

# CROSS BORDER INITIATIVES

England & Wales · Charity number 1165060

## Details

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Other names	CBI
Status	Registered
Legal form	CIO
Registered	2016-01-06
Register	<a href="#">View on the Charity Commission register</a>

## Contact

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Address	31 King John Avenue Bournemouth BH11 9RX
Phone	07850386879
Email	<a href="mailto:gazkishere@gmail.com">gazkishere@gmail.com</a>
Website	<a href="http://www.crossborderinitiatives.org">www.crossborderinitiatives.org</a>

## Activities

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**Objects:** TO PROMOTE HUMAN RIGHTS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS AND SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS) THROUGHOUT THE WORLD BY ALL OR ANY OF THE FOLLOWING MEANS:1) MONITORING ABUSES OF HUMAN RIGHTS;2) OBTAINING REDRESS FOR THE VICTIMS OF HUMAN RIGHTS ABUSE;3) RELIEVING NEED AMONG THE VICTIMS OF HUMAN RIGHTS ABUSE;4) RESEARCH INTO HUMAN RIGHTS ISSUES;5) PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHERS ON HUMAN RIGHTS MATTERS;6) CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS LAW;7) COMMENTING ON PROPOSED HUMAN RIGHTS LEGISLATION;8) RAISING AWARENESS OF HUMAN RIGHTS ISSUES;9) PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS;10) PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS AND CORPORATIONS;11) INTERNATIONAL ADVOCACY OF HUMAN RIGHTS;12) ELIMINATING INFRINGEMENTS OF HUMAN RIGHTS.IN FURTHERANCE OF THAT OBJECT BUT NOT OTHERWISE, THE TRUSTEES SHALL HAVE POWER:TO ENGAGE IN POLITICAL ACTIVITY PROVIDED THAT THE TRUSTEES ARE SATISFIED THAT THE PROPOSED ACTIVITIES WILL FURTHER THE PURPOSES OF THE CHARITY TO AN EXTENT JUSTIFIED BY THE RESOURCES COMMITTED AND THE ACTIVITY IS NOT THE DOMINANT MEANS BY WHICH THE CHARITY CARRIES OUT ITS OBJECTS.

**Activities:** CBI provides tools, strategy development and psychosocial support to those working in frontline roles . It also provides team development and addresses issues of organisational culture which limit groups

achieving their objectives. Our primary focus is upon young people in positions of sex or labour exploitation and in supporting those who serve and protect vulnerable adults and children.

## Classification

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- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes, Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

## Geography

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- Greece
- Romania
- Throughout England

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-04-05	£18,135	£16,127	-	-
2024-04-05	£17,908	£14,680	-	-
2023-04-05	£13,253	£10,242	-	-
2022-04-05	£1,176	£756	-	-
2021-04-05	£536	£828	-	-

## Trustees

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Name	Role	Appointed
Amanda Lombard		2018-08-01
Rev Gemma Duggan		2016-01-06
STEVE LEACH		2016-01-06

**CROSS BORDER INITIATIVES**

England & Wales - Charity number 1165060

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# Accounts

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**Cross Border Initiatives**  
**(A Charitable Incorporated Organisation)**



**Directors Report & Financial Report**  
**For the period ending 05/04/2025**

Registered Charity Number **1165060**

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**Charity Number:**

1165060

**Registered Office:**

31 King John Avenue  
Bournemouth  
BH119RX

**Governing Document:**

CIO - FOUNDATION REGISTERED 06 JAN 2016

**Trustees:**

A. LOMBARD  
S LEACH  
G DUNNING

**The Objects of the CIO are:**

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world by all or any of the following means:

- Monitoring abuses of human rights;
- Obtaining redress for the victims of human rights abuse;
- Relieving need among the victims of human rights abuse;
- Research into human rights issues;
- Providing technical advice to government and others on human rights matters;
- Contributing to the sound administration of human rights law;
- Commenting on proposed human rights legislation;
- Raising awareness of human rights issues;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations;
- International advocacy of human rights;
- Eliminating infringements of human rights.

## **The functions of the board of trustees:**

The ensure the activities of the charity meet the objects of the charity and to establish policy to this end.

To monitor the financial and ethical performance of the charity

To regulate expenditure in order to ensure the charity remains on sound financial footing.

The framework of operations, ensure there are a minimum of three trustees.

