



staying true at work.

Trustees' Annual Report and Accounts for the period ended 31 January 2020

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Registered Charity 1165561 (February 2016)

Key Information about Good Works

Board of Trustees

Dr Maria Power (Chair)
Kathleen Kelliher (Secretary and Treasurer)
Bram Vueghs,

Management subcommittee

Alessia Cesana

Bankers

National Westminster Bank plc
94 Moorgate
London EC2M 6UR

Reliance Bank
23-24 Lovat Lane
London EC3R 8EB

Introduction

This document comprises the Trustees' annual report and financial statements of Good Works for the period ended 31 January 2020. The financial statements are prepared in accordance with the Statement of Recommended Practice (SORP) for Accounting and Reporting by Charities (revised March 2005).

Chair's Statement

This year has seen a continuation of the strategy adopted in 2018/19 which has allowed for a period of consolidation and of repositioning together with a re-framing of our core message to - 'Beliefs, Values and Worldviews at Work'. To this end, we have continued our relationship with Professor Christopher Baker, a sociologist of religion who is based at the Faiths and Civil Society Unit, Goldsmiths, University of London. Working with the Chair, Dr Maria Power (University of Oxford) and our Development Manager, Alessia Cesana, we have created a series of workshops which were piloted in the period from 2019/20. The research upon which these workshops will be based was shared at two research seminars: the first at the British Academy, and the second at the Catholic University of Portugal.

The pilots were successful, mostly as a result of Alessia Cesana's hard work and dedication, and a number of the chaplaincies have already invited us back. Now that we have completed the pilot, 2020/21 will be a period of fundraising for Good Works as we apply for funding from a number of trusts to offer these workshops to every university in England and Wales on a rolling three-year basis.

We have also successfully recruited a new trustee, Denis Vaughn, who will be officially appointed at our first Trustees' meeting in April 2020. We are delighted to be working with Denis and are pleased that he has chosen to put his skills at the service of Good Works.

On behalf of Good Works Trustees, I would like to express our gratitude to all the volunteers who have given freely of their time and resources and to our partners who have demonstrated so much good will.

Dr. Maria Power

Acting Chair of Trustees, Good Works

Report of the Trustees

Our original Constitution sets out the purpose of Good Works as being to support, inspire and empower people to put their values into practice in the workplace, thus promoting civil responsibility and good citizenship in the workplace whilst having a positive impact on the wider economy and society. The Trustees have due regard to the public benefit guidance published by the Charity Commission.

From February 2016 Good Works has become a registered charity with a new Constitution with the aims of promoting "the promotion of civic responsibility and good citizenship in the workplace for the public benefit by promoting ethical standards of conduct based upon the principles of human dignity, equality, fairness, and mutual respect and understanding".

1 About Us

Good Works was conceived during the summer of 2012, with activity getting underway during January 2013. Good Works was formally established as a trust on 26 February 2013, when its Constitution was adopted. In May 2015 we were in a position to make an application to register as a Charitable Incorporated Organisation (CIO) and we were incorporated in February 2016.

Good Works is by and for professionals, entrepreneurs and other decision-makers who want to unite their individual efforts to nurture human dignity and the Common Good.

It is home to people from all corners of society and with diverse political, philosophical and religious beliefs, brought together by the conviction that doing good makes us all better off and that we can make a difference through our *own* choices and actions in the workplace. In 2019, it was decided that to focus those aims on helping university students think about future career choices.

Good Works is about:

- Business ethics and 'economics as if people mattered'
- Sustainability (in the widest sense) rather than short-termism
- Going beyond what politics and charity can achieve by nurturing social justice in the workplace.

Creativity to help people engage with applied ethics

Through special events, informal gatherings and online activities, Good Works creates a forum that helps people find a better balance at work, and in their life, by re configuring what we understand to be personal, corporate and social success. "You and Me rather than You or Me".

Good Works is rooted in academic rigour

Good Works is rooted in the belief that human life has a purpose and entails responsibilities to others. Good Works takes its inspiration primarily from universal ethical principles which stem from the academic traditions of Aristotle's 'Virtue Ethics' and Christian Social Teaching (CST).

