

CHAB DAI UK

England & Wales · Charity number 1188067

Details

Other names CHAB DAI

Status Registered

Legal form CIO

Registered 2020-02-19

Register [View on the Charity Commission register](#)

Contact

Address 19a Richborne Terrace
London
SW8 1AS

Phone 07856624549

Email info@chabdai.org

Website <https://chabdai.org/>

Activities

Objects: FOR THE PUBLIC BENEFIT, THE ADVANCEMENT OF HUMAN RIGHTS TO ADDRESS ABUSE AND MODERN DAY SLAVERY FOR COMMUNITIES AND INDIVIDUALS ACROSS THE WORLD IN PARTICULAR BUT NOT EXCLUSIVELY BY EDUCATING THE PUBLIC, CARRYING OUT RESEARCH, PROVIDING TECHNICAL ADVICE TO GOVERNMENTS AND OTHERS, OBTAINING REDRESS FOR SURVIVORS AND RELIEVING NEED AMONG THE VICTIMS.

Activities: Our vision is to work together to bring justice, dignity and the end of exploitation globally. We do this through fostering greater collaboration and knowledge sharing between multi-sector stakeholders as well as building the capacity of anti-trafficking charities through advisory and resourcing support services.

Classification

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

Geography

- Cambodia
- Germany
- Netherlands
- Thailand
- Uganda
- United States
- North Somerset
- Somerset
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£51,471	£66,196	-	-
2023-12-31	£128,123	£129,232	-	-
2022-12-31	£122,706	£133,523	-	-
2021-12-31	£128,798	£124,657	-	-
2020-12-31	£82,019	£60,182	-	-

Trustees

Name	Role	Appointed
Dr Gillian Kane		2021-03-17
Lucy Keown		2024-09-02
Margaret Posnett		2025-11-18
Rosalind Eileen Margaret Hallifax		2023-03-17

CHAB DAI UK

England & Wales - Charity number 1188067

Accounts

Trustees' Annual Report for the period						
		Period start date			Period end date	
From	01	01	2024	To	31	12 2024

Section A Reference and administration details

Charity name	CHAB DAI UK
Other names charity is known by	CHAB DAI
Registered charity number (if any)	1188067
Charity's principal address	19a RICHBORNE TERRACE
	LONDON
Postcode	SW8 1AS

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1				
2	Dr Philip Jacobs		Until 31.01.2024	
4	Emily Chalke		Until 28.10.2024	
5	Dr Glenn Miles	Co-Chair until 27.07.24		
6	Tim Amstutz			
7	Gillian Kane	Secretary		
8	Leanne Georgiades			
9	Rosalind Hallifax	Co-Chair until 27.07.24 Chair from 27.07.24		
10	Lucy Keown		From 02.09.2024	
11				
12				
13				
14				
15				
16				
17				
18				

19			
20			

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Independent Examiner	Albert Goodman	Goodwood House, Blackbrook Park Avenue, Taunton, Somerset, TA1 2PX

Name of chief executive or names of senior staff members (Optional information)

Sharon Jacques, Operations and Development Director to 31st August 2024

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by the existing trustees

Additional governance issues (Optional information)

<p>You may choose to include additional information, where relevant, about:</p> <ul style="list-style-type: none"> • policies and procedures adopted for the induction and training of trustees; • the charity's organisational structure and any wider network with which the charity works; • relationship with any related parties; • trustees' consideration of major risks and the system and 	<p>Chab Dai has three entities in the UK, Cambodia and USA. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country.</p> <p>Chab Dai Coalition in Cambodia is registered with the Royal Government of Cambodia's Ministry of Foreign Affairs as an international charity organization under the legal sponsorship of Chab Dai UK.</p> <p>Chab Dai UK is committed to partnership. It is a member of a range of networks, and continues to partner with foundations in the anti-trafficking field, and businesses across the UK and beyond</p> <p>Chab Dai continues to develop and implement a global risk register covering all aspects of the organisation, including operations, the Boards, fundraising and projects. The risk register is reviewed and completed in</p>
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procedures to manage them.

partnership with Chab Dai team members on a bi annual basis. The risks are analysed and reported to senior management, which includes an action plan for mitigating against identified risks.

Chab Dai has developed a comprehensive policy library that reflects the organisational requirements, legal compliance and leading practice. The policies were initially written by the (then) Operations & Development Director in conjunction with subject matter experts, (eg GDPR & Data Security) and are periodically reviewed and approved by the board. Policies are rolled out and socialised with all staff to ensure understanding and compliance.