New trustees are appointed by the existing board and must fit the criteria stated in the founding document. New trustees must apply in writing their intent to become a trustee of the charity and are briefed on their legal obligations.

## **The Work**

CBI has placed itself in a context of considerable lack in the NGO humanitarian community. The attrition rate of front-line workers burning out, leaving or becoming ill through stress, continues to be a dominant theme.

Refugees often experience aspects of human trafficking, sexual and labour relation either on their journey or upon arrival with frequent stories of refugees becoming trapped in Turkey prior to arriving in Greece. We have given training and development support to teams who are carrying out care for refugees, pregnant refugee mothers and refugee legal support in refugee camps. We have worked to help organisation's and their personnel to review their best practice and safeguarding of vulnerable people. We have also assisted with projects which are going through transitional changes and are in need of restructuring.

More than 420 hours of one-on-one personal development, mentoring and therapeutic support have been given to frontline workers and project leaders over the last year. This work is overseen by a British Association of Counsellors and Psychotherapists accredited supervisor.

CBI continues to contribute to wider learning and development through educational articles which have been published and shared.

Helpers Burning Out <https://mag.foyht.org/when-the-rescuer-hits-the-wall/>

Activists Hitting Stress Walls <https://speak.org.uk/2025/04/18/actions-on-the-colonial-stage-burn-out-recovery-for-activists/>

We continue to collaborate with others where possible on matters of secondary or vicarious trauma that charity workers are susceptible to, along with coaching

**Cross Border Initiatives**

**Registered Charity Number 1165060**

**Financial Activities**

	Unrestricted Funds	Restricted Funds	Total Funds
Opening Balance	3,648		
Incoming Funds	£ 18,135	£0.00	£21,783
Outgoing	£16,127	£0.00	£16,127
Balance as of 5 <sup>th</sup> April 2025	£5,656		

This report provides an accurate overview of the Charities activities

  
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Date 11/01/2026

Amanda Lombard

Chair of Trustees

**CROSS BORDER INITIATIVES**

England & Wales - Charity number 1165060

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# Accounts

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**Cross Border Initiatives**  
**(A Charitable Incorporated Organisation)**



**Innovation in Counter Trafficking**

**Directors Report & Financial Report**  
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**Cross Border Initiatives**  
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**The Work**

CBI has always sought to engage in the most pressing issues, which vary from country to country and culture to culture.

In attempting to use our personnel and their experience to the best of our ability, recent years has seen a shift away from frontline work engaging with victims of exploitation and injustice. In responding to deficits, our contextual learning has recognized another war of attrition, which is the lack of support, education and resources available to the work force, whether they are employed workers or those amongst the many thousands who volunteer annually in crisis care work.

Our team continue to develop an understanding of the care needs and therapeutic support needed but those working with vulnerable children and adults, those vulnerable to exploitation or recovering from war, violence and injustice. Over the last year our team has given hundreds of hours of therapeutic and developmental support to personnel in the countries of CBI operation. The charity has assisted a project caring for pregnant refugee mothers through a crisis of leadership and team problems as well as assisting a multi faceted project in progressing its policies and practices in working with vulnerable adults and children.

*"It is not simply a case that we lose personnel to stress and burn out, it is also that we lose their experience and expertise, which is unacceptable."*

Madalina Mocan – Trafficking Researcher – Romania

**Cross Border Initiatives**  
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Charities and NGO's frequently have a high turn over of personnel and founder directors are not excluded from the attrition rate of the work on those who deliver it. We have worked to support personnel in different countries since many who burn out do not ask for help until they return home.

We have supported two Athens based charities this year who are working with refugees and vulnerable people. One has been to help form a functioning team and assist localized leadership in a project housing pregnant refugee mothers. The other is a legal team helping those in the asylum process to have more clarity on safeguarding policies and their delivery.

Our objective in the year ahead is to continue to become specialized in understanding the nature of Secondary Trauma and giving therapeutic support and education to frontline workers. Secondary Trauma is the personal Trauma experienced in continued exposure to the suffering of others.

Staff have received training in trauma informed practice to be able to support those impacted with sensitivity.

CBI has contributed several articles online relating to the needs of frontline workers in caring contexts: <https://mag.foyht.org/the-healing-eight/>

**CBI Team**

Our team and volunteers consist of two workers, one on a stipend the other voluntary.

