

CRIBS INTERNATIONAL LTD

England & Wales · Charity number 1173021

Details

Other names	CRIBS INTERNATIONAL
Status	Registered
Legal form	Charitable company
Company number	10644387
Registered	2017-05-12
Register	View on the Charity Commission register

Contact

Address	55 Den Lane Springhead Oldham OL4 4NN
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Website	www.cribsinternational.org

Activities

Objects: TO PROVIDE FUNDING FOR ACCOMMODATION, MEDICAL SUPPORT, FOOD AID, BREASTFEEDING SUPPORT AND OTHER NECESSITIES TO PERINATAL REFUGEE AND ASYLUM SEEKER WOMEN. WE AIM TO PROMOTE HEALTH, WELLBEING AND RELIEF OF POVERTY BY PROVIDING ACCOMMODATION FOR THE WOMEN WITH THEIR CHILDREN, PARTNERS AND OTHER FAMILY MEMBERS.

Activities: To provide funding for accommodation, medical support, food aid, breastfeeding support and other necessities to refugee and asylum seeker women who are pregnant or who have babies under 12 months old. We aim to promote health, wellbeing and relief of poverty by providing accommodation for the women with their children, partners and other family members.

Classification

- **How:** Provides Other Finance, Provides Services
- **What:** The Advancement Of Health Or Saving Of Lives, Disability, Accommodation/housing, Other Charitable Purposes
- **Who:** Other Defined Groups

Geography

- Greece

Finances

Period end	Income	Expenditure	Assets	Employees
2025-02-28	£144,013	£141,047	-	-
2024-02-29	£177,599	£158,352	-	-
2023-02-28	£153,467	£155,160	-	-
2022-02-28	£138,000	£152,748	-	-
2021-02-28	£115,173	£111,593	-	-

Trustees

Name	Role	Appointed
Elliot Brady		2023-03-16
Gwyneth Laurette Helen Lonergan		2022-11-30
IAN FREDERICK CAIRNS		2018-02-21
Natalie Jane Luzmore		2021-02-28
Sally Elizabeth Hyman		2018-02-11
Sarah Sarfraz Ahmad		2025-03-05

CRIBS INTERNATIONAL LTD

England & Wales - Charity number 1173021

Accounts



CRIBS International Ltd

A Charity for helping Refugee Mothers with young babies

Report and Financial Statements

For the Year Ended 28th February 2025

Charity Number 1173021

Company number 10644387



ANNUAL REPORT: CRIBS INTERNATIONAL

As we look back over 2024–25, we are deeply grateful for your support through what has been another challenging year for refugees, for families in Greece, and for the voluntary sector as a whole. Thanks to your generosity and encouragement, CRIBS International has been able to maintain stability as an organisation and to keep providing a safe foundation for mothers and children who need it most.

At a time when many projects have closed, we are proud to say that CRIBS is now one of the few remaining housing programmes in Athens dedicated to women and children. During this period, we housed **27 families**, ensuring safety, dignity, and the chance for stability in a very uncertain world. Many of the women we support have endured significant trauma, including gender-based violence, and for them, a secure home is the first essential step towards healing and rebuilding their lives.

Our stability is thanks not only to generous supporters, but also to our **dedicated team of staff and volunteers in Athens**—and to the many individuals who contribute in small but deeply meaningful ways. From those who organise fundraisers, to those who donate children's clothes, to those who simply share our story with others, every contribution helps weave the network of care that sustains our work.

That foundation has also enabled us to look forward and begin developing new initiatives. From strengthening breastfeeding support to creating pathways towards employment and independence, we have been able to build on strong foundations and extend the impact of our care. One of the greatest joys this year has been helping children settle into school—seeing their excitement as they join their classmates and begin to learn and grow in a safe environment.

Your support means so much—more than words can capture. It ensures that refugee mothers are not left alone at their most vulnerable, that children are safe and nurtured, and that families can find hope in Athens, even in the hardest of times.

On behalf of all the women and children we walk alongside—and our whole community of supporters near and far: thank you.


Sally Hyman
Founder

Every Little Counts

At CRIBS International, we know that big changes are built from many small acts of kindness. Alongside our staff, volunteers, and funders, we are lifted up by individuals who give in simple but powerful ways.

Fundraising with heart:

A supporter recently spun and sold wool, raising hundreds of pounds to keep families safe. Another hosted a small community raffle that covered school supplies.

Gifts in kind: Children's clothes, toys, prams, and food parcels arrive from friends across the UK and Greece. Each item is a message of care that reminds families they are not forgotten.

Sharing our story: Many people can't give money, but they spread the word—through social media posts, church groups, or conversations with friends—bringing new supporters into the CRIBS family.

These contributions may seem small, but together they make a huge difference. They keep mothers and children safe, cared for, and hopeful.

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CRIBS INTERNATIONAL LTD

REPORT OF THE DIRECTORS AND TRUSTEES

FOR THE YEAR ENDED 28th FEBRUARY 2025

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 28 February 2025.

1. ABOUT CRIBS INTERNATIONAL

1.1 Remit

Cribs is an established and registered charity (UK charity number 1173021) based in the UK, providing simple but safe homes in Greece for refugee women and their families who are pregnant or have a baby under one year old. In 2024-25 we housed and supported families from Cameroon, Congo, DRC, Haiti, Ivory Coast, and Lebanon.

When we meet them, they are all either in poor accommodation or homeless. Every penny raised or donated, and every action of support means that we help people urgently needing a place to call home.

1.2 How we work and deliver public benefit

Those who benefit from CRIBS International's work are refugee women who are either pregnant in the third trimester, pregnant with complications or who have a baby under 12 months old, or families in similar circumstances with extreme need due to health or welfare challenges. Where circumstances require, families are able to stay until they are in a position to move on. We are registered to work in Greece.

In reviewing our strategic objectives and planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. The trustees are satisfied that the strategic objectives are in line with the charity's objects as set out in the governing document.

1.3 How our families find us

In the period of this report, we focussed on receiving referrals from Diotima, a specialist organisation for women survivors of male violence; from Love without Borders with whom we have cooperated for a long time; and from Amurtel whose work with pregnant women and children under two is a great match for us both. Other groups also refer potential beneficiaries to us and we find this process makes the work of meeting people more manageable for our workers in Athens. It is very easy for workers to become burnt out and we strive to avoid this. We only open referrals when we have places available as running a waiting list gives false hope to people in need.

1.4 How we support families

New families receive basic food supplies, and an immediate stipend to cover basic needs. The generalised state cashcard system ended in 2022 and now only those in holding camps receive any money at all. So none of the families housed with us receives any state income. We give families clothing (including maternity and baby wear), as well as assistance with any legal or medical referrals. We work hard to access school or nursery places and also to access Greek language and

other classes for adults. We provide ongoing support to our families, paying utility bills and making regular visits with extra supplies. We also support them with access to post-natal healthcare and birth control, as well as education on breastfeeding.

Every family is assigned a case manager and during this reporting period we have had a strong team who have helped move our families towards independence. Case managers provide:

- Support with medical appointments
- Interpretation services
- Support with legal issues and asylum claims
- Access to classes and training
- Support with finding employment and childcare
- A wealth of other things that a woman's family might provide in her home country

In 2018 we created a 'Moving On' grant as we recognise that in a baby's first year, families have very little opportunity to save additional money. Consequently, when in a position to leave CRIBS's care and find their own accommodation they require additional support with such associated costs.

We also support families from the wider refugee community through our Free Shop. Appointments can be booked and families can browse our well stocked shop, taking what they need in a dignified manner. The shop is managed by long term workers assisted by a team of dedicated volunteers who help keep the shop stocked with donated goods, make emergency parcels if required, and help families find what they need. The team of volunteers also includes those with lived experience who are looking to support their community and gain work experience.

Donated goods are shipped from the UK. They are provided by other NGOs in Athens such as Christian Refugee Relief (CRR) and also by members of the public. The shop stocks nappies, sanitary products, condoms, clothing for children and adults, bedding and towels, baby essentials such as buggies and slings and also some household items. On occasion we receive offers of mattresses and furniture which we are able to deliver to flats.

The shop also provides a focus for Athenians who want to help support refugees.

1.5 How we ensure our work delivers our aims

We regularly review what we have achieved and the outcomes of our work. In this process we consider the success of our key activities and the benefits brought to those people we aim to help, ensuring that our aims, objectives and activities remain focussed on our stated purposes.

We communicate and plan using Slack and Zoom on a regular basis including at our monthly trustees' meetings. Most trustees have visited Athens to experience our work for themselves and engage in person with members of the CRIBS team.

We actively solicit feedback from our beneficiaries and use it to improve our operations and organisation.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit, recognising that our client group falls within an exempted category.

2. OUR BENEFICIARIES

At CRIBS International we provide shelter for those who need it the most. That is what we have always done, and it is what we will continue to do. The women, babies and families who we house and support have carried this weight while also healing from persecution and atrocities, and facing discrimination and injustice in a system that does not want their experience to be one of dignity.

Since CRIBS International was founded in 2016 and up to the present day, we have housed 103 individual women on the move, supported women through 97 births and housed a total of 280 people (women, babies and partners). More than 130,000 nights of individual safety have been made possible thanks to our supporters. This year, we have had to adapt and evolve to ensure that CRIBS International can continue to support women and babies on the move. The support from our regular donors and the tireless efforts of our core fundraisers is what has made this possible. From everyone at CRIBS International, thank you.

2.1 How we support our families directly

Housing and Transitional Support

When families first arrive at CRIBS, they are welcomed into fully supported housing at no cost to themselves. This remains the core of our housing model, ensuring that refugee mothers and their children have immediate access to safe, stable accommodation while they begin to rebuild their lives.

In addition to this, we operate six transitional housing places where families can continue living within our community in shared accommodation while contributing a basic amount to cover rent and bills. This arrangement is limited to a maximum of six months and provides a crucial stepping stone for women preparing to move towards independent living.

Taking on a full-cost rental contract remains extremely difficult for refugee women, particularly in a housing market where scarcity has driven rents to prohibitively high levels. Our transitional model supports a gradual increase in financial responsibility and independence, accompanied by light-touch casework. This approach enables families to strengthen their stability and confidence as they prepare for long-term, self-sustaining housing solutions.

With the support of generous donations, and the dedication of our fundraising team, we housed 27 families between March 2024 and February 2025. We provide safe, clean, private housing for women to bring their children home to, recover from childbirth and begin healing from the often-traumatic experiences that they have endured.

Our dedicated property and maintenance manager, Isabel, provides regular check-ins, ensuring that the quality of all of CRIBS accommodation is to a high standard, that regulations are followed, and that the safety of our families is guaranteed. Isabel also works closely with our team of case managers to ensure that families feel comfortable and settled in their homes. We are grateful to Mike Senior for his 3 months volunteering as Mr DIY in 2024.

We have continued to see an increase in referrals for CRIBS housing, as many NGOs in Athens have been forced to close, while women and babies who need medical support during their pregnancies are finding themselves with nowhere else to turn. The support that CRIBS International provides is needed now more than ever.

Financial support

CRIBS pays a monthly allowance to all women housed by us to cover family living expenses such as food and travel. This is over and above the accommodation support that CRIBS provides. Families receive a sum of money based on the number of people in them. The allowance enables them to meet their needs with dignity, and promotes self-sufficiency. Due to our financial constraints, we are no longer able to pay for fathers. This is not a situation we are comfortable with and would like to be able to rectify it in the future.

This has been necessary since 2022 when changes to the way rules for distributing UNHCR funds resulted in payment being withdrawn from all refugees not living in Greek government accommodation. Paying these allowances has substantially increased our outgoings. However, we believe that it is important for families to work actively towards economic independence, both from a practical perspective and for their own self-esteem.

Until February 2024, CRIBS also provided a monthly bulk buy to all families housed by us. This contained fresh fruits and vegetables, other groceries, and essentials for the home and for new babies. This has now been reduced to the provision of cleaning products and baby formula. We work closely with other NGOs to ensure that none of our families go hungry, and also provide one or two hot meals per week in our community space.

Our case managers provide support around budgeting, encouraging our families to think about their long term and to begin saving.

We continue to support our families as they begin to rebuild their lives, and are proud to offer them a moving on grant when they depart from CRIBS housing. We place emphasis on achieving financial independence, assisting families to earn the essential skills to budget effectively and prepare for a financially stable future. For many of our families, the moving on grant is an essential part of realising this future, used as a deposit for safe accommodation, for flights to be reunited with family members who have settled in other countries, or to pay for childcare so that mothers can enter employment. Women can also choose to use their moving on grant to cover the first months in transitional housing.

Social support

As well as providing housing, our Athens-based case managers help our families navigate the complex asylum system and support them to access educational, training and employment opportunities to build their confidence and hope in the future.

The price of childcare is one of the largest barriers that our families face to realising their vision for the future. We are grateful to an anonymous donor through For Refugees who has been funding much of the initial childcare costs in the past 12 months.

We ensure that the children who we house are able to access the essential right to education. All children who we house of nursery age attend nurseries, and all children of school age attend local schools to integrate them into the local community.

Medical advocacy

Our case managers work alongside CRIBS families to navigate the complex Greek health system and provide advocacy around birth to ensure choice and dignity. They provide perinatal support, and give advice, support and information around breastfeeding. When the mothers that we support experience health related complications during pregnancy, including preeclampsia and

gestational diabetes, our case managers work closely with them and the health system to ensure that they can birth safely. We are grateful for our strong relationship with the Alexandra Maternity Hospital in Athens, which has been formed through continuous efforts of case-manager Daphne Sinani.

2.2 How we support our families through referrals

We work in collaboration with several other organisations in Athens to ensure that our families have access to the fullest range of services and opportunities that will allow them to thrive. We have the deepest gratitude to all organisations that we were able to connect with this year, and look forward to developing these partnerships further in 2025-26.

Medical

Our case managers support families to access medical support through Greek hospitals, Médecins Sans Frontières, AMURTEL, Medical Volunteers International, Women's Health on the Move, Action for Women and local social pharmacies.

Research shows time and again that during and after pregnancy, refugee and asylum seekers are more vulnerable with higher rates of maternal and new-born health complications compared to local populations of host countries. We support families with a complex range of medical needs during pregnancy and after delivery and provide ongoing guidance around nutrition, breastfeeding, weaning and birth control to promote reproductive justice. CRIBS also provides over-the-counter medication and pays for hospital prescriptions, which are not free for refugees in Greece.

Women seeking asylum often endure severe suffering that deeply affects their health during pregnancy and after giving birth. Many face not only serious medical risks but also multiple and overwhelming physical and emotional burdens. The mothers who come to CRIBS have survived experiences that no one should ever face: rape, sexual trafficking, genital mutilation, torture, imprisonment, extreme deprivation, and the loss or injury of children and loved ones. These traumas leave lasting wounds that continue long after they reach safety.

As they arrive with grief, fear, and exhaustion, our first task is to provide care, stability, and dignity. We offer strong psychological and emotional support to help them begin to heal from the immense pain they have carried and to rebuild their lives with hope and strength.

Legal Support

CRIBS International makes referrals to pro-bono lawyers to help prepare our families for asylum interviews and assistance in dealing with asylum services. Where this is not available, CRIBS also funds legal fees for families. Many NGOs providing pro-bono legal support have been forced to pull out of Athens, and we are more frequently being asked to step in.

2.3 How we support the wider refugee community

Free shop

As well as supporting our families with access to our free shop, we are proud that this space is open to the wider refugee community in Athens, providing the essentials for mothers and new-born babies, such as baby clothes, maternity and women's clothing, blankets and coats.

Demand for our free shop services has continued to grow year on year. Following our policy change to a four-month interval between appointments, we achieved a 25% increase in the number of beneficiaries served annually. We currently provide an average of 70 monthly appointments for clothing and household items and distribute up to 300 hygiene and nappy packs each month.

In November 2025, the free shop will be refurbished to create a more user-friendly and accessible environment for our beneficiaries.

The free shop is run by Danni and supported by two long term volunteers, Paul and Saida. We are always looking for volunteers to support the free shop, from two weeks to three months or more. If you're interested in finding out more about volunteering with us, contact us at cribsvolunteers@gmail.com.

Hygiene hub

We also provide nappies, sanitary products and toiletries to those who need them. These are donated to CRIBS for distribution by Christian Refugee Relief. For expectant mothers, we provide a maternity pack, full of essentials that support them to have a dignified birth experience, and essentials to help them adjust to life with a new-born.

Community space

Our community space provides a range of activities run by CRIBS and other organisations. These include our women's group, breastfeeding support sessions, family meetings, language classes run by our volunteers, CV support on our computer, and clinics to monitor the growth and development of babies. Our Women's Group was set up at the request of the mothers that we house, giving them a dedicated time to come together, socialise and support each other. The group also goes out to explore their neighbourhood, visit museums, and take trips to the beach.

2.4 How our families progress

We are delighted to provide space and support for women and their families to take control of their lives. We still regularly hear from the first family that we housed, who are now settled in Sweden. Others are settled in Greece, Austria, Belgium, Germany, and Switzerland. We take immense pride in the quality of support that we offer that allows us to build such strong relationships.

Families normally stay with us until their youngest child is twelve months old. Where circumstances justify it, we assist some women and their children for longer. This is reviewed by case managers and Sally Hyman on a case-by-case basis, and may be due to significant medical conditions, mental ill-health, or other complex issues..

2.5 One family's story

"Hana" – A New Start After Life in a Refugee Camp

Hana, originally from Syria, arrived in Greece with her husband and young daughter after spending many months living in a refugee camp on one of the Greek islands. The conditions there were extremely harsh, and the family lived with constant uncertainty and fear. When Hana became pregnant with her second child, the situation became even more precarious. The family was

referred to CRIBS through Médecins Sans Frontières (MSF), who were deeply concerned about the risks she faced during pregnancy.

Before CRIBS could formally accept the family into housing, supporters from **500 Acts of Kindness** enabled them to stay temporarily in a small rental flat, giving them safety and privacy while arrangements were made. Hana gave birth to her baby son, supported at **Alexandra Hospital** by **Daphne**, our Lead Case Manager in Athens, who advocated for her within the complex medical system to ensure she received the care she urgently needed.



A mother comforts her newborn in CRIBS housing – safety, tenderness and strength in the earliest days of life.

After a few weeks in temporary accommodation, the family moved into **CRIBS shared housing**, where they found stability and a sense of community. Hana chose to breastfeed her baby and has become an active encourager to other new mothers, sharing her experience and helping build confidence among women who may feel isolated or uncertain.

Her older daughter, **“Mariam”**, was enrolled in school and is now thriving—smiling, making friends, and excited to go to class each day. Meanwhile, Hana has begun studying online to prepare for future work, and her husband is actively seeking employment. The family regularly attends CRIBS community events, where they have formed friendships and built connections. Hana’s English has progressed rapidly, and she now participates confidently in group activities and conversations.

“When I met Hana, she was exhausted and frightened, but determined to protect her children. Watching her regain strength and joy, and seeing her support other mothers, has been a privilege. She is a remarkable woman and a reminder of why our work matters.”

— **Daphne Sinani, Lead Case Manager & In-Country Director**

Today, Hana feels that her family finally has the chance to rebuild their future:

“CRIBS gave us safety and hope. Now I feel strong again, and my children can dream about their future.”

Hana’s story is a powerful example of how secure housing, compassionate advocacy, and community support can transform the lives of families seeking safety and a fresh start.

3. FINANCIAL REVIEW

3.1 Financial Review

CRIBS has had another successful year in which we housed a total of 28 families, providing almost 15,000 person-nights of safety. As a result, we have now delivered almost 100,000 person-nights of safety since we began in 2017. In addition, we provided about 1,500 nights of accommodation at cost to recent CRIBS beneficiaries who otherwise might have struggled to find housing.

Smaller charities such as ours now operate in an increasingly tougher fundraising climate. A lower percentage of people are giving: many supporters are under cost-of-living pressure. Grant funding opportunities remain but are increasingly competitive. For organisations such as ours that raise funds in the UK to support work overseas, these pressures are compounded.

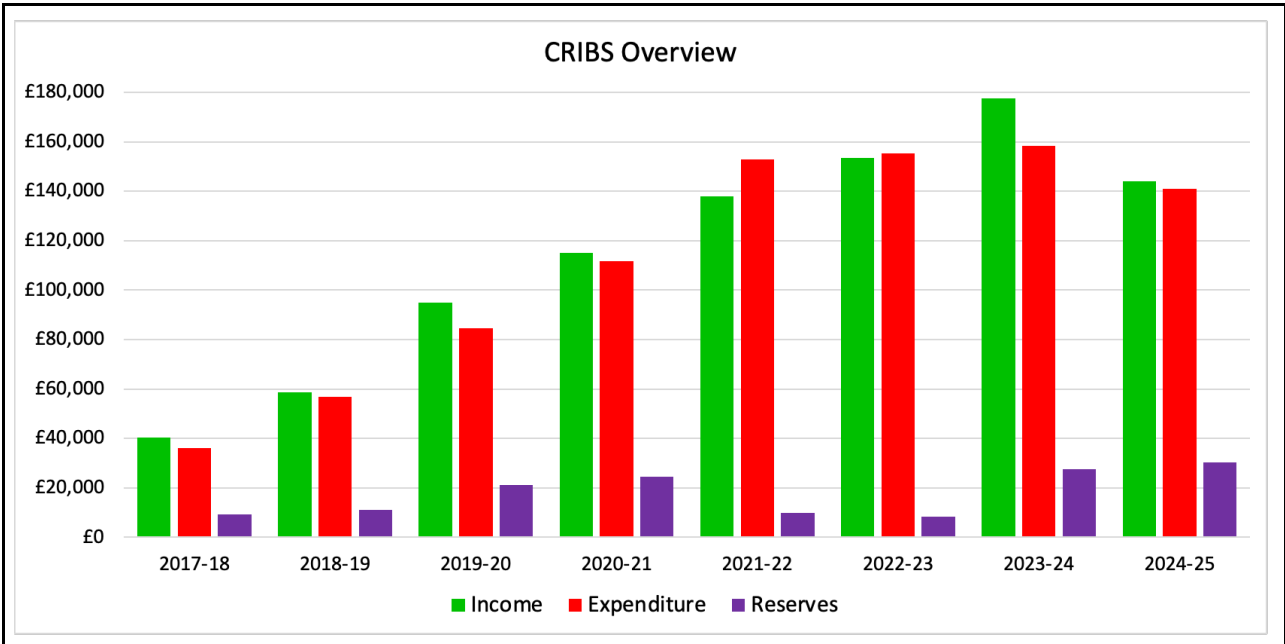
Because of these increased challenges, and also to help raise our reserves to our policy level, near the start of the year we took measures to reduce our overall budget by about 10%. This involved renting out at cost up to a quarter of our total accommodation capacity either to (i) associated organisations who themselves funded beneficiary mothers living in them, or (ii) to selected former CRIBS beneficiaries who were now in work.

This initiative allowed us to retain the properties for future charitable use and maintain a strong Athens team while reducing financial turnover. We were still able to provide much-needed housing to a similar number of families as last year, albeit that a few were supported by other NGOs rather than directly by CRIBS.

Altogether, it ensured that rather than being faced with an unwelcome deficit we achieved a small net surplus of £2,966.

3.2 Overall Results

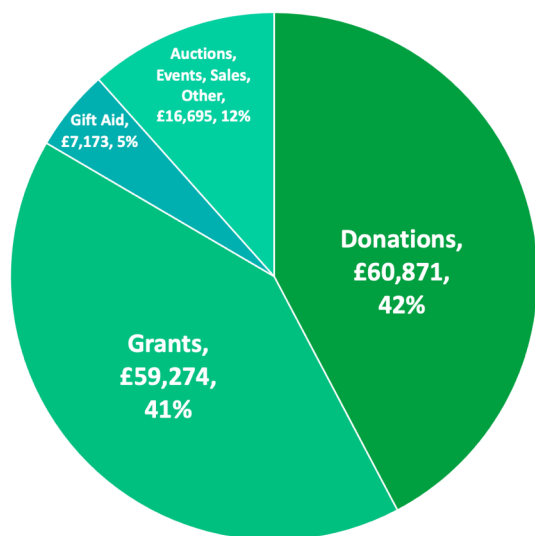
As planned and budgeted, both income and expenditure were less in 2024-25 than in the previous year, with a small increase in reserves



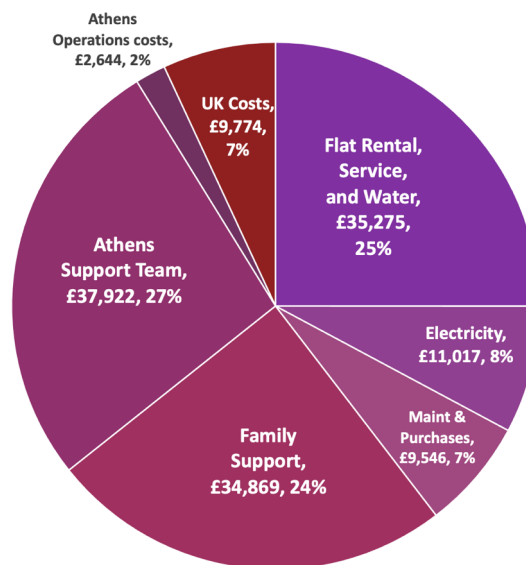
3.3 Income and expenditure overview

The following charts show where CRIBS's funds came from in 2024-25, and where they went.

CRIBS Income 2024-25



CRIBS Expenditure 2024-25



3.4 Income

Our total income in 2024-25 was £144,013, down 19% from the previous year. As ever, we are very grateful to our generous supporters and to the grant-making organisations that have supported us this year.

Donations

Donations from individuals totalled £68,776, a decrease of 11% from the previous year. We are very grateful for *all* donations: each contribution, of whatever size, makes a real difference to a human life.

Grants

We received grant funding of £59,274. Although lower than in 2023-24, this represented a small increase once an exceptional grant of £33,000 in that year is taken into account.

This year-to-year variability of grant funding is a key challenge faced by organisations such as CRIBS. That we have continued to managed this successfully is a reflection on our excellent fundraisers, who have worked so hard to maintain our income from year to year.

