

**Company No 355987**

**Registered Charity No 226334**

**THE OXFORD GROUP**  
**ANNUAL REPORT AND ACCOUNTS**  
**31 DECEMBER 2004**

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# THE OXFORD GROUP

## COMPANY INFORMATION

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### Members of the Council of Management

Dr S M Andren MB ChB MRCP(UK) AFOM DRCOG  
Dr P C Boobbyer PhD  
Rev A J D Craig BD  
C F Evans (Treasurer)  
P J Everington MA  
J J M Hore-Ruthven  
Ms J M Lean BA  
Mrs M J Pearce RBTC Dip (resigned on 12 February 2004)  
R W B Ruffin MA  
Dr M A Spooner MB BS AKC

**Secretary** G W Craig MSc  
**Acting secretary** K E Noble BSc ARCS

### Members of the Management Committee

C F Evans  
A S Kiaer MA  
D P M Smith  
K E Noble BSc ARCS  
H C Leggat  
Mrs E B Locke  
A Mebrahtu MBA, ACCA

**Charity number** Registered as a charity under the Charities Act 1960,  
number 226334

**Registered office** 24 Greencoat Place, London SW1P 1RD

**Bankers** Barclays Bank PLC  
Knightsbridge Business Centre  
P.O.Box 32014  
London NW1 2ZG

**Investment Managers** Speirs & Jeffrey  
36 Renfield Street  
Glasgow G2 1NA

Rathbones  
Port of Liverpool Building  
Pier Head  
Liverpool L3 1NW

**Auditors** UHY Hacker Young  
St Alphage House  
2 Fore Street  
London EC2Y 5DH

**Solicitors** Bircham Dyson Bell  
50 Broadway  
Westminster  
London SW1H 0BL

# **THE OXFORD GROUP**

## **SECRETARY'S STATEMENT**

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As will be seen from the description of Initiatives of Change (IofC) on the next page, the basic tenets of The Oxford Group and its subsidiary programmes—such as Hope in the Cities and Agenda for Reconciliation—are simple in concept. They are based on the premise that the Creator of mankind cares about creation and has a preferred way for people to live. The Bible, and the holy books of all the great faiths, lay down clear moral guidelines that offer a ‘road map’ for our lives. Such deceptively simple rules as ‘treat others as you would have them treat you’, if honestly and thoroughly applied worldwide, would transform the lives of millions of individuals and even nations.

Yet a framework of moral principles, invaluable as it undoubtedly is, does not in itself offer sufficient guidance for living one’s life to the maximum. Perhaps the single most important idea promulgated by Frank Buchman, the person who launched Moral Re-Armament (as IofC was known earlier) was that ‘adequate, accurate information’ could come from the mind of God to the mind of man and woman. This is not a statement to be taken lightly—it is a key element enabling the spiritual dimension to break through where, to our limited human intelligence, an impasse appears to have been reached.

How often an unexpected change of heart in an individual can break the deadlock in a difficult negotiation or lead to the repair of a damaged relationship.

In a world where hostility between nations, ethnic groups, adherents of different religions, the West and ‘terrorists’ all threaten to escalate, there is an urgent need for the values promoted by Initiatives of Change to be lived out and multiplied.

This is carried forward by people in all walks of life, many of whom, of course, have never come across IofC as such. In the following pages, with great gratitude for the commitment and dedication of all, I report on some of the work of IofC in 2004.

***Kenneth Noble***  
***Acting Secretary***

12 May 2005

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### What is Initiatives of Change?

Initiatives of Change (IofC) is a world-wide network of people committed to a transformation in society based on change in individuals, starting with themselves.

It affirms that there is a divine purpose for the world and each person in it.

It encourages people to seek this purpose through listening to the inner voice of conscience and in discussion with friends they trust, making what they know of God and eternal moral values central in their lives.

It proposes standards of absolute honesty, purity, unselfishness and love as guidelines to private and public decision making.

These ideas and their effects spread from person to person. They have given rise to an international fellowship of people at work in more than 70 countries, with programmes which include:-

- \* bringing reconciliation and co-operation where there is conflict;
- \* tackling the root causes of corruption, poverty and social exclusion;
- \* strengthening the moral and spiritual foundations for democracy.

IofC is open to all. For many Christians it represents a practical application of the Lord's Prayer. People of other major faiths find the emphasis on moral standards and divine guidance to be in tune with their own tradition. For those who do not profess a religious belief, as well as those who do, a starting point can be an honest look at where change is needed in the world and what this means for oneself.

*IofC is an informal network rather than a formal membership organisation. It is administered in Britain by The Oxford Group, a charity first registered in 1939 with Christian objects. In other countries it is administered by bodies appropriate to local law and tradition.*

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### **Hope in the Cities**

*Mission: To help develop inclusive communities and create trust-based relationships where all are valued and everyone is empowered to fulfil their potential.*

#### ***National Conference***

A national conference was held at Liverpool Hope University College in February. Fifty-two people from Liverpool and eleven other cities took part. Professor Gerald Pillay, the Rector and Chief Executive of the university, underlined a priority of both the college and Hope in Cities (HiC): 'Our job is to give hope where there is hopelessness.' The three main themes dealt with were: 'Asylum-seekers: integration, training and jobs', 'Police, youth and community' and 'The trust factor in building community'.

Initiatives were highlighted where individuals had decided to move from blaming others to taking responsibility, thus benefiting the community as a whole.

#### ***HiC Dialogues***

HiC, in co-operation with Liverpool Hope University College and Liverpool Community Spirit, gave a public presentation in Toxteth on 6 July on the potential of 'honest conversation dialogues', developed by HiC as a 'tool for community building'. The event was attended by people from various community groups, residents' associations, local government officers and the police. Three of those who had taken part in HiC 'dialogue facilitation training' earlier in the year spoke of what they had gained personally and in their community work from taking part. One said, 'It brought people together who do not normally come together. It built trust. Now we can call upon each other.' Another said, 'It changed our own ideas and prejudices, instead of making rash judgements. It was a chance to walk for a mile in the other's moccasins.' A number of community facilitators signed up to do the dialogue facilitation training themselves as a result.

A dialogue took place between students of Liverpool Hope University and local residents as a means of building trust and mutual respect, resulting in students giving practical help in a local community.

#### ***Nottingham initiative***

Hope in the Cities was invited again to facilitate its 'honest conversation dialogues' in the St Anns district of Nottingham to help build trust. The dialogues have borne fruit in an initiative called 'Holding hands around St Anns', which aims to build community spirit in an area that has received bad publicity following two fatal shootings of teenagers. At a special event in St Anns in December an illustrated report of the initiative was launched in the presence of the Leader of the Nottingham City Council, who is a councillor for the area. This initiative is continuing.

#### ***Caux international conferences***

Several from around the UK took part in a Hope in the Cities three-day training course in Caux, Switzerland, on the theme 'Leadership skills for community builders'. Others involved in HiC shared their experience at three other IofC conferences in Caux during the summer, including running three workshops during the Agenda for Reconciliation conference.

[www.hopeinthecities.org](http://www.hopeinthecities.org)

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### Foundations for Freedom

*Mission: to encourage commitment to the values which underlie a truly free society*

In January two people from the Moldovan Foundations for Freedom (F4F) team visited the UK to establish a Moldovan-UK partnership. The aim was to deliver a project named 'Inspiring Initiatives, Building Partnerships' within the NGO/civil society sector of Moldova.

February saw some from the UK visiting Latvia to meet with participants from previous F4F courses, to discuss and encourage further involvement in the F4F network.

April saw the eighth annual F4F Regional Meeting in Chisinau, Moldova. The thirty two participants came from Moldova, Ukraine, Latvia, Poland, Estonia, Russia, Romania, Canada, UK, and Serbia. The 'Ethical Leadership Workshop', a new F4F course, was launched at this meeting. Among subjects discussed were: improving regional co-operation, the future of F4F, the eventual transfer of the co-ordination role from the UK to Eastern Europe, closer involvement with the wider IofC community, the F4F website and newsletter, the visit to Eastern Europe in October by the International Council of IofC (see below), and training.

In May the basic F4F 'Changing Course' was delivered in Bixad, Romania. It was combined with a 3-day anti-corruption seminar. The visit concluded with a general meeting and reunion for those connected with IofC/F4F in the area.

A Changing Course also took place in Crimea, Ukraine, in May. It was conducted in Russian. This was in line with F4F's aim of delivering more courses in the languages of the countries concerned. Part of the purpose of the course was to develop better understanding between the various ethnic groups living in Crimea.

A grant from the Karl Popper Foundation and some individual donations, helped fifty people from F4F teams to take part in the summer conferences at the IofC International Centre in Caux, Switzerland. F4F's involvement plays a vital part in the conferences' organisation, practical work, and community building—as well as being fruitful for the participants.

In October, the IofC International Council held its first meeting in Eastern and Central Europe in Riga, Latvia. Prior to the meeting Council members visited groups and individuals in Ukraine, Russia, Moldova, Romania, and the Czech Republic.

November and December saw follow-up visits to the three teams in Ukraine and also teams in the Russian city of Novosibirsk and in Moldova. The aim was to continue building trust-based relationships between the teams through individual contacts.