**Cross Border Initiatives**  
**Registered Charity Number 1165060**

**Financial Activities**

	Unrestricted Funds	Restricted Funds	Total Funds
Opening Balance	420.00		
Incoming Funds	£17,908	£0.00	£18,328
Outgoing	£14,680	£0.00	£14,680
Balance as of 5 <sup>th</sup> April 2024	£3,648		

This report provides an accurate overview of the Charities activities

*Amanda Lombard*  
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Date *10/01/2025*

Amanda Lombard

Chair of Trustees

**CROSS BORDER INITIATIVES**

England & Wales - Charity number 1165060

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# Accounts

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**Cross Border Initiatives**  
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**Innovation in Counter Trafficking**

**Directors Report & Financial Report**  
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**The Work**

CBI has always sought to engage in the most pressing issues, which vary from country to country and culture to culture. In attempting to use our personnel and their experience to the best of our ability, recent years has seen a shift away from frontline work engaging with victims of exploitation and injustice. In responding to deficits, our contextual learning has recognized another war of attrition, which is the lack of support, education and resources available to the work force, whether they be employed workers or those amongst the many thousands who volunteer annually in crisis care work. Over this year we have provided our team with additional training in therapeutic support and courses on identifying trauma, trauma informed approaches and wellness coaching for organizations in caring contexts who have poor care for their workers. Our support work operates around workers in the field and on their return to their home countries where they often face difficulties over long periods while they come to terms with their experiences. Whilst there are some opportunities to continue to advocate on matters of human trafficking and exploitation of vulnerable people, CBI is far more engaged in helping the organization who work with the vulnerable to have better policies and better practices in the delivery of their work. CBI have contributed to an online magazine around mental health and wellbeing on the subject of the nature of recovery and burnout for frontline workers in Humanitarian work. <https://mag.foyht.org/the-healing-eight/>

*"It is not simply a case that we lose personnel to stress and burn out, it is also that we lose their experience and expertise, which is unacceptable."* Madalina Mocan – Trafficking Researcher – Romania

Our objective in the year ahead is to continue to become specialized in understanding the nature of Secondary Trauma and giving therapeutic support and education to frontline workers. Secondary Trauma is the personal Trauma experienced in continued exposure to the suffering of others. Our objective is also to assist charities and NGO's in regard to their approaches to the work, which are limiting the outcomes in their serving the beneficiaries. Working with project founders and assisting in team development is now an integral part of the work as we respond to what we see as a major deficit in humanitarian work.

### **CBI Team**

To date our workers/volunteers have been self-funding but we have begun to pay a stipend to one of our workers this year.

CBI currently has two workers in the field.

Finances

Opening Balance	428.94		
	Unrestricted Funds	Restricted Funds	Total Funds
Incoming Funds	13,253.29	0.00	13,253.29
Outgoing Funds	10,242.00	0.00	10,242.00
Closing Balance as of 5 <sup>th</sup> April 2023			3440.23

This report provides an accurate overview of the charities activities.

Chair of Trustees

Amanda Lombard *Amanda Lombard*

Date *31/01/2024*

**CROSS BORDER INITIATIVES**

England & Wales - Charity number 1165060

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# Accounts

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In attempting to use our personnel and their experience to the best of our ability, recent years has seen a shift away from frontline work engaging with victims of exploitation and injustice. In responding to deficits, our contextual learning has recognized another war of attrition, which is the lack of support, education and resources available to the work force, whether they be employed workers or those amongst the many thousands who volunteer annually in crisis care work.

Over this year we have provided our team with additional training in therapeutic support and courses on identifying trauma, PTSD and stress indicators. Our support work operates around workers in the field and on their return to their home countries where they often face difficulties over long periods while they come to terms with their experiences.

Since the onset of the war in Ukraine in February of 2022, we recognized that those previously delivering services in the area of Human Trafficking also became support services for Ukrainian refugees whom they considered to be 'at risk' of exploitation. We made our services available to projects in Romania and Moldova to assist in project development and member care for workers.