Auctions, sales, events, and other

Receipts from auctions, sales, events, and other fundraising activities were similar to those of the previous year, and still represented a significant income stream. Our teams work hard to set up and run these, and the money raised makes a substantive difference to what we are able to do for our beneficiaries.

Auctions, sales, and events also play a major part by raising awareness of CRIBS, the needs that we fulfil, and the situation faced by refugees in Greece.

'Other' in this category is the at-cost rental totalling £5,366 that we received from associated charities (such as Just Human) who themselves otherwise funded beneficiary mothers living in them, plus those former CRIBS beneficiaries who we housed on a break-even basis. This initiative enabled us to achieved our managed reduction in expenses to reflect our expected fundraising capacity.

Gift Aid

As a registered charity, CRIBS International is eligible for Gift Aid and so received £7,173 through tax payers' donations. This represented a 36% increase in proportion to eligible donations over the previous year, and reflects the diligence of our volunteers who claim it on our behalf.

Gift Aid constitutes an important part of our income and we continue to urge all donors to give us permission to claim Gift Aid on their donations.

3.5 Athens Expenditure

Our total expenditure in 2024-25 was £141,047, down 11% from the previous year, as budgeted.

The cost of our operation in Athens is mostly determined by the size of our team, the number of flats that we lease and the number of families that we support.

Size of our Athens team: our Athens team of four consists of two case managers, one property manager, and one free shop manager. This is now well-established and provides a very effective division of responsibilities. We believe that it is at an optimum size and that it can respond and deliver very flexibly. We therefore do not expect to change it in the foreseeable future. In 2024-25 the associated costs remained similar to those of the previous year.

Number of Athens Flats: In 2024-25 we maintained the number of flats available to accommodate beneficiaries at six. In addition, at any one time we supported three or four families living outside CRIBS accommodation. As well as this, we continued to rent the equivalent of two further flats for the CRIBS Free Shop and for our Community Space.

Across all CRIBS flats, total rents went up by 16% due to increases that took account of multiple years without changes. However, electricity costs were 23% down on the previous year through our Athens team's constant attention to efficiency. Overall, the net cost of providing and maintaining our flats, including our free shop and community space, rose by 6%.

To reduce the net cost of providing accommodation, we rented out at cost up to a quarter of our total accommodation capacity to associated NGOs who themselves funded beneficiary mothers living in them, and also to selected former CRIBS beneficiaries who were now in employment.

This initiative ensured that we could:

- Reduce pressure on our total expenditure on accommodation, so making it easier for us to respond to fundraising pressures.
- Increase our reserves towards their target level.
- Retain leases that are often difficult to acquire for housing refugees, and have the flexibility to repurpose this accommodation for new refugee families as funds become available.

Net impact on delivery and costs: Overall, we were able to provide housing for a similar number of beneficiary families as last year, though a few of these were otherwise supported by partner organisations. In addition, we were able to provide accommodation at cost for some former beneficiary families who might otherwise have struggled for housing. We were also able to

maintain our Athens Team at an effective size to ensure that our charitable aims continued to be delivered professionally.

Financially this initiative resulted in a decrease of about 35% in the cost of the direct monetary support required for families from £53,550 down to £34,869, a saving of £18,681. This was supplemented by new at-cost rental income of £5,366, giving a net gain of £24,047.

3.6 UK Expenditure

Our UK costs decreased from £10,458 to £9,774, a drop of 7%. The proportion of CRIBS funds spent on running the charity and fundraising remains less than 8%. This provides useful headroom should we choose to invest further in fundraising.

As a result, we are still able to deliver on our promise that all donations will be spent on housing and supporting refugees rather than on management and fundraising, and we expect to be able to continue to honour this commitment for the foreseeable future.

3.7 Restricted versus unrestricted funds

Unless specified otherwise, all donor income is restricted to being spent directly on housing and supporting refugees. In practice this ringfences it to most types of expenditure in Athens and few in the UK.

Over time our unrestricted fund has grown and we believe that it will continue to grow. To facilitate accounting and also to recognise that this unrestricted surplus should be spent on our core purpose if it is not needed elsewhere, we have made a one-time movement of £27,558 from unrestricted to restricted funds. This is reflected in the accounts at the end of this document.

3.8 Reserves

In 2024-25, with decreased income and expenditure we, made a surplus of £2,966. This added to the level of our reserves.

The purpose of holding reserves is to ensure that CRIBS International is able to continue to meet its charitable objectives in the face of reasonable risks. Risks can arise in areas such as fundraising, currency exchange, beneficiary support, and trustee availability.

CRIBS International's directors/trustees have examined the requirements for reserves in the context of the main risks to the organisation. They have established a policy whereby the current assets held by CRIBS International should be between three and six months of the charity's monthly expenditure on housing and supporting refugees.

In the year 2024-25, expenditure on housing and supporting refugees was £131,273, which represented £10,939 per month, giving a reserves target of between £32,818 and £65,636.

As of 28 February 2025, our reserves stood at £30,524, which is around 93% of the target minimum level. This is an improvement on the position at the start of the financial year, and a very significant improvement over the position at the start of the previous financial year. The directors/trustees continue to regard it as a high priority to restore reserves to the level set by our policy.

4. OUR PEOPLE

4.1 UK Team

Directors/Trustees

Our directors/trustees are all volunteers who have been co-opted into the organisation. No members receive any benefits from the charity. Any expenses claimed are set out within Income and Expenditure in the Financial Report.

Amongst our skills are governance, fundraising, financial planning, media, housing, breastfeeding and childcare. All our directors/trustees are deeply committed to justice for refugees.

As of 28 February 2025, there were seven directors of the CRIBS International Company (governed by our Memorandum and Articles) who were also trustees of the CRIBS International charity for the purposes of charity law. Some have full time jobs; others are retired from paid work.

- Sally Hyman – Founder and full-time volunteer
- Fred Cairns – Company Secretary
- Elliot Brady – Finance and treasurer
- Gwyneth Lonergan – Migration and reproductive justice
- Natalie Luzmore – inter NGO liaison, policies, and operations
- Leonie Taylor – Operations and volunteer/trustee recruitment
- Zee Ahmed – Finance and development

Senior UK Volunteers

Katie Awdas remains our trained and dedicated safeguarding lead volunteer – since June 2021 – and we thank her for her careful and wide-ranging support and advice. She ensures that our workers and our families are safe.

Fundraising Team

During this reporting period, from March 2024 to the end of February 2025, CRIBS experienced significant changes within the Fundraising Team. In December 2024, Madeleine Bloxham stepped down from her role, and we offer our sincere thanks for her dedication and the meaningful contribution she made during her time with us.

She was succeeded by Helene Bauwens, who led the team with the support of Cyrielle Mesnier and Sally Hyman. Together, they ensured continuity and provided steady support for the mothers and children in our care throughout the remainder of the reporting year.

Following the close of the reporting period, Helene stepped down in June 2025. We are grateful for her leadership during this time and for the commitment she brought to the organisation. Our work continues under the evolving leadership structure, with a strong focus on stability, collaboration, and the ongoing needs of the families we serve.

Communications team

Over the past 12 months, communications for CRIBS have been delivered primarily by volunteers. Mollie Hindsley, who previously led much of this work, has since stepped down from her role. Communications are now being carried out collectively by our fundraising volunteers and the team in Athens, who continue to manage social media, supporter updates and public outreach alongside their other responsibilities.

This shift has highlighted a valuable opportunity for a dedicated volunteer communications coordinator to bring greater consistency, strategic planning and capacity to this important area of our work. We welcome interest from individuals with skills or experience in communications who would like to support CRIBS in this way.

Finance team

Operating CRIBS's finances is equally unrelenting and time-consuming.

As treasurer-trustee, **Elliot Brady** co-ordinates the work of our finance volunteers. Their contribution to the running of the organisation may not always be visible, but it is essential and deeply appreciated.

Sufia Azam has managed our GiftAid claims almost since the founding of CRIBS, and we remain grateful for her dedication and reliability. **Nikki Kouter** processes and allocates all incoming funds with great care and accuracy.

Tayyibah Majeed, who previously processed and allocated our expenditure, has now stood down from her role due to work commitments. We thank her warmly for the important and skilled work she contributed during her time with us. We are working to ensure continuity in this area and remain extremely appreciative of everyone who supports the financial stewardship of CRIBS.

4.2 Athens-based team

Daphne Sinani serves as both Lead Case Manager and In-Country Director in Athens. Her commitment to protecting the welfare and rights of women throughout pregnancy, childbirth and early motherhood is remarkable.

Daphne consistently goes far beyond what is expected, ensuring that every family receives the support and care they need. Her deep belief in the mission of CRIBS is clear in everything she does, and her leadership is central to our work. Daphne has also been instrumental in building our Athens team into the professional operation it has become. Through her, team members have been able to bring their unique abilities to the development of the organisation as well as to their individual roles. Her contribution to CRIBS is beyond value.

Cyrielle Mesnier joined CRIBS in 2023 bringing both casework and fundraising experience to CRIBS. In a short time, she became a respected and integral member of the team. Cyrielle approached her work with respect for women's voices, ensuring that their perspectives are always heard and valued. She was able to manage our families with the most complex histories, maintaining a professional balance of empathy and firmness. In addition, her strong organisational skills and ability to establish effective processes made an impact. After the close of the reporting period, Cyrielle took up a new position but continues to volunteer as a teacher within CRIBS.

Danielle Scales continues to do an almost miraculous job in the Free Shop working alongside volunteers from the refugee community and from other parts of the world. Her work is often stressful and emotionally charged as she is the frontline for people in great need.

Isabel Alcántara continued to excel as our Property and Maintenance Manager, approaching her work with tenacity, deep respect for the families we support, and a positive attitude that makes her a valued member of the team. Throughout the reporting period she balanced these responsibilities alongside her social work degree, demonstrating remarkable strength and determination as she addressed the many challenges involved in maintaining our flats — from repairs and breakages to issues such as infestations and other urgent needs.

Outside the reporting period, Isabel successfully completed her social work degree and has now taken up the role of Case Worker within CRIBS. We are delighted to welcome her into this new position and recognise the significant contribution she continues to make to the wellbeing of our families.

Throughout the year, our Athens team has demonstrated remarkable stability, professionalism, and flexibility, consistently delivering high-quality support despite the significant challenges created by the complex and shifting political environment in which they work. Their ability to adapt rapidly, remain calm and solutions-focused, and maintain steadfast commitment to our families has been vital to the continued success of our work.

We are extremely fortunate to have such skilled, dedicated, and resilient people representing CRIBS and standing alongside the mothers and children we support.

5. GOVERNANCE

5.1 Governing document

CRIBS International Ltd is an England and Wales company limited by guarantee (No 10644387) governed by its Memorandum and Articles of Association as amended on 4th June 2019.

CRIBS international Ltd is also an England and Wales charity (No 1173021) governed by its Governing Document as approved on 31st December 2016 and amended on 29th April 2019.

5.2 Director/Trustee meetings and decisions

The CRIBS Board and Management meet via Zoom almost every month, catching up on what has been happening since we last were together. In the year 2024-25 there were nine such meetings.

We cover family needs, expenditure, fundraising, and review reports from Greece. Decisions are made after considerable discussion and all views are heard and considered. This method of decision making is important to the horizontal structure of CRIBS.

Additionally, director/trustees and volunteers interact formally and informally via Slack, and where necessary, video calls are set up to discuss issues and progress them. CRIBS actively promotes a culture of collaboration and consensus.

5.3 Director/Trustee induction and training

We aim to combine experience with new ideas. In 2024-25, two out of seven directors/trustees had served since its inception. They have been closely involved in the evolution of structure, policies and management. Three directors/trustees had served for three or four years, and two had served for two years.

Our newer directors/trustees receive all policies and guidance. They are introduced to the work of the organisation at a practical level through online training and personal interviews with existing directors/trustees.

Directors/trustees are encouraged to visit Athens to experience our work for themselves and meet and work with the CRIBS delivery team. Most have done this, and many have visited Athens for this purpose on multiple occasions.

5.4 Recruitment and appointment of new directors/trustees

As stated in the Articles, the number of directors of the CRIBS International Ltd company shall be not less than three but is not subject to any maximum unless the directors pass a resolution to change these numbers.

Any person who is willing to act as a director/trustee and is permitted by law to do so, may be appointed to be a director by a decision of the directors/trustees. All directors of the company CRIBS International Ltd are also trustees of the charity CRIBS International Ltd.

Directors/trustees are recruited through an open call out process, advertising the skills required through a range of accessible channels and networks. Appointments are made based on discussions and recommendations offered by existing directors/trustees and by external advisors to the organisation.

Due to our size and our ethos, we expect directors/trustees to be involved in the day-to-day running of the organisation, and all of our current directors/trustees have specific operational roles.

5.5 Athens-based team

In 2024-25 we held weekly meetings for the Athens and UK operations teams on Zoom. Every fortnight, we held full team sessions, where all members of both teams were present. In the alternating weeks, we held meetings specifically addressing family issues and progress.

Our shared belief in the rights of women comes first and foremost. This enables us to encourage frank discussion together with an open, no-blame culture. As a result, these meetings are effective in promptly resolving issues.

We have succeeded in delegating more strategic decisions to the Athens Team, given their more immediate knowledge with more detailed reporting to ensure oversight. Sally Hyman and board meetings remain the point of contact for issues requiring more trustee input.

We also encourage frequent, informal and formal, interaction via Slack, WhatsApp and Zoom. We view it as fundamental that any volunteer can contact anyone else in the organisation – director/trustee or other volunteer – to raise any issue on any topic.

This principle is particularly important for raising safeguarding issues, with all volunteers and director/trustees able to have prompt and direct access to Katie Awdas as dedicated safeguarding lead volunteer as well as to Sally Hyman as founder.

5.6 Other Internal Monitoring

Directors/trustees visit our Athens team periodically to spend time with them and see first-hand the work that they do and the challenges they face.

Our Athens Team have access to external supervision. Supervision has been provided by Gaz Kishere, co-founder of Cross Border Initiatives. Gaz specialises in mentoring and worker therapy and has many decades of experience working in non-profits. Our Athens Team met with Gaz on a monthly basis without UK team members present, although it currently is less frequent. If required, individual members of the Athens team can have one-to-one meetings with Gaz. This option is also available to UK-based directors/trustees and volunteers, and has been taken up to beneficial effect.

5.7 Families Monitoring

Families have meetings with their case managers at least twice a month. Regular contact is maintained with them using WhatsApp. On-site visits to families' flats take place monthly, or more frequently if warranted.

We also encourage informal contact between our families and long-term volunteers. Many come to our Community Space to attend classes, receive coaching and support, join in with organised groups, get together for a meal, or simply drop in for a chat.

Families have a strong bond with CRIBS workers and we remain in contact with many previous beneficiaries who have now relocated.

5.8 Serious incident reporting

In the year 2024-2025 there were no serious incidents to report.

REGISTERED COMPANY NUMBER: 10644387 (England and Wales)
REGISTERED CHARITY NUMBER: 1173021

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 28 February 2025
for
Cribs International Ltd

Clarity Accountants & Tax Advisors
1st Floor 107 Lees Road
Oldham
Lancashire
OL4 1JW

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Statement of Financial Activities	24
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Notes to the Financial Statements	26 to 30
Detailed Statement of Financial Activities	31

Cribs International Ltd

Report of the Trustees **for the Year Ended 28 February 2025**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 28 February 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10644387 (England and Wales)

Registered Charity number

1173021

Registered office

55 Den Lane
Springhead
Oldham
OL4 4NN

Trustees

I F Cairns
S E Hyman
N J Luzmore
N W Maybin
L J Taylor
Z R Ahmed
E Brady
G L H Lonergan

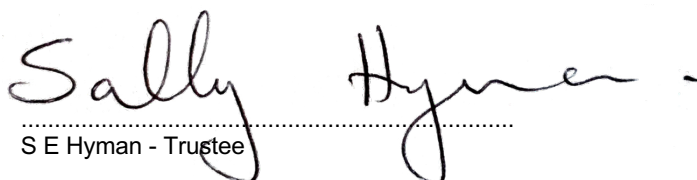
Company Secretary

I F Cairns

Independent Examiner

Clarity Accountants & Tax Advisors
1st Floor 107 Lees Road
Oldham
Lancashire
OL4 1JW

Approved by order of the board of trustees on 11 February 2026..... and signed on its behalf by:


.....
S E Hyman - Trustee

**Independent examiner's report to the trustees of
Cribs International Ltd**

Independent examiner's report to the trustees of Cribs International Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 28 February 2025.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Joanne M. Elliott FCA BFP FMAAT

Clarity Accountants & Tax Advisors
1st Floor 107 Lees Road
Oldham
Lancashire
OL4 1JW

Date: 22.1.2026.....

Cribs International Ltd**Statement of Financial Activities**
for the Year Ended 28 February 2025

	Notes	Unrestricted fund £	Restricted fund £	2025 Total Funds £	2024 Total Funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		11,527	115,791	127,318	165,761
Other trading activities	2	<u>149</u>	<u>16,546</u>	<u>16,695</u>	<u>11,838</u>
Total		<u>11,676</u>	<u>132,337</u>	<u>144,013</u>	<u>177,599</u>
EXPENDITURE ON					
Charitable activities					
UK Activities		9,572	702	10,274	11,313
Activities in Greece		<u>-</u>	<u>130,773</u>	<u>130,773</u>	<u>147,039</u>
Total		<u>9,572</u>	<u>131,475</u>	<u>141,047</u>	<u>158,352</u>
NET INCOME		2,104	862	2,966	19,247
Transfers between funds	8	<u>(27,558)</u>	<u>27,558</u>	<u>-</u>	<u>-</u>
Net movement in funds		(25,454)	28,420	2,966	19,247
RECONCILIATION OF FUNDS					
Total funds brought forward		27,558	-	27,558	8,311
TOTAL FUNDS CARRIED FORWARD		<u>2,104</u>	<u>28,420</u>	<u>30,524</u>	<u>27,558</u>

The notes form part of these financial statements

Cribs International Ltd**Balance Sheet**
28 February 2025

	Notes	Unrestricted fund £	Restricted fund £	2025 Total Funds £	2024 Total Funds £
CURRENT ASSETS					
Debtors	6	-	8,565	8,565	7,566
Cash at bank		<u>3,380</u>	<u>19,855</u>	<u>23,235</u>	<u>20,892</u>
		3,380	28,420	31,800	28,458
CREDITORS					
Amounts falling due within one year	7	(1,276)	-	(1,276)	(900)
NET CURRENT ASSETS		<u>2,104</u>	<u>28,420</u>	<u>30,254</u>	<u>27,558</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		2,104	28,420	30,254	27,558
NET ASSETS		<u>2,104</u>	<u>28,420</u>	<u>30,254</u>	<u>27,558</u>
FUNDS	8				
Unrestricted funds				2,104	27,558
Restricted funds				<u>28,420</u>	-
TOTAL FUNDS				<u>30,524</u>	<u>27,558</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 28 February 2025.

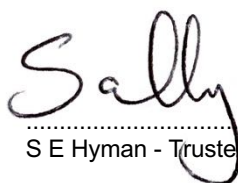
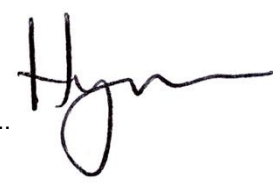
The members have not required the company to obtain an audit of its financial statements for the year ended 28 February 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

 
S E Hyman - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds 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 financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
Fundraising auctions, events & sales	<u>16,695</u>	<u>11,838</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Other operating leases	<u>33,292</u>	<u>28,799</u>

continued . . .

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 28 February 2025 nor for the year ended 28 February 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 28 February 2025 nor for the year ended 28 February 2024.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total Funds £
INCOME AND ENDOWMENTS FROM			
Donations and Legacies	30,766	134,995	165,761
Other trading activities	<u>2,456</u>	<u>9,382</u>	<u>11,838</u>
Total	<u>33,222</u>	<u>144,377</u>	<u>177,599</u>
EXPENDITURE ON			
Charitable activities			
UK Activities	7,997	3,316	11,313
Activities in Greece	<u>2,439</u>	<u>144,690</u>	<u>147,039</u>
Total	<u>10,346</u>	<u>148,006</u>	<u>158,352</u>
NET INCOME/(EXPENDITURE)	22,876	(3,629)	19,247
Transfers between funds	<u>(1,459)</u>	<u>1,459</u>	<u>-</u>
Net movement in funds	21,417	(2,170)	19,247
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>6,141</u>	<u>2,170</u>	<u>8,311</u>
TOTAL FUNDS CARRIED FORWARD	<u>27,558</u>	<u>-</u>	<u>27,558</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Other debtors	8,061	3,595
VAT	504	-
Prepayments and accrued income	<u>-</u>	<u>3,971</u>
	<u>8,565</u>	<u>7,566</u>

continued . . .

Notes to the Financial Statements - continued
for the Year Ended 28 February 2025

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Accrued Expenses	<u>1,276</u>	<u>900</u>

8. MOVEMENT IN FUNDS

	At 29.2.24 £	Net movement in funds £	Transfers between funds £	At 28.2.25 £
Unrestricted funds				
General fund	27,558	2,104	(27,558)	2,104
Restricted funds				
Restricted funds	<u>-</u>	<u>862</u>	<u>27,558</u>	<u>28,420</u>
TOTAL FUNDS	<u>27,558</u>	<u>2,966</u>	<u>-</u>	<u>30,524</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	11,676	(9,752)	2,104
Restricted funds			
Restricted funds	<u>132,337</u>	<u>(131,475)</u>	<u>862</u>
TOTAL FUNDS	<u>144,013</u>	<u>(141,047)</u>	<u>2,966</u>

Comparatives for movement in funds

	At 1.3.23 £	Net movement in funds £	Transfers between funds £	At 28.2.24 £
Unrestricted funds				
General fund	6,141	22,876	(1,459)	27,558
Restricted funds				
Restricted funds	<u>2,170</u>	<u>(3,629)</u>	<u>1,459</u>	<u>-</u>
TOTAL FUNDS	<u>8,311</u>	<u>19,247</u>	<u>-</u>	<u>27,558</u>

continued . . .

8. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	33,222	(10,346)	22,876
Restricted funds			
Restricted funds	<u>144,377</u>	<u>(148,006)</u>	<u>(3,629)</u>
TOTAL FUNDS	<u>177,599</u>	<u>(158,352)</u>	<u>19,247</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.3.23 £	Net movement in funds £	Transfers between funds £	At 28.2.25 £
Unrestricted funds				
General fund	6,141	24,980	(29,017)	2,104
Restricted funds				
Restricted funds	<u>2,170</u>	<u>(2,767)</u>	<u>29,017</u>	<u>28,420</u>
TOTAL FUNDS	<u>8,311</u>	<u>22,213</u>	<u>-</u>	<u>30,524</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	44,898	(19,918)	24,980
Restricted funds			
Restricted funds	<u>276,714</u>	<u>(279,481)</u>	<u>(2,767)</u>
TOTAL FUNDS	<u>321,612</u>	<u>(299,399)</u>	<u>22,213</u>

continued . . .

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 28 February 2025.

Cribs International Ltd**Detailed Statement of Financial Activities**
for the Year Ended 28 February 2025

	2025 £	2024 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations and grants	120,145	159,822
Gift aid	<u>7,173</u>	<u>5,939</u>
	127,318	165,761
Other trading activities		
Fundraising auctions, events & sales	<u>16,695</u>	<u>11,838</u>
Total incoming resources	144,013	177,599
EXPENDITURE		
Charitable activities		
Property leases	33,292	28,799
Rates and water	1,983	2,219
Light and heat	11,017	14,337
Maintenance & purchases	9,546	7,321
Family living expenses	34,869	53,550
Athens operational costs	2,644	2,675
Travel and volunteer expenses	<u>37,922</u>	<u>38,993</u>
	131,273	147,894
Support costs		
Management		
UK operational costs	8,213	7,873
Finance		
Bank charges	311	668
Governance costs		
Accountancy and legal fees	<u>1,250</u>	<u>1,917</u>
Total resources expended	<u>141,047</u>	<u>158,352</u>
Net income	<u><u>2,966</u></u>	<u><u>19,247</u></u>

This page does not form part of the statutory financial statements

Closing Message

As we bring this year's report to a close, our overwhelming feeling is one of gratitude. CRIBS International has come through another demanding year with stability, compassion, and hope at its heart. None of this would be possible without the generosity of our supporters, the dedication of our staff and volunteers in Athens, and the many individuals who give in small but meaningful ways.

We are proud that CRIBS remains one of the few housing programmes in Athens dedicated to mothers and children. Together, we are proving that even in the hardest of times, families can find safety, dignity, and the chance to begin again. Thank you for standing with us, for believing in our mission, and for walking alongside refugee women and their children. With your support, we look forward to continuing this work in the year ahead.

CRIBS INTERNATIONAL LTD

England & Wales - Charity number 1173021

Accounts



CRIBS International Ltd

A Charity for helping Refugee Mothers with young babies

Report and Financial Statements

For the Year Ended 29th February 2024

Charity Number 1173021

Company number 10644387



ANNUAL REPORT: CRIBS INTERNATIONAL

Hello Cribs Supporters

Reflecting on CRIBS International's journey this past year, I'm filled with immense pride, particularly in our efforts to provide housing for 26 families over the past 12 months. Despite the financial challenges we've faced, we've risen to the occasion through open discussions, innovative ideas, and a steadfast commitment to prioritising the needs of women and babies.

In the face of global events, we've demonstrated our adaptability and strength time and again. It is hard but we do it because women matter. Rooted in our core values of supporting women and babies in need, we've listened attentively and responded to their thoughts, requests, and needs with care.

Our collaboration with local partners has been instrumental in tailoring our housing solutions to meet the specialised and specific needs of refugee mothers and babies. International financial support combined with donations in kind and in person by both locals and the international community in Athens allows us to provide classes, childcare, legal and health support. CRIBS is and will continue to be a true team effort, and I couldn't be prouder of what we've accomplished together.

The situation for refugee women in Greece continues to be really tough. Casting an eye on world politics will prove this without my having to go into detail, however, with your support, the work of our amazing international team, and the ever awe-inspiring strength of the women we are there for, CRIBS will continue to provide a bed, a roof, and a front door for those in need.