Carrying out our purpose

Under our original Constitution, the Trustees had the power to:

- a) raise funds, receive grants and donations;
- b) apply funds to carry out the work of the charity; and
- c) co-operate with and support other charities with similar purposes.

Membership

The registration of Good Works as a Charitable Incorporated Organisation in February 2016 entails the adoption of a new constitution in which the founding members are just the Trustees. They will oversee the development of a broader membership scheme to fit our new Constitution.

2 Our Strategy

Our strategy is to work with partners to provide practical solutions to:

- Help people in the workplace apply ethical principles as a matter of routine and
- Share their insights and wisdom as far as possible in order to
- Disseminate confidence, language and advocacy for applied ethics in the workplace.

Achievements

Everything we do is the result of an ongoing conversation across our network which numbers around 500 people. The cornerstone of this conversation are universal ethical principles which apply across the economy and society - The Common Good and Human Dignity which in turn depend on the principles of Subsidiarity, Sustainability, Plurality, Solidarity and Reciprocity. These principles are neatly summarised in the Blueprint Framework of The Blueprint Trust which is another charity which we work with.

Good Careers programme

We piloted a new version of the "Yours Faithfully" workshop at 6 university chaplaincies over the first half of the academic year. The workshop, provisionally titled "Life after uni" incorporated aspects from the "Career Bootcamp - Get fit for purpose" which were absent from the previous version: the ethical dilemmas have been written with a focus on work, and we expanded the content with regards to the origins of the ethical principles we use (the documents collectively termed Catholic Social Teachings) and integration of work and the students' Catholic identity.

5 workshops (Newman House for the universities in London, Durham, Royal Holloway, Kent and Sussex) took place during the regular meeting hours of the universities' Catholic Societies, while one (Cambridge) was a stand-alone event on a Saturday morning. There was no significant difference in the number of students who signed up for the morning event compared to regular attendees of the Catholic Society meetings at the same university. The majority of students in attendance were Catholic, except for one non-Catholic Christian who is affiliated with one of the societies. Attendees have been from across different disciplines and with different careers paths ahead, as well as a varied range of backgrounds. Our evaluation form suggests that people who want to attend this workshop are generally engaged with the faith and feel their Catholic identity is important to them. The level of knowledge of Catholic Social Teachings prior to the workshop has been wide-ranging, but even those who were already familiar with it have reported higher understanding following the workshop.

The sizes of the different societies have allowed us to test different modalities of delivering the workshop, in particular the ethical dilemmas that followed the presentation (all run by our Development Manager Alessia Cesana). The previous version of the workshop included a full group discussion, and we have noticed that it meant some students monopolising the conversation, so we tested different formats to find a balance and allow everyone to contribute. We have split the groups into smaller ones, from couples to groups of 5 in our largest event. We have also used the ethical dilemmas in two different formats: with the original Hobson's choice and an open-ended question. We have found that the Hobson's choice proved confusing and limiting compared to the open-ended dilemmas which fostered discussion with fewer interventions from the presenter.

The students have all been engaged and attentive, and have brought up many acute observations which indicate to us that the maieutic method of teaching on which the workshop is moulded is the right approach for this demographic. Furthermore, students have responded positively to having a representative from Good Works as an example of a professional Catholic actively living out the principles espoused in the workshop itself. The results of this pilot are very encouraging for our mission as expressed in the previous section of this document.

Priorities for 2020/21

Good Works is now in ending the third stage of its development.

Over the next year, the Trustees and Development Manager will be focused on securing funding for specific projects under our revised mission statement, "Beliefs, Values and Worldviews at Work". We also intend to extend our network of beneficiaries, volunteers and partners and to put in place the appropriate infrastructure for both our online services and the back office required to support our two core activities; 'Beliefs Values and Worldviews at Work', and workshops for University Chaplaincies.

3 Structure, Governance and Management

3.1 Legal structure of Good Works

Between February 2013 and January 2016 Good Works was an unregistered charity. However in February 2016, immediately after this accounting year, Good Works was registered as a Charitable Incorporated Organisation (CIO) with the Charities Commission for England and Wales.