2004 brought changes to F4F's personnel and office location. After two years' work as F4F UK coordinators, Gabrijela Leovic (Germany) and Oleg Ermurati (Moldova) have been succeeded by Anna Pozhogina (Latvia) and Angela Starovoytova (Ukraine). Both are part of the new Management Group (alongside Nick Foster and Gordon Fuller, both from the UK), which implements the work of the F4F Committee. The office moved from London to Sheffield in October, and this has facilitated a stronger sense of community within F4F-UK.

As F4F looked forward to 2005, they were aiming to develop a joint leadership/partnership model, so that all teams, including the UK one, could work on a basis of equal responsibility.

[www.f-4-f.org](http://www.f-4-f.org)

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### **Agenda for Reconciliation; a global trust-building network**

*Mission: A global trust-building network in support of peace-making initiatives within and between nations*

Two annual Agenda for Reconciliation (AfR) conferences on 'Peace-building initiatives' and 'Human Security' in Caux, Switzerland, form the corner-stone of AfR's international work. The former conference enables those who are working in conflict situations to identify and connect with potential peace-makers. It also allows those who live in the aftermath of conflict to promote dialogue, reconciliation and reconstruction. The second conference deals with the prevention of conflict, gathering those who are engaged in promoting good governance, and development. Those using the conferences to advance reconciliation in their regions included people from Sierra Leone, Nigeria, the Great Lakes Region of Africa (Congo, Burundi, Rwanda), the Middle East (Israel and the Palestinian Territories, and Lebanon) and NE India.

AfR funds were used primarily to pay for eight interns to help carry the running of these conferences, as well as for expenses of essential speakers and staff. Other expenses included the preparation of a conference report and a planning meeting in December for the 2006 conferences.

Amina Dikedi, a Nigerian IofC worker living in Britain, worked closely with British IofC colleagues, who in turn supported her outreach to Africa. She is one of those responsible for a Clean Africa Campaign which is active in several countries. As part of this she organised a Leadership Training Programme which took place in South Africa in October, following on from one in Kenya in 2003.

In February 2004, the AfR team in London was approached by Osman Jama Ali, former Deputy Prime Minister of the Transitional National Government of Somalia, for assistance in conceiving a strategy for reconciliation in his country. As well as being a well-known personality in Somalia, Mr Jama Ali is respected for apologising publicly for his selfish motivation after he had been a government minister in Siad Barre's regime.

Also in February, Sandy Hore-Ruthven started working part-time with AfR, and he became engaged in designing reconciliation dialogues for use in Somalia when the situation allows, and preparing funding applications. AfR were encouraged in this by meetings with Foreign Office Minister, Chris Mullin MP, and with civil servants at the Foreign Office (FCO) and the Department for International Development (DfID). Contacts were also made with the UN Wartorn Societies Project, which is engaged in Somalia. Later in the year, Mr Jama Ali attended the final stages of the Somali peace conference in Kenya, and stood as a candidate in the Presidential Election on a reconciliation and anti-corruption platform. On his return to London in mid-December, an occasion was arranged at Greencoat Place for him to brief members of the Houses of Parliament and experts from the FCO and DfID. Though the task of reconstruction in Somalia is vast, and the obstacles formidable, there does seem to be a moment of opportunity. IofC's experience of contributing to post-conflict reconstruction; the commitment of the Somali IofC team stemming back to 1993; and the war-weariness of the Somali people all point to this being an area to which further effort should be devoted. There is no doubt that if a culture of reconciliation were to take root in Somalia, it would have a very constructive influence in the whole Horn of Africa region.

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### Other outreach beyond the UK

By no means all of IofC's international work for reconciliation is carried out under the umbrella of AfR. What follows is a brief account of some other aspects of the international work of Initiatives of Change in which British people have been involved:

#### *Middle East and Muslim world*

In March 2004 several British took part in IofC's international consultation in Lebanon, the first time such an event had taken place in the Middle East. One of the themes was 'Building creative partnerships'.

During the summer conferences in Caux, prominent Israelis and Palestinians involved in the 'Geneva Accord' came to talk about their peacemaking coalition and how to take it further. A group of twenty one Egyptians, Christian and Muslim, were there at the same time with a play showing how, in a climate of selfishness and corruption, the individual can make a difference under God's guidance. British people helped host these and other groups from the Middle East and Muslim world.

In September, IofC worker Peter Riddell accompanied an Egyptian colleague on a ten-day visit to Jordan. They met 20 people, from Iraq and Palestine as well as Jordan, who have taken part in IofC programmes in Britain in recent years. They were also received by Prince El-Hassan bin Talal.

Prince Hassan spoke with appreciation of Dr Charis Waddy, an IofC worker who died in August 2004, as an orientalist whose starting point was affection and vision for Muslims. Oxford's first woman graduate in Oriental Studies, she worked full time with IofC from 1935. Travels in research of her books, *The Muslim Mind* and *Women in Muslim History*, brought her a host of friendships across the world. Dr Zaki Badawi, Principal of The Muslim College in London, wrote of her 'towering contribution' to the interfaith movement.

During Queen Elizabeth's Christmas Broadcast, Imam Abduljalil Sajid, of Brighton Islamic Mission, was pictured talking with the Queen about the growth of interfaith activity in Britain. During the year, as a Member of the Muslim Council of Britain, he was frequently consulted by the British Government on how to improve relations with Muslims. With two IofC colleagues in Sussex, John Munro and David Young, he produced a booklet, *Why Terror--Is there no alternative?* This contains the stories of 19 Muslims who have experienced change in their lives, many through IofC. In October Imam Sajid and his wife Jamila were invited to Norway by IofC. They met the Prime Minister, addressed a group of MPs, and conferred with the Bishop of Oslo and immigrant leaders.

People committed to the ideas of IofC were active in promoting interfaith harmony in many areas, including Birmingham, Nottingham, Winchester, Edinburgh and Llandudno. Others in the UK worked closely with Sudanese who are at the heart of their country's peace processes.

#### *China*

Cordial exchanges continued with members of the Chinese Association for International Understanding (CAFIU). CAFIU Secretary-General, Xu Jianguo, met IofC friends in Manchester in October 2004 and shortly afterwards hosted a Dinner for Keith and Ruth Neal from Manchester in Beijing. It is hoped that official exchanges between CAFIU and IofC will take place in 2005/6.

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### *Sierra Leone*

An IofC team from Denmark, the Netherlands, Norway, the USA and the UK has been working closely with senior members of the Sierra Leone police and armed forces who attended the Agenda for Reconciliation Conference at Caux in August 2004. IofC later accepted an invitation to give two courses for police, army and civil society on 'Moral Foundations for Democracy' in Sierra Leone in January 2005.

### **Caux Initiatives for Business**

*Mission: To strengthen the motivations of care and moral commitment in economic life and thinking, in order to create jobs, tackle economic and environmental imbalances and address the root causes of poverty.*

A British Member of Parliament, the Chief Executive of a London-based farming charity, and an Edinburgh scientist working in Zimbabwe were among the participants in the 32nd annual Caux Conference for Business and Industry, on the theme 'Globalisation: closing the gaps'. It was held from 16 - 21 July at the IofC centre in Caux, Switzerland, and was organised by Caux Initiatives for Business.

Two of its co-ordinators, Chris Evans and Mike Smith, are British full-time workers with Initiatives of Change. The conference was held in partnership with the International Communications Forum and the Farmers' Dialogue. It included the former Polish President, Lech Walesa; the Swiss Secretary of State for Economic Affairs, Jean-Daniel Gerber; the founder of the Porto Alegre World Social Forums, Bernard Cassen; and the Chief Executive of the American Corn Growers Association, Larry Mitchell.

The conference was attended by 140 participants from business, the media and agriculture, of whom 35 were from Britain.

Business had a special role in closing the gap between the world's rich and poor, said Tony Colman MP, who, as a board member of the Burton retail group, had founded the Topshop chain of fashion shops. The businesses that would make a difference in closing the gap would be those which are 'sustainable, equitable, which bring together labour and management, and which look to the long term'. Legislation could help to encourage these qualities, he said. Bribery, for instance, was now an offence for British citizens anywhere in the world, thanks to his 2002 Private Member's Bill. And the all-party committee on socially responsible investment, which he chairs, had forced pension funds to account for the social, environmental and ethical basis for their investments.

He welcomed the commitment of the Chancellor of the Exchequer to work towards an aid budget of 0.7 per cent of GDP. But Colman also stressed that it was vital that poor countries should be enabled to trade equitably.

An emphasis of the conference was on agricultural development in Africa.

'We are proud to give some hope from Zimbabwe,' declared Dr Ian Robertson, Chief Executive of Agri-biotech Ltd in Harare, Zimbabwe, who came originally from Edinburgh. His company has made available 'born-again' virus-free sweet potato crops. This has been possible due to his work at the University of Zimbabwe where he has taught microbiology for 27 years, adapting the

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relevant technology using local materials. The crops have benefited thousands of small farmers in seven of Zimbabwe's districts. 'We need good lab work plus good greenhouse work to deliver to good farmers,' said Robertson, who has been committed to the work of Initiatives of Change for many years. His team of eight Zimbabwean agricultural graduates had found a way of removing the virus that plagues sweet potato tubers. However the virus cleansing is not permanent.

Robertson emphasised his company's strict ethical policy of 'integrity, transparency and sincerity'.

Throughout the year, CIB-UK has continued to hold discussions with people from business and NGOs, in pursuit of its mission to 'strengthen the motivations of care and moral commitment in economic life'. One of its concerns is to help develop dialogue and create trust within and between organisations. With this in mind, CIB UK will be represented at an international conference, organised by CIB's Asian arm, to be held in India in November 2005.