With dedication to problem-solving and collaboration, we're committed to making a tangible difference while championing gender equality and empowerment every step of the way.

Thank you to each and every one of you for your support and belief in our mission. Let's continue pushing boundaries, challenging stereotypes, and working towards a future where everyone has a safe and sustainable place to call home.

In solidarity,

A handwritten signature in black ink, reading 'Sally Hyman'. The signature is fluid and cursive, with the first name 'Sally' being larger and more prominent than the last name 'Hyman'.

Sally Hyman
Founder

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CRIBS INTERNATIONAL LTD

REPORT OF THE DIRECTORS AND TRUSTEES

FOR THE YEAR ENDED 29th FEBRUARY 2024

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 29 February 2024.

1. ABOUT CRIBS INTERNATIONAL

1.1 Remit

We are a growing charity (UK registered charity number 1173021) based in the UK, providing simple but safe homes in Greece for refugee women and their families who are pregnant or have a baby under one year old. In 2023-24 we housed and supported families from Cameroon, Congo, DRC, Haiti, Ivory Coast, and Lebanon.

When we meet them, they are all either in poor accommodation or homeless. Every penny raised or donated, and every action of support means that we help people urgently needing a place to call home.

1.2 How we work and deliver public benefit

Those who benefit from CRIBS International's work are refugee women who are either pregnant in the third trimester, pregnant with complications or who have a baby under 12 months old, or families in similar circumstances with extreme need due to health or welfare challenges. Where circumstances require, families are able to stay until they are in a position to move on.

We are registered to work in Bulgaria, France, Germany, Greece, Hungary, Italy and Turkey, though for now our benefit is only to refugees in Greece.

In reviewing our strategic objectives and planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. The trustees are satisfied that the strategic objectives are in line with the charity's objects as set out in the governing document.

1.3 How our families find us

We focus on receiving referrals from Diotima, a specialist organisation for women survivors of male violence; from Love without Borders with whom we have cooperated for a long time; and from Amurtel whose work with pregnant women and children under two is a great match for us both. Other groups also refer potential beneficiaries to us and we find this process makes the work of meeting people more manageable for our workers in Athens. It is very easy for workers to become burnt out and we strive to avoid this. We only open referrals when we have places as we believe that running a waiting list gives false hope to people in need.

1.4 How we support families

New families receive moving-in costs, basic food supplies, and a stipend to cover basics. The generalised state cashcard system ended in 2022 and now only those in holding camps receive any money at all. So none of the families housed with us receives any state income. We give families clothing (including maternity and baby clothing), as well as assistance with any legal or medical

referrals. We get children into school or nursery and work to access Greek language and other classes for adults. We provide ongoing support to our families, paying utility bills and making regular visits with extra supplies. We also support them with access to postnatal healthcare and birth control, as well as education on breastfeeding.

Every family is assigned a case manager and during this reporting period we have had a strong team who have helped move our families towards independence. Case managers provide:

- Support with medical appointments
- Interpretation services
- Support with legal issues and asylum claims
- Access to classes and training
- Support with finding employment and childcare
- A wealth of other things that a woman's family might provide in her home country

Since 2018 we have made a 'Moving On' grant as we recognise that in a baby's first year, families have very little opportunity to save additional money. Consequently, when in a position to leave CRIBS's care and find their own accommodation they require additional support with such associated costs.

We also support families from the wider refugee community through our Free Shop.

Appointments can be booked (not more than one per month per family) and families can browse our well stocked shop, taking what they need in a dignified manner. The shop is managed by long term workers assisted by a team of dedicated volunteers who help keep the shop stocked with donated goods, make emergency parcels if required, and help families find what they need. The team of volunteers also includes refugees who are looking to support their community and gain work experience.

Donated goods are shipped from the UK. They are provided by Athens based NGOs such as Christian Refugee Relief (CRR) and also by members of the public in Athens. The shop stocks nappies, sanitary products, condoms, clothing for children and adults, bedding and towels, baby essentials such as buggies and slings and also some household items. On occasion we receive offers of mattresses and furniture which we are able to deliver to flats.

The shop also provides a focus for Athenians who want to help support refugees.

1.5 How we ensure our work delivers our aims

We periodically review what we have achieved and the outcomes of our work. In this process we consider the success of our key activities and the benefits brought to those people we aim to help, ensuring that our aims, objectives and activities remain focussed on our stated purposes.

We communicate and plan using Slack and Zoom on a regular basis including at our monthly trustees' meetings. Most trustees have visited Athens to experience our work for themselves and engage in person with members of the CRIBS delivery team.

We actively solicit feedback from our beneficiaries and use it to improve our operations and organisation.

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit, recognising that our client group falls within an exempted category.

2. OUR BENEFICIARIES

We have all felt the weight of global issues that were spotlighted in 2023. Like many, CRIBS International has been impacted by rising costs in housing, food and energy, extreme heat waves, and the threat to solidarity and global cooperation posed by ongoing conflicts that have devastated people and their communities.

At CRIBS International we provide shelter for those who need it the most. That is what we have always done, and it is what we will continue to do. The women, babies and families who we house and support have carried this weight while also healing from persecution and atrocities, and facing discrimination and injustice in a system that does not want their experience to be one of dignity.

Since CRIBS International was founded in 2017 to the present day, we have housed 92 individual women on the move, supported women through 87 births and housed a total of 251 people (women, babies and partners). More than 80,000 nights of individual safety have been made possible thanks to our supporters. This year, we have had to adapt and evolve to ensure that CRIBS International can continue to support women and babies on the move. The support from our regular donors and the tireless efforts of our core fundraisers is what has made this possible. From everyone at CRIBS International, thank you.

2.1 How we support our families directly

Safe housing

With the support of generous donations, and the dedication of our fundraising team, we housed 26 families between March 2023 and February 2024. We provide safe, clean, private housing for women to bring their children home to, recover from childbirth and begin healing from the often-traumatic experiences that they have endured.

Our dedicated property and maintenance manager, Isabel, provides regular check-ins, ensuring that the quality of all of CRIBS accommodation is to a high standard, that regulations are followed, and that the safety of our families is guaranteed. Isabel also works closely with our team of case managers to ensure that families feel comfortable and settled in their homes.

We have continued to see an increase in referrals for CRIBS housing, as many NGOs in Athens have been forced to close, and women and babies who need medical support during their pregnancies are finding themselves with nowhere else to turn. The support that CRIBS International provides is needed now more than ever.

Financial support

CRIBS pays a monthly allowance to all women housed by us to cover family living expenses such as food and travel. This is over and above the accommodation support that CRIBS provides. Families receive a sum of money based on the number of people in them. The allowance enables them to meet their needs with dignity, and promotes self-sufficiency.

This has been necessary since 2022 when changes to the way rules for distributing UNHCR funds resulted in payment being withdrawn from all refugees not living in Greek government accommodation. Paying these allowances has substantially increased our outgoings in the last four years. However, we believe that it is important for families to work actively towards economic independence, both from a practical perspective and for their own self-esteem.

Until February 2024, CRIBS also provided a monthly bulk buy to all families housed by us. This contained fresh fruits and vegetables, other groceries, and essentials for the home and for new babies. This has now been reduced to the provision of cleaning products and baby formula. We work closely with other NGOs to ensure that none of our families go hungry, and also provide one or two hot meals per week in our community space.

Our case managers provide support around budgeting, encouraging our families to think about their long term and to begin saving for this.

We continue to support our families as they begin to rebuild their lives, and are proud to offer them a moving on grant when they depart from CRIBS housing. We place emphasis on achieving financial independence, empowering families the essential skills to budget effectively and prepare for a financially stable future. For many of our families, the moving on grant is an essential part of realising this future, used as a deposit for safe accommodation, for flights to be reunited with family who have settled in other countries, or to pay for childcare so that mothers can enter employment.

Social support

As well as providing housing, our Athens-based case managers help our families navigate the complex asylum system and support them to access educational, training and employment opportunities to build their confidence and hope in the future.

The price of childcare is one of the largest barriers that our families face to realising their vision for the future. Our families often call on CRIBS to financially support the costs that are associated with childcare: these are reviewed by our trustees on a case-by-case basis.

We ensure that the children who we house are able to access the essential right to education. All children who we house who are of nursery age attend nurseries, and all children of school age attend local schools to integrate them into the local community.

Medical advocacy

Our case managers work alongside CRIBS families to navigate the complex Greek health system and provide advocacy around birth to ensure choice and dignity. They provide perinatal support, and give advice, support and information around breastfeeding. When the mothers that we support experience health related complications during pregnancy, including preeclampsia and gestational diabetes, our case managers work closely with them and the health system to ensure that they can birth safely. We are grateful for our strong relationship with the Alexandra Maternity Hospital in Athens, which has been formed through continuous efforts of case-manager Daphne Sinani.

2.2 How we support our families through referrals

We work in collaboration with several other organisations in Athens to ensure that our families have access to the fullest range of services and opportunities that will allow them to thrive. We have the deepest gratitude to all organisations that we were able to connect with this year, and look forward to developing these partnerships further in 2024-25.

Medical

Our case managers support families to access medical support through Greek hospitals, Médecins Sans Frontières, AMURTEL, Medical Volunteers International, Women's Health on the Move, Action for Women and local social pharmacies.

Research shows time and again that during and after pregnancy, refugee and asylum seekers are more vulnerable with higher rates of maternal and newborn health complications compared to local populations of host countries. We support families with a complex range of medical needs peri and postnatal, and provide ongoing guidance around nutrition, breastfeeding, weaning and birth control to promote reproductive justice. CRIBS also provides over-the-counter medication and pays for hospital prescriptions, which are not free for refugees in Greece.

In addition to increased rates of medical complications, women seeking asylum during pregnancy and after childbirth experience multimorbidity, especially psychological ill-health. The families that CRIBS houses have experienced or witnessed terrible things. Their journeys to safety often include rape, sexual trafficking, imprisonment, deprivation, loss or injury. We do everything we can to support them with psychological support as they begin to recover.

Legal

CRIBS International makes referrals to pro-bono lawyers to help prepare our families for asylum interviews and assistance in dealing with asylum services. Where this is not available, CRIBS also funds legal fees for families. Many NGOs providing pro-bono legal support have been forced to pull out of Athens, and we are more frequently being asked to step in.

2.3 How we support the wider refugee community

Free shop

As well as supporting our families with access to our free shop, we are proud that this space is open to the wider refugee community in Athens, providing the essentials for mothers and new-born babies, such as baby clothes, maternity and women's clothing, blankets and coats.

The demand for our free shop services has been steadily increasing over the last few years. Our dedicated team opens the space for an average of 70 appointments per month, with around 20% of those families coming to the free shop for the first time.

The free shop is run by Danni and supported by two long term volunteers, Paul and Saida. We are always looking for volunteers to support the free shop, from two weeks to three months or more. If you're interested in finding out more about volunteering with us, contact us at cribsvolunteers@gmail.com.

Hygiene hub

We also provide nappies, sanitary products and toiletries to those who need them. These are donated to CRIBS for distribution by Christian Refugee Relief. For expectant mothers, we provide a maternity pack, full of essentials that support them to have a dignified birth experience, and essentials to help them adjust to life with a new-born.

Community space

Our community space provides a range of activities run by CRIBS and other organisations. These include our women's group, breastfeeding support sessions, family meetings, language classes run

by our volunteers, CV support on our PC, and clinics to monitor the growth and development of babies. Our Women's Group was set up at the request of the mothers that we house, giving them a dedicated time to come together, socialise and support each other. The group also goes out to explore their neighbourhood, visit museums, and take trips to the beach.

Transitional housing

During the latter months that the period of this report covers, discussions took place between the Athens team and CRIBS trustees on how to secure a financially sustainable future for CRIBS. This coincided with many of our families moving on, and the decision was made to offer transitional housing for women and families who, through employment and saving, have the financial means to house themselves but continue to face discrimination from Greek landlords due to their refugee status.

2.4 How our families progress

We are delighted to provide space and support for women and their families to take control of their lives. We still regularly hear from the first family that we housed, who are now settled in Sweden. Others are settled in Austria, Belgium, Belgium, France, Germany, Sweden, and Switzerland. We take immense pride in the quality of support that we offer that allows us to build such strong relationships.

Families normally stay with us until their youngest child is twelve months old. Where circumstances justify it, we assist some women and their children for longer. This is reviewed by case managers on a case-by-case basis, and may be due to significant medical conditions, mental ill-health, or other complex issues.

2.5 One family's story

When Amina arrived at CRIBS, she was pregnant and caring for a young child. Despite the safe housing provided, she felt overwhelmed and isolated, her mental health fragile. After giving birth to her second child, the challenges intensified. Managing two children in a new environment, even with support, left her feeling defeated. Her days were filled with worry, and her outlook was bleak.

After a few months, Amina began regular sessions with a mental health professional. Progress was gradual — there were no big changes overnight — but with each small step, things started to shift. She eventually moved to an apartment nearer to CRIBS' team, who worked closely with her. Recognising that she needed more time to adjust, CRIBS arranged an extension of her accommodation with us. Over the summer and into the autumn, Amina's life became more stable. Her youngest child started nursery, and her older child began school. This was a huge milestone, bringing joy and stability to the family.

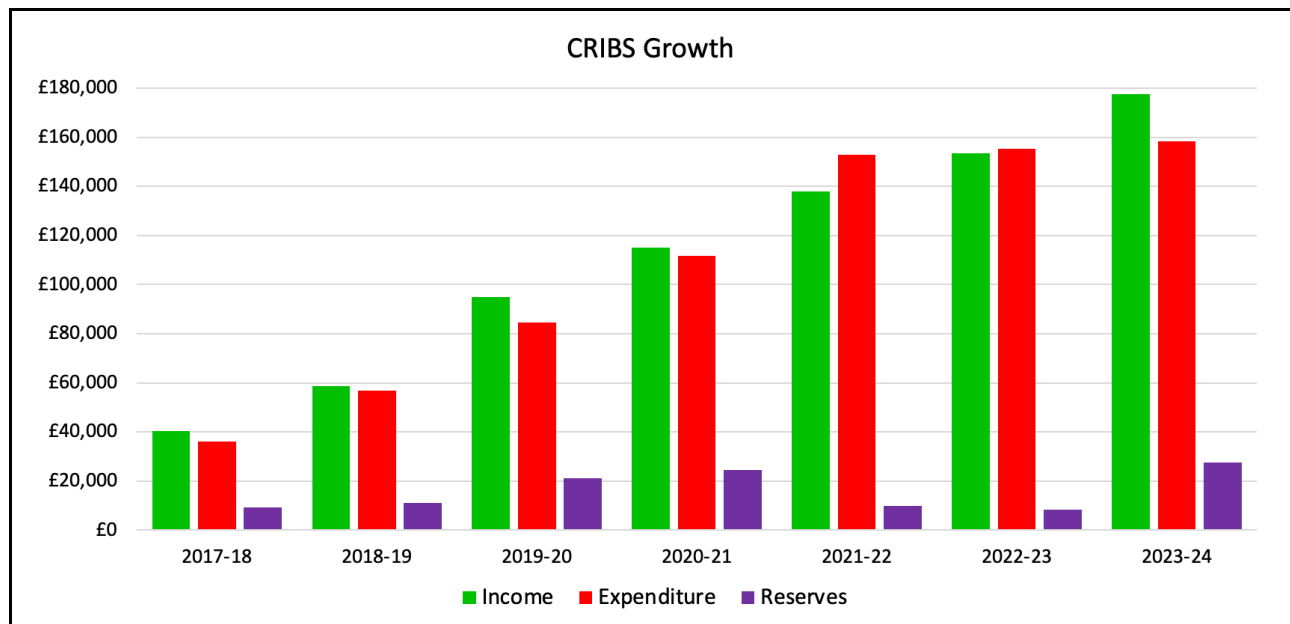
As her confidence grew, Amina began looking for a job, and after some effort, she found one — with a legal contract, providing her with security and pride. She was no longer isolated or overwhelmed; she was hopeful and engaged. Each day on her way home, she would stop by the CRIBS office to share her day with Daphne, while her children eagerly talked about their school adventures. This sense of belonging and support made all the difference. This is what community means, and this is the impact CRIBS can have on a family's future.

3. FINANCIAL REVIEW

3.1 Growth

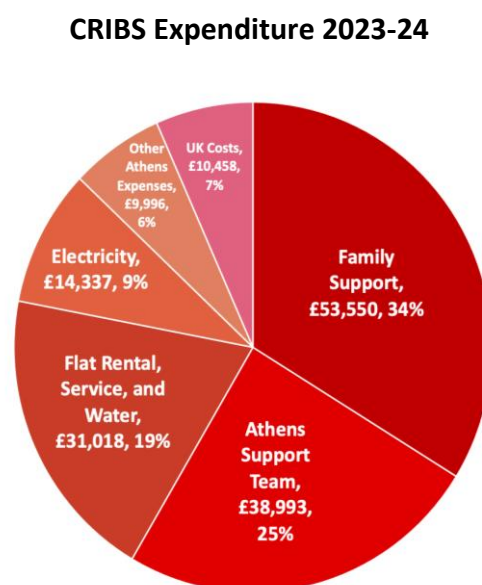
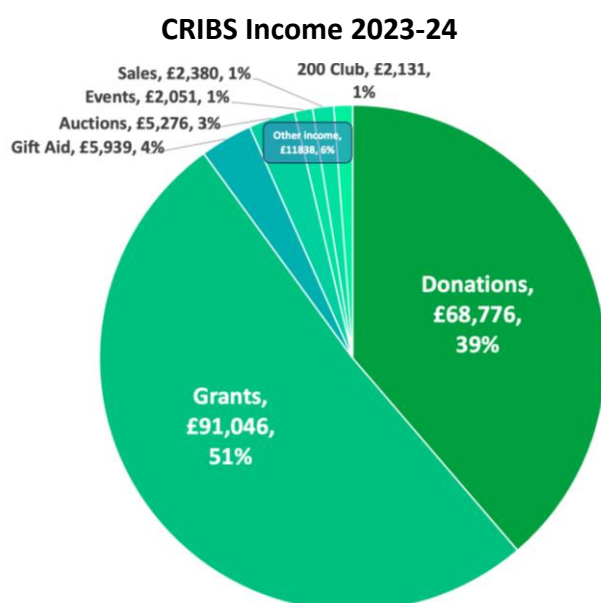
In 2023-24, CRIBS continued the growth that it has consistently achieved every successive year since its foundation seven years ago, with a further increase of 16% in income. This is close to the average annual growth achieved over the past four years.

This solid result reflects the continuing talent and dedication of our fundraising team and volunteers, to whom we are very grateful indeed. We continue to recognise the challenges in raising money for overseas charitable work, a sector that is outside the remit of many grant-making bodies.



3.2 Income and expenditure overview

The following charts show where CRIBS's funds came from in 2023-24, and where they went.



3.3 Income

Donations

Donations from individuals totalled £68,776, a decrease of 22% from the previous year, though that included several high-value gifts. Non-exceptional donations have maintained a similar level to those of previous years. We remain very grateful for all donations: each contribution, of whatever size, makes a real difference to a human life.

As a registered charity, CRIBS International is eligible for Gift Aid and so received £5,939 through tax payers' donations. This funding constitutes an important part of our income and we continue to urge all donors to give us permission to claim Gift Aid on their donations.

Grants

We received gross grant funding of £91,046, around twice that of the previous year. This was boosted by £33,000 from Let Yourself Trust, for which we are immensely grateful. We thank all the other organisations that have made our work possible through grants: forRefugees; The Charity Service; Sternstunden and Just Human; Cambridge Convoy; the Haëlla Foundation; The Big Give; 500 Acts of Kindness; and many other church and social organisations that have shared their generosity.

The variability from year to year of overall funding and the mix between donations and grants reflects a key challenge faced by organisations such as CRIBS. That we have managed this successfully in the years since our foundation is a reflection on our excellent fundraisers, who have worked so hard to maintain and increase our income from year to year and continue to do so.

Auctions, sales, and events

Receipts from auctions, sales, events, and other fundraising were slightly down compared with the previous year, but still represented a significant income stream. Our team work hard to set up and run these, and the money raised makes a substantive difference to what we are able to do for our beneficiaries.

As well as income, auctions, sales, and events raise awareness of CRIBS and the needs that we fulfil as well as the situation faced by refugees in Greece. As such they represent an important aspect of our activities.

3.4 Athens Expenditure

In 2023-24 our overall expenditure increased by just 2%, and our expenditure in Athens was just 3% above that of the previous year.

The cost of our operation in Athens is mostly determined by the size of our team and the number of flats. The number of flats then determines the numbers of families housed and supported.

Size of our Athens team: our Athens team of four consists of two case managers, one property manager, and one free shop manager. This is now well-established and provides an effective division of responsibilities. We believe that it is now at an optimum size and anticipate that it will not need to grow any further in the next two years or so even if we take on several more families and the flats to house them. In 2023-24 the costs associated with this increased reflecting the impact of continuing inflation and additional hours worked.

Number of Athens Flats: In 2023-24 we maintained the number of flats we rent at six. This is reflected in similar rental and maintenance costs to those of 2022-23. Electricity costs were 20% down on the previous year: some of that was achieved by reducing the numbers of heaters in each flat. On review we decided to revert to our previous practice.

Many of our families who move on have the financial means to house themselves through employment and saving. However, they continue to face discrimination from Greek landlords due to their refugee status. From the start of the financial year 2024-25, where appropriate, we shall be offering them transitional housing in our flats, charging them rental and bills at cost while maintaining the flats at CRIBS's cost.

We plan to designate the equivalent up to two flats for this purpose. The objectives of this are to:

- Provide continuing support to those of our families who need it.
- Reduce pressure on our total expenditure on accommodation thereby contributing to restoring our reserves to their target minimum level.
- Retain leases that are often difficult to acquire for housing refugees, and give us the flexibility to repurpose this accommodation for new refugee families as funds become available.

3.5 UK Expenditure

Our UK costs decreased from £12,158 to £10,458. The proportion of CRIBS funds spent on running the charity and fundraising remains less than 8%. This provides useful headroom should we choose to invest further in fundraising going forward.

As a result, we are still able to deliver on our promise that all donations will be spent in Athens rather than on this, and we expect to be able to continue to honour this commitment for the foreseeable future.

3.6 Restricted versus unrestricted funds

Unless specified otherwise, all donor income is restricted to being spent directly on assisting our families. In practice this ringfences it to most types of expenditure in Athens and little in the UK.

Over time our unrestricted fund has grown and we believe that it will continue to grow. To facilitate accounting and also to recognise that this unrestricted surplus should be spent on our core purpose if it is not needed elsewhere, we have made a one-time movement of £1,459 from unrestricted to restricted funds. This is reflected in the accounts at the end of this document.

3.7 Reserves

In 2023-24, with overall increased income we, made a surplus of £19,247. This significantly improved the level of our reserves.

The purpose of holding reserves is to ensure that CRIBS International is able to continue to meet its charitable objectives in the face of reasonable risks. Risks can arise in areas such as fundraising, currency exchange, beneficiary support, and trustee availability.

CRIBS International's directors/trustees have examined the requirements for reserves in the context of the main risks to the organisation. They have established a policy whereby the current assets held by CRIBS International should be between three and six months of the charity's monthly direct expenditure on families.

In 2023-24, with overall increased income we, made a surplus of £19,247. This significantly improved the level of our reserves.

In the year 2023-24, direct expenditure on families was £147,894, which represents £12,325 per month, giving a reserves target of between £36,974 and £73,947.

As of 29 February 2024, our reserves stood at £27,558 which is around 75% of the target minimum level. This is a significant improvement on the position at the start of the year where reserves stood at just 23% of the target minimum level. The directors/trustees continue to regard it as a high priority to restore reserves to a healthy level.

4. OUR PEOPLE

4.1 UK Team

Directors/Trustees

Our directors/trustees are all volunteers who have been co-opted into the organisation. No members receive any benefits from the charity. Any expenses claimed are set out within Income and Expenditure in the Financial Report.

Amongst our skills are governance, fundraising, financial planning, media, housing, breastfeeding and childcare. All our directors/trustees are deeply committed to justice for refugees.

As of 29 February 2024, there were eight directors of the CRIBS International Company (governed by our Memorandum and Articles) who were also trustees of the CRIBS International charity for the purposes of charity law. Some of us have full time jobs; others are retired from paid work.

- **Sally Hyman** – Founder and full-time volunteer
- **Fred Cairns** – Company Secretary
- **Elliot Brady** – Finance and treasurer
- **Gwyneth Lonergan** – Migration and reproductive justice
- **Natalie Luzmore** – inter NGO liaison, policies, and operations
- **Neil Maybin** – Organisation and governance
- **Leonie Taylor** – Operations and volunteer/trustee recruitment

The following trustee joined us during the course of 2023-24:

- **Zee Ahmed** – from 1 May 2023

Sally Hyman, the founder of CRIBS, continues to steer our organisation with unwavering vision and dedication. Her original insight into the urgent need for CRIBS's mission set the solid foundation on which our success continues. Her inspiration has attracted volunteers and directors/trustees who together make CRIBS the effective organisation it is today. Her unwavering focus on CRIBS's mission is reflected in the trust and support provided by donors and trusts. And her relentless drive and determination remain a compelling example to all who work with her.

Neil Maybin (organisation and governance) retired at the end of the financial year. We cannot thank him enough for his six years of service: he joined the board shortly after CRIBS was incorporated and has been reliable, kind, hardworking and always able to take the wider view. His knowledge and ability to share ideas have been invaluable and we will miss him so much. Thank you, Neil, for all your work.

Senior UK Volunteers

Katie Awdas remains our trained and dedicated safeguarding lead volunteer – since June 2021 – and we thank her for her careful and wide-ranging support and advice. She ensures that our workers and our families are safe.

Sophie Heywood (fundraising) left CRIBS at the end of the financial year. Sophie's hard work, enthusiasm and belief in the rights of women drove her to work a long way beyond the role she

originally accepted. Her achievement in terms of funds raised for CRIBS has been immense. Thank you, Sophie, for all you have done.