3.2 Governance

The Constitution of Good Works is our governing document; the old constitution applied to the accounting period but the notes were written under our new constitution as a CIO.

Good Works is governed by a Board of Trustees. The Trustees aim to meet as a full board every quarter, and are required to meet at least three times in each full year (although a Trustees' meeting may be held at any time, subject to the Constitution).

Each year, all Trustees will retire at the Annual General Meeting (AGM), and the members shall elect between 3 and 12 new Trustees to serve for the next year. Existing Trustees may stand for re-election, and any member may stand for election as a trustee.

During each year, the Trustees may co-opt up to 2 additional Trustees. They must stand down at the next AGM, though if members of Good Works would be eligible for election at that AGM.

Currently, the only formal members of Good Works are the existing Trustees as set out on page 2 of this document.

3.3 Risk management

The Trustees have considered and reviewed the risks to which Good Works could be exposed. Good Works currently has no employees, no premises, no financial commitments and no contractual agreements. The Trustees consider that the operations and controls relating to Good Works' activities are adequate in the context of our risk environment.

4 Financial Review

4.1 Overview of results for the period

During the period to 31 January 2020 Good Works received no income or core funding. Good Works started the year with £7,841 in the bank and used £2,937 (plus £500 in goods in kind) to fund its activities.

Good Works has also benefited from the 'donation in kind' of services with an estimated value of approximately £500 in respect of the hosting and support of our web site and intranet plus room hire.

Good Works' expenses during this period have been modest. Costs mostly related to consultancy, web and social media development and travel to universities and other sites. We also had some expenses for stationery and publicity materials. As noted above, some web design services were donated in kind. The Trustees have undertaken a large amount of the 'leg work' for Good work, and this has largely eliminated the need to pay for event planning, administration and accountancy services.

Good Works' net incoming resources for the period from 31 January 2020 was £5,404. The Trustees consider this surplus to be a reasonable outcome at the end of Good Works' second stage of development; it puts us on a sound footing to build on our early achievements.

4.2 General Funds and Good Works' reserves policy

Good Works' net assets of £5,404 are represented by cash at bank as of 31 January 2020. The net assets are held within General Funds.

It is reasonable for Good Works to retain sufficient monies within its General Reserve to cover several months of expenditure. Since Good Works is a newly established organisation, it is not yet possible to determine an appropriate target level of general reserves. The Trustees are satisfied that £xxx represents a prudent and appropriate level of General Reserves at the current time, sufficient to meet the requirements for working capital. The Trustees will keep the level of general reserves under review and will take into account changing circumstances, revised financial forecasts and evolving challenges and opportunities facing the organisation.

5 Statement of Trustees' Responsibilities

The Trustees are required to prepare the annual report and 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;
- make judgments 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 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 accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity. The Trustees are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

6 Auditors and independent examiners

Good Works is now a Charitable Incorporated Organisation and a registered charity.

Given the size of Good Works, there is currently no requirement for the accounts to be audited or to be the subject of an independent examination.

and signed on their behalf by

Dr. Maria Power –Chairman

Kathleen Kelliher –Treasurer _ _ _ _

Financial Statements

Statement of Financial Activities for the period ended 31 January 2020 (Incorporating an income and expenditure account)

Income and Expenditure	Notes	General Funds £	Designated Funds £	Restricted Funds £	Endowment Fund £	Total 2019 £
Incoming Resources						
<i>Incoming resources from generated funds</i>						
Grant income from trusts and foundations		0				0
Services donated in kind	2	500				500
<i>Incoming resources from charitable activities</i>						
Gross income from public seminars		0				0
Total incoming resources		500				500
Resources Expended						
<i>Costs of charitable activities</i>						
Consultancy		880				880
Costs of public seminars	3	295				295
Web site and social media						1175
Consultancy, travel, administration and meeting costs	2	1175				
<i>Governance costs</i>						
Travel, administration and meeting costs		0				0
Total resources expended		2,437				2,437
Net incoming resources and net movement in funds		500				500
Fund balances at beginning of period		£7,841				7,841
Fund balances at 31 January		5,404				5,404

All of the above results relate to continuing activities. All gains and losses recognised in the year are included in the Statement of Financial Activities above. These figures are based on cash rather than invoices. There were no movements between funds; as at 31 January 2019, Good Works only has General Funds.

