	114	194	114	194
Investment Properties	14	20,025	20,025	20,025	20,025
Securities	14	30,158	33,341	30,158	33,341
Total fixed assets		83,093	86,492	83,093	86,492
Current assets					
Stocks		95	91	87	88
Debtors	15	4,828	5,678	6,183	7,283
Cash at bank and in hand		5,290	8,577	5,285	8,562
Total current assets		10,213	14,346	11,555	15,933
Creditors					
Amounts falling due within one year	16	(2,667)	(1,713)	(3,935)	(3,074)
Net current assets		7,459	12,633	7,533	12,859
Total net assets	22	90,639	99,125	90,713	99,351
The funds of the charity					
Unrestricted funds					
General funds		12,122	18,377	12,196	18,603
Designated funds		64,360	65,992	64,360	65,992
Total unrestricted funds	19	76,482	84,369	76,556	84,595
Restricted funds	20	8,376	7,550	8,376	7,550
Endowment funds	21	5,781	7,206	5,781	7,206
Total funds		90,639	99,125	90,713	99,351

These accounts, which have been prepared in accordance with accounting policies on page 29 to on page 32, were approved by the Trustees of Britain Yearly Meeting of the Religious Society of Friends (Quakers) on 10 November 2023 and signed on their behalf by:

Signature redacted

Caroline Nursey, Clerk of Trustees

Signature redacted

Paul Whitehouse, Treasurer

Cash flow statements Year to 31 December 2022

	Notes	2022 £'000	2021 £'000
Cash flow from operating activities			
Net cash generated from operating activities		(1,798)	512
Cash flows from investing activities			
Dividends, interest and rents from investments	4	1,818	1,645
Proceeds from the sale of property, plant and equipment		-	-
Purchase of property, plant and equipment		-	-
Purchase of tangible assets	13	(563)	(194)
Proceeds from the sale of investments	14a	2,670	3,382
Purchase of investments	14a	(1,916)	(3,501)
Net cash provided by investing activities		2,009	1,332
Cash flows from financing activities			
Repayment of loans		10	30
Net cash from/(used in) financing activities		10	30
Change in cash and cash equivalents in the reporting period		221	1,874
Cash and cash equivalents at the beginning of the reporting period		8,909	7,035
Cash and cash equivalents at the end of the reporting period		9,130	8,909
Reconciliation of net income to net cash flow from operating activities			
		2022 £'000	2021 £'000
Net income		(8,486)	7,462
Adjustments for:			
Depreciation and amortisation charges		893	(744)
Non cash donation		(37)	(7)
Net (gains)/losses on investments and functional properties		5,850	(6,232)
Investment income		(1,818)	(1,645)
(Increase)/decrease in stocks		(4)	4
Decrease/(increase) in debtors		850	1,577
Increase/(decrease) in creditors		954	97
Net cash generated from/(used) in operating activities		(1,798)	512
Analysis of cash and cash equivalents			
		2022 £'000	2021 £'000
Cash in hand and at bank		5,290	6,594
Cash with investment managers		3,840	441
Total cash and cash equivalents		9,130	7,035

Notes to financial statements

1. Accounting policies

1.1 Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

1.2 Consolidation

Consolidated financial statements ("group financial statements") have been prepared in respect of BYM and its wholly owned subsidiary, Friends House (London) Hospitality Limited. The results of Friends House (London) Hospitality Limited have been consolidated on a line-by-line basis. Local and area meetings are separate entities with their own trustees and so not included in these accounts. No separate income and expenditure of the charity has been presented, as permitted by Section 408 of the Companies Act 2006 and para 15.11 of the SORP. The gross income for the charity for the year was £7.1 million (2021: £8.8 million) and its gross expenditure was £10 million (2021: £8.7 million).

1.3 Income and endowments

Income is recognised in the period in which the charity is entitled to receipt and where the amount can be measured with reasonable certainty. Income is

deferred only when the charity must fulfil conditions before becoming entitled to it or where the donor or funder has specified that the income be expended in a future accounting period.

1.4 Legacies income

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

1.5 Government grants

Government grants are recognised when there is reasonable assurance that the charity will comply with the conditions attaching to the grant and the grant will be received.

1.6 Expenditure

Expenditure is included in the statement of financial activities when incurred and includes any attributable but irrecoverable VAT. Resources expended comprise the following:

(a) **Raising funds.** These include salaries, direct costs and a share of support costs; they are analysed into three categories:

- Donations and legacies
- Other trading activities (including funds generated from hospitality)
- Investment income.

(b) **Charitable activities.** These include salaries, direct costs and a share of support costs (or indirect overheads) and are analysed into the following four categories:

- **Sustaining our church and faith:** this is defined in *Quaker faith & practice* as organising and maintaining the Yearly Meeting itself as responsive to the leadings of the Holy Spirit; this entails calling, briefing and running decision-making meetings with all the facilities necessary for their efficient and effective functioning. It also includes conducting relations with other churches, faiths and ecumenical bodies.
- **Supporting meetings:** this is defined in *Quaker faith & practice* as supporting Friends in their local organisations by providing services and advice relevant to the current demands of the Quaker community; for example, such work may relate to children, elderly people, those about to be married, those with responsibility for meeting houses, and those raising funds.
- **Promoting Quakerism:** this is defined in *Quaker faith & practice* as raising awareness and developing understanding within and without BYM concerning the basic tenets of Quaker faith and practice such as spirituality, peace and human rights.
- **Witness through action:** this is defined in *Quaker faith & practice* as putting Quaker thinking into practice in relation to the problems and needs of people at home and abroad, for example through conference resources, restorative justice, diplomatic work at the European Union and the United Nations, working with those in positions of power, and supporting social and development projects.

1.7 Support and management costs

These include salaries and other costs and are analysed into the following two categories, the total being charged out to categories note 1.6(a) and 1.6(b) above on the following bases:

- Support costs relating to the operation and maintenance of Friends House are split evenly across the activities, to reflect the dispersed work model adopted during the pandemic.
- Support costs relating to finance, human resources, IT and office services are allocated to the functional departments on the basis of total gross salaries within those functional departments. Prior year comparatives have been restated to better reflect allocation of costs to

expenditure headings. The reallocations do not result in any material restatements and there are no changes to total expenditure in the year.

1.8 Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

1.9 Operating leases

Rental charges are charged on a straight-line basis over the term of the lease.

1.10 Land, property, plant and equipment

All tangible fixed assets costing more than £1,500 and with an expected useful life exceeding one year are capitalised at cost, including any incidental expenses of acquisition and irrecoverable VAT.