Fundraising Team

Following Sophie Heywood's departure in February 2024, we welcomed **Madelaine Bloxham** who is experienced both in refugee work and in fundraising. We are delighted to have her in the team. She continues to coordinate applications for grants to keep our families housed and supported.

We also have a fantastic team of supporters who organise the CRIBS auction, quiz nights, music solidarity events and talks. We are delighted to be working with a small number of generous businesses such as Flock and Skein and Station Brew Cafe who donate to the auction and publicise our work.

Communications team

Communications is unrelenting and time-consuming work. **Mollie Hindley** took over from Sophie Heywood this year. Mollie has volunteered for CRIBS in Greece and knows how difficult things are. Thank you to them both.

Finance team

Operating CRIBS's finances is equally unrelenting and time-consuming. As treasurer-trustee, **Elliot Brady** co-ordinates the work of our finance volunteers. Their contribution to the running of the organisation may not always be visible but it is essential and much appreciated.

Sufia Azam has managed our GiftAid claims more or less since the founding of CRIBS and we continue to appreciate her dedication and reliability.

Nikki Kouter processes and allocates all of our income, while **Taybah Majeed** processes and allocates all of our expenditure. We thank them for the important work that they do for our organisation.

4.2 Athens-based team

Daphne Sinani is our lead case manager in Athens. Her dedication to the welfare and rights of women during and after childbirth is exceptional. She consistently goes above and beyond to ensure that our families receive the care and support that they need. Her belief in what we do is evident in every aspect of her work.

Daphne has also been instrumental in building our Athens team into the professional operation it has become. Through her, team members have been able to bring their unique abilities to the development of the organisation as well as to their individual roles. Her contribution to CRIBS is beyond value.

Salomé Friedli was with us as a case manager until summer 2023. She was efficient, hard-working, caring, and dependable. She brought a good sense of humour and was well loved by the families.

In place of Salomé, we welcomed **Cyrielle Mesnier**, who brings both casework and fundraising experience to CRIBS. In a short time, she has become a respected and integral member of the team. Cyrielle approaches her work with respect for women's voices, ensuring that their perspectives are always heard and valued. She has been able to manage our families with the most complex histories, maintaining a professional balance of empathy and firmness. In addition,

her strong organisational skills and ability to establish effective processes have already started to make an impact.

Together, Daphne and Cyrielle provide the primary point of contact and support for our families and often go well beyond their duties in ensuring their welfare and health.

Danielle Scales continues to do a wonderful job in the Free Shop working alongside volunteers from the refugee community and from other parts of the world. Her work is often stressful and emotionally charged as she is the frontline for people in great need.

Isabel Alcántara continues to excel as our property and maintenance manager, bringing tenacity, respect for the families we serve, and a positive approach that makes her a pleasure to work with. Balancing her responsibilities with her degree studies, she demonstrates strength and determination in maintaining our flats and addressing the inevitable challenges faced by an operation like CRIBS, including breakages, infestations, and other problems.

In addition to managing property maintenance, Isabel oversees bulk purchasing and distribution and shares responsibility for coordinating volunteers with Danielle.

Throughout the year, our Athens Team has continued to perform exceptionally, particularly given the challenges that have arisen as a result of the difficult political situation in which they work. We are very fortunate to have such wonderful people working for CRIBS and supporting our families.

5. GOVERNANCE

5.1 Governing document

CRIBS International Ltd is an England and Wales company limited by guarantee (No 10644387) governed by its Memorandum and Articles of Association as amended on 4th June 2019.

CRIBS international Ltd is also an England and Wales charity (No 1173021) governed by its Governing Document as approved on 31st December 2016 and amended on 29th April 2019.

5.2 Director/Trustee meetings and decisions

The CRIBS Board and Management meet via Zoom every month, catching up on what has been happening since we last were together. We cover family needs, expenditure, fundraising, and review reports from Greece. Decisions are made after considerable discussion and all views are heard and considered. This method of decision making is important to the horizontal structure of CRIBS.

Additionally, director/trustees and volunteers interact formally and informally via Slack, and where necessary, videocalls are set up to discuss issues and progress them. CRIBS actively promotes a culture of collaboration and consensus.

5.3 Director/Trustee induction and training

Three out of eight directors/trustees in 2023-24 have been part of the organisation since its inception and have been closely involved in the evolution of structure, policies and management. Our newer directors/trustees receive all policies and guidance. They are introduced to the work of the organisation at a practical level through online training and personal interviews with existing directors/trustees.

Directors/trustees are encouraged to visit Athens to experience our work for themselves and meet and work with the CRIBS delivery team. Most have done this, and many have visited Athens for this purpose on multiple occasions.

5.4 Recruitment and appointment of new directors/trustees

As stated in the Articles, the number of directors of the CRIBS International Ltd company shall be not less than three but is not subject to any maximum unless the directors pass a resolution to change these numbers.

Any person who is willing to act as a director/trustee and is permitted by law to do so, may be appointed to be a director by a decision of the directors/trustees. All directors of the company CRIBS International Ltd are also trustees of the charity CRIBS International Ltd.

Directors/trustees are recruited through an open call out process, advertising the skills required through a range of accessible channels and networks. Appointments are made based on discussions and recommendations offered by existing directors/trustees and by external advisors to the organisation.

Due to our size and our ethos, we expect directors/trustees to be involved in the day-to-day running of the organisation, and all of our current directors/trustees have specific operational roles.

5.5 Athens-based team

In 2023-24 we held weekly meetings for the Athens and UK operations teams on Zoom:

- Every fortnight, we held full team sessions, where all members of both teams were present.
- In the alternating weeks, we held meetings specifically addressing family issues and progress.

Our shared belief in the rights of women comes first and foremost. This enables us to encourage frank discussion together with an open, no-blame culture. As a result, these meetings are effective in promptly resolving issues.

Our strategic direction is to delegate more decisions to the Athens Team, and we are currently working towards this.

We also encourage frequent, informal and formal, interaction via Slack, WhatsApp and Zoom. We view it as fundamental that any volunteer can contact anyone else in the organisation – director/trustee or other volunteer – to raise *any* issue on *any* topic.

This principle is particularly important for raising safeguarding issues, with all volunteers and director/trustees able to have prompt and direct access to Katie Awdas as dedicated safeguarding lead volunteer as well as to Sally Hyman as founder.

5.6 Other Internal Monitoring

Directors/trustees visit our Athens team periodically to spend time with them and see at first-hand the work that they do and the challenges they face.

Our Athens Team have access to external supervision. Supervision is provided by **Gaz Kishere**, co-founder of Cross Border Initiatives. Gaz specialises in mentoring and worker therapy and has many decades of experience working in non-profits. Our Athens Team meets with Gaz on a monthly basis, without UK team members present. If required, individual members of the Athens team can have one-to-one meetings with Gaz. This option is also available to UK-based directors/trustees and volunteers, and has been taken up to beneficial effect.

5.7 Families Monitoring

Families have meetings with their case managers at least twice a month. Regular contact is maintained with them using WhatsApp. On-site visits to families' flats take place monthly, or more frequently if warranted.

We also encourage informal contact between our families and volunteers. Many come to our Community Space to attend classes, receive coaching and support, join in with organised groups, get together for a meal, or simply drop in for a chat.

Families have a strong bond with CRIBS workers and we remain in contact with many previous beneficiaries who have now relocated.

5.8 Serious incident reporting

In the year 2023-2024 there were no serious incidents to report.

REGISTERED COMPANY NUMBER: 10644387 (England and Wales)
REGISTERED CHARITY NUMBER: 1173021

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 29 February 2024
for
Cribs International Ltd

Clarity Accountants
1st Floor 107 Lees Road
Oldham
Lancashire
OL4 1JW

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Cribs International Ltd

Report of the Trustees **for the Year Ended 29 February 2024**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 29 February 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10644387 (England and Wales)

Registered Charity number

1173021

Registered office

55 Den Lane
Springhead
Oldham
OL4 4NN

Trustees

I F Cairns
S E Hyman
C Lee (resigned 16.3.23)
N J Luzmore
N W Maybin
L J Taylor
Z R Ahmed (appointed 1.5.23)
E Brady (appointed 16.3.23)
G L H Lonergan

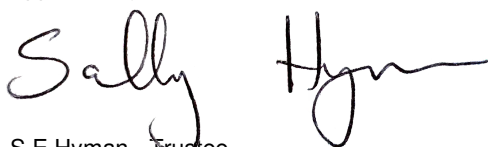
Company Secretary

I F Cairns

Independent Examiner

Clarity Accountants
1st Floor 107 Lees Road
Oldham
Lancashire
OL4 1JW

Approved by order of the board of trustees on 20 November 2024 and signed on its behalf by:



S E Hyman - Trustee

**Independent Examiner's Report to the Trustees of
Cribs International Ltd**

Independent examiner's report to the trustees of Cribs International Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 29 February 2024.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Joanne M. Elliott FCA BFP FMAAT

Clarity Accountants
1st Floor 107 Lees Road
Oldham
Lancashire
OL4 1JW

20 November 2024

Cribs International Ltd**Statement of Financial Activities
for the Year Ended 29 February 2024**

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		30,766	134,995	165,761	139,500
Other trading activities	2	<u>2,456</u>	<u>9,382</u>	<u>11,838</u>	<u>13,967</u>
Total		<u>33,222</u>	<u>144,377</u>	<u>177,599</u>	<u>153,467</u>
EXPENDITURE ON					
Charitable activities					
UK Activities		7,997	3,316	11,313	12,261
Activities in Greece		<u>2,349</u>	<u>144,690</u>	<u>147,039</u>	<u>142,899</u>
Total		<u>10,346</u>	<u>148,006</u>	<u>158,352</u>	<u>155,160</u>
NET INCOME/(EXPENDITURE)		22,876	(3,629)	19,247	(1,693)
Transfers between funds	8	<u>(1,459)</u>	<u>1,459</u>	<u>-</u>	<u>-</u>
Net movement in funds		21,417	(2,170)	19,247	(1,693)
RECONCILIATION OF FUNDS					
Total funds brought forward		6,141	2,170	8,311	10,004
TOTAL FUNDS CARRIED FORWARD		<u>27,558</u>	<u>-</u>	<u>27,558</u>	<u>8,311</u>

The notes form part of these financial statements

Cribs International Ltd**Balance Sheet**
29 February 2024

	Notes	Unrestricted fund £	Restricted fund £	2024 Total funds £	2023 Total funds £
CURRENT ASSETS					
Debtors	6	7,566	-	7,566	3,416
Cash at bank		<u>20,892</u>	<u>-</u>	<u>20,892</u>	<u>5,795</u>
		28,458	-	28,458	9,211
CREDITORS					
Amounts falling due within one year	7	(900)	-	(900)	(900)
		<u>27,558</u>	<u>-</u>	<u>27,558</u>	<u>8,311</u>
NET CURRENT ASSETS					
		<u>27,558</u>	<u>-</u>	<u>27,558</u>	<u>8,311</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>27,558</u>	<u>-</u>	<u>27,558</u>	<u>8,311</u>
NET ASSETS					
		<u>27,558</u>	<u>-</u>	<u>27,558</u>	<u>8,311</u>
FUNDS	8				
Unrestricted funds				27,558	6,141
Restricted funds				<u>-</u>	<u>2,170</u>
TOTAL FUNDS				<u>27,558</u>	<u>8,311</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 29 February 2024.

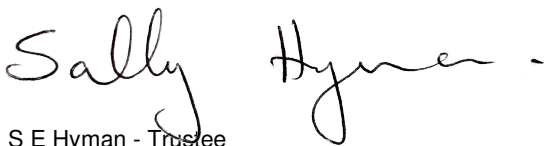
The members have not required the company to obtain an audit of its financial statements for the year ended 29 February 2024 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 20 November 2024 and were signed on its behalf by:



S E Hyman - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds 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 financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. OTHER TRADING ACTIVITIES

	2024	2023
	£	£
Fundraising auctions, events & sales	<u>11,838</u>	<u>13,967</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2024	2023
	£	£
Other operating leases	<u>28,799</u>	<u>26,157</u>

continued...

Notes to the Financial Statements - continued
for the Year Ended 29 February 2024

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 29 February 2024 nor for the year ended 28 February 2023.

Trustees' expenses

There were no trustees' expenses paid for the year ended 29 February 2024 nor for the year ended 28 February 2023.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	56,211	83,289	139,500
Other trading activities	<u>3</u>	<u>13,964</u>	<u>13,967</u>
Total	<u>56,214</u>	<u>97,253</u>	<u>153,467</u>
EXPENDITURE ON			
Charitable activities			
UK Activities	12,261	-	12,261
Activities in Greece	<u>-</u>	<u>142,899</u>	<u>142,899</u>
Total	<u>12,261</u>	<u>142,899</u>	<u>155,160</u>
NET INCOME/(EXPENDITURE)	43,953	(45,646)	(1,693)
Transfers between funds	<u>(37,954)</u>	<u>37,954</u>	<u>-</u>
Net movement in funds	5,999	(7,692)	(1,693)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>142</u>	<u>9,862</u>	<u>10,004</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>6,141</u></u>	<u><u>2,170</u></u>	<u><u>8,311</u></u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	3,595	3,313
Prepayments and accrued income	<u>3,971</u>	<u>103</u>
	<u><u>7,566</u></u>	<u><u>3,416</u></u>

continued...

**Notes to the Financial Statements - continued
for the Year Ended 29 February 2024**

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Accrued expenses	<u>900</u>	<u>900</u>

8. MOVEMENT IN FUNDS

	At 1.3.23 £	Net movement in funds £	Transfers between funds £	At 29.2.24 £
Unrestricted funds				
General fund	6,141	22,876	(1,459)	27,558
Restricted funds				
Restricted funds	2,170	(3,629)	1,459	-
TOTAL FUNDS	<u>8,311</u>	<u>19,247</u>	<u>-</u>	<u>27,558</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	33,222	(10,346)	22,876
Restricted funds			
Restricted funds	144,377	(148,006)	(3,629)
TOTAL FUNDS	<u>177,599</u>	<u>(158,352)</u>	<u>19,247</u>

Comparatives for movement in funds

	At 1.3.22 £	Net movement in funds £	Transfers between funds £	At 28.2.23 £
Unrestricted funds				
General fund	142	43,953	(37,954)	6,141
Restricted funds				
Restricted funds	9,862	(45,646)	37,954	2,170
TOTAL FUNDS	<u>10,004</u>	<u>(1,693)</u>	<u>-</u>	<u>8,311</u>

continued...

8. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	56,214	(12,261)	43,953
Restricted funds			
Restricted funds	97,253	(142,899)	(45,646)
TOTAL FUNDS	<u>153,467</u>	<u>(155,160)</u>	<u>(1,693)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.3.22 £	Net movement in funds £	Transfers between funds £	At 29.2.24 £
Unrestricted funds				
General fund	142	66,829	(39,413)	27,558
Restricted funds				
Restricted funds	9,862	(49,275)	39,413	-
TOTAL FUNDS	<u>10,004</u>	<u>17,554</u>	<u>-</u>	<u>27,558</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	89,436	(22,607)	66,829
Restricted funds			
Restricted funds	241,630	(290,905)	(49,275)
TOTAL FUNDS	<u>331,066</u>	<u>(313,512)</u>	<u>17,554</u>

continued...

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 29 February 2024.

Cribs International Ltd**Detailed Statement of Financial Activities**
for the Year Ended 29 February 2024

	2024 £	2023 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations and grants	159,822	133,185
Gift aid	<u>5,939</u>	<u>6,315</u>
	165,761	139,500
Other trading activities		
Fundraising auctions, events & sales	<u>11,838</u>	<u>13,967</u>
Total incoming resources	177,599	153,467
EXPENDITURE		
Charitable activities		
Property leases	28,799	26,157
Rates and water	2,219	2,654
Light and heat	14,337	18,098
Maintenance & purchases	7,321	6,840
Family living expenses	53,550	56,481
Athens operational costs	2,675	2,578
Travel and volunteer expenses	<u>38,993</u>	<u>30,194</u>
	147,894	143,002
Support costs		
Management		
UK operational costs	7,873	9,311
Finance		
Bank charges	668	1,310
Governance costs		
Accountancy and legal fees	<u>1,917</u>	<u>1,537</u>
Total resources expended	<u>158,352</u>	<u>155,160</u>
Net income/(expenditure)	<u><u>19,247</u></u>	<u><u>(1,693)</u></u>

This page does not form part of the statutory financial statements

CRIBS INTERNATIONAL LTD

England & Wales - Charity number 1173021

Accounts



CRIBS
INTERNATIONAL



CRIBS International Ltd

A Charity for helping Refugee Mothers with young babies

Report and Financial Statements

For the Year Ended 28th February 2023

Charity Number 1173021

Company number 10644387



ANNUAL REPORT: CRIBS INTERNATIONAL

Welcome to our 2022-2023 Annual Report

Hello and welcome to CRIBS International's Annual Report for 2023. Since our inception in 2016, our mission has been clear—to provide crucial support and shelter to refugee mothers and babies facing homelessness in Athens, Greece.

Having provided refuge to a total of 82 families, including 18 in the past year, CRIBS International stands as a vital alternative to closed camps. With the guidance of our dedicated caseworker, Daphne Sinani and the core team in Athens, we not only offer shelter but also facilitate access to education, healthcare, and essential needs, laying the groundwork for a more secure future.

Operating on a modest budget, we diligently maximise the impact of every donation received. As we look ahead, our aspirations include providing funds for childcare, enabling mothers to work or pursue education. Simultaneously, we aim to ensure our financial stability to cover utilities, rent, salaries, and necessary repairs.

In reflecting on our achievements, it's crucial to recognise that individual donors and thoughtful trusts are the backbone of our work. It is their generosity that sustains our mission and makes a tangible difference in the lives of those currently in need.

Despite the economic and political challenges in Athens, CRIBS International remains resilient, thanks to the collaborative efforts of our teams in the UK and Greece. A heartfelt thank you to our donors for making our work possible. Your support empowers us to envision a future where we can further uplift those currently in need.

In solidarity,

A handwritten signature in black ink, reading 'Sally Hyman'. The signature is fluid and cursive, with the first name 'Sally' being more prominent and the last name 'Hyman' following in a similar style.

Sally Hyman
Founder

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CRIBS INTERNATIONAL LTD

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 28th FEBRUARY 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 28 February 2023.

1. ABOUT CRIBS INTERNATIONAL

1.1 Remit

We are a growing charity (UK registered charity number 1173021) based in the UK, providing simple but safe homes in Greece for refugee women and their families who are pregnant or have a baby under one year old. In 2022-23 we housed and supported families from Central Africa, Syria, and Afghanistan. When we meet them, they are all either in poor accommodation or homeless. Every penny raised or donated, and every action of support means that we help people urgently needing a place to call home.

1.2 How we work and deliver public benefit

Those who benefit from CRIBS International's work are refugee women who are either pregnant in the third trimester, pregnant with complications or who have a baby under 12 months old, or families in similar circumstances with extreme need due to health or welfare challenges.

We are registered to work in Bulgaria, France, Germany, Greece, Hungary, Italy and Turkey, though for now our benefit is only to refugees in Greece.

In reviewing our strategic objectives and planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. The trustees are satisfied that the strategic objectives are in line with the charity's objects as set out in the governing document.

1.3 How our families find us

We focus on receiving referrals from Diotima, a specialist organisation for women survivors of male violence: from Love without Borders with whom we have cooperated for a long time; and from Amurtel whose work with pregnant women and children under two is a great match for us both. Other groups also refer potential beneficiaries to us and we find this process makes the work of meeting people more manageable for our workers in Athens. It is very easy for workers to become burnt out and we strive to avoid this. We only open referrals when we have places as we believe that running a waiting list gives false hope to people in need.

1.4 How we support families

New families receive moving-in costs, basic food supplies, and a stipend to cover basics. The generalised state cashcard system ended in 2022 and now only those in semi-closed camps receive any money at all. So none of the families housed with us receives any state income. We give families clothing (including maternity and baby clothing), as well as assistance with any legal or medical referrals. We get children into school or nursery and work to access Greek language and other classes for adults. We provide ongoing support to our families, paying utility bills and

making regular visits with extra supplies. We also support them with access to postnatal healthcare and birth control, as well as education on breastfeeding.

Every family is assigned a caseworker and during this reporting period we have had a strong team who have helped move our families towards independence. Caseworkers provide:

- Support with medical appointments
- Interpretation services
- Support with legal issues and asylum claims
- Access to classes and training
- Support with finding employment and childcare
- A wealth of other things that a woman's family might provide in her home country

Since 2018 we have made a 'Moving On' grant as we recognise that in a baby's first year, families have very little opportunity to save additional money. Consequently, when in a position to leave CRIBS's care and find their own accommodation they require additional support with such associated costs.

We also support families from the wider refugee community through our Free Shop. Appointments can be booked (not more than one per month per family) and families can browse our well stocked shop, taking what they need in a dignified manner. The shop is managed by long term workers assisted by a team of dedicated volunteers who help keep the shop stocked with donated goods, make emergency parcels if required, and help families find what they need. The team of volunteers also includes refugees who are looking to support their community and gain work experience.

Donated goods are shipped from the UK, are provided by Athens based NGOs such as Christian Refugee Relief (CRR) and Means to Dream led by Mary Dallas, and also by members of the public in Athens. The shop stocks nappies, sanitary products, condoms, clothing for children and adults, bedding and towels, baby essentials such as buggies and slings and also some household items. On occasion we receive offers of mattresses and furniture which we are able to deliver to flats.

1.5 How we ensure our work delivers our aims

We normally review what we have achieved and the outcomes of our work annually in March. In this review we consider the success of our key activities and the benefits brought to those people we aim to help, ensuring that our aims, objectives and activities remain focussed on our stated purposes. Due to the pandemic, we have not been able to hold an in-person full team convention since early March 2020. However, we continue to communicate and plan using Slack and Zoom on a regular basis including at our monthly trustees' meetings. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit, recognising that our client group falls within an exempted category.

2. OUR BENEFICIARIES

2.1 How we help our families directly

Accommodation

With the support of generous donations, securing grants and the dedication of our team, CRIBS currently offers a safe and comfortable home to fifteen women and their families. In addition to providing shelter, we offer these families valuable case management support outside of the accommodation.

We provide these families a private space, complete with a bathroom, kitchen, and their own front door. CRIBS consistently ensures that the basic household needs of the refugees in our care are met, and we diligently carry out maintenance work in the accommodations to ensure their well-being. Sometimes, this comes at an unexpected financial cost: this year, we faced some unexpected costs related to addressing infestations, plumbing fixtures, and electrical issues. Nevertheless, we managed to oversee these expenses effectively, ensuring the flats' safety and cleanliness.

This safe and clean environment allows these women to bring their babies into the world and to begin the process of recovery after childbirth and the often traumatic experiences that they have endured.

Financial support

In addition to covering the rent and utilities for every family, we provide a monthly allowance to the women housed by CRIBS, enabling them to meet their needs with dignity and fostering self-sufficiency. This allowance guarantees a safe and nurturing beginning for the infants, while also instilling a sense of community and belonging for their mothers and family members.

This financial support is critical in the wake of the new developments in the cash assistance programme for the refugees and asylum seekers. Since October 2021, UNHCR has handed over its cash assistance programme for refugees to the Greek government's Ministry of Migration and Asylum. Under this new governance, the refugees residing outside of the government facilities have been excluded from reaping the benefits of the scheme.

The consequences of this have been devastating to refugees and asylum seekers across Greece. The Greek government appears to be deliberately making life as difficult as possible for those seeking asylum including push-backs, reduced access to health care, poor food, closed camps and other inhumane actions. Both officially recognised refugees and those not granted asylum in Greece are ultimately being deprived of all government assistance.

As a consequence of the discontinuation of cash card support, refugees are confronting severe food shortages, extreme poverty, and susceptibility to exploitation. To mitigate the impact of this policy reform on our families, CRIBS has stepped up; however, this has significantly increased our expenses over the past two years.

In addition to the financial support, during 2022-23 we provided our families with a monthly 'bulk buy' containing baby food/formula, pantry essentials, fresh fruits and vegetables, and household essentials, to ease their financial burden. During the year we helped an average of 15 families each month with this support. This programme was supported by a grant from Sternstunden, a

German charity facilitated through our partners Just Human, as well as by generous one-off donations.

We continue to support our families as they begin to rebuild their lives, and are proud to offer them a moving-on grant when they move on from CRIBS. Overall, we place emphasis on achieving financial independence. Our goal is to empower our families with the essential skills required to budget effectively and prepare for a financially sustainable future.

Social support

As well as housing, our case managers support our mothers to navigate the healthcare system and provide advocacy around birth to ensure women have choice and dignity. They provide perinatal support, and give advice, support, and information on breastfeeding. We also assist with the complex asylum system, and with accessing education opportunities and employment.

We work tirelessly to ensure that all of the children that we house are able to access the essential right to education. All our families' nursery-age children attend nursery, and all children that we house attend local schools to integrate into the community.

We also strongly encourage our parents to attend language and vocational training to prepare them for their future lives.

2.2 How we help our families through referrals

We partner several with other organisations across Athens to ensure that our families have access to the fullest range of services and opportunities that allow them to thrive.

We are particularly proud that our main caseworker, Daphne Sinani, has established an excellent working relationship with both social workers and the medical team at Alexandra Maternity Hospital in Athens. This has required much hard work,

We have the deepest gratitude to all organisations that we were able to connect with this year and look forward to developing these partnerships further in 2023-24.

Medical

Our case managers help families access medical support through Greek hospitals, Médecins Sans Frontières, AMURTEL, Medical Volunteers International, and local social pharmacies. We assist with problems of nutrition, pregnancy, postnatal needs, breastfeeding, weaning, birth control and reproductive issues.

CRIBS also provides over-the-counter medication and pays for hospital prescriptions, which are not free to refugees in Greece.

Most of the people we house are survivors of rape or have witnessed terrible things. Their journeys often entail one or all of the following: sexual trafficking, hunger, imprisonment, deprivation, loss, and injury. We do our best to support them as they begin their recovery and strive to support our families with psychological support.