Balance Sheet as at 31 January 2020

Current Assets

Cash at bank and in hand

Current Liabilities

Notes	Amounts falling due within one year	2018 £
	0	
	£5,404	
Net Current Assets		

Good Works: Trustees' Annual Report and Accounts for the Period Ended 31 January 2020

Net Assets £5,404		8,881
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Funds

General Funds £5,404	7	8,881
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Total Funds £5,404		<u>8,881</u>
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These accounts were
approved by the
Trustees on 4 April 2020
and signed on their
behalf by

Dr. Maria Power
Chair of Trustees

Kathleen Kelliher, Treasurer

The notes on pages [12) to [14) form an integral part of these financial statements.

Notes to the Financial Statements For the period ended 31 January 2020

1 Accounting Policies

a. Basis of accounting

The financial statements have been prepared on the going concern basis and under the historical cost convention as modified by the revaluation of investments. They comply with the reporting requirements of the 'Accounting and Reporting by Charities: Statement of Recommended Practice' issued by the Charity Commission in March 2005 ("SORP2005") and all applicable UK accounting standards.

b. Incoming resources

All incoming resources are credited to the Statement Of Financial Activities ('SOFA') when the charity is legally entitled to the income and the amount can be quantified with reasonable certainty. Where grants are received which relate to a specific future period, these are deferred.

Voluntary donations and gifts, interest income and grant income are recognised on a receivable basis. Legacies are accounted for as income (lg resources either upon receipt or where the receipt of the legacy is virtually certain, i.e. when confirmation has been received from the representatives of the estates that payment of the legacy will be made and once all conditions attached to the legacy have been fulfilled. Income from events and activities for generating funds is recognised when the event takes place. Gift Aid recoverable is included in income on an accruals basis where there is a valid Gift Aid declaration from the donor.

Gifts in kind are recognised as income when brought into use by the charity. Gifts in kind and donated services and facilities are included in income at an amount equivalent to their estimated value to the charity, where this can be quantified, and an equivalent amount is included in the appropriate cost line, or (in the case of tangible assets) capitalised if appropriate. The only amounts included for donated services are those provided in a professional capacity. No amounts are included in the financial statements for any services donated by volunteers. Details of any contribution made by volunteers can be found in the Report of the Trustees.

c. Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Any support costs which are not directly attributable to generating funds, charitable activities or governance, are allocated to those categories on a basis consistent with the use of resources.

Governance costs

Governance costs are those associated with the strategic direction and management of the charity, compliance with legal obligations and the charity's constitutional documents as well as ensuring proper public accountability, as opposed to day to day management of the charity's operations. Governance costs include the costs of preparing statutory accounts, the cost of Trustees' meetings and fees for general legal advice to the Trustees.

d. Taxation

Irrecoverable VAT is not separately analysed and is charged to the SOFA when the expenditure to which it relates is incurred and is allocated as part of the expenditure to which it relates.

e. Cash flow statement

The charity has taken advantage of the exemption from the need to prepare a cash flow statement on the grounds of its size.

2 Services donated in kind

	2020 Total £
Web site development and maintenance	300
Room hire	200
	<hr/>
Total incoming resources from generated funds	500

Donations in kind were received from Insiteability for web services, and for photographic services.

4 Payment for services provided by Trustees

During 2019/20, there were no payments for services provided by Trustees.

5 Trustee remuneration and expenses

No Trustee received any remuneration for their services as a Trustee.

6 Current liabilities: amounts falling due within one year

	2020 Total £
Amounts owed to Trustees for Trustee expenses	0
	<hr/>
Total seminar costs	0

7 General Funds • Unrestricted

	Opening balance	Net incoming resources for the period before transfers	Transfers between funds	Balance 31 January 2020
	£	£	£	£
General funds	7,841	0		5,404