(a) Functional freehold property

Functional freehold properties are held at valuation. Professional valuers revalue the properties every five years and the property is revalued as appropriate. Work to existing properties which is capable of extending the useful life or otherwise adding to the value of the property is capitalised. All other expenditure incurred in respect of general repairs to functional assets is charged to the SOFA in the year it is incurred. Assets under construction are stated at cost and transferred to completed properties when ready for use.

(b) Other tangible fixed assets

Other tangible fixed assets are capitalised and depreciated in line with the policy over their estimated useful lives.

(c) Depreciation

The depreciation expense is charged or apportioned to the relevant SOFA heading reflecting the asset's use on a straight-line basis as follows:

Freehold land	nil
Freehold buildings	50 years
Computer equipment	3 years
Equipment furniture and fittings	5 years
General office equipment	5 years
Specialised building works	8 years

(d) Impairment

An assessment is made at each reporting date of whether there are indications that a fixed asset may be impaired or that an impairment loss previously recognised has fully or partially reversed. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairment losses. Impairments of revalued assets are treated as a revaluation loss. All other impairment losses are recognised in the SOFA. Reversals of impairment losses are recognised in the SOFA or, for revalued assets, as a revaluation gain. On reversal of an impairment loss, the depreciation is adjusted to allocate the asset's revised carrying amount (less any residual value) over its remaining useful life.

1.11 Heritage assets

These comprise artefacts, books, paintings and manuscripts relating to Quaker history, which have been purchased by or donated to the Society. These are made available to visitors, academics and researchers to promote an understanding of Quakerism.

These are included either at market value, if available, or at nil value where conventional valuation approaches lack sufficient meaning. No depreciation is charged as the assets are considered to have indefinite lives.

1.12 Investment properties

Investment properties are included in the accounts at a valuation. Every five years, professional valuers revise the values based on prevailing market conditions with the Trustees reassessing the valuations in the interim with professional

assistance and making adjustments if they are deemed appropriate. The Trustees have assessed the possible impact of the coronavirus pandemic on the investment properties and based on its location, current and projected rental values and robust maintenance programme the values have not been impaired.

Realised and unrealised gains (or losses) are credited (or charged) to the statement of financial activities in the year in which they arise.

1.13 Other investments

Equity and bond investments are included in the accounts at their market value at the balance sheet date. Realised and unrealised gains (or losses) are credited (or charged) to the statement of financial activities in the year in which they arise.

1.14 Net current assets

Stocks and work in progress comprise stocks of publications and consumables for resale, valued at the lower of cost and net realisable value.

Debtors include loans advanced and sundry debtors. Interest-free loans are advanced to meetings for the purchase and improvement of meeting houses. They are repayable in annual instalments over periods of up to ten years; these are treated as concessionary loans and are carried at cost rather than the net present value of future payments.

Creditors include loans received from Quakers or Quaker meetings, legacies received where BYM is acting as agent for other Quaker organisations, and sundry creditors. Interest-free loans from Quakers or Quaker meetings are repayable on demand; these are treated as concessionary loans and are carried at cost rather than the net present value of future payments.

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.15 Taxation

BYM is a charity registered with the Charity Commission under number 1127633, and is not liable to income or corporation taxes on income derived from its charitable activities.

Irrecoverable VAT is treated as a cost to the charity and is included within the relevant expense.

1.16 Foreign currencies

All transactions in foreign currencies are converted into sterling at the rate prevailing on the date of the transaction. Balances denominated in foreign currencies are translated at the rates of exchange ruling at the balance sheet date.

1.17 Pension costs

Employer contributions to defined contribution pension schemes and to employees' personal pension plans are charged as expenditure in the year in which they fall due.

1.18 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.19 Going concern basis

BYM reported a group cash inflow of £0.2 million for the year. Trustees are of the view that the high value of liquid investments and secured rental income from properties are sufficient for the immediate future of the charity for the next 12 to 18 months and on this basis the charity is a going concern. There are no material uncertainties about the charity's ability to continue operating for at least 12 months from the date these financial statements are approved.

1.20 Significant management judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgments, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgments about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results may differ from these estimates.

Estimation uncertainty

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

Fair value measurement

Britain Yearly Meeting uses valuation techniques to determine the fair value of assets. This involves developing estimates and assumptions consistent with how market participants would price the instrument. The charity bases the assumptions on observable data as far as possible but this is not always available. In that case, Britain Yearly Meeting uses the best information available. Estimated fair values may vary from the actual process that would be achievable in an arm's length transaction at the reporting date.

2. Donations and legacies

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000
Donations	2,171	292	2,463	2,111	8	2,119
Legacies	1,252	411	1,663	4,287	37	4,324
Grant income	160	516	676	603	307	910
Total	3,583	1,219	4,802	7,001	352	7,353

3. Charitable activities

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000
Sustaining our church and faith	-	-	-	-	-	-
Supporting meetings	-	-	-	28	-	28
Promoting Quakerism	-	-	-	67	-	67
Witness through action	-	-	-	-	-	-
Total	-	-	-	95	-	95

Income from charitable activities arises mainly from event fees and subscriptions. Events fees from Yearly Meeting Gathering are included under Supporting Meetings.

4. Investment income

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000
Dividend income	465	87	552	398	113	511
Interest income	48	-	48	3	-	3
Rental Income	1,101	-	1,101	1,131	-	1,131
Other income	117	-	117	-	-	-
Total	1,731	87	1,818	1,532	113	1,645

5. Other trading activities

The main trading activities are undertaken by Friends House Hospitality (London) Ltd (FHHL Ltd.), a wholly owned subsidiary of Britain Yearly Meeting of the Religious Society of Friends (Quakers). The company provides meeting rooms, conference facilities, hospitality and restaurant services at Friends House, Euston Road, London. The company also manages Swarthmoor Hall at Ulverston in Cumbria and the Quaker Bookshop on behalf of the Charity. The company is an exemplar of an ethical business, considering people, the planet and profit equally.