[www.cauxinitiativesforbusiness.org](http://www.cauxinitiativesforbusiness.org)

### **The Farmers' Dialogue**

Many in UK agriculture have become acutely aware that every day over 30,000 people, mainly children, die of malnutrition and disease worldwide. Those responsible for the Farmers Dialogue believe that the means exist to solve much of this, but we lack the will. Farmers Dialogue events during the year have been built around helping people find a new motivation in life that can lead to resolution of many such urgent issues. They say, 'The work we are involved in revolves around the fact that each of us has found that change, to be effective, has to start with ourselves.'

In April Dr Christie Peacock, Chief Executive of the UK charity Farm Africa, spoke at a Greencoat Forum at the IofC centre in London. She gave examples of how her organisation enables small farmers in Africa to lift themselves out of poverty; and of the knock-on benefits to their entire communities.

During the Caux Conference for Business and Industry in Switzerland in July, the Farmer's Dialogue provided the main speakers for one of the mornings as well as running workshops most afternoons. The aim was to give people from the industrial and financial worlds evidence that now, and for the foreseeable future, the population of the world could be fed and lifted out of poverty. Speakers included Dr Peacock; Larry Mitchell, Chief Executive Officer of the American Corn Growers Association, USA, on marketing; Dr Ian Robertson; and Carlos Solis from Costa Rica, on the role of small farmers.

In November some from the UK took part in an 'International Farmers Dialogue', hosted by the faculty of Agriculture at Chiang Mai University, Thailand. This event focused on the qualities of character that farmers needed to enable them to bring change in their situations and also on farming techniques developed in Thailand that gave hope for farmers from other developing countries. Keo Salath from Cambodia summed up the atmosphere well when he said, 'This should be called the farmers' transformation dialogue because it has everything—new ways of farming, ideology and how to live together.'

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### 'For A Change'

*For A Change*, the international bi-monthly magazine published by IofC, entered 2004 with a redesign. Its website ([www.forachange.co.uk](http://www.forachange.co.uk)) was also redesigned and improved during the year. In November, a record 100,000 pages were visited by surfers. The total number of 'hits' for the year was over half a million.

The magazine was launched in 1987. When the Iron Curtain fell at the end of that decade, the Oxford Group sponsored free subscriptions for university libraries and individuals in the countries of the former Soviet bloc, as a resource for English-teaching and a support to democratic values. One who first contacted IofC through reading *For A Change* in his university library was Dr. Alexander Pinchook, a physics lecturer in Belarus, referred to on page 15 of this report. This scheme was later extended to university libraries in Africa, China and some other Asian countries and also to a range of NGOs around the world.

During 2003 - 05, the editors wrote to the recipients of these free copies to ask if they wanted to continue to receive them. About ten per cent replied in the affirmative. Some added a comment to the reply slip. A retired professor from the Czech Republic wrote, 'We used your magazine all the time.' An English teacher from the Ukraine wrote saying she would like to pay for her own subscription: 'Your wonderful magazine has proved extremely useful and interesting in my work.' And a Lithuanian recipient described it as 'a fresh air to the mind and heart'.

*The Independent*, *The Guardian Weekly*, *African Business*, *The Diplomat* (based in Romania), and *The Herald*, Glasgow, all printed articles based on features which appeared in *For A Change* in 2004 or previously. Patrick Colquhoun, who wrote a guest column on corruption in the medical profession in Romania in April/May 2004, was also interviewed on Radio Free Europe/ Radio Liberty (Romanian section) and has been invited to speak on the theme at a think-tank in Bucharest in April 2005.

The President of Initiatives of Change International, Cornelio Sommaruga, sent the October/November issue, which reported the Caux conferences, to ambassadors and heads of UN missions in Geneva, while a Canadian reader sent a copy of this issue, and the two following ones, to all the members of the Canadian parliament.

During the year, marketing manager Fabiola Benavente returned to Mexico after two years as an intern with IofC in the UK (see page 14). During that period she had played a catalytic role in the decision to redesign the magazine so as to extend its appeal to a younger age group. She has been replaced by Jessica Fleischer and José Carlos León Vargas, also from Mexico. In October they organised a *For A Change*/Initiatives of Change stall at the European Social Forum at Alexandra Palace, which drew lively interest and led to the magazine's editor, Mary Lean, being interviewed about Initiatives of Change in a BBC Radio 4 news report on the Forum.

[www.forachange.co.uk](http://www.forachange.co.uk)

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#### *FLT*Films

*The Cross and the Bodhi Tree*—two Christian encounters with Buddhism, produced by *FLT*films in 2001, was broadcast by Australian national television in September. Introducing the film on the regular Sunday night series, *Compass*, presenter Geraldine Doogue described it as ‘a spiritual journey across cultures’ and highlighted the film’s relevance ‘in a world where religious intolerance is regrettably prevalent’.

A shortened version of *For the Love of Tomorrow*, in French, was produced in collaboration with Initiatives et Changement (IofC France). The film is about Irène Laure, the French Socialist leader and worker for reconciliation. It was shown at the Salon International des Initiatives de Paix, an international gathering of NGOs brought together under the auspices of UNESCO to mark the UN’s ‘decade for the promotion of a culture of peace and non-violence’. The film has also become part of an IofC programme on reconciliation in French schools.

Many other *FLT* films continue to be shown in different contexts around the world. For example, *The Serene Smile* was shown in Cambodia by participants in a 10-month IofC programme called Action for Life (which included three young people from the UK). The sequel, *The Serene Life*, was shown in every Buddhist pagoda in Mongkol Borei district, in the north-west of Cambodia, by a local NGO.

The film, *Is he my brother?*, which shows interracial reconciliation in Kenya, is being used by IofC/MRA groups in Zimbabwe. A report from there mentioned that ‘the video has an impact wherever we have shown it.... The Kenyan's honesty and unselfishness as a land distribution officer causes a lot of reflection.’

During 2004, research started on a new series of films on Christian-Muslim encounters and partnerships.

[www.fltfilms.org.uk](http://www.fltfilms.org.uk)

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### **IofC Schools Service**

Since 1995 the Initiatives of Change schools service has taken over 600 sessions in Sixth Forms all over Britain. These are facilitated interactively, usually by international teams of young people. In the first three months of 2004 the organiser, retired maths teacher Howard Grace, was joined by Tanja Sokolova from Novosibirsk, Russia, and Sandra Lapkovska from Riga, Latvia. Together they visited 60 schools with groups varying from 10 to 200 pupils. The theme was 'Vision and values'. The aim was to stimulate thought about motivation, values and purpose.

One teacher wrote later, 'I have always thought that the best "weapon" in your message is the bringing of young people from other parts of the world to talk to our students and to challenge them on some of their closed attitudes—in many cases they don't even realise they do hold prejudices or have issues in their own minds that need dealing with.'

The team started by stimulating discussion about people of vision, like Martin Luther King Jnr and Mahatma Gandhi. They also discussed the statement of a school pupil who had said, 'Deep down we all want to make a difference'.

Following this Tanja and Sandra talked about their experiences of life, in the context of their countries and the momentous changes that are happening there. But then the focus shifted to us in the UK. 'Would you recommend your society in the UK to Russia or Latvia to aspire to? What do you live for if you have all you need? Is it more of the same?' Such questions, and comments, as, 'True poverty is not someone without a penny, but someone without a dream,' led to searching discussions.

Although the schools service makes no charge, 80 per cent of the host teachers wrote later, making a contribution.

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### **An intern's view**

*Fabiola Benavente, a graduate in International Marketing, from the University of Monterrey, Mexico, came to the UK in 2002 to work as an 'intern' with For A Change (FAC) magazine. She returned home in 2004 and assessed her time in the UK:*

I first heard about the opportunity to come to England while I was finishing my studies in Monterrey.

At that time, my professional aspirations had to do with finding a job in a consulting firm so that I could apply my analytical and marketing skills. I was determined to find that job after graduation and I knew I wanted to be in Mexico (and I still do!). However, when I heard about the vacancy to do marketing for *FAC*, I could not stop thinking about a dream I had at an early stage of my studies. It had to do with a magazine that wanted to enrich people, and not just have a commercial goal. Behind my dream was a call to do something for the world. But I could see no way of fulfilling this dream and, at that early stage, I let go of it.

Being in the UK working for Initiatives of Change was an opportunity that took me from any self-centred professional ambition to explore what it means to have a real sense of a worthwhile purpose in the context of the world conditions that we live in. The two years became a space where I constantly asked myself, 'What is the role I play in the world? What is my vocation, what is my calling?'

Now that I look back I realise that it also provided an environment dedicated to valuing others and their experience both locally and globally. I value the creativity that comes from the exchange of ideas and the courage from seeing others struggling to overcome their adversities. I am now more able to understand, respect and value diversity.

Working with IofC in London was a chance to realise that there is a growing number of voices from all over the world calling for changes at local, national and international levels. Within IofC there is evidence of real personal change in people, and a real sense of care for people.

I understand the importance of participating and contributing to the community at a range of levels, from the local to the global, while taking responsibility of my actions. The IofC experience enabled me to become more aware of both my inner life and the wider world, thus developing a strong sense of my own role in the world. In short I think I became a more committed global citizen capable of making tough choices and taking responsible action to bring about the effective kind of change that happens when I start with myself.