Chab Dai has also developed robust reporting mechanisms for safeguarding, privacy and whistleblowing. Each of these have their own direct emails and accompany process flows to ensure everyone manages any submissions as swiftly and as appropriately as possible. In addition, there is a feedback and complaints section on the website which allows anonymous submissions.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

For the public benefit, the advancement of human rights to address abuse and modern-day slavery for communities and individuals across the world in particular but not exclusively by educating the public, carrying out research, providing technical advice to governments and others, obtaining redress for survivors and relieving need among the victims.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Trustees have read and understood their responsibility to the guidance issued by the Charity Commission on public benefit.

Up to 30th June 2024, the UK office acted as joint secretariat for the Global Learning Community which now works with members across over 40 countries across the globe. The Global Learning Community project runs three core activities: Community Cultivation, Community Engagement and Community Peer Learning with the support and collaboration of the broader membership. As the Secretariat, the UK office provided oversight and guidance while continually asking and applying community feedback. On 1st July 2024 the secretariat role was transferred to Dark Bali, formerly joint secretariat with Chab Dai.

In 2024, Chab Dai UK remained the legal sponsor for Chab Dai Cambodia and continued to support the work of the Cambodia office., the activities have included supporting cases of human trafficking, rape, as well as repatriating Cambodian victims of trafficking. Our legal team have cases in trial process, our community heroes have trained many people in the villages, and our systems strengthening team have trained a range of officials.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Our vision is: We see a world where communities live in dignity, harmony, and freedom.

Our mission is: We seek to end all forms of abuse and modern slavery globally by building a movement to empower communities, to strengthen systems, and to restore justice and wellbeing with survivors.

For further information see www.chabdai.org

Chab Dai UK has benefited from having our volunteer bookkeeper, who assists the treasurer with PAYE administration and general accounts management.

Summary of the main achievements of the charity during the year**Chab Dai Cambodia**

Chab Dai UK is the legal sponsor of Chab Dai Cambodia and its projects.

2024 End of Year Impact**SURVIVOR RESTORATION**

- 38 survivors of trafficking were repatriated back to Cambodia
- 45 forced marriage cases supported
- 31 child survivors of sexual violence were supported
- \$11,750 awarded to survivors in court ordered compensation

Story of Impact : Kunthea's Journey to Recovery

After being trafficked to China, Kunthea returned to Cambodia overwhelmed by fear, sadness and anger. Initially, she struggled with trust, even mistaking her counsellor for a broker. Through Chab Dai's Community-Based Client Care team, Kunthea received the report she needed. Counseling helped her process trauma and develop coping strategies, while Chab Dai's Survivor Care Forms provided her with a community of individuals who shared similar experiences. Today, with emotional support and assistance covering her basic and medical needs, which eased her financial pressures, Kunthea has regained stability and is rebuilding her life in her village.

COMMUNITY EMPOWERMENT

- 30 new community heroes trained
- Each Community Hero receives 3 days of training to support prevention of trafficking in local communities
- 220 families received protection awareness training
- 90 High School students trained on prevention methods
- 20 church members engaged in protection awareness

Story of impact: Student Protects Friend from Online Exploitation

A Grade 11 student shared how she helped protect her 16-year old friend from online exploitation. The friend had been chatting with a stranger on Facebook who requested personal photos, promised money, and expressed love with intentions of engagement. Concerned for her friend's safety, the student recognised the dangers. The project team, in collaboration with teachers as community heroes, conducted awareness sessions on human trafficking, sexual abuse, and online exploitation. After attending, the student learned how to identify risky online interactions. She explained the red flags to her friend, like the man's suspicious behaviour and locked profile, and advised her to block him on both Facebook and Messenger.

MOVEMENT BUILDING

- 29 Chab Dai Charter members
- 54 organisations in the Cambodia Coalition Project
- 955 participants from NGO members, partners and stakeholders attended coalition project events.

Story of Impact : Improved Shelter Monitoring through Coalition Collaboration

The government's shelter monitoring effectiveness has improved significantly with ongoing support from the Coalition. Previously irregular, monitoring activities now ensure shelters meet minimum care standards for trafficking victims.

The Deputy Director of the Department of Victim Protection, stated: "Through our collaboration with the Coalition, we have closely engaged in monitoring, identified areas for improvement, and strengthened shelters to better serve victims. These efforts ensure shelters meet required standards, and we encourage continued support to protect victims."