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000
Room lettings	1,472	-	1,472	703	-	703
Equipment hire	169	-	169	54	-	54
Restaurant	1,097	-	1,097	228	-	228
Commercial discounts	(7)	-	(7)	(41)	-	(41)
Discounts for Quaker organisations	(9)	-	(9)	(58)	-	(58)
Miscellaneous	17	-	17	-	-	-
Total	2,739	-	2,739	886	-	886
Less						
Cost of activities for generating funds						
. Direct costs	(1,993)	-	(1,993)	(943)	-	(943)
. Support costs	(1,151)	-	(1,151)	(253)	-	(253)
Total	(3,144)	-	(3,144)	(1,196)	-	(1,196)
Net contribution to charitable activities	(405)	-	(405)	(310)	-	(310)

6. Expenditure

	Grant costs £'000	Direct costs £'000	Support costs £'000	2022 Total costs £'000	Grant costs £'000	Direct costs £'000	Support costs £'000	2021 Total costs £'000
Raising funds								
Cost of raising voluntary income	-	235	473	708	-	260	278	538
Cost of other trading activities	-	1,993	1,151	3,144	-	943	253	1,196
	-	2,228	1,624	3,852	-	1,203	531	1,734
Charitable activities								
Sustaining church and faith (see below)	951	144	428	1,523	1,506	119	213	1,838
Supporting meetings (see below)	128	1,448	927	2,503	36	1,133	619	1,788
Promoting Quakerism (see below)	23	1,206	767	1,996	24	1,086	622	1,732
Witness through action (see below)	428	815	661	1,904	257	742	481	1,480
	1,530	3,613	2,783	7,926	1,823	3,080	1,935	6,838
Investment management	-	217	-	217	-	177	-	177
Total	1,530	6,058	4,407	11,995	1,823	4,460	2,466	8,749

7. Expenditure on charitable activities

	Direct costs £'000	Support costs £'000	2022 Total costs £'000	Direct costs £'000	Support costs £'000	2021 Total costs £'000
a. Sustaining our church and faith						
Within Yearly Meeting	62	362	424	92	180	272
Within other Quaker bodies	1,004	-	1,004	1,490	-	1,490
Within other faiths and denominations	28	66	95	43	33	76
Total	1,095	428	1,523	1,625	213	1,838

	Direct costs £'000	Support costs £'000	2022 Total costs £'000	Direct costs £'000	Support costs £'000	2021 Total costs £'000
b. Supporting meetings						
General	801	438	1,238	594	292	886
Spirituality and membership	419	258	677	311	172	483
Children and young people	340	222	562	253	148	401
Witness of meetings	16	10	26	11	7	18
Total	1,576	927	2,503	1,169	619	1,788

	Direct costs £'000	Support costs £'000	2022 Total costs £'000	Direct costs £'000	Support costs £'000	2021 Total costs £'000
c. Promoting Quakerism						
General	273	202	475	246	164	410
Outreach	240	96	336	217	78	295
Web development	285	190	475	257	154	411
Library	431	278	710	390	226	616
Total	1,229	767	1,732	1,996	622	1,732

	Direct costs £'000	Support costs £'000	2022 Total costs £'000	Direct costs £'000	Support costs £'000	2021 Total costs £'000
d. Witness through action						
General	210	97	307	169	70	239
Peace witness	742	522	1,264	596	380	976
Social witness	291	42	333	234	31	265
Total	1,243	661	1,904	999	481	1,480

Direct costs consist of staff and other operating costs such as food.

Support costs include the contribution to the costs of running Friends House.

8. Expenditure (continued)

Group	2022 £'000	2021 £'000
(a) Friends House support costs		
Routine maintenance	364	372
Long-term maintenance (Friends House)	61	571
Reception and security	112	319
Cleaning and depreciation	181	(944)
Utilities	404	70
Other	10	23
	1,132	411
(b) Finance, human resources, IT and office services		
Finance	450	820
Information Technology	441	357
Office services	1,670	477
Human resources	532	304
Membership database	182	97
	3,275	2,055
	4,407	2,466

Support costs are then analysed into three categories and apportioned to the 'expenditure' categories as follows:

- Support costs relating to the Friends House building are apportioned based on area occupied.
- Support costs relating to finance, human resources, IT and office services are apportioned based on total gross salaries within the functional departments.
- Support costs relating to departmental administration within the functional departments are apportioned based on gross salary charged to each departmental activity.

Support costs are recharged to the 'expenditure' as set out in Note 7 on page 35.

(c) Governance

Governance costs for 2022 totalled £756k (2021: £547k). They include the costs of servicing Quaker committees, Meeting for Sufferings and Trustee meetings together with the costs of producing the annual report including the financial statements, and audit.

9a. Staff costs

Group	Unrestricted	Restricted	2022	Unrestricted	Restricted	2021
	funds	funds	Total	funds	funds	Total
	£'000	£'000	funds	£'000	£'000	funds
			£'000			£'000
Recruitment	47	-	47	11	-	11
Basic pay (UK)	4,772	97	4,869	4,101	110	4,211
Basic pay (non-UK)	-	-	-	-	-	-
Employer's National Insurance	446	9	455	412	9	421
Employer's pension contributions	358	8	366	366	9	375
Other allowances	9	-	9	-	-	-
Agency and temporary staff	367	-	367	18	-	18
Staff training and debriefing	75	-	75	15	-	15
Other	90	-	90	75	-	75
	6,164	114	6,278	4,998	128	5,126

9b. The average number of employees during the year, analysed by function

Group	2022	2022	2022	2021	2021	2021
	Full-time	Part-time	Full-time	Full-time	Part-time	Full-time
	headcount	headcount	equivalent	headcount	headcount	equivalent
Raising income	29	22	39.1	19	25	31.1
Charitable activities	35	43	64.6	29	37	56.3
Governance	4	2	5.5	4	2	5.5
Support services	13	2	14.5	13	1	13.6
	81	70	124	65	65	107

9c. Analysis of redundancy or termination payments in the year

No redundancy payments were paid this year to any employee (2021: £63k / 5 employees).

Our policy regarding redundancy from September 2020 has been two weeks' normal rate of pay per full year, capped at a maximum of 15 years' service, subject to a minimum of £3k and a maximum of £50k.

Additional months of service beyond the last full year worked will be calculated on a proportional basis. Where staff work hours in addition to their contracted hours, normal pay will be calculated using average hours worked over the previous 12 months worked (prior to any period of furlough).

9d. Staff emoluments

The following number of employees (including those who joined or left during the year) earned emoluments within the bands shown below.

Emoluments include salaries, amounts in lieu of notice, compensation or redundancy payments, and exclude employer pension costs.

	2022	2021
	number	number
£60,001-£70,000	-	1
£70,001-£80,000	2	4
£80,001-£90,000	-	-
£90,001-£100,000	-	-
£100,001-£110,000	-	-
£110,001-£120,000	-	-

9e. Remuneration and benefits received by key management personnel

In 2022 BYM considered the following posts to be key management personnel:

- Recording Clerk
- Deputy Recording Clerk
- Head of Witness and Worship
- Head of Operations
- Head of Finance and Resources

Total remuneration received by key management personnel was £383k (2021: £387k).

The Recording Clerk acts as Chief Executive and earned a remuneration of £91,638. Remunerations for other key management personnel ranged between £61,623–£85,886. This includes salaries plus employer pension costs and national insurance contributions.

All staff are auto enrolled into a defined contribution pension scheme provided by Aviva with employer contribution of 8% subject to an employee contribution of 3% of gross salary.

Other key benefits available to staff are death-in-service benefit at twice annual salary and permanent health insurance with income protection up to 75% salary.