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### **In Brief...**

The work of Initiatives of Change is as varied as the people who feel inspired to apply its ideas. Here are a few 'snapshots' of many such actions:

#### *IofC on the world wide web*

2004 was a year of steady development of IofC's internet presence. [www.iofc.org](http://www.iofc.org) continued to serve a global, multi-lingual audience with news and topical commentaries. National sites for the UK and USA were launched in the early part of the year. IofC sites now exist in, among other languages, French, German, Danish, Finnish, Japanese, Korean, Chinese, Dutch, Norwegian and Finnish. As described earlier, the *For A Change* site was redesigned following the new-look print publication. A totally new Hope in the Cities site was launched in November, with mainly US content so far but more UK input to come in 2005. The IofC Extranet, a private website for the global IofC network, continued to develop, including the introduction of online Forums and the integration of the UK database which is now managed wholly online. Visitor statistics to most IofC websites continued to show an increase.

#### *Greencoat Forums*

In addition to those already mentioned, seven evening 'Greencoat Forums' took place during the year. The aim of the forums is to emphasise personal integrity and courage; the need for ethical and spiritual values; and faith as being among the essential ingredients of an inclusive society.

Laurence Cockcroft, UK Chair of Transparency International, the anti-corruption campaigners, spoke on 'Corruption and development—a personal odyssey'.

David Brewer, formerly one of those responsible for launching BBC News Online, spoke of his more recent work as an independent consultant. He helps build 'independent and sustainable news operations', often in countries that have been 'starved of free speech'.

Alexander and Natalia Pinchook from Belarus spoke of the devastating impact of the Chernobyl nuclear accident on their country and of the NGO CentreAction which they had set up without pay to teach children in the contaminated areas how to eat safely.

In June, Dr Philip Boobbyer, a Member of the Council of Management, drew parallels between the role of faith in Soviet Russia and contemporary Britain.

Another Member of the Council, Mary Lean, spoke with Felicity Dick about their work with the Gatwick Detainees Welfare Group, in October. Lean is Vice-Chair and Dick is Chair of the charity which seeks to offer 'a hand of friendship' to asylum seekers held in detention. The Crawley based group was a winner of The Guardian Charity Awards 2004. Lean pointed out that all the great world faiths contained very strong traditions of welcoming the stranger. 'Somehow this has become forgotten in Christian Britain,' she said.

Another Forum was given by concert pianist Penelope Thwaites, who made an impassioned plea for excellence in music as being essential for the human spirit.

## **THE OXFORD GROUP**

### **SECRETARY'S STATEMENT**

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The final Forum of the year focused on Dolen Cymru, the unique 'twinning' between Wales and Lesotho. The speaker was IofC worker, Paul Williams, who recently stepped down as Secretary of the link—a post that he had held since its inception in 1984. The Lesotho High Commissioner, Her Excellency Leboho Ramohlanka, also spoke and helped answer questions.

#### *Other public events*

During the year several public events were held to introduce people to the ideas of Initiatives of Change. Over 100 attended a day's gathering at 24 Greencoat Place in May entitled 'People making a Difference'. A variety of speakers gave examples of how a commitment to following God's plan for their lives had had positive effects in society.

Ranmoor Hall, Sheffield, was the venue on 26 - 27 November for a gathering which drew people from different parts of the UK. The event was organised by the Foundations for Freedom team and others associated with IofC in Sheffield. Most of the time was devoted to giving participants a flavour of the 'changing courses' that F4F runs in eastern Europe. A PowerPoint presentation of IofC was shown, and several speakers outlined different initiatives in which they were involved.

*Kenneth Noble*  
*Acting secretary*

*13 May 2005*

# **THE OXFORD GROUP**

## **COUNCIL OF MANAGEMENT'S REPORT**

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The Council of Management presents its report with the audited accounts of The Oxford Group/Initiatives of Change ('The Group') for the year ended 31 December 2004. The financial statements have been prepared in accordance with relevant accounting policies and in compliance with the charity's governing document and applicable law.

### **Constitution and objects**

The Oxford Group was constituted under a trust deed dated 15 August 1939 and is a registered charity number 226334. The management of The Group is the responsibility of the trustees who are elected and co-opted under the terms of the trust deed and who serve as members of the Council of Management.

The trustees who have served during the year and since the year-end are set out on pages 2 and 22.

The principal activity of The Group during the year continued to be encouraging individuals to turn towards God and seek his will, in the context of the needs of his world.

The charity is a member of the International Association of Initiatives of Change.

### **Method of appointment of trustees**

The Council of Management appoints trustees from the membership of the Association. Any trustee thus appointed has to offer himself/herself for election at the next Annual General Meeting of the Association. Each year one-third of the trustees have to offer themselves for re-election.

### **Organisation**

The charity is UK-based, with its headquarters in London.

The Council of Management meets quarterly, and committees and groups meet more frequently to plan, assess and review The Group's activities, and to manage its various programmes. These committees and groups report to the Council of Management.

### **Name**

The charity continues to be registered and incorporated in the UK as The Oxford Group. It is more widely known as 'Initiatives of Change', a name adopted in 2002 to replace 'Moral Re-Armament'.

### **Review of financial position**

The Group began 2004 with surplus brought forward from year 2003. There was an anticipated shortfall of £255,762 between budgeted income and expenditure for 2004. The year ended with a total surplus of £551,712 which comprised £166,178 operating income and £388,224 unrealised gain from the increase in value of the Group's investments. This was mainly achieved through several generous legacies and donations. The Trustees would like to record their gratitude to all those who remembered The Group in this way, and to their families.

# **THE OXFORD GROUP**

## **COUNCIL OF MANAGEMENT'S REPORT**

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### **Secretary**

The Secretary, Mr Geoffrey Craig, was advised to take extended leave from his duties on medical grounds. Accordingly, the Council appointed Mr Kenneth Noble as Acting Secretary. Mr Noble was also appointed Acting Treasurer.

### **Risk Assessment and Sustainability**

As described in previous reports, the Council has identified two principal risks to its continuing work. The first is that The Group's income from legacies, on which it is currently dependent, can be expected to fluctuate, and in the long run to fall, as much of it represents the sacrificial commitment of the original generation of The Oxford Group now in their 80s. As well as seeking to raise additional funds for the charity itself, the Council is encouraging its individual programmes to seek funding from new sources, both grants for projects and contributions from new individual donors. With this in mind, a firm of fund-raising consultants, McConkey/Johnston UK, has been advising The Group on its fund-raising activities. An appeal called 'Fresh hope in Africa' was launched towards Christmas time, to ask for help in funding various outreach activities of IofC in Africa. By the end of March 2005 this appeal had brought in £6,806. The Council regards this as an encouraging first step in finding new sources of funding. The Council would also like to record its gratitude to the Tirley Garth Trust which made a grant of £10,000 in early 2005 to help fund the cost of engaging McConkey/Johnston.

The second area of concern was that it is often difficult adequately to replace key volunteers when the time comes for them to move on to other work or to retire, and in some cases to find volunteers to fill new roles which open up. During 2004, the Council has continued to engage consultants to facilitate the expansion of aspects of its work in three such areas, rather than waiting for suitably qualified volunteers to come forward. As a mark of their commitment to The Group's ideas and aims, all three have agreed to be paid at well below the rates they could command in the market, and they are making important contributions to The Group's work. Many others, of course, continue to give their time to The Group's work as volunteers.

The Group is addressing these risks, without losing sight of its belief, born out by experience over 80 years, that when people seek to undertake God's work, solutions to such problems can often be provided in unexpected ways. These are therefore matters for prayer as well as for responsible planning.

### **Investment powers and policy**

The Council of Management has powers to invest in stocks, shares and property as it sees fit. During the year it appointed new fund managers for part of its investment portfolio, Speirs and Jeffrey Ltd. The remainder continued to be managed by Rathbones. However, in February 2005 a decision was taken to place the entire portfolio under the management of Speirs and Jeffrey, as it took the view that they were performing better and offering better value for money. The Group's investment aim is to protect the real value of the investments over time, whilst generating as much income as is compatible with that aim. The value of The Group's investments increased by an average of 6.45% during 2004.

The Group's policy in its portfolios is to avoid investing in companies that are primarily involved in tobacco, alcohol, gambling and arms.

# **THE OXFORD GROUP**

## **COUNCIL OF MANAGEMENT'S REPORT**

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### **Reserves policy**

In order to cater for The Group's long term needs, and to provide additional defence against the anticipated fall in legacy income, its policy is to build up its investments to the point where they generate sufficient income to cover the administration of the charity and the support and co-ordination of its work. This was achieved for the first time in 2004, with a surplus of £3,259 – meaning that gifts could be wholly used to fund programme and campaign activity. In comparison, in 2003 investment and interest income was £35,969 short of achieving this goal.

In addition, The Group was able to introduce £272,330 of new money into its investments, largely as a result of legacies received in the form of securities.

# THE OXFORD GROUP

## COUNCIL OF MANAGEMENT'S REPORT

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### Legacies

Income from legacies is crucial to maintaining and expanding the Group activities. The Council remembers with deep gratitude all those who have supported its work in this way. For anyone wishing to leave a legacy, the best wording to use in drafting a will is: *“I leave to the incorporated association known as The Oxford Group/Initiatives of Change, of 24 Greencoat Place, London SW1P 1RD, ..... for its general purposes.”*

If you would like to know more about the possibilities of leaving a legacy to The Oxford Group, or any other aspect of this report, please clip out the request form below and return it to the address indicated.