Legal

CRIBS International makes referrals to pro-bono lawyers to help prepare our families for asylum interviews and assistance in dealing with asylum services. We also fund legal fees for families when pro-bono lawyers are unavailable. This is now much more frequent as many legal NGOs have been forced to pull out of Athens.

2.3 How we help the wider refugee community

The CRIBS Free Shop

As well as supporting our families with access to our Free Shop, we are proud to serve the wider refugee community in Athens, providing the essentials for mothers and newborn babies.

Our Free Shop remains dedicated to serving the refugee community and asylum seekers in Athens, with a particular focus on women and children. We provide essential items for mothers and newborns, such as baby grows, blankets, maternity clothes and coats.

The demand for our Free Shop services has been steadily increasing over the past few years, and in the 2022-2023 period, 199 new families scheduled appointments, while 598 returning families continued to book appointments, reaching a remarkable total of 735 appointments. In a typical month the Free Shop supports around 75 families, with around 15 of them using it for the first time.

In the face of a worsening civil conflict in the Democratic Republic of Congo (DRC), many families have sought refuge in Athens to escape from the sexual and gender-based violence that is often aimed at women and children. This is reflected in the demand for our Free Shop services, with 42% of Free Shop users originating from the DRC.

During the Summer of 2023, a platform pairing us with volunteers paused its operations, resulting in the implementation of a priority criteria to equitably address the needs of families. We are always looking for short-term volunteers to support our Free Shop Manager, contact us at cribsvolunteers@gmail.com if you are interested.

The CRIBS Community Space

Our Community Space provides for a range of activities run by both CRIBS and other organisations. These include our weekly Women's Group, breastfeeding support sessions, language classes run by our volunteers, and Grow Clinics to monitor baby's development. We provide access to a PC in the Space, allowing our families to build their CVs, apply for jobs and plan for their futures.

Our weekly women's group, set up at the request of the women we house, gives them a time to get together, socialise and learn from one another. It takes place in our Community Space, or the group goes out and about to explore their neighbourhood.

2.4 Progression and monitoring

We are delighted to provide women and their families with the ability to take control of their lives. We still regularly hear from the first family that we housed, who are now settled in Scandinavia. Others are settled in Switzerland, Germany, Belgium and France. We take pride in the quality of support that we offer that allows us to build such strong relationships.

Normally families stay with us until their youngest child is twelve months old. Where circumstances justify it we assist some women and their children for longer. This is reviewed on a case-by-case basis and may be due to significant medical problems, mental ill-health, or other complex issues.

2.5 Family journeys

Josephine

Josephine fled conflict and exploitation in the Democratic Republic of Congo. She arrived in Athens eight months pregnant and, with no support from the authorities, was homeless and struggling to find enough food to sustain herself and her unborn child.

We were able to provide housing and our Case Manager supported her to access essential healthcare. She accompanied her to the hospital to birth her baby, ensuring she understood everything, and provided advice and support with breastfeeding.

Our Case Manager is now assisting Josephine to claim asylum, and to access language classes and psychological support. Josephine visits our Free Shop once a month where she can choose clothing for herself and her baby, and get nappies and hygiene products.

We hope that, with this support, she will be able to gain decent employment and support herself in the future.



Testimonials

“A really big thank you to the whole CRIBS team for this wonderful work which is now my home. I am very happy to finally be in a calm and peaceful house!”

"I felt alone, I was sleeping in the park with my son. CRIBS has given me my safety and my dignity back."

"CRIBS helped my family so much. We could be safe and now we are in Germany with our own home, my daughters go to school, we are very happy. Please help CRIBS if you can."

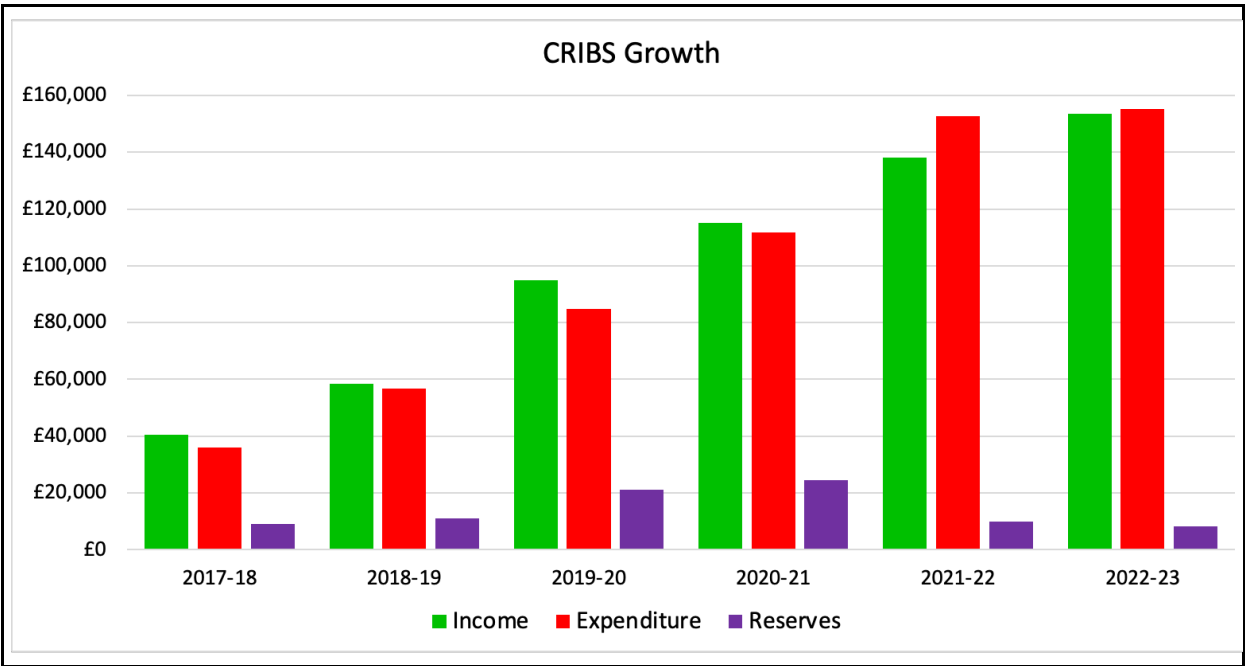
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3. FINANCIAL REVIEW

3.1 Growth

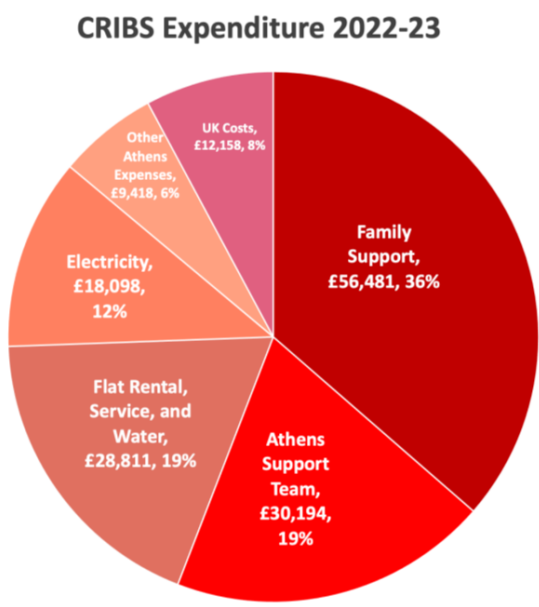
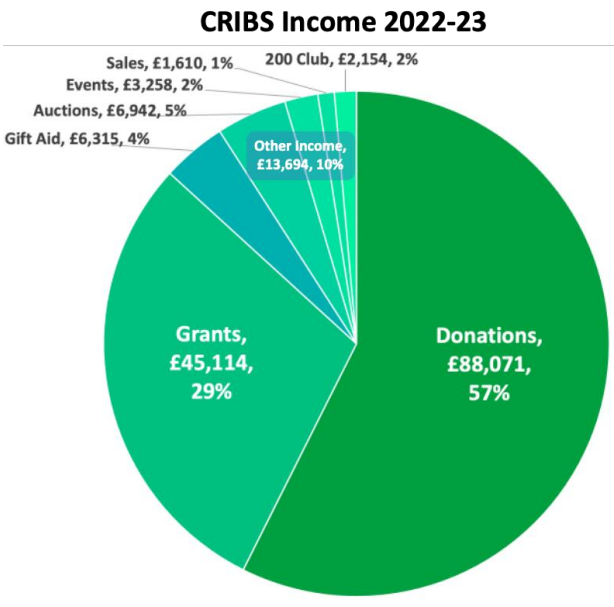
In 2022-23, CRIBS continued the growth that it has consistently achieved every successive year since its foundation five years ago, with a further increase of 11% in income. Overall, CRIBS has recorded an average annual growth of 31% since its incorporation in 2017.

This strong result reflects the continuing talent and dedication of our fundraising team, to whom we are very grateful indeed. We fully recognise the challenges in raising money for overseas charitable work, particularly in the context of the current economic downturn.



3.2 Income and expenditure

The following charts show where CRIBS’s funds came from in 2022-23, and where they went.



3.3 Income

Donations

Donations from individuals totalled £88,071, a significant increase of 30% over the previous year. This was helped by several high-value gifts, with other donations maintaining a similar level to those of the previous year.

As a registered charity, CRIBS International is eligible for Gift Aid and so received £6,315 through tax payers' donations. This funding constitutes an important part of our income and we urge all donors to give us permission to claim Gift Aid on their donations.

Grants

We received gross grant funding of £45,114, a reduction of 12% from the previous year, which reflected the harsher economic environment. Our biggest benefactors included The Charity Service, The Network for Social Change, The Chalk Cliff Trust, The Funding Network, The Souter Trust, and Just Trust. But we thank *all* organisations that helped us in 2022-23.

Auctions, sales, and events

Receipts from auctions at £6,942 were similar to last year but nevertheless still represent a significant income stream. Our team work hard to set up and run these, and it is always great to see their effort rewarded.

Events continued to provide both income and raise awareness of CRIBS and the needs we fulfil.

3.4 Expenditure

In 2022-23 our expenditure exceeded income by £1,693, a substantial improvement over the deficit of £14,748 in the previous financial year. This represented progress towards our objective of returning a small surplus each year that can contribute to restoring and then building up our reserves.

Our expenditure in Athens was similar to that of the previous year. The cost of our operation in Athens is primarily driven by two factors: first, the size of our team there; and second the number of flats we rent and related to that, the number of families we house and the composition of those families given that we now have to support all of them financially as well as housing them.

Size of our Athens team: our Athens team of four consists of two case workers, one property manager, and one free shop manager. This is now well-established and provides an effective division of responsibilities. We believe that it is now at an optimum size and anticipate that it will not need to grow any further in the next two years or so even if we take on several more families and the flats to house them.

Number of Athens Flats: Over the year 2022-23 we reduced the number of flats we rent from seven to six, and this is reflected in lower electricity and incidental costs. Even with this reduction, total flat rental costs were similar because some rental costs were increased. The increased costs of now having to support all of our families financially offset the electricity and incidental cost savings.

UK Expenditure: Our UK costs increased from £8,190 to £12,158. This resulted from an increase in stipended volunteer time to support fundraising – particularly formulating grant applications – which has become essential in the current harsher economic environment.

The proportion of CRIBS funds spent on running the charity and fundraising is still less than 8%. We are still able to deliver on our promise that all donations will be spent in Athens rather than on this, and we expect to be able to continue to honour this commitment for the foreseeable future.

However, as a small charity it is important that we survive, and that we grow to become sustainable in the long term. We therefore expect to increase our expenditure on fundraising over the coming two years (2023-24 and 2024-25).

3.5 Restricted versus unrestricted funds

Unless specified otherwise, all donor income is restricted to being spent directly on assisting our families. In practice this ringfences it to most types of expenditure in Athens and none in the UK.

Over time our unrestricted fund has grown and we believe that it will continue to grow in future years. To facilitate accounting and also to recognise that this unrestricted surplus should be spent on our core purpose if it is not needed elsewhere, we have made a one-time movement of £37,954 from unrestricted funds to restricted funds. This is reflected in the accounts at the end of this document.

3.6 Reserves

The purpose of holding reserves is to ensure that CRIBS International is able to continue to meet its charitable objectives regardless of reasonable risks. Risks can arise in areas such as fundraising, currency exchange, beneficiary support, and trustee availability.

As a small charity, CRIBS International has defined its reserves as consisting of its bank balance, less accounts payable, and less any funds that are restricted or committed to purposes other than family support.

CRIBS International's Trustees have examined the requirements for reserves in the context of the main risks to the organisation. They have established a policy whereby the reserves held by CRIBS International should be between 3 and 6 months of the charity's monthly direct expenditure on families. This policy is reviewed by the Trustees on an annual basis as part of the charity's budgeting processes.

In the year 2022-23, direct expenditure on families was £143,002, which represents £11,917 per month, giving a reserves target of between £35,750 and £71,501.

As of 28 February 2023, our reserves stood at £8,311 which is around a quarter of the target minimum level. This is clearly far lower than it should be. The Trustees regard it as a priority to restore reserves and were already taking action at year end to address this.

4. OUR PEOPLE

4.1 Directors/Trustees

Amongst our skills are governance, fundraising, financial planning, media, housing, breastfeeding and childcare. All our Directors/Trustees are deeply committed to justice for refugees.

As of 28 February 2023, there were seven directors of the CRIBS International Company (governed by our Memorandum and Articles) who were also trustees of the CRIBS International charity for the purposes of charity law. Some of us have full time jobs; others are retired from paid work.

- **Sally Hyman** - Founder and full-time volunteer
- **Fred Cairns** - Company Secretary
- **Christine Lee** – Finance and treasurer
- **Neil Maybin** - Organisation and governance
- **Natalie Luzmore** - inter NGO liaison, policies, and operations

The following trustees joined us during the course of 2022-23:

- **Leonie Taylor** - Operations and volunteer/trustee recruitment (joined 11 July 2022)
- **Gwyneth Loneragan** - Migration and reproductive justice (joined 30 November 2022)

The following trustee joined and left us during the course of 2022-23:

- **Charlotte Spear** – Fundraising (from 15 November 2022 to 10 February 2023)

The following trustees left us during the course of 2022-23:

- **Ellie Shember** - Media (resigned 25 April 2022)
Media is now overseen by senior volunteer Sophie Heywood, who also manages fundraising.
- **Tanya Claridge** – Safeguarding (resigned 17 February 2023)

Katie Awdas has been our trained and dedicated safeguarding lead volunteer since June 2021 and we thank her for her careful and wide ranging support and advice. She ensures that our workers and our families are safe.

Christine Lee (finance and treasurer) retired on 16 March 2023 shortly after year-end. We thank her for the three years of excellent and diligent service she contributed. As well as successfully running all financial aspects of CRIBS she automated our finances on QuickBooks for which we are immensely grateful. We wish her a very well-earned retirement. We welcome our new finance and treasurer trustee, **Elliot Brady**, who joined us on the same day, 16 March 2023.

Our Directors/Trustees are all volunteers who have been co-opted into the organisation. No members receive any benefits from the charity. Any expenses claimed are set out within Income and Expenditure in the Financial Report.

4.2 UK-based team

Our trustee board of around seven dedicated and passionate people keep CRIBS on an even keel, as well as developing policies and structure, fundraising and dealing with tricky decisions which a charity like ours throws up. As well as the board, we have remarkable fundraising and media work by **Sophie Heywood**, who has kept funds flowing in throughout the year for which we thank her immensely. Our wider team of fundraisers, social media workers and medical advisors complete the set up in the UK.

4.3 Athens-based team

In addition to our dedicated UK Team, we also have an Athens-based Team, which in 2022 comprised four stipended volunteers.

Daphne Sinani continued as lead caseworker, along with **Salomé Friedli**. They provide the primary point of contact and support for our families and often go well beyond their duties in ensuring their welfare and health.

Danielle Scales took over running the CRIBS Free Shop from **Anaïs Forget**. We thank Anaïs for everything that she did, which included reorganising the Free Shop's systems to make them more efficient and more effective, and wish her well for her onward journey.

We ended our agreement with CHEERing to manage our administration and flat management in Athens. As a result, **Isabel Alcántara** moved from CHEERing to CRIBS to continue managing our flats with us. We were already very pleased with Isabel's work for us via CHEERing and so were delighted to welcome her into the CRIBS family.

Throughout the year, our Athens Team has performed exceptionally, particularly given the challenges that have arisen as a result of the continually difficult political situation in which they work. We are very fortunate to have such wonderful people working for CRIBS and supporting our families.

4.4 Fundraisers

Sophie Heywood managed fundraising for CRIBS in 2022-23, coordinating applications for grants to keep our families housed and supported. We thank her for her excellent contribution.

We also have a fantastic team of supporters who organise talks, stalls, quiz nights, sponsored events, games sessions and sponsored runs. They source medical items and clothes, and we have some wonderful knitters. Their ages range from eleven to eighty-one and they are all fabulous!

4.5 Communications team

Communications is unrelenting and time consuming work. Thank you to **Sophie Heywood** for all the CRIBS's communications team's success in keeping our profile visible via the website cribsinternational.org, Twitter @cribs_int and on Facebook, and by regular emails to our supporters.

5. GOVERNANCE

5.1 Governing document

CRIBS International Ltd is an England and Wales company limited by guarantee (No 10644387) governed by its Memorandum and Articles of Association as amended on 4th June 2019. CRIBS international Ltd is also an England and Wales charity (No 1173021) governed by its Governing Document as approved on 31 December 2016 and amended in 29 April 2019.

5.2 Director/Trustee meetings and decisions

The CRIBS Board and Management meet online every month, catching up on what has been happening since we last were together. We discuss family needs, expenditure, fundraising, and review reports from Greece. Decisions are made after considerable discussion and all views are heard and considered.

For a period of six months in 2022-23 we experimented with holding the trustees' meeting every other month, with a finance meeting in the intervening month. The purpose of this was to focus trustee effort on more strategic issues and separate it from more operational matters. We found this ineffective, probably because CRIBS is not yet of a size where this separation can be achieved effectively, and so we reverted to monthly trustees' meetings from November 2022 onwards.

5.3 Director/Trustee induction and training

More than one third of directors/trustees have been part of the organisation during its development and have been closely involved in the evolution of structure, policies and management. Our new directors/trustees receive all policies and guidance. They are introduced to the work of the organisation at a practical level through online training and personal interviews with existing directors/trustees.

5.4 Recruitment and appointment of new directors/trustees

As stated in the Articles, the number of directors of the CRIBS International Ltd company shall be not less than three but is not subject to any maximum unless the directors pass a resolution to change these numbers.

Any person who is willing to act as a director and is permitted by law to do so, may be appointed to be a director by a decision of the directors. All directors of the company CRIBS International Ltd are also trustees of the charity CRIBS International Ltd.

Directors/Trustees are recruited through an open call out process for trustees, advertising the skills required through a range of accessible channels and networks. Trustees are appointed to the board based on discussions and recommendations offered by existing trustees and by external advisors to the organisation.

5.5 Athens-based team

Working overseas can be challenging. However, CRIBS International has the benefit of wonderful, hard-working local representatives, including independent volunteers. They are responsible for regularly visiting families, delivering aid and distributing stipends, managing the Free Shop and monitoring the use of the flats and electricity. All the expenditure is receipted, or where receipts are not available (as is the case in some local markets), it is photographed.

5.6 Monitoring

Families have case meetings with their workers at least twice a month and more if the situation requires it. Regular contact is maintained with families using the Internet. On-site visits to families' flats take place monthly. Additionally, the Athens team and the UK operations team meet weekly online and liaise closely via the Internet.

Families have a strong bond with CRIBS workers and we remain in contact with previous beneficiaries who are now relocated.

5.7 Serious incident reporting

In the year 2022-2023 there were no serious incidents to report.

REGISTERED COMPANY NUMBER: 10644387 (England and Wales)
REGISTERED CHARITY NUMBER: 1173021

Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 28 February 2023
for
Cribs International Ltd

Clarity Accountants
1st Floor 107 Lees Road
Oldham
Lancashire
OL4 1JW

Cribs International Ltd

Contents of the Financial Statements
for the Year Ended 28 February 2023

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Detailed Statement of Financial Activities	28

Cribs International Ltd

Report of the Trustees
for the Year Ended 28 February 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 28 February 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10644387 (England and Wales)

Registered Charity number

1173021

Registered office

55 Den Lane
Springhead
Oldham
OL4 4NN

Trustees

I F Cairns
T C Claridge (resigned 17.2.23)
S E Hyman
C Lee (resigned 16.3.23)
N J Luzmore
N W Maybin
E H Shember (resigned 25.4.22)
L J Taylor (appointed 11.7.22)
Z R Ahmed (appointed 1.5.23)
E Brady (appointed 16.3.23)
G L H Lonergan (appointed 30.11.22)
C Spear (appointed 15.11.22) (resigned 10.2.23)

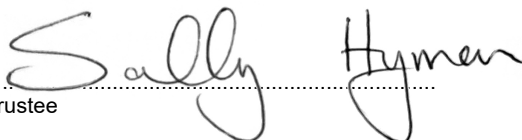
Company Secretary

I F Cairns

Independent Examiner

Clarity Accountants
1st Floor 107 Lees Road
Oldham
Lancashire
OL4 1JW

Approved by order of the board of trustees on 21/12/23 and signed on its behalf by:


Trustee

**Independent Examiner's Report to the Trustees of
Cribs International Ltd**

Independent examiner's report to the trustees of Cribs International Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 28 February 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Joanne M. Elliott FCA BFP FMAAT

Clarity Accountants
1st Floor 107 Lees Road
Oldham
Lancashire
OL4 1JW

Date: 22/12/23

Cribs International Ltd**Statement of Financial Activities**
for the Year Ended 28 February 2023

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		56,211	83,289	139,500	124,860
Other trading activities	2	3	13,964	13,967	13,140
Total		<u>56,214</u>	<u>97,253</u>	<u>153,467</u>	<u>138,000</u>
EXPENDITURE ON					
Charitable activities					
UK Activities		12,261	-	12,261	8,189
Activities in Greece		-	142,899	142,899	144,559
Total		<u>12,261</u>	<u>142,899</u>	<u>155,160</u>	<u>152,748</u>
NET INCOME/(EXPENDITURE)		43,953	(45,646)	(1,693)	(14,748)
Transfers between funds	8	(37,954)	37,954	-	-
Net movement in funds		<u>5,999</u>	<u>(7,692)</u>	<u>(1,693)</u>	<u>(14,748)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		142	9,862	10,004	24,752
TOTAL FUNDS CARRIED FORWARD		<u>6,141</u>	<u>2,170</u>	<u>8,311</u>	<u>10,004</u>

The notes form part of these financial statements

Cribs International Ltd

Balance Sheet
28 February 2023

	Notes	Unrestricted fund £	Restricted fund £	2023 Total funds £	2022 Total funds £
CURRENT ASSETS					
Debtors	6	3,416	-	3,416	4,319
Cash at bank		3,625	2,170	5,795	27,152
		<u>7,041</u>	<u>2,170</u>	<u>9,211</u>	<u>31,471</u>
CREDITORS					
Amounts falling due within one year	7	(900)	-	(900)	(21,467)
		<u>6,141</u>	<u>2,170</u>	<u>8,311</u>	<u>10,004</u>
NET CURRENT ASSETS					
		<u>6,141</u>	<u>2,170</u>	<u>8,311</u>	<u>10,004</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>6,141</u>	<u>2,170</u>	<u>8,311</u>	<u>10,004</u>
NET ASSETS		<u>6,141</u>	<u>2,170</u>	<u>8,311</u>	<u>10,004</u>
FUNDS	8				
Unrestricted funds				6,141	142
Restricted funds				<u>2,170</u>	<u>9,862</u>
TOTAL FUNDS				<u>8,311</u>	<u>10,004</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 28 February 2023.

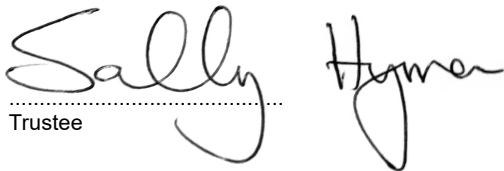
The members have not required the company to obtain an audit of its financial statements for the year ended 28 February 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 21/12/23 and were signed on its behalf by:


Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds 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 financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. OTHER TRADING ACTIVITIES

	2023	2022
	£	£
Fundraising auctions, events & sales	<u>13,967</u>	<u>13,140</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2023	2022
	£	£
Other operating leases	<u>26,157</u>	<u>26,091</u>

continued...

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 28 February 2023 nor for the year ended 28 February 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 28 February 2023 nor for the year ended 28 February 2022.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	12,706	112,154	124,860
Other trading activities	-	13,140	13,140
Total	<u>12,706</u>	<u>125,294</u>	<u>138,000</u>
EXPENDITURE ON			
Charitable activities			
UK Activities	8,189	-	8,189
Activities in Greece	-	144,559	144,559
Total	<u>8,189</u>	<u>144,559</u>	<u>152,748</u>
NET INCOME/(EXPENDITURE)	4,517	(19,265)	(14,748)
Transfers between funds	<u>(25,000)</u>	<u>25,000</u>	<u>-</u>
Net movement in funds	(20,483)	5,735	(14,748)
RECONCILIATION OF FUNDS			
Total funds brought forward	20,625	4,127	24,752
TOTAL FUNDS CARRIED FORWARD	<u><u>142</u></u>	<u><u>9,862</u></u>	<u><u>10,004</u></u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023 £	2022 £
Other debtors	3,313	4,113
Prepayments and accrued income	103	206
	<u><u>3,416</u></u>	<u><u>4,319</u></u>

continued...