Britain Yearly Meeting is committed to a 1:4 ratio between the highest- and lowest-paid staff on its London salary scale. An adjusted regional scale is applied to posts based outside London, within which the same ratio applies. All staff are paid above the recommended Living Wage.

10. Grants paid

	Unrestricted funds £'000	Restricted funds £'000	2022 Total funds £'000	Unrestricted funds £'000	Restricted funds £'000	2021 Total funds £'000
Grants to individuals	4	54	58	3	43	46
Grants to Quaker bodies	1,060	20	1,080	1,488	33	1,521
Other grants	218	174	392	229	27	256
Total	1,282	248	1,530	1,720	103	1,823

No grants were made during the year to a Quaker meeting of which a Trustee was a member (2021: NIL)

Britain Yearly Meetings made 61 (2021: 111) grants and programme funding awards including reimbursement of expenses to individuals and organisations in 2022.

Organisations in receipt of over £10,000 in order of the total amount of funds awarded to recipients are listed below:

Recipient	2022 Total funding £'000
Quaker United Nations Office (QUNO)	684
Quaker Council for European Affairs (QCEA)	225
Africa Centre for Nonviolence (Kenya)	148
Friends World Committee for Consultation (FWCC)	131
MIPAREC (Burundi)	28
Evangelical Friends Church of Rwanda	28
The Friend Publication, Subscriptions Department	20

Grants and awards of £10,000 or less totalling £266,086 were given to a further 45 organisations.

33 grants to individuals were given totalling £58,335.

A full list of grants and programme funding awards given in 2022 to organisations is on our website www.quaker.org.uk.

11a. Transactions with related parties

No trustee received any remuneration in respect of services given as trustee in 2022 or 2021.

Trustees are entitled to reimbursement of travelling, accommodation and out-of-pocket expenses incurred in the performance of their duties. The amount reimbursed to the trustees of BYM (9 Trustees in 2022 and 12 Trustees in 2021) and included in direct costs was £1,574 (2021: £1,494). Much of the work of governance is carried out through delegated authority although the trustees of BYM retain the ultimate responsibility for the work carried out. The direct costs of the governance structure include the cost of staff supporting the various committees.

Waived trustees expenses were nil (2021: £NIL).

By the nature of their role, charity trustees are deemed to be related parties.

Donations received by BYM without conditions from Trustees totalled £4,214 in 2022 (2021: £3,891).

11b. Transactions with subsidiary company

	2022 £'000	2021 £'000
Distribution received from subsidiary company:	-	-
Payments received from subsidiary company:	52	-
Rent	630	118
Interest on debenture loan	-	3
Payments made to subsidiary company:		
Staff discount in restaurant	-	-
Creditor: balance due to subsidiary	1,872	1,606
Debenture: balance due from subsidiary	1,750	1,750

12. Investment in subsidiary undertaking and related charity

BYM has one subsidiary company, Friends House (London) Hospitality Limited. This company is incorporated in England and Wales; its registered office is located at Friends House, 173 Euston Road, London NW1 2BJ.

The principal activities of the company are the provision of meeting rooms, conference facilities, hospitality and restaurant services. The investment of BYM in Friends House (London) Hospitality Limited comprises two ordinary shares of £1 each, being the entire issued share capital of that company. Friends House (London) Hospitality Limited donates its taxable profits to BYM by Gift Aid.

A summary of the financial results of the company for the year to 31 December 2022 is shown below. Accounts of the company will be filed with the Registrar of Companies.

Profit and loss account	2022 £'000	2021 £'000
Turnover	2,793	1,077
Operating expenses and shared costs	(2,646)	(1,059)
Operating profit	147	18
Interest paid	-	(3)
Profit / (loss) for the year before Gift Aid and taxation	147	15

Summarised balance sheet	2022 £'000	2021 £'000
Current assets	2,226	1,834
Creditors: amounts falling due within one year	(553)	(308)
Net assets	1,673	1,526
Called up share capital (£2)	-	-
Debenture	1,750	1,750
Profit and loss account	(77)	(224)
	1,673	1,526

This note is the company note. The group note (note 5. Other trading activities) includes the company's results but is shown before £630k rent paid to BYM, as well £52k in recharges.

BYM has advanced £1,750,000 to Friends House (London) Hospitality Limited ("the Company") for the purposes of providing working capital. This loan is secured by a fixed and floating charge over the assets and undertaking of the Company and is repayable on Britain Yearly Meeting of the Religious Society of Friends (Quakers) giving 24 months' written notice. The terms of the loan agreement includes the payment of interest at an arm's length commercial rate of 1.00% above the Co-operative Bank base rate for the time being, calculated on a daily basis. This facility, which was increased during Covid-19, will be reviewed and likely reduced next year.

13. Tangible fixed assets: Group and Charity

At cost or valuation	Note	Freehold land and buildings £000	Office Equipment £000	2022 Total £'000	Freehold land and buildings £000	Office Equipment £000	2021 Total £'000
Cost or valuation							
At 1 January 2022		33,130	1,057	34,187	32,865	863	33,728
Additions during the year		176	387	563	-	194	194
Work in progress (assets under construction)			114	114			
Transfers		170	(170)	-	-	-	-
Revaluations		-	-	-	265	-	265
Total		33,476	1,388	34,864	33,130	1,057	34,187
Depreciation							
At 1 January 2022		1,006	659	1,665	1,885	524	2,409
Charge for the year		574	319	893	(837)	135	(702)
Revaluations		-	-	-	(42)	-	(42)
At 31 December 2022		1,580	978	2,558	1,006	659	1,665
Net book values at 31 December		31,896	410	32,306	32,124	398	32,522

13a. Revaluation of functional properties

There are three significant functional freehold properties:

- **Friends House** was revalued at £29.1m in December 2020 by Carter Jonas Property Consultants Ltd.
- **The Swarthmoor Hall Estate** was revalued at £2.3m in December 2020 by Carter Jonas Property Consultants Ltd.
- **Quaker House Brussels** was revalued £1.6m in June 2021 by Marc Panichelli expert Immobilier.

There has been no indication of impairment since the last valuation.

13b. Heritage assets

The pictures, paintings and sketches at Friends House and the historical artefacts at Swarthmoor Hall are recognised in the accounts at a professional valuation.

The pictures, paintings, sketches and prints were valued by Andrew Colvin, Fine Art Valuers, in February 2006. An updated inventory was done during the year and the total number is 278. The historical artefacts at Swarthmoor Hall were valued for insurance purposes by Tennants Auctioneers in September 2003.

Group and Charity	2022 £'000	2021 £'000	2020 £'000	2019 £'000	2018 £'000
Historical artefacts at Swarthmoor Hall	425	425	425	425	425
Friends House picture collection	179	179	179	179	179
	604	604	604	604	604

The charity also holds manuscripts and printed materials in the Library at Friends House. These assets are acknowledged to be of historic importance to Quakers and must be held indefinitely in direct furtherance of the charitable objects, i.e. to promote the advancement and awareness of Quakerism.