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- I would like to know more about leaving a legacy to The Oxford Group/Initiatives of Change
- I would like more information about The Oxford Group/Initiatives of Change's Report and Accounts (Please state what information you would like).

Name:

Address:

Email address:

Phone number:

**THE OXFORD GROUP**  
**COUNCIL OF MANAGEMENT'S REPORT**

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**Gift Aid**

In recent years the procedure under which a charity such as The Oxford Group/Initiatives of Change can reclaim tax on donations, which is known as Gift Aid, has been greatly simplified. Any gift received from a UK taxpayer now qualifies for Gift Aid, provided the donor's agreement is obtained. The Oxford Group/Initiatives of Change can claim a tax rebate of 28.2% of the donation received. The simplest way to give your agreement is to sign a Gift Aid form such as the one below, and return it to The Treasurer, The Oxford Group/Initiatives of Change, 24 Greencoat Place, London SW1P 1RD.

**Gift Aid declaration  
for donations to The Oxford Group/Initiatives of Change**

**Donor's name** .....

**Address** .....

.....

.....

**To: The Oxford Group/Initiatives of Change,  
24 Greencoat Place, London SW1P 1RD.**  
Registered charity number 226334.

Please treat all donations to The Oxford Group/Initiatives of Change which I make on or after this date as Gift Aid donations, until further notice. I will notify you if I cease to pay UK tax sufficient to cover my donation.

**Donor's signature:** .....

**Date:** .....

# **THE OXFORD GROUP**

## **COUNCIL OF MANAGEMENT'S REPORT**

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### **Members of the Council of Management**

Members of the Council of Management who served as directors during 2004 were:

Dr S M Andren MB ChB MRCP(UK) AFOM DRCOG  
Dr P C Boobbyer PhD  
Rev A J D Craig BD  
C F Evans  
P J Everington M A  
J J M Hore-Ruthven  
Ms J M Lean BA  
Mrs M J Pearce RBTC Dip (resigned on 12 February 2004)  
R W B Ruffin MA  
Dr M A Spooner MB BS AKC

### **Statement of Responsibilities of the Members of the Council of Management**

Company and Charity Law requires the Members of the Council, who are also directors of the company, to prepare accounts for each financial year which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for that year. It is also the Council's responsibility to maintain adequate accounting records, safeguard the assets of the company and take reasonable steps in preventing and detecting fraud and other irregularities.

The Council are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the accounts on the going concern basis unless it is inappropriate to presume that the company will continue to operate.

### **Auditors**

The auditors, UHY Hacker Young, formerly known as Hacker Young, will be proposed for re-appointment at the Annual General Meeting.

*By the order of the Council of Management*

*Kenneth Noble  
Acting Secretary  
The Oxford Group*

13 May 2005

# **THE OXFORD GROUP**

## **INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE OXFORD GROUP**

We have audited the financial statements set out on pages 24 to 41 which have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets and the accounting policies set out on page 28 to 30.

This report is made solely to the members of the charitable company, as a body, in accordance with Section 235 of the Companies Act 1985. Our audit work has been undertaken so that we might state to the members those matters we are required to state to them as 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 charitable company and the members as a body, for audit work, for this report, or for the opinions we have formed.

### **Respective responsibilities of Council Members and Auditors**

As described on page 22 the Council Members, who are also the directors of the company for the purposes of company law, are responsible for the preparation of the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and United Kingdom Auditing Standards.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Act 1985. We also report to you if, in our opinion, the Council of Management's report is not consistent with the financial statements, if the company has not kept proper accounting records, if we have not received all the information and explanations we require for our audit, or if information specified by law regarding directors' remuneration and transactions with the company is not disclosed.

We read other information contained in the Annual Report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. The other information comprises only the Council of Management's report and the Secretary's statement.

### **Basis of opinion**

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

### **Opinion**

In our opinion the accounts give a true and fair view of the state of the affairs of the charitable company as at 31 December 2004 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

St Alphage House  
2 Fore Street  
London EC2Y 5DH

UHY Hacker Young  
Registered Auditor  
Chartered Accountants

16 May 2005

# THE OXFORD GROUP

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2004

	Notes	Unrestricted Funds £	Restricted Funds £	Endowment Fund £	Total 2004 £	Total 2003 £
<b>Incoming resources</b>						
Donations & gifts	3	282,102	44,027	-	326,129	251,926
Legacies		584,723	-	-	584,723	1,000,978
Investment income and interest	9	200,837	19,654	7,923	228,414	209,001
Activities to further the charity's objects:						
Trading income	4	-	37,974	-	37,974	55,926
Profit on disposal of property		-	-	-	-	298,964
Other incoming resources:						
Other income		4,497	2,500	-	6,997	2,484
<b>Total incoming resources</b>		<b>1,072,159</b>	<b>104,155</b>	<b>7,923</b>	<b>1,184,237</b>	<b>1,819,279</b>
<b>Resources expended</b>						
Costs of generating funds:						
Fund managers' costs		7,345	-	-	7,345	9,515
Charitable expenditure:						
Costs of activities to further the charity's objects:						
Trading expenses	4	-	58,420	-	58,420	59,112
Costs of campaigns & related support & co-ordination	5	752,364	100,408	-	852,772	860,934
Grants to other charities	7	10,000	-	-	10,000	320,000
Management & administration	6	89,522	-	-	89,522	97,554
<b>Total resources expended</b>	10	<b>859,231</b>	<b>158,828</b>	<b>-</b>	<b>1,018,059</b>	<b>1,347,115</b>
Net incoming resources/(resources expended) before transfers		212,928	(54,673)	7,923	166,178	472,164
Gross transfers between funds		(202,739)	210,662	(7,923)	-	-
Net incoming resources/(resources expended) before revaluations & investment asset disposals	8	10,189	155,989	-	166,178	472,164
<b>Other recognised gains and losses</b>						
Gain/(Losses) on investments:						
Realised		(780)	-	-	(780)	83,295
Unrealised	12	385,391	(17,344)	20,176	388,223	359,551
Difference on exchange		-	(1,910)	-	(1,910)	(1,710)
Net movement in funds		394,800	136,735	20,176	551,711	913,300
Balances brought forward at 1 January 2004		10,660,481	507,892	139,254	11,307,627	10,394,327
Balances carried forward at 31 December 2004		11,055,281	644,627	159,430	11,859,338	11,307,627

# THE OXFORD GROUP

## SUMMARY INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2004

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	Note	2004 £	2003 £
Gross income of continuing operations		1,176,314	1,813,004
Expenditure of continuing operations	10	<u>(1,018,059)</u>	<u>(1,347,115)</u>
Net income for the year before transfers and Investment asset disposals		158,255	465,889
Transfer from endowment fund		<u>7,923</u>	<u>6,275</u>
Net income before investment asset disposals		166,178	472,164
(Loss)/Gain on disposal of investments		(780)	83,295
Difference on exchange		<u>(1,910)</u>	<u>(1,710)</u>
Net income for the year		<u><u>163,488</u></u>	<u><u>553,749</u></u>

The gross income comprises £1,072,159 for unrestricted funds and £104,155 for restricted funds and the net income before investment asset disposals of £166,178 comprises a net income of £10,189 from unrestricted funds and £155,989 from restricted funds, as shown in the Statement of Financial Activities.

The Summary Income and Expenditure Account is derived from the Statement of Financial Activities on page 24 which, together with the notes on pages 28 to 41, provides full information on the movements during the year on all the funds of the charity and includes the Statement of Total Recognised Gains and Losses.

The company's operation in the year continued unchanged; no operations were disposed of or acquired.

# THE OXFORD GROUP

## BALANCE SHEET AS AT 31 DECEMBER 2004

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	Notes	2004 £	2003 £
<b>Fixed assets</b>			
Tangible fixed assets	11	5,213,447	5,246,610
Investments	12	6,017,422	5,190,058
		<hr/>	<hr/>
		11,230,869	10,436,668
		<hr/>	<hr/>
<b>Current assets</b>			
Stocks	13	8,353	11,469
Debtors	14	43,178	33,794
Short term deposits		470,901	659,554
Cash at bank and in hand		181,087	240,014
		<hr/>	<hr/>
		703,519	944,831
		<hr/>	<hr/>
<b>Creditors: Amounts falling due within</b>			
One year	15	75,050	73,872
		<hr/>	<hr/>
<b>Net current assets</b>		628,469	870,959
		<hr/>	<hr/>
<b>Total net assets</b>		11,859,338	11,307,627
		<hr/> <hr/>	<hr/> <hr/>
<b>Funds</b>			
Unrestricted		11,055,281	10,660,481
Restricted	16	644,627	507,892
Endowment	17	159,430	139,254
		<hr/>	<hr/>
		11,859,338	11,307,627
		<hr/> <hr/>	<hr/> <hr/>

The accounts on pages 24 to 41 were approved by the Council of Management on 13 May 2005 and signed on its behalf by:

C F Evans  
Member of the Council of Management

**THE OXFORD GROUP**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 31 DECEMBER 2004**

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	Notes	£	2004 £	£	2003 £
<b>Net cash outflow from operating activities</b>	19		(272,298)		(105,630)
<b>Returns on investments and servicing of finance</b>					
Dividends received		209,720		194,060	
Interest received		<u>18,694</u>		<u>14,941</u>	
<b>Net cash inflow from returns on investments and servicing finance</b>			228,414		209,001
<b>Capital expenditure and financial investment</b>					
Payments to acquire tangible fixed assets		(37,666)		(1,000)	
Payments to acquire investments		(755,915)		(2,138,757)	
Receipts from sale of tangible fixed assets		-		583,592	
Receipts from sale of investments		<u>589,885</u>		<u>2,148,013</u>	
<b>Net cash (outflow)/inflow from capital expenditure and financial investment</b>			(203,696)		591,848
<b>Net cash (outflow)/ inflow before management of liquid resources and financing</b>			(247,580)		695,219
<b>Management of liquid resources</b>					
Liquidation of/(investment in) short-term deposits			<u>188,653</u>		<u>(581,279)</u>
<b>(Decrease)/increase in cash in the year</b>			(58,927)		113,940
Net cash resources at 1 January 2004			240,014		126,074
<b>Net cash resources at 31 December 2004</b>	20		<u><u>181,087</u></u>		<u><u>240,014</u></u>

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

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### 1. The Oxford Group

The Oxford Group is a company limited by guarantee (number 355987), the liability of the members of the company being limited to £1 each. At December 2004, there were 64 members (2003: 64). Ten of these were members of the Council of Management, none of whom received any remuneration for their services during the year. Expenses by six Council members totalling £20,920 (2003: £23,694 to seven Council members) mainly for travelling, were reimbursed for the year. In addition £2,000 (2003: £2,000) was paid to the wife of a trustee as rent for the space in which The Group's historical archives are kept and managed. Such payment is below the market rate and the Group appreciated the personal knowledge and attention which continued to be given to the archives in this setting. An honorarium of £1,000 was paid to the son of a trustee in appreciation of the specialised IT consultancy work done for the charity for the last five years. The Group has also engaged a son of another trustee as a consultant to work in Agenda for Reconciliation projects over a period of ten months for the sum of £5,000. He brought a pertinent knowledge of IofC work and good skills in earning the respect and trust of the participants. The Oxford Group is a registered charity number 226334.

### 2. Principal accounting policies

#### a) Basis of preparation

The financial statements are prepared under the historic cost convention as modified by the inclusion of investments at market value and in accordance with applicable accounting standards and the Companies Act 1985. In preparing the financial statements the charity follows best practice as set out in the Statement of Recommended Practice "Accounting and Reporting by Charities" (SORP) issued in October 2000.

The charity owns the whole of the share capital of Grosvenor Productions Limited, a company registered in England and also administers a registered charity, Westminster Memorial Trust. Both entities did not operate in year 2004. In the opinion of the Council of Management, these are not material in the context of the overall account and therefore the consolidated financial statements have not been prepared.

#### b) Incoming resources

Income is recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Income is deferred only when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

In accordance with this policy, legacies are included when the charity is advised by the personal representative of an estate that payment will be made or property transferred and the amount involved can be quantified. Gifts-in-kind are included at valuation where their value is ascertainable and material.

#### c) Resources expended and basis of allocation of costs

Expenditure is included when incurred.

The majority of the costs are directly attributable to specific activities. Certain shared costs are apportioned to activities in furtherance of the objects of the charity. Rates, insurance, electricity, repairs and cleaning for the Head Office have been allocated as follows: 25% to Administration, 40% to campaigns, 25% to Support and co-ordination and 10% to Establishment costs of unused space at 24 Greencoat Place.

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

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### d) Costs of campaigns and related support & co-ordination

These costs represent cost incurred for UK and overseas campaigns. They also include costs incurred to support and co-ordinate these campaigns.

### e) Management and administration costs

This represents costs incurred by finance, human resources, stationery and other office expenses attributable to the management of the charity's assets, organisational administration and compliance with constitutional and statutory requirements.

### f) Capitalisation and depreciation of tangible assets

All assets costing more than £1,000 are capitalised.

Freehold land is not depreciated and the depreciation of other tangible fixed assets is calculated on a straight-line basis at the following annual rates to write off the cost of assets over their estimated useful life:

Freehold property (excluding land) -	2%
Plant and machinery -	10% to 25%
Fixtures and fittings -	10% to 25%
Video masters -	20%
Motor vehicles -	25%

No depreciation is provided for some contents of the properties because in the opinion of the Council of Management their overall value is likely to increase, rather than decrease, as the result of good maintenance and the antique importance of many of the items.

### g) Fixed asset investments

Fixed asset investments are included at market value at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activities.

### h) Stocks

Stocks of literature and stores are valued at the lower of cost and estimated realisable value.

### i) Foreign currency translation

Monetary assets and liabilities denominated in foreign currencies are translated into pound sterling at the rate of exchange ruling at the balance sheet date. Translations in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to Statement of Financial Activities.

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

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### **j) Fund accounting**

Funds held by the charity are:

*Unrestricted fund* – these are funds, which can be used in accordance with charitable objects at the discretion of the Council of Management.

*Restricted fund* – these are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the accounts (Note 16).

### **k) Pensions**

The charity has approved for its employees the ‘Stakeholder Pension Scheme’, a unit linked contract issued under the rules of the ‘Friends Provident Pension Limited’ approved under Chapter IV Part IV ICTA 1988.

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

### 3. Donations and gifts

	Unrestricted Funds £	Restricted Funds £	Total 2004 £	Total 2003 £
Gifts under covenant	17,715	-	17,715	18,403
Kenya	-	5,326	5,326	-
Foundations For Freedom	-	22,039	22,039	11,607
Agenda for Reconciliation	-	323	323	17,294
IC Productions- For A Change	-	336	336	295
IC Productions- MRA/Flt films	-	38	38	506
Donations for travel and overseas work	20,864	-	20,864	18,441
Gifts from charitable trusts	41,000	14,000	55,000	114,123
Hope in the Cities campaign	-	1,965	1,965	6,498
Other gifts (including towards hospitality Received)	202,523	-	202,523	64,759
	<u>282,102</u>	<u>44,027</u>	<u>326,129</u>	<u>251,926</u>

### 4. Activities to further the charity's objects

	For a Change £	MRA/Flt films £	Grosvenor books £	Main Fund £	Total 2004 £	Total 2003 £
<b>Income</b>						
Trading income						
Sale of For A Change magazine	29,400	-	-	-	29,400	42,458
Sale and hire of videos	-	3,174	-	-	3,174	4,873
Sale of books	-	-	5,400	-	5,400	8,595
	<u>29,400</u>	<u>3,174</u>	<u>5,400</u>	<u>-</u>	<u>37,974</u>	<u>55,926</u>
Donations and gifts	336	38	-	-	374	800
Other income (including interest)	542	89	308	-	939	843
	<u>30,278</u>	<u>3,301</u>	<u>5,708</u>	<u>-</u>	<u>39,287</u>	<u>57,569</u>
<b>Expenses</b>						
Direct costs	34,145	3,667	6,277	-	44,089	42,823
Overheads	4,673	8,968	690	-	14,331	16,289
	<u>38,818</u>	<u>12,635</u>	<u>6,967</u>	<u>-</u>	<u>58,420</u>	<u>59,112</u>
<b>Operating loss</b>	<b>(8,540)</b>	<b>(9,334)</b>	<b>(1,259)</b>	<b>-</b>	<b>(19,133)</b>	<b>(1,543)</b>
Other recognised gains	-	-	-	-	-	2,908
<b>(Loss)/profit for the year</b>	<b>(8,540)</b>	<b>(9,334)</b>	<b>(1,259)</b>	<b>-</b>	<b>(19,133)</b>	<b>1,365</b>

The deficit was met by transfer from unrestricted funds.

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

### 5. Costs of campaigns & related support & co-ordination

	Unrestricted Funds £	Restricted Funds £	Total 2004 £	Total 2003 £
<b>UK campaigns:</b>				
Pastoral work, training and development	42,200	-	42,200	44,544
Education and the schools service	8,499	250	8,749	11,232
Work connected with industry	18,684	-	18,684	15,221
Forums and public meetings at 24 Greencoat Place	10,566	-	10,566	11,576
Use of For A Change within UK	24,353	-	24,353	21,762
UK website costs	2,350	-	2,350	2,746
Support for IC Production Division	18,702	-	18,702	9,300
Support for film, Art & drama initiatives	11,881	-	11,881	26,771
Cost of literature	8,644	-	8,644	13,942
Others	4,593	-	4,593	5,609
<i>Special programmes</i>				
Ireland	8,785	7,537	16,322	8,507
Foundations For Freedom	26,111	34,908	61,019	55,175
Agenda for Reconciliation	14,899	17,199	32,098	31,946
Hope in the Cities campaign	34,477	25,999	60,476	59,111
Westminster Memorial Trust	-	-	-	-
<b>Overseas campaigns:</b>				
Work connected with Caux	109,593	-	109,593	88,474
Work other than Caux for:				
Central, Eastern Europe	12,740	-	12,740	11,568
West Europe	8,437	-	8,437	10,642
Africa	27,586	14,515	42,101	50,605
Middle East	13,460	-	13,460	13,688
Asia	16,079	-	16,079	17,504
North America	7,236	-	7,236	9,814
South America	8,080	-	8,080	10,529
Australia/Pacific	7,512	-	7,512	7,603
Use of For a Change outside UK	6,297	-	6,297	15,558
Media and communication forums	5,817	-	5,817	5,905
Training campaign for young people (Action for Life)	42,970	-	42,970	11,458
Others	122	-	122	150
Amount carried forward	500,673	100,408	601,081	570,940