Cribs International Ltd**Notes to the Financial Statements - continued
for the Year Ended 28 February 2023****7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2023 £	2022 £
Other creditors	-	2,819
Deferred income	-	12,555
Accrued expenses	900	6,093
	<u>900</u>	<u>21,467</u>

8. MOVEMENT IN FUNDS

	At 1.3.22 £	Net movement in funds £	Transfers between funds £	At 28.2.23 £
Unrestricted funds				
General fund	142	43,953	(37,954)	6,141
Restricted funds				
Restricted funds	9,862	(45,646)	37,954	2,170
TOTAL FUNDS	<u>10,004</u>	<u>(1,693)</u>	<u>-</u>	<u>8,311</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	56,214	(12,261)	43,953
Restricted funds			
Restricted funds	97,253	(142,899)	(45,646)
TOTAL FUNDS	<u>153,467</u>	<u>(155,160)</u>	<u>(1,693)</u>

Comparatives for movement in funds

	At 1.3.21 £	Net movement in funds £	Transfers between funds £	At 28.2.22 £
Unrestricted funds				
General fund	20,625	4,517	(25,000)	142
Restricted funds				
Restricted funds	4,127	(19,265)	25,000	9,862
TOTAL FUNDS	<u>24,752</u>	<u>(14,748)</u>	<u>-</u>	<u>10,004</u>

continued...

8. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	12,706	(8,189)	4,517
Restricted funds			
Restricted funds	125,294	(144,559)	(19,265)
TOTAL FUNDS	<u>138,000</u>	<u>(152,748)</u>	<u>(14,748)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.3.21 £	Net movement in funds £	Transfers between funds £	At 28.2.23 £
Unrestricted funds				
General fund	20,625	48,470	(62,954)	6,141
Restricted funds				
Restricted funds	4,127	(64,911)	62,954	2,170
TOTAL FUNDS	<u>24,752</u>	<u>(16,441)</u>	<u>-</u>	<u>8,311</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	68,920	(20,450)	48,470
Restricted funds			
Restricted funds	222,547	(287,458)	(64,911)
TOTAL FUNDS	<u>291,467</u>	<u>(307,908)</u>	<u>(16,441)</u>

continued...

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 28 February 2023.

Cribs International Ltd**Detailed Statement of Financial Activities**
for the Year Ended 28 February 2023

	2023 £	2022 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations and grants	133,185	118,924
Gift aid	6,315	5,936
	<u>139,500</u>	<u>124,860</u>
Other trading activities		
Fundraising auctions, events & sales	13,967	13,140
	<u>13,967</u>	<u>13,140</u>
Total incoming resources	<u>153,467</u>	<u>138,000</u>
EXPENDITURE		
Charitable activities		
Property leases	26,157	26,091
Rates and water	2,654	2,608
Light and heat	18,098	22,361
Sundries	3,619	987
Maintenance & purchases	3,221	8,324
Family living expenses	56,481	46,527
Athens operational costs	1,021	1,479
Contract services	1,557	31,444
Travel and volunteer expenses	30,194	4,737
	<u>143,002</u>	<u>144,558</u>
Support costs		
Management		
UK operational costs	9,311	6,779
Finance		
Bank charges	1,310	317
Governance costs		
Accountancy and legal fees	1,537	1,094
	<u>155,160</u>	<u>152,748</u>
Total resources expended	<u>155,160</u>	<u>152,748</u>
Net expenditure	<u>(1,693)</u>	<u>(14,748)</u>

This page does not form part of the statutory financial statements

CRIBS INTERNATIONAL LTD

England & Wales - Charity number 1173021

Accounts



CRIBS International Ltd

A Charity for helping Refugee Mothers with young babies

Report and Financial Statements

For the Year Ended 28th February 2022

Charity Number 1173021

Company number 10644387



ANNUAL REPORT: CRIBS INTERNATIONAL

Welcome to our 2021-2022 Annual Report.

Dear CRIBS supporters, and maybe potential supporters too.

I am the lucky person who is able to tell you how we are doing and I write this with some pride.

The position in Greece for refugees continues to deteriorate. The government is emptying flats in Athens, and sending refugees to semi-closed camps in the middle of nowhere. Food and water are restricted, there is almost no access to medical care and education in these camps. Pushbacks continue resulting in the deaths of refugees in the deceptive Mediterranean Sea. Inflation is scary, electricity bills are on the rise in Greece as well as the UK.

With this as a background, I am very proud to say that CRIBS has provided 67,000 nights of safety since I started it in 2016. At present, we have seven flats, with 15 families. Many are single women from Congo and Cameroon so sharing a flat helps. Our family numbers have varied from 2021 to 2022. At the time of writing we have 15 families comprising of 15 mums, 5 dads and 24 children.

We are a great team in the UK and in Greece. Our trustee board is expanding and we have qualified expertise in safeguarding, psychology, law, midwifery, finance and IT as well. We are beginning some research and data collection which we hope to use to pressure bigger organisations into seeing what is happening.

In Athens, our permanent team of four consists of two caseworkers who combine to cover legal, birthing and psychological needs with efficiency and kindness and just enough “going the full Greek” to deal with daily struggles in Athens. Daphne and Salome, thank you. Our Free Shop is managed with strength and compassion by long-term volunteer Anais who cycled from France to join us. And we have the expertise of Isabel to improve the flats, keep bedbugs at bay and make sure women and babies have a decent place to live.

Because this is what we are about. A decent place to live, with your new baby.

The women we support are amongst the strongest women in the world. From a terrible journey, racism, sexual violence, hunger, homelessness and fear to motherhood.

Motherhood and all it brings. Maria birthed twins and is breastfeeding them both. Francis is working while her housemate manages the childcare – cooperation makes it happen. Sisters Francesca and Julia go to the library and are so proud of their library cards. Sheila, with specialist interpretation, is able to communicate without her husband for the first time. Paula finishes TB treatment, has a job and will be leaving us with papers and health. Debora’s husband is released from being wrongly detained in prison and they prepare to leave Greece with their passports. (Names have been changed here for privacy and respect).

But I am also very proud that we now have regular sessions in our community hub. We have classes for languages, computer sessions, growth clinics, children's sessions and a women's group. The group meet without their babies and are finding their voices. They are able to talk about the difficult stuff but also have trips to the beach, museums and have art events. Rape survivor refugees doing ordinary stuff is a big deal, I am sure you will agree.

We continue to be blessed with volunteers from inside Greece and other places. We have teachers, repairs people, drivers and folk who are ready to turn their hands to anything. We pride ourselves in trusting our volunteers to extend themselves and make the most of their abilities as well as doing what we ask.

And, of course, we don't do this alone. Collaboration with other organisations is crucial when you are a tiny NGO. So many groups supporting and collaborating make things better for people on long and difficult journeys. Someday, the history of this needs to be written.

And finally, YOURSELVES.

Women and babies could not recover, make plans, access legal help, get well, have a job, become educated, and have a future without you. So please join me in being proud of what we have achieved together. While the horizon is dark, CRIBS is a pinpoint of light.

A handwritten signature in black ink, reading 'Sally Hyman'. The signature is written in a cursive, flowing style.

Sally Hyman
Founder

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CRIBS INTERNATIONAL LIMITED

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 28th FEBRUARY 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 28 February 2022.

The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

1. ABOUT CRIBS INTERNATIONAL

1.1 Remit

We are a growing charity (UK registered charity number 1173021) based in the UK providing simple but safe homes in Greece for refugee women and their families who are pregnant or have a baby under one year old. The families we currently work with come from Central Africa, Afghanistan, and Iran. When we meet them, they are all either in poor accommodation or homeless. Every penny raised or donated, and every action of support means that we help people urgently needing a place to call home.

1.2 How we work and deliver Public Benefit

Those who benefit from CRIBS International's work are refugee women who are either pregnant in the third trimester, pregnant with complications or who have a baby under 12 months old, together with their immediate families. We are registered to work in Bulgaria, France, Germany, Greece, Hungary, Italy and Turkey, though for now our benefit is only to refugees in Greece.

In reviewing our strategic objectives and planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. The trustees are satisfied that the strategic objectives are in line with the charity's objects as set out in the governing document.

1.3 How Families find us

Our upgraded referral process is working well. We focus on receiving referrals from Diotima, a specialist organisation for women survivors of male violence; from Love without Borders who we have cooperated with for a long time; from Amurtel whose work with pregnant women and children under two is a great match for us both. Other groups also refer potential beneficiaries to us and we find this process makes the work of meeting people more manageable for our workers in Athens. It is very easy for workers to become burnt out and we strive to avoid this. We only open referrals when we have places as we believe that running a waiting list gives false hope to people in need.

1.4 How we support Families

New families receive moving in costs, basic food supplies, and a stipend to cover basics. The state cashcard situation has become more and more unreliable and now few of the families housed with us receive any state income. We give families clothing (including maternity and baby clothing), as well as assistance with any legal or medical referrals. We get children into school or nursery and work to access Greek language and other classes for adults. We provide ongoing support to our families, paying utility bills and making regular visits with extra supplies. We also support them with access to postnatal healthcare and birth control, as well as education on breastfeeding.

Every family is assigned a volunteer caseworker and during this reporting period we have had a strong team who have helped move our families towards independence. Caseworkers provide:

- Support with medical appointments
- Interpretation services
- Support with legal issues and asylum claims
- Access to classes and training
- Support with finding employment and childcare
- A wealth of other things that a woman's family might provide in her home country

Since 2018 we have made a 'Moving On' grant as we recognise that in a baby's first year, families have very little opportunity to save additional money. Consequently, when in a position to leave CRIBS's care and find their own accommodation they require additional support with such associated costs.

We also support families from the wider refugee community through our Free Shop. Appointments can be booked (not more than monthly) and families can browse our well stocked shop, taking what they need in a dignified manner. The shop is managed by long term workers assisted by a team of dedicated volunteers who help keep the shop stocked with donated goods, make emergency parcels if required, and help families find what they need. The team of volunteers also includes refugees who are looking to support their community and gain work experience.

Donated goods are shipped from the UK, are provided by Athens based NGOs such as Christian Refugee Relief (CRR) and Means to Dream led by Mary Dallas, and also by members of the public in Athens. The shop stocks nappies, sanitary products, condoms, clothing for children and adults, bedding and towels, baby essentials such as buggies and slings and also some household items. On occasion we receive offers of mattresses and furniture which we are able to deliver to flats.

1.5 How we ensure our Work delivers our Aims

We normally review what we have achieved and the outcomes of our work annually in March. In this review we consider the success of our key activities and the benefits brought to those people we aim to help, ensuring that our aims, objectives and activities remain focussed on our stated purposes. Due to the pandemic, we have not been able to hold an in-person full team convention since early March 2020. However, we continue to communicate and plan using Slack and Zoom on a regular basis including at our monthly trustees' meetings. We have referred to the guidance contained in the Charity Commission's general guidance on public benefit, recognising that our client group falls within an exempted category.

2. OUR BENEFICIARIES

2.1 How help our families directly

Accommodation

Through the generous donations of our supporters, CRIBS is currently able to provide 17 women and their families with a safe and secure home, also supporting 3 further outliers. With their own bathroom, kitchen, and front door, these women can bring their babies into the world in a safe, clean space, and are able to begin to recover from childbirth and the traumatic journeys that they have faced.

Financial support

As well as covering rent and utilities for all of our families, we provide a monthly living allowance to allow the women we house to access everything they need in a dignified way, promoting autonomy and independence. This provision ensures a healthy and secure start to life for the babies, as well as providing a sense of belonging and community for their mothers and other family members.

Until October 2021, UNHCR provided cash assistance to many refugees in Greece. Since then, the cash assistance programme has been run by the Greek Government's Ministry of Migration and Asylum and the programme withdrawn from refugees who do not live in government facilities. The consequences of this have been devastating to refugees and asylum seekers across Greece, who without the financial support of cash cards are facing overcrowding and exploitation. This change has also substantially increased our costs.

As well as financial support, we provide our families with a monthly 'bulk buy', containing pantry essentials, fresh fruits and vegetables, and household essentials, to ease their financial burden. We support our families as they begin to rebuild their lives and are proud to offer a moving on grant to our families. This programme has been funded by the German charity Sternstunden through our partners Just Human.

Looking forward, we hope to increase focus on financial autonomy, empowering our families with the skills necessary to budget and plan for a sustainable financial future.

Social support

As well as housing, our case managers support our mums to navigate the healthcare system and provide advocacy around birth to ensure women have choice and dignity. They provide perinatal support, and give advice, support, and information on breastfeeding. We also assist with the complex asylum system, and with accessing education opportunities and employment.

In 2021-22, we have focused on building partnerships with organisations across Athens to ensure that our families have access to a range of services and opportunities that allow them to thrive. We have the deepest gratitude to all organisations that we were able to connect with this year and look forward to developing these partnerships in 2022-23.

2.2 How we help Our Families through referrals

Education

As we provide housing, the families that we house can go to school and language classes. All nursery-age children regularly attend nursery, and all children that we house attend local schools to integrate into the community. We are working tirelessly to ensure that all of the children that we house are able to access the essential right to education.

Medical

Our case managers help families access medical support through Greek hospitals, Médecins Sans Frontières, AMURTEL, Medical Volunteers International, and local social pharmacies. We assist with problems of nutrition, pregnancy, postnatal needs, breastfeeding, weaning, birth control and reproductive issues.

CRIBS also provides over-the-counter medication and pays for hospital prescriptions, which are not free to refugees in Greece.

Most of the people we house are survivors of rape or have witnessed terrible things. Their journeys often entail one or all of the following: sexual trafficking, hunger, imprisonment, deprivation, loss, and injury. We do our best to support them as they begin their recovery and strive to support our families with psychological support.

Legal

CRIBS International makes referrals to pro-bono lawyers to help prepare our families for asylum interviews and assistance in dealing with asylum services.

2.3 How we help the wider refugee community

The CRIBS Free Shop

As well as supporting our families with access to our Free Shop, we are proud to serve the wider refugee community in Athens, providing the essentials for mums and newborn babies.

In addition, 2021-22 saw unprecedented demand for our free shop. For example, in the most recent month at the time of writing, we provided 114 appointments and distributed 268 hygiene packs. To meet this demand, we paused registration for new beneficiaries in September, and are slowly beginning to reopen registration, with priorities given to families with very young children.

The CRIBS Community Space

This year, our Community Space thrived, now used for a range of activities, run by both CRIBS and other organisations. These include our weekly Women's Group, breastfeeding support sessions, language classes run by our volunteers, and Grow Clinics to monitor baby's development. We were thrilled to secure a computer for the space, allowing our families to build their CVs, apply for jobs and plan for their futures.

Our weekly women's group started at the request of the women we house, and gives them a time to get together, socialise and learn from one another. It takes place in our Community Space, or the group goes out and about to explore their neighbourhood.

2.5 Progression and Monitoring

We are delighted to provide women and their families with the ability to take control of their lives. We still regularly hear from the first family that we housed, who are now settled in Scandinavia. Others are settled in Switzerland, Germany, Belgium and France. We have been able to continue to assist from afar for those who have moved on, taking pride in the quality of support that we offer that allows us to build such strong relationships.

Normally families stay with us until the baby is twelve months old but have been able to assist for longer for some women whose situations demand it, reviewed on a case-by-case basis. This may be due to urgent medical issues, mental ill-health, and other complex issues. The board is currently in the process of reviewing the criteria for offering an extension to ensure accountability and consistency in our support.

At the time of writing, four families have recently moved on from CRIBS accommodation, and we have welcomed four women: two single mothers with newborn babies, one single mother with a three year old as well as a newborn, and one heavily pregnant woman. We are supporting seven of our families to consider their next steps, providing guidance and advocacy as they begin to take back control of their lives and plan for their futures.

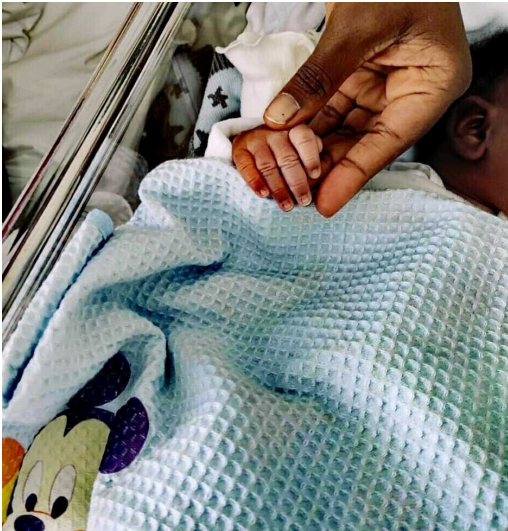
2.6 Family Case Studies

Martha was living in the camp on Lesbos island while pregnant with twins. She gained refugee status, and was therefore kicked out of the camp with no support. She was then housed briefly by an NGO in Lesbos but was advised to come to Athens because of her “high risk” pregnancy which the local hospital said they could not deal with. She was referred to CRIBS and we were able to provide her with a home in Athens and the support she would need.

After giving birth to healthy twins early this year, Martha managed to exclusively breastfeed both babies - a huge achievement.

Two months after they were born she started work as a phone interpreter for two NGOs and her employer was very impressed with her professionalism. Thanks to the support from our case manager this mum has already started to support herself less than 12 months after the birth of her twins.





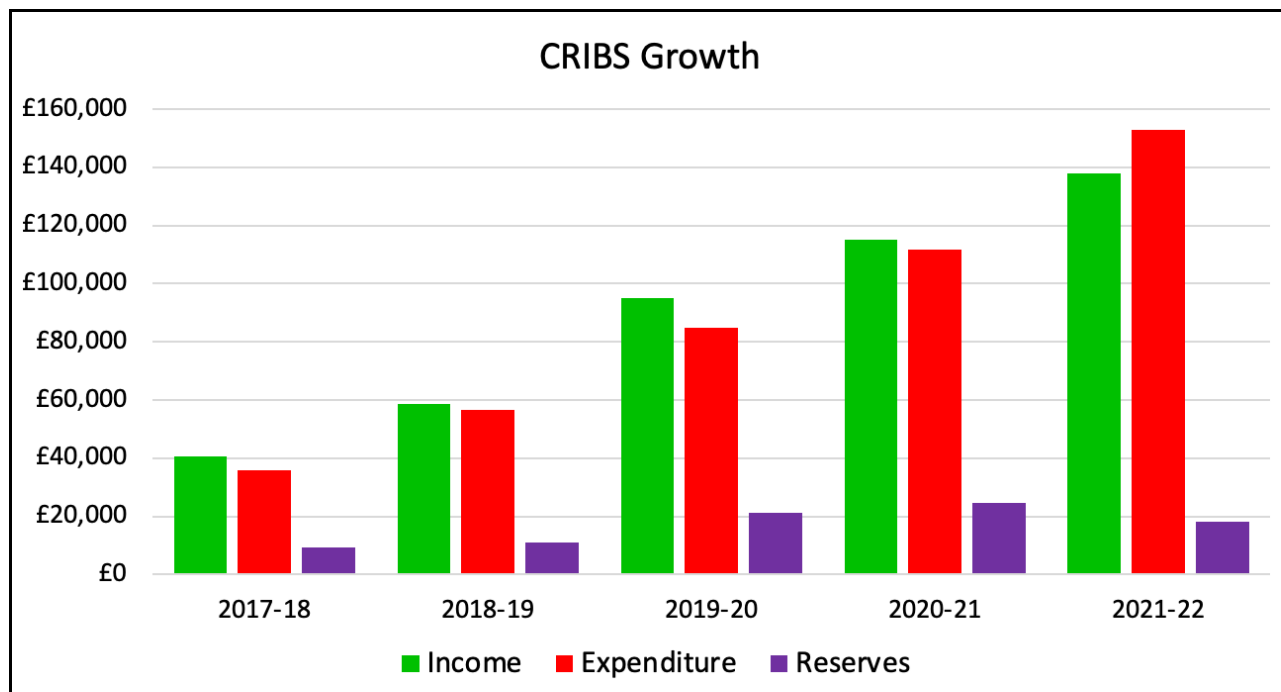
Josephine fled conflict in the DRC, and is a survivor of exploitation. When she arrived in Athens she was eight months pregnant and with no support from the authorities she was homeless and struggling to find enough food to sustain herself and her unborn child. We were able to provide housing and our case manager supported her to access the right healthcare. Our case manager was also there with her throughout the last weeks of her pregnancy and accompanied her to the hospital to give birth. And our case manager ensured she understood everything, had choice and dignity during labour, and provided advice and support with breastfeeding.

Our case manager now works with Josephine to support her to claim asylum, access language classes and other educational opportunities, with the aim that she can find employment and support herself. Josephine also has access to our Free Shop where she can choose clothing for her and her baby, and get nappies and hygiene products.

3. FINANCIAL REVIEW

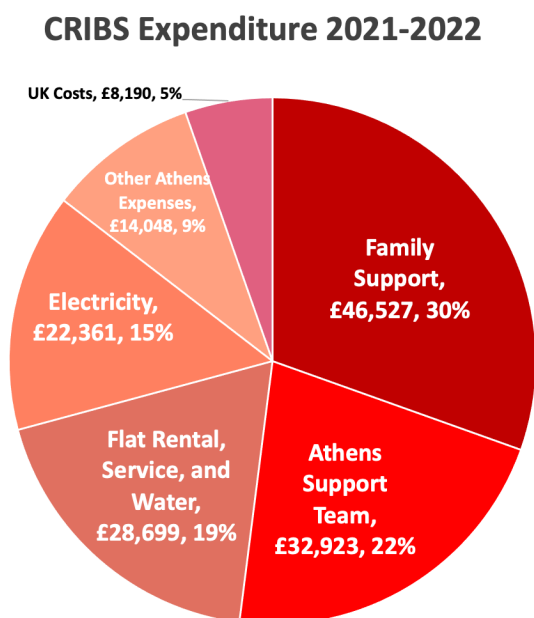
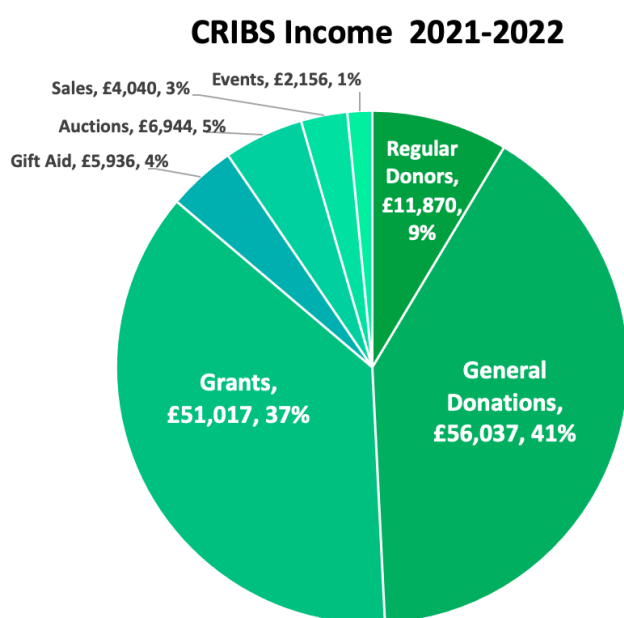
3.1 Growth

In 2021-22, CRIBS continued the consistent growth it has achieved since its foundation five years ago, with a further increase of 20% in income. This strong result reflects the talent and dedication of our fundraising team, to whom we are very grateful indeed. We fully recognise the continuing challenges in raising money for overseas charitable work, particularly in the context of the current economic downturn.



3.2 Income and Expenditure

The following charts show where CRIBS's funds come from, and where they go.



3.3 Income

Donations

Donations from individuals totalled £67,907, an increase of 9% from the previous year. Of this, regular donations totalled £11,870. It is our intention over time to increase regular donations as a proportion of total donations.

As a registered charity, CRIBS International is eligible for Gift Aid and so received £4,040 through tax payers' donations. This funding constitutes an important part of our income and we urge all donors to give us permission to claim Gift Aid on their donations.

Grants

We received gross grant funding of £63,572. We thank *all* organisations that helped us in 2021-22, in particular our biggest such benefactors: The Funding Network, For Refugees, Highway One Trust, and Funderbirds.

As £12,555 of this total covered the subsequent year we have recognised £51,017 in these accounts. This still represents a very impressive 73% over the previous year. It is an outstanding achievement by our senior fundraiser Sophie Heywood, to whom we are very grateful indeed.

Auctions, Sales, and Events

Income from auctions at £6,944 was down slightly this year but nevertheless still represents a significant income stream. Our team work hard to set up and run these twice a year, and it is always great to see their effort rewarded.

Sales from our Christmas Calendar increased, and we continued to run fundraising stalls throughout the year.

Events continued to provide both income and raise awareness of CRIBS and the needs we fulfil.

3.4 Expenditure

Overall, costs exceeded income by £14,748, compared with a surplus of £3,580 in the previous financial year. This was because expenditure grew faster than income. This principally resulted from the expansion of our operation in Athens. During the year we increased the number of stipended team members in our Athens team to four: two case workers, one property manager, and one free shop manager. This organisation works very well, and we believe that it is now at an optimum size. So we anticipate that it will not need to grow any further in the next two years or so even if we take on several more families and the flats to house them.

This additional expenditure had a resulting impact on reserves. While all cost savings are potentially useful, the cost of our operation in Athens is primarily driven by two factors: firstly, the size of our team there; and secondly the number of flats we rent and related to that, the number of families we house and the composition of those families given that we now have to support all of them financially as well as housing them.

Since we believe the size of our Athens team is now optimal, in 2022-23 we shall be managing more closely the number of flats we provide and families that we support to ensure that our income once again exceeds our costs.

3.5 Restricted versus Unrestricted Funds

Unless specified otherwise, all donor income is restricted to being spent directly on assisting our families. In practice this restricts it to most types of expenditure in Athens and none in the UK.

Over time our unrestricted fund has grown and we believe that it will continue to grow in future years. To facilitate accounting and also to reflect that this unrestricted surplus should be spent on our core purpose, we have made a one-time movement of £25,000 from unrestricted funds to restricted funds. This is reflected in the accounts at the end of this document.

3.6 Reserves

The purpose of holding reserves is to ensure that CRIBS International is able to continue to meet its charitable objectives regardless of reasonable risks. Risks can arise in areas such as fundraising, currency exchange, beneficiary support, and trustee availability.

As a small charity, CRIBS International has defined its reserves as consisting of its bank balance, less accounts payable, and less any funds that are restricted or committed to purposes other than family support.

CRIBS International's Trustees have examined the requirements for reserves in the context of the main risks to the organisation. They have established a policy whereby the reserves held by CRIBS International should be between 3 and 6 months of the charity's monthly direct expenditure on families. This policy is reviewed by the Trustees on an annual basis as part of the charity's budgeting processes.