These assets meet the definition of heritage assets in the charity Statement of Recommended Practice 2015 in that they are held in perpetuity as a permanent record of the charity's history. As reliable cost information is not available and conventional valuation approaches lack sufficient meaning, given that certain aspects of the manuscripts and their historical significance are irreplaceable, no value is included on the balance sheet in respect of them.

All expenditure incurred on the maintenance and preservation of these assets is accounted for through the statement of financial activities.

The following information regarding the heritage assets not included on the balance sheet is given to provide an understanding of their nature:

	2022	2021	2020	2019	2018
Books and pamphlets	98,310	98,310	98,107	96,472	95,487
Periodicals (titles)	2,300	2,300	2,300	3,000	3,000
Quaker archives*	325	325	325	325	301
Bound manuscripts	970	970	970	970	970
Other manuscripts*	271	271	269	266	251
Photographs, museum objects and medals	40,086	40,086	40,086	40,081	40,079

The figures above refer to the approximate number of volumes/items held, other than items marked * where the figures refer to metres of shelf space used for the collections.

The reduction in the number of periodicals is due to a fresh method of counting them by title rather than by quantity.

The archives and manuscripts dating from the 17th to 20th centuries are valued, for insurance purposes only, at £5.7 million, based on a valuation as at December 2009 by Robert Kirkman Limited, Antiquarian Booksellers. The books and other printed materials are valued, for insurance purposes only, at £1.8 million, based on a valuation as at November 2008 by Bertram Rota Antiquarian Booksellers.

The nature of each collection and, in particular, the type of material held by the Library, has remained unchanged over the past five years, in line with the charity's Collections policy (see our website www.quaker.org.uk/library-collections).

14a. Investments

Group and Charity	Investment properties £'000	Listed Investments £'000	Cash £'000	2022 £'000	2021 £'000
Fair value at 1 January	20,025	33,009	332	53,366	47,382
Additions	-	2,386	-	2,386	3,479
Donated assets	-	-	-	-	7
Disposals	-	(2,670)	-	(2,670)	(2,441)
Impairment	-	-	-	-	-
Redemptions	-	(470)	-	(470)	23
Investment gains	-	(5,937)	-	(5,937)	5,025
Net movement in cash	-	-	3,508	3,508	(109)
Fair value as at 31 December	20,025	26,318	3,840	50,183	53,366

14b. Listed investments and cash held by investment managers

Listed investments and cash held by investment managers at 31 December 2022 are analysed by fund as follows:

Group and Charity	2022 £'000	2021 £'000
General funds	16,398	18,129
Designated funds	6,925	7,655
Restricted funds	886	980
Endowment funds	5,949	6,577
	30,158	33,341

14c. Listed investments held at 31 December 2022

Listed investments held at 31 December 2022, all of which were dealt in on a recognised stock exchange, comprised the following:

	2022 £'000	2021 £'000
UK fixed-income	906	1,385
UK equities	10,963	16,425
Overseas equities	12,516	12,942
Cash	3,840	332
Alternatives	1,933	2,257
	30,158	33,341

14d. Individual holdings

Individual holdings at 31 December 2022 (2021 three / £6,112k) which made up more than 5% of the portfolio were:

	2022
	£'000
Stewart Investors Asia Sustainability B Acc	1,624
WHEB Sustainability Fund	1,598
Impax Environmental Markets PLC I0p Ords	1,407

The historic cost of investments including cash at 31 December 2022 was 24,019k (2021: £20,116k)

The investment policy and full listing of investments at 31 December 2022 are published on our website at www.quaker.org.uk.

14e. Net gains/(losses) on listed investments

Net gains/(losses) on listed investments comprised the following:

	2022	2021
	£'000	£'000
Realised gains / (losses)	87	942
Unrealised gains / (losses)	(5,937)	3,511
	(5,850)	4,453

14f. Investment properties

Investment properties held at 31 December 2022 and their movements during the year were as follows:

	2022	2021
	£'000	£'000
Group and Charity		
Market value		
At 1 January	20,025	18,511
Disposals	-	-
Adjustments to valuation	-	1,514
At 31 December	20,025	20,025
	2022	2021
	£'000	£'000
Group and Charity		
Drayton House	19,350	19,350
Courtauld House	-	-
Woodland and pasture at Jordans	505	505
Land at Lakenheath	70	70
Lesser Slatters	100	100
	20,025	20,025

14h. Revaluation of investment properties

Drayton House was revalued to £20m on 31 December 2021 (2020: £18m) by Cameron Bengé MRICS on behalf of Carter Jonas LLP

Woodlands and pasture at Jordans were revalued to £505k on 9th November 2021 (2020: £341k) by Samuel Head MRICS (Rural Surveyor) RICS Registered Valuer, peer reviewed by Mark Charter MRICS MARLA (Partner) RICS Registered Valuer. Carter Jonas LLP Reference: C1000824

Other investment properties:

- **Courtauld House**, which comprises freehold land and buildings. On 7 March 2011 a long lease was granted on Courtauld House and its value was written down to £1.
- **The Jordans Estate**, which comprises freehold land and buildings. The valuation has been adjusted to reflect the fact that in excess of 15 acres of pasture land are let on an annual contract, 5 acres of pasture land are subject to a long lease and 4.61 acres of pasture land are subject to a different long lease. The valuation also reflects the fact that this land is held (inter alia) upon trusts for the protection of the quiet, seclusion and amenities of Jordans Friends Meeting House and burial grounds. The estate is also held as a programme-related investment that furthers BYM's aims in relation to sustainability. Two small properties valued by BYM with professional assistance, at a valuation of £170k based on open market value adjusted where necessary to reflect the existence of sitting or life tenants.

There has been no indication of impairment since the last valuation. The next revaluation will be done in financial year 2023.

15. Debtors

	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
Receivable within one year				
Loans advanced from the Meeting Houses Fund	16	16	16	16
Other loans advanced	2	2	2	2
Trade debtors	392	78		78
Prepayments	85	196	76	189
Accrued income	4,307	5,210	4,307	5,210
Other debtors	(6)	138	-	-
Total	4,796	5,640	4,401	5,495
Receivable after more than one year				
Loans advanced to meetings (see below)	32	38	32	38
Debenture to Friends House Hospitality (London) Ltd.	-	-	1,750	1,750
	32	38	1,782	1,788
Total	4,828	5,678	6,183	7,283

Interest-free loans are made to meetings for the purchase and improvement of meeting houses. They are repayable in annual instalments over periods of up to ten years.