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

### 5. Costs of campaigns & related support & co-ordination (continued)

	Unrestricted Funds £	Restricted Funds £	Total 2004 £	Total 2003 £
Amount brought forward	500,673	100,408	601,081	570,940
<b>Support and co-ordination:</b>				
MRA Newsletters and World Bulletin	14,717	-	14,717	16,143
Work connected with IC - International consultation/Council	47,964	-	47,964	41,298
Co-ordination Forums & meetings	29,751	-	29,751	39,994
Marketing & promotion	13,632	-	13,632	14,220
IC International website	29,569	-	29,569	35,761
Others	-	-	-	-
<b>Living allowances</b>	116,058	-	116,058	142,578
	<u>752,364</u>	<u>100,408</u>	<u>852,772</u>	<u>860,934</u>
	=====	=====	=====	=====

### 6. Management and administration of the charity

	Unrestricted Funds £	Restricted Funds £	Total 2004 £	Total 2003 £
Audit fee	8,895	-	8,895	8,750
Rates, lighting, heating and insurance	23,266	-	23,266	28,068
Repairs, renewals and maintenance	13,510	-	13,510	11,736
Legal and professional fees	7,040	-	7,040	1,664
Salaries and office expenses	29,800	-	29,800	34,667
Depreciation – property	9,690	-	9,690	12,596
Establishment costs of unused space	(2,679)	-	(2,679)	73
	<u>89,522</u>	<u>-</u>	<u>89,522</u>	<u>97,554</u>
	=====	=====	=====	=====

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

### 6. Management and administration of the charity (continued)

	Unrestricted Funds £	Restricted Funds £	Total 2004 £	Total 2003 £
Establishment costs of unused space at 24 Greencoat Place (net)	£	£	£	£
Rent, rates, lighting, heating & insurance	16,580	-	16,580	13,771
Repairs, renewals & maintenance	9,280	-	9,280	14,120
	<u>25,860</u>	<u>-</u>	<u>25,860</u>	<u>27,891</u>
Less: Lettings	(28,539)	-	(28,539)	(27,818)
	<u>(2,679)</u>	<u>-</u>	<u>(2,679)</u>	<u>73</u>

### 7. Grants to other charities

Rowland Trust	-	-	-	200,000
Barnabas Charitable Trust	-	-	-	100,000
Initiatives of Change-France	-	-	-	10,000
Initiatives of Change-USA (UN)	10,000	-	10,000	10,000
	<u>10,000</u>	<u>-</u>	<u>10,000</u>	<u>320,000</u>

### 8. Net incoming resources/(resources expended) before revaluations and investment asset disposals

	2004 £	2003 £
This is stated after charging:		
Auditors remuneration - statutory audit	8,895	10,550
Depreciation	69,965	57,452

### 9. Investment income and interest

	UK £	Outside UK £	2004 £	2003 £
Interest receivable	18,694	-	18,694	14,941
Dividends receivable from:				
Fixed interest securities	76,218	2,508	78,726	69,066
Equity shares	92,569	2,706	95,275	104,978
Investment & unit trusts	<u>27,466</u>	<u>8,253</u>	<u>35,719</u>	<u>20,016</u>
	<u>214,947</u>	<u>13,467</u>	<u>228,414</u>	<u>209,001</u>

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

### 10. Total resources expended

	Staff Costs £	Depreciation £	Other Costs £	Total 2004 £	Total 2003 £
Costs of generating fund	-	-	7,345	7,345	9,515
Campaigns & support and co-ordination	102,039	46,619	704,114	852,772	860,934
Management and administration of the charity	52,287	17,090	20,145	89,522	97,554
Grants to other charities	-	-	10,000	10,000	320,000
Costs of activities to further the charity's objects:					
Trading expenses	-	6,255	52,165	58,420	59,112
	<u>154,326</u>	<u>69,964</u>	<u>793,769</u>	<u>1,018,059</u>	<u>1,347,115</u>

	2004 £	2003 £
<b>Staff costs</b>		
Wages and salaries	140,965	141,217
Agency	1,192	22,442
Social security costs	11,867	11,987
Pension costs	302	294
	<u>154,326</u>	<u>175,940</u>

<b>Other costs</b>		
Premises	249,572	273,135
Travelling, accommodation, telephones	510,916	500,659
Grants to other charities	10,000	320,000
Legal, professional and audit fees	23,281	19,929
	<u>793,769</u>	<u>1,113,723</u>

There is no employee earning more than £50,000 per annum (2003: Nil).

The average weekly number of employees during the year, as calculated on a full time equivalent basis, was as follows:

	Number of employees 2004	2003
Finance and administration	6	5
Maintenance management	1	1
Catering management	2	2
Cleaning management	-	1
Total	<u>9</u>	<u>9</u>

All employees contributed to campaigns and management and administration of the charity.

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

### 11. Tangible fixed assets

	Freehold land & Buildings	Contents of Properties	Motor Vehicles	Plant Machinery & Video Masters	Furniture & Fixtures	Total
	£	£	£	£	£	£
Cost or valuation on acquisition:						
At 1 January 2004	5,302,087	71,023	-	68,496	2,572	5,444,178
Additions	-	35,563	-	2,103	-	37,666
Disposals	-	(864)	-	(1,969)	(314)	(3,147)
At 31 December 2004	<u>5,302,087</u>	<u>105,722</u>	<u>-</u>	<u>68,630</u>	<u>2,258</u>	<u>5,478,697</u>
Accumulated depreciation:						
At 1 January 2004	142,675	-	-	54,134	759	197,568
Provision for the year	49,900	13,809	-	6,114	142	69,965
Disposals	-	-	-	(1,969)	(314)	(2,283)
At 31 December 2004	<u>192,575</u>	<u>13,809</u>	<u>-</u>	<u>58,279</u>	<u>587</u>	<u>265,250</u>
Net book amount:						
At 31 December 2004	<u>5,109,512</u>	<u>91,913</u>	<u>-</u>	<u>10,351</u>	<u>1,671</u>	<u>5,213,447</u>
At 31 December 2003	<u>5,159,412</u>	<u>71,023</u>	<u>-</u>	<u>14,362</u>	<u>1,813</u>	<u>5,246,610</u>

Land and buildings includes the following at valuation when acquired:

	£
1982	40,000
1985	65,000
1999	550,000
2003	220,000
	<u>875,000</u>

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

### 12. Fixed asset investments

		<b>2004</b>	<b>2003</b>
		<b>£</b>	<b>£</b>
Market value at 1 January 2004		5,190,058	4,756,468
Additions at cost		1,028,245	2,138,757
		<hr/>	<hr/>
		6,218,303	6,895,225
Disposals		(589,104)	(2,064,718)
		<hr/>	<hr/>
		5,629,199	4,830,507
Unrealised investment gains			
General fund	385,391		
Special purposes funds	(17,344)		
Endowment fund	20,176		
	<hr/>	388,223	359,551
Market value at 31 December 2004		<hr/> <u>6,017,422</u>	<hr/> <u>5,190,058</u>
Investments at market value comprise:			
		<b>2004</b>	<b>2003</b>
		<b>£</b>	<b>£</b>
Listed			
British Government		1,182,069	840,851
Commercial and industrial		4,686,073	4,182,582
Kenyan investments		119,182	136,527
Unlisted			
Shares in subsidiary company		30,098	30,098
		<hr/> <u>6,017,422</u>	<hr/> <u>5,190,058</u>
		<hr/> <u>=====</u>	<hr/> <u>=====</u>
		<b>2004</b>	<b>2003</b>
		<b>Total</b>	<b>Total</b>
		<b>£</b>	<b>£</b>
Listed			
Fixed interest securities	1,478,919	31,586	1,510,505
Equity shares	3,009,539	87,596	3,097,135
Investment trusts and unit trusts	1,074,551	305,133	1,379,684
	<hr/>	<hr/>	<hr/>
	5,563,009	424,315	5,987,324
Unlisted			
Shares in subsidiary company	30,098	-	30,098
	<hr/>	<hr/>	<hr/>
	5,593,107	424,315	6,017,422
	<hr/> <u>=====</u>	<hr/> <u>=====</u>	<hr/> <u>=====</u>

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

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### 12. Fixed asset investment (continued)

Investment in individual entities held at 31 December 2004 which amount to over 5% of the portfolio by value is a fixed term deposit with Bank of Ireland for the value of £342,634 which is included in fixed interest securities.

In the opinion of the directors the aggregate value of the company's investment in its subsidiary company is not less than the amount included in the balance sheet. The net assets of the subsidiary company as at 31 December 2004 amounted to £30,098 (2003 - £30,098).