In the year 2021-22, direct expenditure on families was £144,558, which represents £12,046 per month, giving a reserves target of between £36,139 and £72,279.

As of 28 February 2022, CRIBS's bank balance was £27,152 and there were £8,912 accounts payable. The latter consisted principally of two items: a provision for delayed electricity billing on our Athens flats; and provision for expenses claims by our Athens Team. None of the balance was restricted or committed to purposes other than family support.

Consequently in total our reserves stood at £18,240 which is around half the target minimum level. This is clearly far lower than it should be and the Trustees regard it as a priority to restore reserves to the target range by the end of the next financial year.

4. OUR PEOPLE

4.1 Directors/Trustees

As of 28 February 2022, the individuals listed below were all directors of the CRIBS International Company (governed by our Memorandum and Articles) and trustees of the CRIBS International charity for the purposes of charity law. Some of us have full time jobs; others are retired from paid work.

- **Sally Hyman** - Founder and full-time volunteer
- **Fred Cairns** - Company Secretary
- **Neil Maybin** - Organisation and governance
- **Christine Whitehead Lee** - Finance and treasurer
- **Ellie Shember-Critchley** - Media
- **Natalie Luzmore** - inter NGO liaison, policies, and operations
- **Tanya Claridge** - (joined July 2021) Safeguarding

The following trustees left us during the course of 2021-22:

- **Jenny Easton** - Policy development
- **Petra Davis** - Policies and operations

The following trustees joined and left us during the course of 2021-22:

- **Emma Bracegirdle** - Fundraising
- **Keeley Mouland** - Operations

Amongst our skills are governance, fundraising, financial planning, media, housing, breastfeeding and childcare. All our Directors/Trustees are deeply committed to justice for refugees.

Our Directors/Trustees are all volunteers who have been co-opted into the organisation. No members receive any benefits from the charity. Any expenses claimed are set out within Income and Expenditure in the Financial Report.

4.2 UK-based team

Our trustee board of 7 dedicated and passionate people keep CRIBS on an even keel, as well as developing policies and structure, fundraising and dealing with tricky decisions which a charity like ours throws up. As well as the board, we have wonderful work by Rachel Summerscales, whose worth to CRIBS has been beyond measure. Our wider team of fundraisers, social media workers and medical advisors complete the set up in the UK.

4.3 Athens-based Team

In addition to our dedicated UK Team, we also have an Athens-based Team, which grew in 2022 to four stipended volunteers. Daphne Sinani stayed with us while our caseworker Anna Gilberti left for an excellent job and was replaced by Salomé Friedli. We entered into an agreement with CHEERing to manage our administration and flat management in Athens. Their excellent team developed the administration side in Athens leaving caseworkers to do casework, a benefit to all.

Anaïs Forget arrived in January 2022 after cycling from France to Athens and took over the management of the Free Shop. She is a wonder!

Throughout the year, our Athens Team has performed exceptionally, particularly given the challenges that have arisen as a result of the pandemic and the political situation in which they work. We are very fortunate to have such wonderful people as part of the CRIBS family.

4.4 Fundraisers

CRIBS is delighted to have a fantastic team of supporters who organise talks, stalls, quiz nights, sponsored events, games sessions and sponsored runs.

They apply for grants to keep our families housed. They buy medical items and clothes, and we have some wonderful knitters. Their ages range from eleven to eighty-one and they are all fabulous!

4.5 Communications Team

Communications is unrelenting and time consuming work. Thank you to Pruthvi, Rachel and Sophie for all your CRIBS's communications team keeping our profile visible via the website cribsinternational.org, Twitter @cribs_int and on Facebook, and by regular emails to our supporters.

Keep up with how we are doing, what you can contribute and new baby news. If it's news, it's there ...

5. GOVERNANCE

5.1 Governing Document

CRIBS international Limited is a company limited by guarantee governed by its Memorandum and Articles of Association as amended on 4th June 2019.

5.2 Director/Trustee Meetings and Decisions

The CRIBS Team meets online every month, catching up on what has been happening since we last were together. We discuss family needs, expenditure, fundraising, and hear reports from Greece. Decisions are made after considerable discussion and all views are heard and considered.

5.3 Director/Trustee Induction and Training

Just over a third of Directors/Trustees have been part of the organisation during its development and have been closely involved in the evolution of structure, policies and management. Our new Directors/Trustees receive all policies and guidance. They are introduced to the work of the organisation at a practical level through online training and personal interviews with existing Directors/Trustees.

5.4 Recruitment and appointment of new Directors/Trustees

As stated in the Articles, the number of directors of the CRIBS International Limited company shall be not less than three but is not subject to any maximum unless the directors pass a resolution to change these numbers.

Any person who is willing to act as a director and is permitted by law to do so, may be appointed to be a director by a decision of the directors. All directors of the company CRIBS International Limited are also trustees of the charity CRIBS International Ltd.

Director/Trustees are recruited through an open call out process for Trustees, advertising the skills required through a range of accessible channels and networks. Trustees are appointed to the board based on discussions and recommendations offered by Trustees and by external advisors to the organisation.

5.5 Athens-based Team

Working overseas can be challenging. However, CRIBS International has the benefit of wonderful, hard-working local representatives, including previous beneficiaries and independent volunteers. They are responsible for regularly visiting families, delivering aid and distributing stipends, managing the Free Shop and monitoring the use of the flats and fuel. All the expenditure is receipted, or where receipts are not available (as is the case in some local markets), it is photographed.

5.6 Monitoring

On-site visits to families' flats take place monthly, and regular contact is maintained with families using the internet. Additionally, the Athens team and the UK operations team meet weekly online and liaise closely via the internet.

While the pandemic has curtailed visits by Trustees to Athens, we expect this situation to ease in 2022-23.

Families have a strong bond with CRIBS workers and we remain in contact with previous beneficiaries who are now relocated.

5.7 Serious Incident reporting

In the year 2021-2022 CRIBS had one serious incident to report.

In the second half of August 2021, we received multiple harassment complaints about one of our volunteers who had recently started providing summer vacation cover at the CRIBS Free Shop. He had already worked for us for over a year carrying out repairs to flats, during which time there had been no complaints about him. Additionally, he had full police clearance.

In the week of 23 August 2021, the volunteer opened the shop on his own, contrary to our express instructions to him that he should not work alone in the shop. Moreover, he did not keep the required written records of the women who visited the shop on those occasions. CRIBS therefore dismissed him and contacted fellow organisations for which he was volunteering to inform them of the facts of the situation.

Following this, CRIBS reviewed its existing policies and procedures, particularly those relating to lone working and to whistleblowing. The incident was reported to the Charity Commission who concluded that no further action was required.

6. FINANCIAL REPORT

Cribs International Ltd

Report of the Trustees for the Year Ended 28 February 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 28 February 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10644387 (England and Wales)

Registered Charity number

1173021

Registered office

55 Den Lane
Springhead
Oldham
OL4 4NN

Trustees

I F Cairns
T C Claridge (appointed 13.7.21)
S E Hyman
C Lee
N J Luzmore
N W Maybin
E H Shember (resigned 25.4.22)
L J Taylor (appointed 11.7.22)

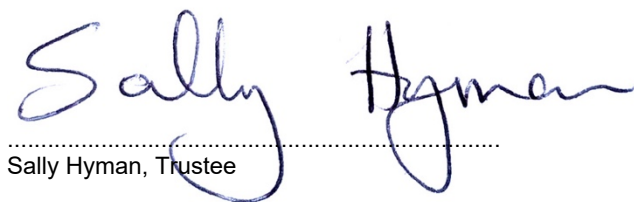
Company Secretary

I F Cairns

Independent Examiner

Clarity Accountants
1st Floor 107 Lees Road
Oldham
United Kingdom
Lancashire
OL4 1JW

Approved by order of the board of trustees on **27th December 2022** and signed on its behalf by:



Sally Hyman, Trustee

Independent examiner's report to the trustees of Cribs International Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 28 February 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Joanne M. Elliott FCA BFP FMAAT
Clarity Accountants
1st Floor 107 Lees Road
Oldham
United Kingdom
Lancashire
OL4 1JW

Date: 23rd December 2022

Cribs International Ltd**Statement of Financial Activities
for the Year Ended 28 February 2022**

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		12,706	112,154	124,860	103,366
Other trading activities	2	-	13,140	13,140	11,807
Total		<u>12,706</u>	<u>125,294</u>	<u>138,000</u>	<u>115,173</u>
EXPENDITURE ON					
Charitable activities					
UK Activities		8,189	-	8,189	3,798
Activities in Greece		-	144,559	144,559	107,795
Total		<u>8,189</u>	<u>144,559</u>	<u>152,748</u>	<u>111,593</u>
NET INCOME/(EXPENDITURE)					
Transfers between funds	8	4,517 (25,000)	(19,265) 25,000	(14,748) -	3,580 -
Net movement in funds		(20,483)	5,735	(14,748)	3,580
RECONCILIATION OF FUNDS					
Total funds brought forward		20,625	4,127	24,752	21,172
TOTAL FUNDS CARRIED FORWARD		<u>142</u>	<u>9,862</u>	<u>10,004</u>	<u>24,752</u>

The notes form part of these financial statements

Cribs International Ltd**Balance Sheet**
28 February 2022

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
CURRENT ASSETS					
Debtors	6	361	3,958	4,319	527
Cash at bank		<u>531</u>	<u>26,621</u>	<u>27,152</u>	<u>25,892</u>
		892	30,579	31,471	26,419
CREDITORS					
Amounts falling due within one year	7	(750)	20,717)	(21,467)	(1,667)
NET CURRENT ASSETS		<u>142</u>	<u>9,862</u>	<u>10,004</u>	<u>24,752</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>142</u>	<u>9,862</u>	<u>10,004</u>	<u>24,752</u>
NET ASSETS		<u>142</u>	<u>9,862</u>	<u>10,004</u>	<u>24,752</u>
FUNDS	8				
Unrestricted funds				142	20,625
Restricted funds				<u>9,862</u>	<u>4,127</u>
TOTAL FUNDS				<u>10,004</u>	<u>24,752</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 28 February 2022.

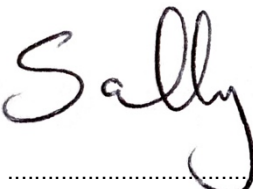
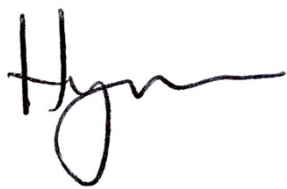
The members have not required the company to obtain an audit of its financial statements for the year ended 28 February 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on **27th December 2022** and were signed on its behalf by:

.....
Sally Hyman, Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds 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 financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. OTHER TRADING ACTIVITIES

	2022	2021
	£	£
Fundraising auctions, events & sales	<u>13,140</u>	<u>11,807</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Other operating leases	<u>26,091</u>	<u>29,902</u>

continued ...

Notes to the Financial Statements - continued
for the Year Ended 28 February 2022

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 28 February 2022 nor for the year ended 28 February 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 28 February 2022 nor for the year ended 28 February 2021.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	16,589	86,777	103,366
Other trading activities	-	11,807	11,807
Total	<u>16,589</u>	<u>98,584</u>	<u>115,173</u>
EXPENDITURE ON			
Charitable activities			
UK Activities	3,798	-	3,798
Activities in Greece	-	107,795	107,795
	<u>3,798</u>	<u>107,795</u>	<u>111,593</u>
NET INCOME/(EXPENDITURE)	12,791	(9,211)	3,580
RECONCILIATION OF FUNDS			
Total funds brought forward	7,834	13,338	21,172
TOTAL FUNDS CARRIED FORWARD	<u>20,625</u>	<u>4,127</u>	<u>24,752</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Other debtors	4,113	527
Prepayments and accrued income	206	-
	<u>4,319</u>	<u>527</u>

continued ...

Notes to the Financial Statements - continued
for the Year Ended 28 February 2022

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Other creditors	2,819	-
Deferred income	12,555	-
Accrued expenses	<u>6,093</u>	<u>1,667</u>
	<u>21,467</u>	<u>1,667</u>

8. MOVEMENT IN FUNDS

	At 1.3.21 £	Net movement in funds £	Transfers between funds £	At 28.2.22 £
Unrestricted funds				
General fund	20,625	4,517	(25,000)	142
Restricted funds				
Restricted funds	4,127	(19,265)	25,000	9,862
	<u>24,752</u>	<u>14,748</u>	<u>-</u>	<u>10,004</u>
TOTAL FUNDS	<u>24,752</u>	<u>14,748</u>	<u>-</u>	<u>10,004</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	12,706	(8,189)	4,517
Restricted funds			
Restricted funds	125,294	(144,559)	(19,265)
	<u>138,000</u>	<u>(152,748)</u>	<u>(14,748)</u>
TOTAL FUNDS	<u>138,000</u>	<u>(152,748)</u>	<u>(14,748)</u>

Comparatives for movement in funds

	At 1.3.20 £	Net movement in funds £	At 28.2.21 £
Unrestricted funds			
General fund	7,834	12,791	20,625
Restricted funds			
Restricted funds	13,338	(9,211)	4,127
	<u>21,172</u>	<u>3,580</u>	<u>24,752</u>
TOTAL FUNDS	<u>21,172</u>	<u>3,580</u>	<u>24,752</u>

continued ...

8. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	16,589	(3,798)	12,791
Restricted funds			
Restricted funds	98,584	(107,795)	(9,211)
TOTAL FUNDS	<u>115,173</u>	<u>(111,593)</u>	<u>3,580</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.3.20 £	Net movement in funds £	Transfers between funds £	At 28.2.22 £
Unrestricted funds				
General fund	7,834	17,308	(25,000)	142
Restricted funds				
Restricted funds	13,338	(28,476)	25,000	9,862
TOTAL FUNDS	<u>21,172</u>	<u>(11,168)</u>	<u>-</u>	<u>10,004</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	29,295	(11,987)	17,308
Restricted funds			
Restricted funds	223,878	(252,354)	(28,476)
TOTAL FUNDS	<u>253,173</u>	<u>264,341</u>	<u>11,168</u>

continued ...

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 28 February 2022.

CRIBS International Ltd**Detailed Statement of Financial Activities**
for the Year Ended 28 February 2022

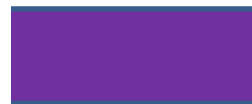
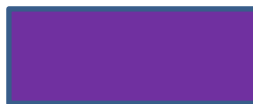
	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations and grants	118,924	97,863
Gift aid	<u>5,936</u>	<u>5,503</u>
	124,860	103,366
Other trading activities		
Fundraising auctions, events & sales	<u>13,140</u>	<u>11,807</u>
Total incoming resources	138,000	115,173
EXPENDITURE		
Charitable activities		
Property leases	26,091	29,902
Rates and water	2,608	3,615
Light and heat	22,361	12,791
Sundries	987	1,490
Maintenance & purchases	8,324	9,991
Family living expenses	46,527	21,236
Athens operational costs	1,479	704
Contract services	31,444	22,917
Travel and volunteer expenses	<u>4,737</u>	<u>3,975</u>
	144,558	106,621
Support costs		
Management		
UK operational costs	6,779	3,048
Finance		
Bank charges	317	1,174
Governance costs		
Accountancy and legal fees	<u>1,094</u>	<u>750</u>
Total resources expended	<u>152,748</u>	<u>111,593</u>
Net (expenditure)/income	<u>(14,748)</u>	<u>3,580</u>

This page does not form part of the statutory financial statements

CRIBS INTERNATIONAL LTD

England & Wales - Charity number 1173021

Accounts



CRIBS International Ltd

A Charity for helping Refugee Mothers with young babies

Report and Financial Statements

For the Year Ended 28th February 2021

Charity Number 1173021

Company number 10644387



ANNUAL REPORT: CRIBS INTERNATIONAL

Welcome to our 2020-2021 Annual Report.

We have reached the end of our 5th year of ensuring a decent life for pregnant women in Athens and those with new babies and I'm sure it will come as no surprise that it has been the toughest year yet. The Covid pandemic has, of course, impacted on us in many ways: families were unable to move out of accommodation, our volunteers were unable to visit families, Athens experienced extremely tough lockdown measures and inevitably some of our families have had Covid - all the more difficult in a country where you don't speak the language and struggle to access medical care.

On the positive side we are extremely proud of the fact that we have continued to house 22 families during this reporting year. Our core team of 4 stipended volunteers in Athens did an amazing job of supporting families through some really difficult times and the Free Shop continued to safely distribute essential parcels of clothing and goods even during the strictest lockdowns.

Volunteers in both Athens and the UK became comfortable with using Zoom and we continued to meet on a weekly basis although we are very overdue on a Board member visit - hopefully this will happen soon.

The pandemic also had a detrimental effect on our ability to fundraise as an organisation and our income fell significantly with no events for over 18 months. We have however been able to significantly strengthen links with other NGOs in Athens and in particular the collaborative project with German charity, Just Human, has seen us delivering services and also fundraising together.

Politically, the situation for refugees and those supporting them has deteriorated further still in Greece. Prosecutions of those working on the islands for trafficking are threatened and we know that these repressive attitudes are not going away anywhere quickly. The government is building closed camps on several islands and also the mainland and it doesn't take a leap of imagination to see where this is heading. Combined with cuts in income to refugees and isolation from towns where it was manageable for people to keep an eye and an ear to what is happening - suffice to say it is all very scary. We continue to have women share flats in order to maximise our capacity. It isn't what we would choose to do as we would like to offer more privacy to people however, we are driven by the situation we work in. We are looking towards doing improvements on our housing stock and have plans to make the most of cheaper places by spending some funds on this. Our workers in Athens have begun this work and it is ongoing.

We know very well that we are a small organisation making a difference to a small percentage of women and their families amongst a huge population of homeless, hungry people. But for the people we help, who the CRIBS family helps, we make all the difference.

This year we said farewell to Georgina Ralston. As a single mum and running her own business, CRIBS was a bridge too far. However we are delighted to say she is still on the sidelines offering invaluable help when we are a bit stuck. We welcomed Petra Davis, who has worked hard on improving the welfare of the team in Athens as well as representing CRIBS on a multi-NGO group sharing her expertise in women's rights. Natalie Luzmore, a returned volunteer and post-graduate student in conflict and gender has brought deeper insight and understanding on these issues to the board as well as working on our linking group with Just Human.

Ultimately none of this work would be possible without you, our wider CRIBS family. When we receive heartfelt thanks from women who are off the streets, who are able to be a mum, who leave us with a brighter future, we always say "It is teamwork" Thank you for being a part of the team. Without you none of this would be possible.

A handwritten signature in blue ink that reads "Sally Hyman". The signature is written in a cursive, flowing style.

Sally Hyman
Founder

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CRIBS INTERNATIONAL LIMITED

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 28th FEBRUARY 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 28 February 2021.

The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

1. ABOUT CRIBS INTERNATIONAL

1.1 Remit

We are a growing charity (UK registered charity number 1173021) based in the UK providing simple but safe homes in Greece for refugee women and their families who are pregnant or have a baby under one year old. The families we currently work with come from Afghanistan, Iran and Central Africa. When we meet them, they are all either in poor accommodation or homeless. Every penny raised or donated, and every action of support means we help people urgently needing a place to call home.

1.2 How we work and deliver Public Benefit

Those who benefit from CRIBS International's work are refugee women who are either pregnant in the third trimester, pregnant with complications or who have a baby under 12 months old and their immediate families. We are registered to work in Bulgaria, France, Germany, Greece, Hungary, Italy and Turkey, though for now our benefit is only to refugees in Greece. In reviewing our strategic objectives and planning our activities for the year, the trustees have considered the Charity Commission's guidance on public benefit. The trustees are satisfied that the strategic objectives are in line with the charity's objects as set out in the governing document.

1.3 How Families find us

We have upgraded our referral process to include and link closely with other sister organisations in Athens. We focus on receiving referrals from Diotima, a specialist organisation for women survivors of male violence; from Love without Borders who we have cooperated with for a long time; from Amurtel whose work with pregnant women and children under two is a great match for us both. Other groups also refer potential beneficiaries to us and we find this process makes the work of meeting people more manageable for our workers in Athens. It is very easy for workers to become burnt out and we are striving to avoid this. We only open referrals when we have places as we believe that running a waiting list gives false hope to people in need.

1.4 How we support Families

New families receive moving in costs, basic food supplies, and a stipend to cover basics. The cashcard situation has become more and more unreliable and now few of the families housed with us receive any state income. We give families clothing (including maternity and baby clothing), as well as assistance with any legal or medical referrals. We also aim to get school places arranged for the children and access to Greek language and other classes for adults. We provide ongoing support to our families, paying utility bills and making regular visits with extra supplies. We also support them with access to postnatal healthcare and birth control, as well as education on breastfeeding.

Every family is assigned a volunteer caseworker and during this reporting period we have had a strong team consisting of Daphne, Silvia and Anna who have helped move our families towards independence. Caseworkers provide:

- Support with medical appointments
- Translation services (all are French Speakers and we can access Arabic and Farsi too)
- Support with legal issues and asylum claims
- Access to classes and training
- Support with finding employment and childcare
- A wealth of other things that a woman's family might provide in her home country

Since 2018 we have made a 'Moving On' grant as we recognise that in a baby's first year, families have very little opportunity to save additional money. Consequently, when in a position to leave CRIBS's care and find their own accommodation they require additional support with such associated costs.

We also support families from the wider refugee community through our Free Shop. Appointments can be booked (not more than monthly) and families can browse our well stocked shop, taking what they need in a dignified manner. The shop is managed by volunteer Iñaki, assisted by a growing team of dedicated volunteers who help keep the shop stocked with donated goods, make emergency parcels if required, and help families find what they need. The team of volunteers also includes refugees who are looking to support their community.

Donated goods are shipped from the UK, are provided by Athens based NGOs such as Christian Refugee Relief (CRR), Means to Dream led by Mary Dallas, Carol Skinner and also from members of the public in Athens. The shop stocks nappies, sanitary products, condoms, clothing for children and adults, bedding and towels, baby essentials such as buggies and slings and also some household items. On occasion we receive offers of mattresses and furniture which we are able to deliver to flats.

This year the situation on the Greek islands has become more unsustainable so in an attempt to release pressure, the authorities have allowed more vulnerable people to leave and go to the mainland. These people are however not often housed in suitable accommodation (for example no cooking facilities) and we have seen an increase in requests as a result. We are also experiencing an increase in single mothers arriving from Central African countries and more often than previously we are having to ask families to share accommodation. We do not like having to do this but the situation demands it. However we aim to house families with others who share a language and culture where possible thereby creating a supportive environment.

In 2004 Ager and Strang – in a report commissioned by the UK Home Office – found that improved ‘social bonds’ (connections within refugees’ own communities) can enable groups to ‘get on’ without substantial external aid and play an important role in helping refugees to maintain a sense of identity and community, which contributes to a sense of security and wellbeing. We hope that by using the commonality of language and culture the women will support each other, form new bonds and share experiences.

As we write this report, we are very excited to be planning an expansion service to our Free Shop to provide women a place where they can learn and practice new skills in addition to offering our Athens Team and volunteers an office space to work and collaborate.

1.5 How we ensure our Work delivers our Aims

We review our aims, objectives and activities during our regular meetings. This review looks at what we have achieved and the outcomes of our work in the previous 12 months, and considers the success of our key activity and the benefits brought to those people we aim to help, ensuring our aims, objectives and activities remain focussed on our stated purposes.

We have referred to the guidance contained in the Charity Commission’s general guidance on public benefit, recognising that our client group falls within an exempted category.

Due to the pandemic, we have not been able to hold a full team convention since early March 2020; however, we continue to communicate and plan using Slack and Zoom on a regular basis.

2. OUR BENEFICIARIES

2.1 Overview

Through 2020/21 CRIBS supported 22 families by covering their rent and utilities, in order to provide a safe and secure home. 9 families moved on either to employment and their own home or reunification with family members. The Covid pandemic meant that families stayed with us until their babies were over 12 months as it was impossible to find accommodation and physically move house during lockdowns. The trustees were satisfied that this was an acceptable reason to extend the time that beneficiaries were supported. At the time of writing (October 2021) all of our families have either moved on or are putting plans in place and we have been able to open the referrals process to take in new families.

During 2019 we had housed 5 families in Rafina (on the Greek coast). However, this arrangement proved unsustainable and in February 2020 we were delighted to welcome them back to Athens. These families were due to stay with CRIBS until their children were two years old and of course this agreement was honoured.

2.2 How we have helped

Through generous donations CRIBS has ensured that 22 families have had a roof over their heads, with a bathroom, kitchen and their own front door. This provision ensures a healthy and secure start to life for the babies as well as having many positive knock-on effects for all family members.

In addition, we have supported around 150 additional beneficiaries by providing clothing and essential goods through the Free Shop.

2.3 Monthly Living Expenses and Purchases

While a family does not have a UNHCR cash-card, we pay living expenses. Each adult receives €100, each baby €50 and children are given between €30 and €100 depending on age and needs. We continue to pay this money until the cash-cards come through, which can take many months. This variable expense makes it harder for us to plan and so increases the stresses on our finances.

We also supply nappies to families where possible and encourage the use of terry nappies, provided by donation from the UK.

The provision of cash cards has become more unstable and families now lose their money two months after receiving asylum. This has had a knock-on effect on our costs.

2.4 Legal Support

CRIBS International makes referrals to pro-bono lawyers for help with cash-cards, preparation for asylum interviews and assistance in dealing with asylum services.

2.5 Medical Support

CRIBS workers help families access medical support through Greek hospitals, Médecins Sans Frontières, AMURTEL, Medical Volunteers International, and local social pharmacies. We assist with problems of nutrition, pregnancy, postnatal needs, breastfeeding, weaning, birth control and reproductive issues.

CRIBS also provides over-the-counter medication and pays for hospital prescriptions, which are not free to refugees in Greece.

The majority of the people we house are survivors of rape or have witnessed terrible things. Their journeys often entail one or all of the following: sexual trafficking, hunger, imprisonment, deprivation, long marches, loss and injury. We do our best to support them as they begin their recovery.