16. Creditors: amounts falling due within one year

	Group 2022 £'000	Group 2021 £'000	Charity 2022 £'000	Charity 2021 £'000
Trade creditors	430	122	380	113
Interest free loans	18	28	18	28
Social security and other taxes	243	110	132	113
Pension Contributions	73	53	73	53
Due to Subsidiary	-	-	1,872	1,606
Accruals	1,045	1,190	984	1,146
Deferred Income	792	195	412	-
Other	66	15	64	15
Total	2,667	1,713	3,935	3,074

	2022 £'000	2021 £'000
Interest-free loans - group and charity		
Balance outstanding at 1 January	28	58
Repayments made	(10)	(30)
Converted to gifts	-	-
Balance outstanding at 31 December	18	28

All interest-free loans are repayable on demand.

17. Operating lease commitments

At 31 December 2022, BYM is committed to making the following payments under non-cancellable operating leases:

	2022 £'000	2021 £'000
Payments falling due		
Within one year	27	32
Between two and five years	46	74
Total	73	106

The total expense for operating lease costs incurred in 2022 was £32k (2021: £35k).

18. Operating lease income due

At 31 December 2022, BYM is due to receive rental income as follows under non-cancellable operating leases in respect of Drayton House:

	2022 £'000	2021 £'000
Rents falling due		
Within one year	1,083	1,083
Between two and five years	542	1,625
Total	1,625	2,708

19a. Unrestricted funds

Notes to financial statements Year to 31 December 2022

Group and Charity	At 1 January 2022 £'000	Income £'000	Expenditure £'000	Investment gains and (losses) £'000	Transfers £'000	At 31 December 2022 £'000
General	18,377	7,235	(10,312)	(3,178)	-	12,122
Designated (Note 19b)	65,992	818	(1,108)	(1,342)	-	64,360
Total	84,369	8,053	(11,420)	(4,520)	-	76,482

19b. Designated funds

Group and Charity	At 1 January 2022 £'000	Income £'000	Expenditure £'000	Investment gains and (losses) £'000	Transfers £'000	At 31 December 2022 £'000
Property Upkeep Fund	7,989	775	(165)	(935)	-	7,664
Meeting Houses Funds	54	-	(39)	-	-	15
Courtauld House Income Fund	174	-	-	-	-	174
Legacy funded Short term projects	434	-	(165)	-	-	269
Marsh Memorial Fund	4,314	-	2	-	-	4,316
Cadbury Staines Fund	1,916	43	(7)	(407)	-	1,545
Friends House*	28,308	-	(642)	-	-	27,666
Drayton House*	19,350	-	(1)	-	-	19,349
Lakenheath*	72	-	-	-	-	72
Lesser Slatters*	100	-	-	-	-	100
Heritage Assets Fund	604	-	-	-	-	604
Swarthmoor Hall*	2,143	-	(85)	-	-	2,058
Jordans Estate*	505	-	(4)	-	-	501
QPSW General Fund	29	-	(2)	-	-	27
Total	65,992	818	(1,108)	(1,342)	-	64,360

Items marked * represent designated funds tied to the main functional and investment properties held for the long term by BYM.

19c. Unrestricted funds (prior year)

Group and Charity	At 1 January 2021 £'000	Income £'000	Expenditure £'000	Investment gains and (losses) £'000	Transfers £'000	At 31 December 2021 £'000
General	16,372	8,252	(8,183)	2,422	(486)	18,377
Designated (Note 19d)	62,101	1,262	(124)	2,536	217	65,992
Total	78,473	9,514	(8,307)	4,958	(269)	84,369

19d. Designated funds (prior year)

Group and Charity	At 1 January 2021 £'000	Income £'000	Expenditure £'000	Investment gains and (losses) £'000	Transfers £'000	At 31 December 2021 £'000
Property Upkeep Fund	6,693	1,165	(588)	712	7	7,989
Meeting Houses Fund	76	16	(42)	-	4	54
Courtauld House Income Fund	174	-	-	-	-	174
Legacy funded Short term projects	713	14	(293)	-	-	434
Marsh Memorial Fund	4,314.00	-	-	-	-	4,314
Cadbury Staines Fund	1,707	36	(136)	310	(1)	1,916
Friends House*	27,036	-	944	-	328	28,308
Drayton House*	18,000	-	-	1,350	-	19,350
Lakenheath*	70	2	-	-	-	72
Lesser Slatters*	100	-	-	-	-	100
Heritage Assets Fund	604	-	-	-	-	604
Swarthmoor Hall*	2,273	-	(9)	-	(121)	2,143
Jordans Estate*	341	-	-	164	-	505
QPSW General Fund	-	29	-	-	-	29
Total	62,101	1,262	(124)	2,536	217	65,992

Items marked * represent designated funds tied to the main functional and investment properties held for the long term by BYM.

Designated funds comprise monies set aside by BYM out of unrestricted general funds but designated for specific future purposes or projects. The main funds are:

- The **Property Upkeep Fund**, which is held to fund the structural maintenance and capital works of all the properties owned for the central work of BYM.
- The **Meeting Houses Fund** comprises interest-free loans made to meetings around the country in order that they may purchase or renovate local meeting houses.
- The **Courtauld House Income Fund** is held to fund any related costs which arise during the period of the long lease granted on this building.
- The legacy-funded **Short Term Projects Fund** supports development work in areas including peace and disarmament, non-violence, advocacy and supporting meetings.
- The **Marsh Memorial Fund** to foster the gifts of children (particularly of girls) in the UK and overseas.
- The **Cadbury Staines Fund**, which is held for items of major non-routine expenditure at the discretion of Meeting for Sufferings. The income from this fund is applied towards grants to associated Quaker bodies and for the relief of individuals through the Overseers Relief Fund.
- The **Heritage Assets Fund**, which comprises artefacts, books, paintings and manuscripts relating to Quaker history, which have been purchased by, or donated to, the Society. These are made available to visitors, academics and researchers to promote an understanding of Quakerism.