*"It is not simply a case that we lose personnel to stress and burn out, it is also that we lose their experience and expertise, which is unacceptable."*

Madalina Mocan – Trafficking Researcher – Romania

**Cross Border Initiatives**  
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CBI remains flexible in its approach in the field of human trafficking and exploitation and recognize that people on the move due to war and conflict are easy prey for those whom would wish to exploit their vulnerabilities. We were able to contribute to an article for a migration organization concerning “ survival sex “ which has been an issue in Athens with young boys being groomed for sex acts for food or money. The care of minors and unaccompanied minors in Greece has been problematic for many years with stretched resources and poor service delivery by the state. Early endeavors here involved trying to assist in the development of multi agency participation and the development of a ‘tracking’ through the care system for children, which had been absent. This was undertaken by a local NGO and social services.

Greece has also implemented the National Referral Mechanism as part of its participation in the EU directive on Human Trafficking. It is difficult to assess the implementation and impact of this system in a nation context where Government services have reduced income and a significantly reduced workforce during austerity.

Our objective in the year ahead is to continue to become specialized in understanding the nature of Secondary Trauma and giving therapeutic support and education to frontline workers. Secondary Trauma is the personal Trauma experienced in continued exposure to the suffering of others.

CBI has recently worked with others to produce an online publication educating those in work and with NGO’s concerning burn out and stress management in the faith communities, who make up a significant number of NGO’s in the field.

Over the next 18 months it is our intention to look at collaboration with other groups to be able to offer short term ‘respite’ care in local accommodation for those who would benefit from time out of the work they are doing.

**CBI Team**

Our team and volunteers are voluntary and so far are responsible for their own generation of income. It is our intention to explore offering a stipend to full time workers in the year ahead. CBI currently has two workers in the field.


**Cross Border Initiatives**  
**Registered Charity Number 1165060**

**Financial Activities**

	Unrestricted Funds	Restricted Funds	Total Funds
Opening Balance	£176.00		
Incoming Funds	£1000.00	£0.00	£1176.00
Outgoing	£756.00	£0.00	£756.00
Balance as of 5 <sup>th</sup> April 2022			£420.00

This report provides an accurate overview of the Charities activities

Amanda Lombard



Date: 18/01/2023

Chair Of Trustees



**CROSS BORDER INITIATIVES**

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# Accounts

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**Objectives, Activities and Public Benefit.**

To Provide Innovation In Addressing Trafficking in Persons

Cross Border Initiatives have had a two person team in Greece for 3 years now working closely with other organisations identified as 'working with vulnerable people'.

Whilst Greece has a considerable number of women in potentially forced situations of prostitution, the primary area for prevention work has been in relation to the 80,000 refugees currently held there.

CBI has continued to work closely with primary care providers and related services in Greece in improving their strategies and person centered approaches to care. We are currently working alongside 4 refugee support organisations which are across the support service spectrum from housing to skills development.

**Cross Border Initiatives**  
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The expertise of the CBI workers has focused upon helping other organisations deliver their services to vulnerable people, in providing mentoring and supervision to project personnel and in highlighting the needs of vulnerable people on the move.

## **The Work**

### **Covid 2020 – 2021**

After two lockdowns and restricted movements due to shielding, the work over this financial year has been significantly limited.

Fortunately the inclusion of member care and project support into our portfolio in 2019 enabled us to continue some aspects of the work throughout the ongoing covid situation. Multiple individuals suffering from secondary trauma and burn out from working with vulnerable people have been helped. Several organisation's which have internal cultures or strategy issues which have hampered their work with the vulnerable and those at risk have also been supported and helped.

### **Member Care Explained**

A significant issue in this work environment is the support of the workers in safeguarding themselves from secondary trauma and compassion fatigue. We provide a listening ear service and assist workers in understanding the impact on them of working closely with people who have experienced trauma, torture and exploitation. Some of the pressures of those delivering care often comes from the projects themselves which have operational issues.

### **Staff**

To date, CBI funds no personnel, as its directors are responsible for raising their own support. With the complexity of Brexit creating problems for overseas workers, it is possible that the question of employing workers might need to be reviewed in the coming months.

**Cross Border Initiatives**  
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**Financial Activities**

	Unrestricted Funds	Restricted Funds	Total Funds
Opening Balance	468.00		
Incoming Funds	£536.00	£0.00	£436.00
Outgoing	£826.86	£0.00	£828.86
Balance as of 5 <sup>th</sup> April 2018	£176.64	£0.00	£176.64

This report provides an accurate overview of the Charities activities

*Amanda Lombard*  
..... Date *25/01/2022*  
.....

Amanda Lombard

Chair of Trustees