2.6 Education

Because we have provided housing for families, the children and adults have been able to go to school and language classes. We are really proud to report that all nursery-age children regularly attended nursery, and all school-aged children regularly attended local schools and have begun to integrate into the community.

2.7 Case Studies: Individuals

We housed C who had been sleeping in the park, seven months pregnant as a result of rape. It was very hot and she was unwell. We placed her temporarily in a hostel while her room was prepared. When she moved in, she told us that the bed she had was the first in two years she could call her own. Our wonderful caseworker helped her to access medical support, the first in the pregnancy, clean clothes and shoes, toiletries and food which had not been left over at the market or come out of bins. Other women already in the flat helped C settle in and supported her when baby Z was born. C was able to attend some classes although Covid made this difficult. As time passed the painfully slow wheels of the Greek bureaucracy came good for C and she got her passport. We are happy to say she is now in France and starting a new life. We are happy for her.

A came to CRIBS with her partner and new-born baby daughter as a family. They were previously homeless and suffered extensively on their journey to Greece. She was very quiet and reserved at first. When a relationship of trust was built, she found the courage to report physical abuse by her partner. We got him out of the flat. We offered him psychological and practical support which he refused. We also offered supervised contact with his daughter with the mother's consent, but unfortunately, he chose not to keep in touch. A was offered very close psychosocial support by us. She enrolled in Greek and computer classes, and participated in a couple of online wellbeing seminars.

We worked alongside a lawyer for A's asylum case and to get all her documentation organised once she gained refugee status. Both she and her daughter got public health insurance and were brought up-to-date with medical checkups, vaccines etc. When she expressed the desire to move to another country so she could be with relatives and get away from the memories of the abusive relationship we supported and enabled her to travel.

2.8 Case Studies: Free Shop

Cribs Free Shop currently operates five days a week with the help of four volunteers. On a general basis there are two days deployed to pick up donations and arrange the shop. The Free Shop offers vulnerable women and their families a choice in the goods they receive, whether essential or accessories, restoring some of their autonomy.

There are three days of appointments, with around 25 families coming every week, so around 100 families per month. The majority of appointments are for young single women with new-born babies and/or children up to 3 or 4 years old. The predominant nationalities of Free Shop clients are Afghan and Congolese, followed by people from Iran, Cameroon, and, Syria. There are also women from a wide range of other countries including Haiti, Ivory Coast, Morocco, Albania, and Iraq.

One of our refugee volunteers recently said that "Coming to and helping out in the shop helps me forget my daily issues and difficult life. When I stay at home for prolonged periods, my migraine and headaches seem to be more intense." Another volunteer, a mother of a 2 year old boy, coming to the shop with him "I am here because I want to help others who face an even more challenging reality than I do"

2.9 Referral, Progression and Monitoring

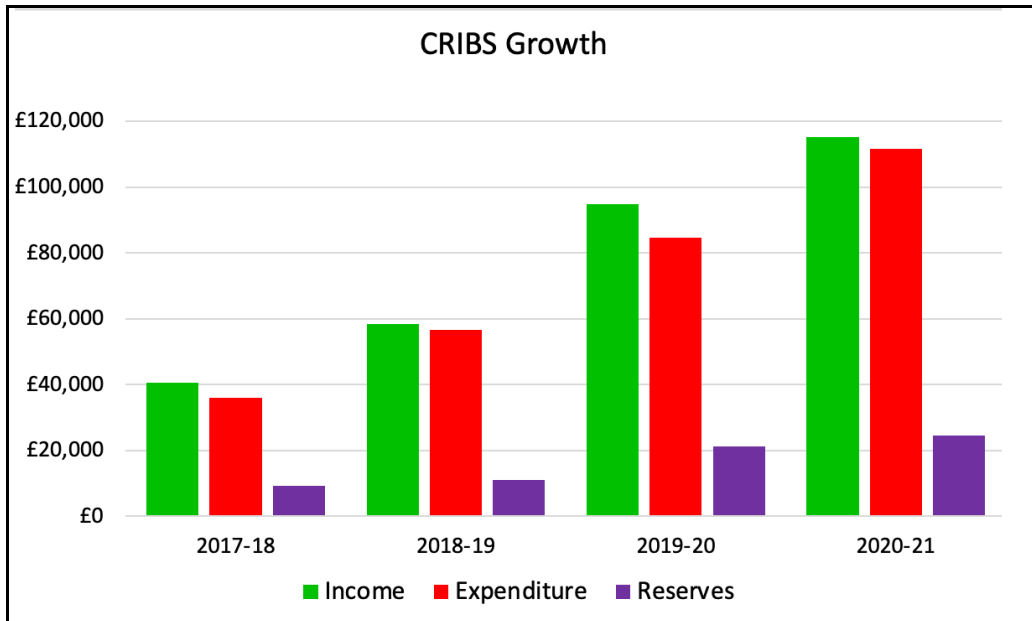
We are proud to say we still hear from the very first family that we housed who are now settled in Scandinavia with a new baby as well. We are delighted that women have been able to take control over their lives. We have been contacted by two women from families we previously housed. Their husbands had been physically abusive to them but both have been able to leave the abuse behind them. Others are settled in Switzerland, Germany, Belgium and France. We have been able to continue to assist from afar for those who have moved on. We feel that this is evidence of the quality of support that we offer.

Normally families stay with us until the baby is 12 months but have been able to assist for longer for some women whose situations demand it. This may be due to disability, mental ill-health and other complex issues. Covid has complicated this situation and we have not moved on as many people as we would have liked as things were just "stuck" in Greece. Those who have left have a place to go where they can continue their lives. Maintaining good relationships with related NGOs and organisations is essential to CRIBS's work. We are well embedded in the refugee worker network and support each other.

3. FUNDRAISING AND FINANCIAL REVIEW

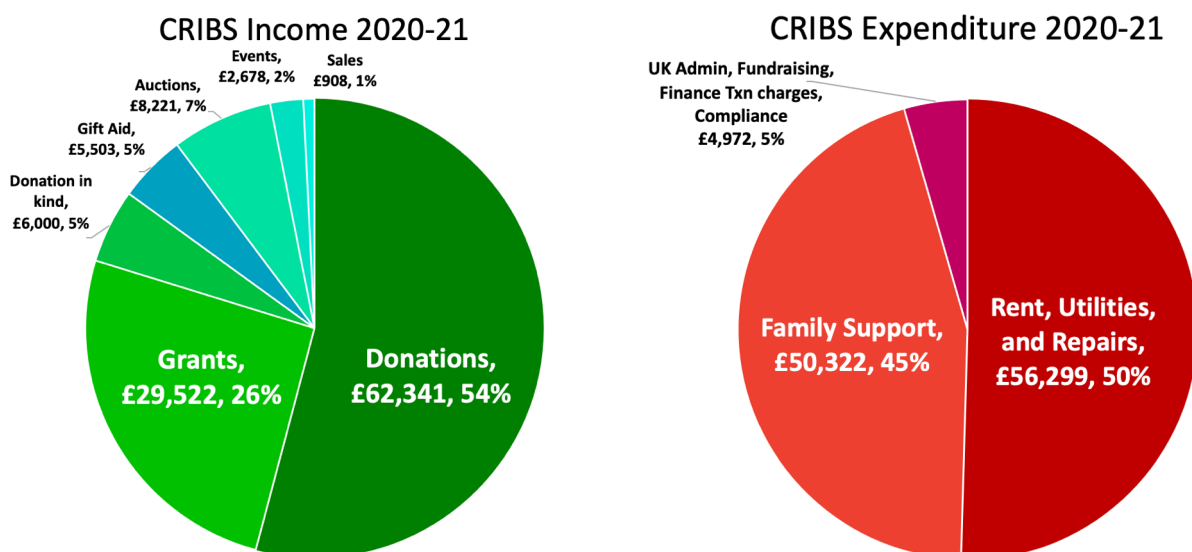
3.1 Growth

In 2020-21, CRIBS continued the consistent growth it has achieved since its foundation, with an increase of 21% in income. While we are proud of this, we recognise that the challenges of the pandemic will continue into 2021-22, and the only certain feature of environment in which we operate is its uncertainty. Nevertheless, our record income in 2020-21 represents a significant achievement both for our fundraising team in the UK and for our Athens team who have managed the growth in delivery both effectively and efficiently.



3.2 Income and Expenditure

The following charts show where CRIBS's funds come from, and where they go.



3.3 Donations

Donations totalled £62,341 from individuals in 2020/21, an increase of 17% from the previous year. The vast majority of our donations are between £10 and £100.

As a registered charity, CRIBS International is eligible for Gift Aid and has received £5,503 through tax payers' donations. This funding constitutes an important part of our income and we urge all donors to give us permission to claim Gift Aid on their donations.

Unless specified otherwise, all donor income is restricted to being spent directly on assisting our families.

3.4 Grants and Donation in Kind

We received £29,522 of grant funding, an increase of 20% from the previous year. In addition, SafePlace International donated the rent on the apartments we used in Rafina, a welcome addition of £6,000 in kind for which we are very grateful.

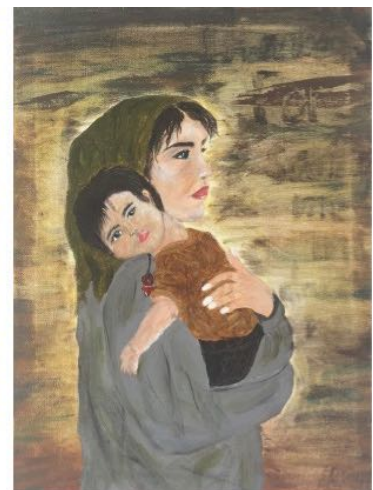
3.5 Auctions

This was an exceptional year for Auctions, raising £8,221, an increase of 75%. The team work hard to set up and run these once or twice a year, and it is great to see their effort rewarded so well.

3.6 Sales

Sales include the annual CRIBS Calendar.

For this year, we commissioned some beautiful refugee-themed art.



3.7 Events

Due to the pandemic, our income from events was just over half that of the previous year. Given the challenges, this is a creditable achievement. We look forward to the eventual end of the pandemic to bring this source of our income back to its historic levels.

3.8 Delivery Costs

Our average monthly total cost of supporting each family includes supporting our team of volunteers, fitting out maintaining and repairing our flats, medicines, support for education, and shipping of goods, and several other Athens-based activities as well as rent, services, and utilities.

As predicted in last year's Annual Report, this increased as we developed our team of support volunteers in Athens. Given our strengthened delivery capability in Athens, we consider the increase of 14% good value for money.

The costs in euros are summarised in the table, which shows the average monthly cost of supporting each family.

Year	Average number of Families	All Costs per Family per Month
2018-19	11	€414
2019-20	18	€413
2020-21	22	€469
Change from 2019-20 to 2020-21		14%

3.9 Financial Position

CRIBS reported a net surplus for the year ended 28th February 2021 of £3,580. At the balance sheet date reserves amounted to £24,752 of which £4,127 was restricted.

3.10 Reserves Policy

The purpose of holding reserves is to ensure that CRIBS International is able to continue to meet its charitable objectives regardless of reasonable risks. Risks can arise in areas such as fundraising, currency exchange, beneficiary support, and trustee availability.

As a small charity, CRIBS International has defined its reserves as consisting of its bank balance, less accounts payable, and less any funds that are restricted or committed to purposes other than family support.

CRIBS International's Trustees have examined the requirements for reserves in the context of the main risks to the organisation. They have established a policy whereby the reserves held by CRIBS International should be between 3 and 6 months of the charity's monthly direct expenditure on families.

In the year 2020-21, direct expenditure on families was £106,621, which represents £8,885 per month, giving a reserves target of between £26,655 and £53,310.

As of 28 February 2021, CRIBS's reserves were £24,752. CRIBS's reserves therefore represented 93% of 3 months of the charity's monthly direct expenditure on families.

The trustees recognise that this is lower than it should be, and are taking steps to ensure that reserves return to a level that will provide sufficient working capital and contingency for orderly management of the charity should there be an unexpected drop in funding or unexpected expenses.

This policy is reviewed by the Trustees on an annual basis as part of the charity's budgeting processes.

4. WHAT NEXT?

4.1 What happens to those who we can't help?

This is an increasingly complex problem in Athens as rents increase and government support diminishes.

Sometimes women are able to take their own flat and share with friends. Some families travel to northern Europe and are able to resettle there. Sadly, for some the isolation in Athens combined with having a new baby becomes too much to bear and they return to their country of origin. We appreciate how difficult this must be, given the horrors of the journeys they have survived.

Squats are no longer the option they were since the general election and change of government as many have been evicted.

The lives of those we cannot help motivates us to work harder to house as many as we can help.

4.2 What do we have planned?

Last year we reported that we have a hub where we will run classes and psychological support work. Covid restrictions, with the tight controls in Athens, have delayed its opening. We are ready to roll as soon as we can.

We invite people who would like to volunteer with us and have relevant skill sets to come to Athens or support us from the UK. We plan to recruit and expand our board and bring in more people of colour.

We will continue to deepen and strengthen our relationships with other NGOs and support those just beginning the refugee work journey.

We intend to specialise the work of our team in order to make best use of the strengths of those volunteering.

5. OUR PEOPLE

5.1 Directors/Trustees

As of 28 February 2021, the individuals listed below are all directors of the CRIBS International Company (governed by our Memorandum and Articles) and trustees of the CRIBS International charity for the purposes of charity law. Some of us have full time jobs; others are retired from paid work.

- **Sally Hyman** - Founder and full-time volunteer
- **Fred Cairns** - Company Secretary
- **Neil Maybin** - Finance and governance
- **Ellie Shember-Critchley** - Media
- **Christine Whitehead Lee** - Finance and treasurer
- **Petra Davis** - Policies and practical support
- **Natalie Luzmore** (From February 2021) - inter NGO liaison, policies and practical work
- **Jenny Easton** (From May 2020) – Policy development

The following trustees left us during the course of 2020-21:

- **Jo Rose** (to May 2020) - Fundraising, Family support, and Safeguarding
- **Georgina Ralston** (Form May 2020 to December 2020) - Fundraising

Amongst our skills are governance, fundraising, financial planning, media, housing, breastfeeding and childcare. All are deeply committed to justice for refugees.

Our Directors/Trustees are all volunteers who have been co-opted into the organisation. No members receive any benefits from the charity. Any expenses claimed are set out within Income and Expenditure in the Financial Report.

5.2 Finance and Admin Support team

CRIBS International has four regular UK-based volunteers who manage the book keeping, gift aid and auditing of financial records.

5.3 Athens-based Team

In addition to our dedicated UK Team, we also have an Athens-based Team, which grew in 2020 to meet the demands of our work and to ensure the best outcomes.

In June 2020, Léna Baraize moved on and we grew the team to meet the increasing needs of our families. We were joined by Daphne Sinani, Silvia d'Olimpio, and Erica Pressiani, who set about strengthening both the support we provide to our families and the processes underlying our operations. In October, Erica moved on and we welcomed Anna Gilberti. The fourth member of our team is Iñaki Goicoechea, who manages the Free Shop and its associated logistics.

Throughout the year, our Athens Team has performed exceptionally, particularly given the challenges that have arisen as a result of the pandemic. We are very fortunate to have such wonderful people as part of the CRIBS family.

5.4 Fundraisers

CRIBS is delighted to have a fantastic team of supporters who organise talks, stalls, quiz nights, sponsored events, games sessions and sponsored runs.

They apply for grants to keep our families housed. They buy medical items and clothes, and we have some wonderful knitters. Their ages range from eleven to eighty-one and they are all fabulous!

Our Auctions team this year surpassed themselves raising an unprecedented £8,186.

During 2020 our events programme was curtailed. Nevertheless, our fundraisers still ensured that our income increased by 21% over the previous year: an exemplary outcome.

5.5 Communications Team

CRIBS's communications team keep our profile visible via the website cribsinternational.org, Twitter @cribs_int and on Facebook, and by regular emails to our supporters. If it's news, it's there.

6. GOVERNANCE

6.1 Governing Document

CRIBS international Limited is a company limited by guarantee governed by its Memorandum and Articles of Association as amended on 4th June 2019.

6.2 Director/Trustee Meetings and Decisions

The CRIBS Team meets online every month, catching up on what has been happening since we last were together. We discuss family needs, expenditure, fundraising, and hear reports from Greece. Decisions are made after considerable discussion and all views are heard and considered.

6.3 Director/Trustee Induction and Training

Just over a third of Directors/Trustees have been part of the organisation during its development and have been closely involved in the evolution of structure, policies and management. Our new Directors/Trustees receive all policies and guidance. They are introduced to the work of the organisation at a practical level through online training and personal interviews with existing Directors/Trustees.

6.4 Recruitment and appointment of new Directors/Trustees

As stated in the Articles, the number of directors of the CRIBS International Limited company shall be not less than three but is not subject to any maximum unless the directors pass a resolution to change these numbers.

Any person who is willing to act as a director and is permitted by law to do so, may be appointed to be a director by a decision of the directors. All directors of the company CRIBS International Limited are also trustees of the charity CRIBS International Ltd.

Director/Trustees are recruited through an open call out process for Trustees, advertising the skills required through a range of accessible channels and networks. Trustees are appointed to the board based on discussions and recommendations offered by Trustees and by external advisors to the organisation.

6.5 Athens-based Team

Working overseas can be challenging! However, CRIBS International has the benefit of wonderful, hard-working local representatives, including previous beneficiaries and independent volunteers. They are responsible for regularly visiting families, delivering aid and distributing stipends, managing the Free Shop and monitoring the use of the flats and fuel. All the expenditure is receipted, or where receipts are not available (as is the case in some local markets), it is photographed.

6.6 Monitoring

As a result of the pandemic, we had to suspend our on-site visits to families' flats until July 2020. However, regular contact was maintained with families using the internet. Additionally, the Athens team and the UK operations team met weekly online and liaised closely via the internet.

While the situation has started to ease, there have still been pandemic-related challenges, which we have so far fully overcome.

Families have a strong bond with CRIBS workers and we remain in contact with previous beneficiaries who are now relocated.

6.7 Serious Incident reporting

In the year 2020-2021 there were no serious incidents.

7. FINANCIAL REPORT

Cribs International Ltd

Report of the Trustees for the Year Ended 28 February 2021

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 28 February 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10644387 (England and Wales)

Registered Charity number

1173021

Registered office

55 Den Lane
Springhead
Oldham
OL4 4NN

Trustees

I F Cairns
T C Claridge (appointed 13.7.21)
S E Hyman
C Lee
N J Luzmore (appointed 28.2.21)
N W Maybin
E H Shember

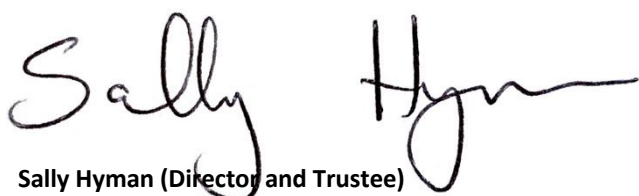
Company Secretary

I F Cairns

Independent Examiner

Clarity Accountants
1st Floor 107 Lees Road
Oldham
United Kingdom
Lancashire
OL4 1JW

Approved by order of the board of trustees on 30 November 2021 and signed on its behalf by:

A handwritten signature in dark ink, appearing to read 'Sally Hyman', is written over a faint, larger version of the same signature.

Sally Hyman (Director and Trustee)

Independent examiner's report to the trustees of Cribs International Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 28 February 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Joanne M. Elliott FCA BFP FMAAT
Clarity Accountants
1st Floor 107 Lees Road
Oldham
United Kingdom
Lancashire
OL4 1JW

Date: 30 November 2021

Cribs International Ltd**Statement of Financial Activities
for the Year Ended 28 February 2021**

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies		16,589	86,777	103,366	85,164
Other trading activities	2	-	11,807	11,807	9,716
Total		16,589	98,584	115,173	94,880
EXPENDITURE ON					
Charitable activities					
UK Activities		3,798	-	3,798	3,552
Activities in Greece		-	107,795	107,795	81,119
Total		3,798	107,795	111,593	84,671
NET INCOME/(EXPENDITURE)		12,791	(9,211)	3,580	10,209
RECONCILIATION OF FUNDS					
Total funds brought forward		7,834	13,338	21,172	10,963
TOTAL FUNDS CARRIED FORWARD		<u>20,625</u>	<u>4,127</u>	<u>24,752</u>	<u>21,172</u>

The notes form part of these financial statements

Cribs International Ltd

Balance Sheet

28 February 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
CURRENT ASSETS					
Debtors	6	527	-	527	388
Cash at bank		<u>20,848</u>	<u>5,044</u>	<u>25,892</u>	<u>20,784</u>
		21,375	5,044	26,419	21,172
CREDITORS					
Amounts falling due within one year	7	<u>(750)</u>	<u>(917)</u>	<u>(1,667)</u>	-
NET CURRENT ASSETS		<u>20,625</u>	<u>4,127</u>	<u>24,752</u>	<u>21,172</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>20,625</u>	<u>4,127</u>	<u>24,752</u>	<u>21,172</u>
NET ASSETS		<u>20,625</u>	<u>4,127</u>	<u>24,752</u>	<u>21,172</u>
FUNDS	8				
Unrestricted funds				20,625	7,834
Restricted funds				<u>4,127</u>	<u>13,338</u>
TOTAL FUNDS				<u>24,752</u>	<u>21,172</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 28 February 2021.

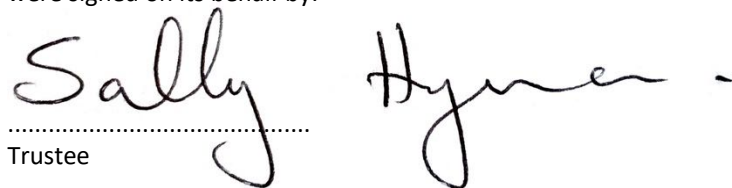
The members have not required the company to obtain an audit of its financial statements for the year ended 28 February 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 30th November 2021 and were signed on its behalf by:


.....
Trustee

The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 28 February 2021**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds 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 financial statements.

Hire purchase and leasing commitments

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

2. OTHER TRADING ACTIVITIES

	2021	2020
	£	£
Fundraising auctions, events & sales	<u>11,807</u>	<u>9,716</u>

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2021	2020
	£	£
Other operating leases	<u>29,902</u>	<u>38,169</u>

continued...

Notes to the Financial Statements - continued
for the Year Ended 28 February 2021

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 28 February 2021 nor for the year ended 29 February 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 28 February 2021 nor for the year ended 29 February 2020.

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	8,714	76,450	85,164
Other trading activities	-	9,716	9,716
Total	8,714	86,166	94,880
 EXPENDITURE ON			
Charitable activities			
UK Activities	3,552	-	3,552
Activities in Greece	-	81,119	81,119
Total	3,552	81,119	84,671
 NET INCOME	5,162	5,047	10,209
 RECONCILIATION OF FUNDS			
Total funds brought forward	2,672	8,291	10,963
 TOTAL FUNDS CARRIED FORWARD	<u>7,834</u>	<u>13,338</u>	<u>21,172</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Other debtors	527	-
Prepayments and accrued income	-	388
	<u>527</u>	<u>388</u>

continued...

**Notes to the Financial Statements - continued
for the Year Ended 28 February 2021**

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Accruals and deferred income	<u>1,667</u>	<u>-</u>

8. MOVEMENT IN FUNDS

	At 1.3.20 £	Net movement in funds £	At 28.2.21 £
Unrestricted funds			
General fund	7,834	12,791	20,625
Restricted funds			
Restricted funds	<u>13,338</u>	<u>(9,211)</u>	<u>4,127</u>
TOTAL FUNDS	<u>21,172</u>	<u>3,580</u>	<u>24,752</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	16,589	(3,798)	12,791
Restricted funds			
Restricted funds	<u>98,584</u>	<u>(107,795)</u>	<u>(9,211)</u>
TOTAL FUNDS	<u>115,173</u>	<u>(111,593)</u>	<u>3,580</u>

Comparatives for movement in funds

	At 1.3.19 £	Net movement in funds £	At 29.2.20 £
Unrestricted funds			
General fund	2,672	5,162	7,834
Restricted funds			
Restricted funds	<u>8,291</u>	<u>5,047</u>	<u>13,338</u>
TOTAL FUNDS	<u>10,963</u>	<u>10,209</u>	<u>21,172</u>

continued...

Notes to the Financial Statements - continued
for the Year Ended 28 February 2021

8. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	8,714	(3,552)	5,162
Restricted funds			
Restricted funds	86,166	(81,119)	5,047
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>94,880</u>	<u>(84,671)</u>	<u>10,209</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.3.19 £	Net movement in funds £	At 28.2.21 £
Unrestricted funds			
General fund	2,672	17,953	20,625
Restricted funds			
Restricted funds	8,291	(4,164)	4,127
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>10,963</u>	<u>13,789</u>	<u>24,752</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	25,303	(7,350)	17,953
Restricted funds			
Restricted funds	184,750	(188,914)	(4,164)
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>210,053</u>	<u>(196,264)</u>	<u>13,789</u>

continued...

9. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 28 February 2021.

Cribs International Ltd**Detailed Statement of Financial Activities**
for the Year Ended 28 February 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations and grants	97,863	77,984
Gift aid	<u>5,503</u>	<u>7,180</u>
	103,366	85,164
Other trading activities		
Fundraising auctions, events & sales	<u>11,807</u>	<u>9,716</u>
Total incoming resources	115,173	94,880
EXPENDITURE		
Charitable activities		
Property leases	29,902	38,169
Rates and water	3,615	-
Light and heat	12,791	-
Sundries	1,490	-
Maintenance & purchases	9,991	7,925
Family living expenses	21,236	24,364
Athens operational costs	704	-
Contract services	22,917	8,802
Travel and volunteer expenses	<u>3,975</u>	<u>1,859</u>
	106,621	81,119
Support costs		
Management		
UK operational costs	3,048	2,876
Finance		
Bank charges	1,174	176
Governance costs		
Accountancy and legal fees	<u>750</u>	<u>500</u>
Total resources expended	<u>111,593</u>	<u>84,671</u>
Net income	<u><u>3,580</u></u>	<u><u>10,209</u></u>

This page does not form part of the statutory financial statements