20a. Restricted funds

Group and Charity	At 1 January 2022 £'000	Income £'000	Expenditure £'000	Investment gains and (losses) £'000	Transfers £'000	At 31 December 2022 £'000
Albert Moore Fund	535	-	-	-	-	535
BYM Swarthmoor Hall Capital	957	19	(4)	(172)	-	800
CB & HH Taylor Trust Fund	162	2	-	-	-	164
Friends Education Fund - Higher Education Awards	269	19	(3)	61	-	346
Friends Education Fund - Joint Bursary Scheme	395	22	(2)	83	-	498
Gerald AJ Hodgett Fund	263	1	(18)	-	-	246
Hope Fund	96	-	(8)	-	-	88
Wellcome Trust Grant	33	-	-	-	-	33
Bader Philanthropies Grant	52	-	-	-	-	52
Southall Trust Grant	50	-	-	-	-	50
Jordans Estate Fund	325	-	8	-	-	333
Kingsmead Close Income Fund	148	7	(1)	26	-	180
Kingsmead Income Fund	356	21	(2)	79	-	454
Oliver Morland Fund	85	-	-	-	-	85
The Outreach Fund	50	-	(4)	-	-	46
Overseers Relief Round	83	-	-	-	-	83
Quaker House Brussels	1,623	-	(28)	-	-	1,595
Sawell Family Fund	486	-	(9)	-	-	477
Swarthmoor Hall Fund	1,266	5	(18)	-	-	1,253
Yearly Meeting Events Bursary Fund	33	-	(1)	-	-	32
Quaker Life General	-	350	(7)	-	-	343
Quaker Peace and Social Witness General	-	363	(67)	-	-	296
Eric & Malcolm Legacy (Library)	-	193	-	-	-	193
CYP General Fund	15	17	-	-	-	32
QUNO General	3	33	-	-	-	36
Joseph Rowntree Charitable Trust Peaceworker	20	-	-	-	-	20
Bristol Area Meeting Grant	27	-	-	-	-	27
Wynn Jones Garden Fund	21	-	-	-	-	21
Other restricted funds (30 <£20k)	197	254	(401)	8	-	58
Total	7,550	1,306	(565)	85	-	8,376

20b. Restricted funds (prior year)

Group and Charity	At 1 January 2021 £'000	Income £'000	Expenditure £'000	Investment gains and (losses) £'000	Transfers £'000	At 31 December 2021 £'000
Albert Moore Fund	536	-	-	-	(1)	535
BYM Swarthmoor Hall Capital	599	15	(27)	131	239	957
CB & HH Taylor Trust Fund	190	72	(100)	-	-	162
EAPPI Fund	62	4	(18)	-	(1)	47
Friends Education Fund - Higher Education Awards	163	27	(18)	96	1	269
Friends Education Fund - Joint Bursary Scheme	330	70	(4)	-	(1)	395
Gerald AJ Hodgett Fund	286	-	(23)	-	-	263
Hope Fund	95	8	(7)	-	-	96
Wellcome Trust Grant	-	33	-	-	-	33
Bader Philanthropies Grant	-	52	-	-	-	52
Southall Trust Grant	-	50	-	-	-	50
Bristol Area Meeting Grant	-	27	-	-	-	27
Jordans Estate Fund	325	-	-	-	-	325
Joseph Rowntree Charitable Trust Peaceworker	20	-	-	-	-	20
Kingsmead Close Income Fund	139	10	(1)	-	-	148
Kingsmead Income Fund	330	31	(5)	-	-	356
Oliver Morland Fund	43	42	-	-	-	85
The Outreach Fund	50	-	-	-	-	50
Overseers Relief Round	83	-	-	-	-	83
Quaker House Brussels	1,403	2	(42)	265	(5)	1,623
QPS-General Relief Fund	54	-	(33)	-	-	21
Sawell Family Fund	508	-	(22)	-	-	486
Swarthmoor Hall Fund	1,262	-	-	-	4	1,266
Wynn Jones Garden Fund	19	-	-	-	2	21
Yearly Meeting Events Bursary Fund	33	-	-	-	-	33
Other restricted funds (30 <£20k)	230	22	(136)	-	31	147
Total	6,760	465	(436)	492	269	7,550

Restricted funds comprise the unexpended income earmarked for specific purposes by donors together with those property funds whose assets are held subject to specific restrictions on use. The main restricted funds are:

- The **Swarthmoor Hall Field Fund**, which is restricted to work at Swarthmoor Hall, including the estate. The fund is governed by a separate trust document.
- The **Swarthmoor Hall Fund** which exists to defray running expenses at Swarthmoor Hall
- The **Albert Moore Fund** which is held to acquire and maintain the heritage assets currently on display at Swarthmoor Hall. These assets are excluded from the Swarthmoor Hall Fund at the express wish of the original donor.
- The **QPSW Relief Fund**, which is held for the relief of poverty, the relief of suffering and general relief.
- The **Jordans Estate Fund**, which is held upon trust for the protection of the quiet, seclusion and amenities of the Jordans Friends Meeting House and burial grounds.
- The **Hope Fund**, which is held for providing grants connected with unemployment.
- The **Friends Educational Foundation (FEF) Joint Bursary Scheme**, which provides bursaries to pupils at Friends schools. These are managed in conjunction with the schools.

- **Friends Educational Foundation (FEF) Higher Education Awards**, which makes grants in higher education.
- The **Gerald AJ Hodgett Fund** is to be applied in such proportions as the trustees decide for the benefit of the central library of the Religious Society of Friends, the Friends Historical Society and higher education awards and grants.
- The **Sawell Family Fund** is for the upkeep of all property including meeting houses.
- The **Outreach Fund** supports experiments in new ways to promote Quakerism.
- The **Wellcome Trust Fund** is funding a two-year project (Wellcome Grant Library Archives) which includes cataloguing of the Friends Ambulance Unit (WW2) and Friends Relief Service collections, preservation of both collections, conservation assessment, and promotional activities, along with elements of public and academic engagement.
- **Sanctuary Everywhere Fund** is applied to BYM's support to a network of local meetings that are responding to the migration crisis by acting in solidarity with refugees and migrants.
- **CB & HH Taylor Trust** provides funding for work with children and young people.
- **Bader Philanthropies** provides funding for local development workers.
- **WF Southall** provides funding for local development workers.
- **Bristol Area Meeting** provides funding for the West Country Youth Worker.
- **Oliver Morland Trust** provides funds funding for work with children and young people.

30 other funds are restricted to various purposes. These include departmental funds whose income is earmarked for a particular department but which is not restricted to specific work within that department.

21a. Endowment funds

Group and Charity	At 1 January 2022 £'000	Income £'000	Expenditure £'000	Investment gains and (losses) £'000	Transfers £'000	At 31 December 2022 £'000
Friends Education Fund - Joint Bursary Scheme	2,315	-	(4)	(445)	-	1,866
Kingsmead	2,205	-	(3)	(426)	-	1,776
Friends Education Fund - Higher Education Awards Fund	1,605	-	(2)	(329)	-	1,274
Kingsmead Close	719	-	(1)	(139)	-	579
R Penney Fund	239	-	-	(47)	-	192
S & M Holt Memorial Fund	47	-	-	(9)	-	38
Wynn-Jones Library Fund	36	-	-	(7)	-	29
Richard Hawkins Charitable Fund	33	-	1	(6)	-	28
Wynn-Jones Garden Fund	6	-	-	(7)	-	(1)
Phillips Consultancy Fund	1	-	(1)	-	-	-
Total	7,206	-	(10)	(1,415)	-	5,781

21b. Endowment funds (prior year)

Group and Charity	At 1 January 2021 £'000	Income £'000	Expenditure £'000	Investment gains and (losses) £'000	Transfers £'000	At 31 December 2021 £'000
Friends Education Fund - Joint Bursary Scheme	2,040	-	(3)	278	-	2,315
Kingsmead	1,943	-	(2)	264	-	2,205
Friends Education Fund - Higher Education Awards Fund	1,499	-	(1)	107	-	1,605
Kingsmead Close	633	-	-	86	-	719
R Penney Fund	210	-	-	29	-	239
S & M Holt Memorial Fund	41	-	-	6	-	47
Wynn-Jones Library Fund	32	-	-	4	-	36
Richard Hawkins Charitable Fund	29	-	-	4	-	33
Wynn-Jones Garden Fund	2	-	-	4	-	6
Phillips Consultancy Fund	1	-	-	-	-	1
Total	6,430	-	(6)	782	-	7,206

Endowment funds comprise monies that must be held indefinitely as capital.