### 13. Stocks

	2004	2003
	£	£
Literature	-	2,543
Videos	689	793
Stores	7,664	8,133
	<u>8,353</u>	<u>11,469</u>
	=====	=====

### 14. Debtors (amounts falling due within one year)

	2004	2003
	£	£
Sundry debtors	30,689	20,139
Prepayments	12,489	13,655
	<u>43,178</u>	<u>33,794</u>
	=====	=====

### 15. Creditors (amounts falling due within one year)

	2004	2003
	£	£
Taxation and social security costs	3,704	3,151
Accruals	13,950	12,455
Deferred income	14,221	12,214
Other creditors	43,175	46,052
	<u>75,050</u>	<u>73,872</u>
	=====	=====

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

### 16. Restricted funds

	Balance at	Movement in Resources			Balance at
	1-Jan-2004	From	Incoming	Outgoing	31-Dec-2004
	£	unrestricted	£	£	£
Special Purposes Funds:					
Kenya	156,335	1,250	10,343	33,556	134,372
Ireland	335,172	16,231	13,481	7,537	357,347
Foundations For Freedom	(23,287)	57,086	22,101	34,908	20,992
Agenda for Reconciliation	(7,343)	36,117	4,415	17,412	15,777
Hope in the cities	(2,623)	37,036	14,528	25,999	22,942
Schools service	2,424	-	-	250	2,174
IC Productions division:	37,251	-	-	-	37,251
For A Change	(13,671)	22,833	30,278	38,818	622
MRA/Flt films	12,936	27,718	3,301	12,635	31,320
Grosvenor books	10,698	12,391	5,708	6,967	21,830
	<u>507,892</u>	<u>210,662</u>	<u>104,155</u>	<u>178,082</u>	<u>644,627</u>
	=====	=====	=====	=====	=====

**Kenya Fund and Ireland Fund** – these funds arose from the legacies. Under the terms of the bequests, the funds are to be used only for the work of Initiatives of Change in Kenya and Ireland respectively.

**Hope in the Cities, Foundations For Freedom & Agenda for Reconciliation funds** – these funds support initiatives in the field of developing inclusive communities, values for democracy, and international reconciliation. These are initiated by gifts restricted to be used for Hope in the Cities, Foundation For Freedom and Agenda for Reconciliation work respectively.

**Schools programme fund** – this fund arose from donations towards a programme of outreach to schools, and is restricted to use for this purpose.

**For A Change, Flt films and Grosvenor Books funds** – these funds arose from donations and sales proceeds and the use of such monies is restricted to the production and distribution of For A Change magazine, films and videos, and books respectively.

### 17. Endowment fund

	Balance at	Movement in Resources		Balance at
	1-Jan-2004	Incoming	Outgoing	31-Dec-2004
Endowment fund	£ 139,254	28,099	7,923	159,430
	=====	=====	=====	=====

This fund is gifts received for a permanent endowment, and is represented by 13,282 M & G Equities Fund for Charities units. The investment income for the year was £7,923.

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

### 18. Analysis of net assets between funds

	Tangible Fixed Assets £	Investments £	Net Current Assets £	Total £
Restricted funds:				
Special Purpose funds:				
Kenya	-	119,182	15,190	134,372
Ireland	-	342,634	14,713	357,347
Foundations for Freedom	-	-	20,992	20,992
Agenda for Reconciliation	-	-	15,777	15,777
Hope in the cities	-	-	22,942	22,942
Schools service	-	-	2,174	2,174
MRA Productions division:	-	30,098	7,153	37,251
For A Change	1,788	-	(1,166)	622
MRA/Flt films	10,234	-	21,086	31,320
Grosvenor books	-	-	21,830	21,830
	<u>12,022</u>	<u>491,914</u>	<u>140,691</u>	<u>644,627</u>
Endowment fund	-	159,430	-	159,430
Unrestricted funds	5,201,425	5,366,078	487,778	11,055,281
	<u>5,213,447</u>	<u>6,017,422</u>	<u>628,469</u>	<u>11,859,338</u>

### 19. Reconciliation of net incoming resources/(resources expended) to net cash outflow from operating activities

	2004 £	2003 £
Net incoming resources before revaluation and investment asset disposals	166,178	472,164
Depreciation charges	69,965	57,452
Decrease/(increase) in stocks	3,116	(167)
(Increase)/decrease in debtors	(9,385)	106,242
Increase/(decrease) in creditors	1,178	(11,646)
Profit on disposal of fixed assets & property	(696)	(298,964)
Value of investments/property bequeathed	(272,330)	(220,000)
Dividends received	(209,720)	(194,060)
Interest received	(18,694)	(14,941)
Difference on exchange	(1,910)	(1,710)
Net cash outflow from operating activities	<u>(272,298)</u>	<u>(105,630)</u>

# THE OXFORD GROUP

## NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2004

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### 20. Analysis of net cash resources

	2004	2003
	£	£
Balance at 1 January 2004	240,014	126,074
Net cash (outflow)/inflow	(58,927)	113,940
	<hr/>	<hr/>
Balance at 31 December 2004	181,087	240,014
	<hr/> <hr/>	<hr/> <hr/>

### 21. Capital commitments

There were no capital commitments at 31 December 2004 (2003: Nil)

**THE OXFORD GROUP**  
**SUMMARISED ACCOUNTS**

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**Statement of Financial Activities**  
**For the year ended 31 December 2004**

	<b>Total funds</b> <b>2004</b> <b>£' 000s</b>	<b>Total funds</b> <b>2003</b> <b>£' 000s</b>
<b>Incoming resources</b>		
Gifts	326	252
Bequests	585	1,001
Investment income and interest	228	209
Trading income	38	56
Surplus on disposal of fixed assets	-	299
Other income	7	3
	<hr/>	<hr/>
	1,184	1,820
	<hr/>	<hr/>
<b>Resources expended</b>		
Campaigns	853	861
Grants	10	320
Fund manager's costs	7	10
Administration	90	98
Trading expenses	58	59
	<hr/>	<hr/>
	1,018	1,348
	<hr/>	<hr/>
<b>Net incoming resources</b>	166	472
(Loss)/gain on disposal of investments	(1)	83
Change in market value of investments held	388	360
Difference in exchange rate	(2)	(2)
	<hr/>	<hr/>
<b>Net movement in funds</b>	<b>551</b>	<b>913</b>
	<hr/> <hr/>	<hr/> <hr/>

**THE OXFORD GROUP**  
**SUMMARISED ACCOUNTS**

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**Balance Sheet**  
**As at 31 December 2004**

	<b>2004</b> <b>£' 000s</b>	<b>2003</b> <b>£' 000s</b>
Property and other tangible fixed assets	5,214	5,247
Investments	6,017	5,190
Net current Assets	628	871
	<hr/>	<hr/>
	11,859	11,308
	<hr/>	<hr/>
Unrestricted funds	11,055	10,661
Restricted funds	645	508
Endowment fund	159	139
	<hr/>	<hr/>
	11,859	11,308
	<hr/>	<hr/>

These accounts are a summary of information extracted from the annual accounts which were approved by the Council of Management on 13 May 2005.

C F Evans  
On behalf of Council of Management

The summarised accounts on pages 42 to 43 are not statutory accounts but a summary of information relating to both the Statement of Financial Activities and the balance sheet. The full accounts have been externally examined and the auditor issued an unqualified report. These summarised accounts may not contain sufficient information to allow a full understanding of the financial affairs of the charity. For further information the full accounts, the Auditors' Report on those accounts and the Council of Management's Report should be consulted. Copies of these are available from the Treasurer, The Oxford Group, 24 Greencoat Place, London SW1P 1RD.

**INDEPENDENT AUDITORS' STATEMENT TO THE COUNCIL OF MANAGEMENT OF THE OXFORD GROUP**

We have examined the summarised accounts set out on pages 42 and 43. You are responsible as Council members for the preparation of the summarised accounts. We have agreed to report to you our opinion on the summarised accounts' consistency with the full accounts on which we reported to you on 16 May 2005.

We have carried out the procedures we consider necessary to ascertain whether the summarised accounts are consistent with the full accounts from which they have been prepared.

In our opinion the summarised accounts are consistent with the full accounts for the year ended 31 December 2004.

St Alphage House  
2 Fore Street  
London EC2Y 5DH

UHY Hacker Young  
Registered Auditor  
Chartered Accountants

16 May 2005

## THE OXFORD GROUP

*For further information*

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### Books

**Forgiveness—Breaking the Chain of Hate**, by Michael Henderson (Grosvenor Books, London, 2002, ISBN: 1 85239 031 X).

**Faith in Diplomacy**, by Archie Mackenzie (Grosvenor Books, London, 2002, ISBN: 1 85239 032 8).

**Why terror—is there no alternative?**, edited by Imam Sajid (Caux Books, Switzerland, 2004, ISBN: ).

**Frank Buchman: a Life**, by Garth Lean (Constable, London 1985, ISBN: 0 09 466650 4; Fount Paperbacks, London 1988). Authoritative biography of Frank Buchman, by one of his colleagues. Described by *The Sunday Telegraph* as 'well-documented and fair-minded'.

**The Sound of Silence—how to find inspiration in an age of information**, by Michael Smith. This 16-page booklet aims to express the core values of IofC for today's web-surfing generation.

### Magazines

**For A Change** ISSN: 0959 311X

### Videos

**The Cross and the Bodhi Tree—two Christian encounters with Buddhism**, produced by Alan Channer. The film portrays the spiritual journeys of a French Catholic priest who works in Cambodia and an English Anglican nun who leads a life of prayer in a convent in Oxford.

**For the love of tomorrow**, produced by David Channer. One woman's experience of the liberating power of forgiveness. The story of Mme Irène Laure and the reconciliation between French and German people after World War II.

**Available in 15 languages**

**Breaking the Chain of Hate**, produced by David Channer. A record of the visit to Britain of four Lebanese from different sides of their country's civil war who are now working for their country's reconciliation.

### Web site

[www.uk.initiativesofchange.org](http://www.uk.initiativesofchange.org)

**Books and magazines can be ordered from:**

**Initiatives of Change, 24 Greencoat Place, London SW1P 1RD or from**  
**<http://www.initiativesofchange.org/>**

**Videos are available from FLTfilms at the same postal address.**