Endowment income is credited to general funds and applied for general purposes unless under the terms of the endowment such income must be used for specific purposes, in which case it is credited to restricted funds.

- The **Kingsmead and Kingsmead Close Funds**: the income of which is restricted to providing training for Quaker Peace & Social Witness (QPSW) workers or, if the whole of the said income is not required for such purposes, then for the maintenance and support of QPSW workers.
- The **Friends Educational Foundation (FEF) Joint Bursary Scheme**: the income of which is restricted to providing bursary grants at Quaker schools.
- The **Friends Educational Foundation (FEF) Higher Education Awards**: the income of which is restricted to providing grants for higher education.
- The **R. Penney Fund** is held on trust with the income to be used for the general purposes of the Society.
- Others: the income of four small funds is restricted within the terms of the relevant fund.

During the year permission from the Charity Commission was obtained to transfer the Wynn-Jones Garden fund from an endowment fund to a restricted one.

22a. Analysis of net assets between funds

Group	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	Total 2022 £'000
Intangible fixed assets	359	-	-	359
Tangible fixed assets	30,945	1,606	-	32,551
Investments	44,254	768	5,161	50,183
Current assets	10,213	-	-	10,213
Creditors due within one year	(9,289)	6,002	620	(2,667)
Total	76,482	8,376	5,781	90,639

22b. Analysis of net assets between funds

Charity	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	Total 2022 £'000
Intangible fixed assets	359	-	-	359
Tangible fixed assets	30,945	1,606	-	32,551
Investments	44,254	768	5,161	50,183
Current assets	11,555	-	-	11,555
Creditors due within one year	(10,557)	6,002	620	(3,935)
Total	76,556	8,376	5,781	90,713

22c. Analysis of net assets between funds (prior year)

Group	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	Total 2021 £'000
Intangible fixed assets	218	-	-	218
Tangible fixed assets	31,274	1,634	-	32,908
Investments	45,809	980	6,577	53,366
Current assets	8,781	4,936	629	14,346
Creditors due within one year	(1,713)	-	-	(1,713)
Total	84,369	7,550	7,206	99,125

22d. Analysis of net assets between funds (prior year)

Charity	Unrestricted funds £'000	Restricted funds £'000	Endowment funds £'000	Total 2021 £'000
Intangible fixed assets	218	-	-	218
Tangible fixed assets	31,274	1,634	-	32,908
Investments	45,809	980	6,577	53,366
Current assets	10,368	4,936	629	15,933
Creditors due within one year	(3,074)	-	-	(3,074)
Total	84,595	7,550	7,206	99,351

Reference and administrative details

Trustees serving during 2022 and up to the date of this report

Georgina Bailey	London West Area Meeting
Linda Batten, Treasurer (to 31 December 2022)	North Wales Area Meeting
Alison Breadon	Wirral & Chester Area Meeting
Jenny Brierley (to 4 March 2022)	York Area Meeting
Catherine Brown (from 1 January 2023)	Hampshire & Islands Area Meeting
Nick Eyre (to 8 April 2022)	Lincolnshire Area Meeting
Kit Fotheringham	Devon Area Meeting
Kate Gulliver	West Scotland Area Meeting
Ellie Harding	Central England Area Meeting
Carolyn Hayman	North West London Area Meeting
Marisa Johnson (from 1 May 2023)	Cambridgeshire Area Meeting
Caroline Nursey, Clerk	London West Area Meeting
Silas Price	Norfolk & Waveney Area Meeting
Graham Torr, Assistant Clerk	York Area Meeting
Frances Voelcker	North Wales Area Meeting
Danielle Walker Palmour	York Area Meeting
Paul Whitehouse, Treasurer (from 1 January 2023)	Bristol Area Meeting

Management Meeting

Trustees delegate the responsibility for implementing decisions and managing work to senior staff (Management Meeting).

In 2022, Management Meeting comprised:

Paul Parker	Recording Clerk
Juliet Prager (to June 2022)	Deputy Recording Clerk
Siobhán Haire (from September 2022)	Deputy Recording Clerk
Paul Grey (to December 2022)	Head of Operations
Oliver Robertson	Head of Witness and Worship
Maureen Sebanakitta (to August 2022)	Head of Finance and Resources
Lorna Service (from August 2022)	Head of Finance and Resources

Reference and administrative details

Statutory information

Britain Yearly Meeting of the Religious Society of Friends (Quakers) (BYM) is an unincorporated charity registered with the Charity Commission for England and Wales.

Name and registered office

Britain Yearly Meeting of the Religious Society of Friends (Quakers)
Friends House, 173 Euston Road, London, NW1 2BJ
Registered charity number 1127633

Professional advisers

Auditor

Sayer Vincent LLP
Invicta House
108-114 Golden Lane
London, EC1Y 0YL

Legal advisers

Bates Wells
10 Queen Street Place
London, EX4R 1BE

Investment managers

Rathbone Greenbank Investments
10 Queen Square
Bristol, BS1 4NT

Main banker

The Co-operative Bank
3rd Floor
10 Warwick Lane
London, EC2 7BP

Quakers share a way of life, not a set of beliefs. Quaker unity is based on shared understanding and a shared practice of silent worship – a communal stillness.

Quakers seek to experience God directly – internally, in relationships with others, and with the world. Local meetings for worship are open to all who wish to attend.

Quakers try to live with honesty and integrity. This means speaking truth to all, including people in positions of power. The Quaker commitment to peace arises from the conviction that love is at the heart of existence and that all human beings are unique and equal.

This leads Quakers to put faith into action by working locally and globally to change the systems that cause injustice and violent conflict.

Accessible versions of this document are available.

Please contact the publications manager at publications@quaker.org.uk or call 020 7663 1162.

Britain Yearly Meeting of the Religious Society of Friends (Quakers)

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