Section E**Financial review****Brief statement of the charity's policy on reserves**

Chab Dai UK no longer has any employees and therefore no reserves are required to cover salary costs. There are minimal admin costs which can be met from reserves and income.

Details of any funds materially in deficit**Further financial review details (Optional information)**

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

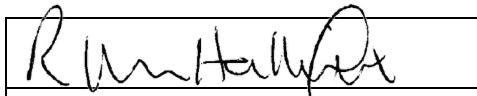
Section F**Other optional information**

(This section left blank)

Section G**Declaration**

The trustees declare that they have approved the trustees' report above. Signed on behalf of the charity's trustees

Signature(s)



Full name(s)

Rosalind Hallifax

Position (eg Secretary, Chair, etc)

Chair

Date

16.10.2025

Independent examiners report to the Trustees of Chab Dai UK

I report to the trustees on my examination of the accounts for Chab Dai UK ("the charity") for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records

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.



.....
Michelle Ferris BSC (Hons) FCA DChA

Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 17 October 2025



CHAB DAI UK

Registered with The Charity Commission
for England & Wales

Registered Number: 1188067

FINANCIAL STATEMENT

for the 12 months ended
31st December 2024

*We see a world where communities live in
dignity, harmony, and freedom*

CHAB DAI UK

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024

RECEIPTS	2024	2023
Global Learning Community		
Chab Dai Cambodia	£0.00	£0.00
Chab Dai International	£15,860.12	£38,000.00
Everfree	£6,370.00	£9,555.00
Karakin	£0.00	£45,600.00
Exchange Rate Adjustments	(£757.90)	(£1,627.23)
	£21,472.22	£91,527.77
General Funds		
Chab Dai Cambodia	£5,456.00	£7,200.00
Chab Dai International	£21,534.40	£10,304.00
Donations	£2,473.95	£3,717.18
Gift Aid Recovery	£785.51	£459.27
Bank Interest	£14.74	£81.68
Profit on sale of Accessories	£0.00	£0.00
Exchange Rate Adjustments	(£266.11)	(£383.41)
	£29,998.49	£21,378.72
Chab Dai Coalition		
Chab Dai Cambodia	£0.00	£0.00
Donations	£0.00	£0.00
	£0.00	£0.00
Projects		
Website + Cyber security	£0.00	£3,416.66
Imago Dei Staff Wellbeing	£0.00	£2,083.33
Imago Dei Flex Fund	£0.00	£9,895.83
Exchange Rate Adjustments	£0.00	(£179.12)
	£0.00	£15,216.70
TOTAL RECEIPTS	£51,470.71	£128,123.19

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024

PAYMENTS	2024	2023
Global Learning Community		
GLC Payroll	£12,526.15	£31,447.27
Contractors + Interns	£28,600.00	£39,450.00
GLC Travel Expenses	£1,072.63	£4,604.76
Knowledge Management	£705.96	£2,132.34
Partnership + Collaboration	£1,179.29	£1,750.81
GLC Other Expenses	£305.77	£2,979.94
	£44,389.80	£82,365.12
General Funds		
General Payroll	£18,789.23	£27,430.58
Fundraising Costs	£50.00	£50.00
Governance + Consultancy	£1,110.00	£1,450.00
Travel	£51.20	£630.38
Administration	£555.39	£552.97
Support Services	£257.00	£7.80
Bank Charges	£458.00	£495.00
Trustee Meetings	£96.65	£1,098.92
Other Costs	£19.80	£264.26
	£21,387.27	£31,979.91
Projects		
Imago Dei Flex Fund	£0.00	£11,059.37
Imago Dei Staff Wellbeing	£418.59	£1,427.83
Website Design + Build	£0.00	£2,400.00
	£418.59	£14,887.20
TOTAL PAYMENTS	£66,195.66	£129,232.23
SURPLUS / (DEFICIT) FOR FINANCIAL PERIOD	(£14,724.95)	(£1,109.04)

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024

FUND BALANCES

Global Learning Community	Unres- tricted	Desig- nated	Res- tricted	2024 Total	2023 Total
Total Receipts	£0.00	£21,472.22	£0.00	£21,472.22	£91,527.77
Total Payments	£0.00	£44,389.80	£0.00	£44,389.80	£81,365.12
Excess of receipts over payments	£0.00	(£22,917.58)	£0.00	(£22,917.58)	£10,162.65
Transferred to General Funds	£0.00	£11,341.29	£0.00	£11,341.29	£0.00
GLC Funds as at 1st January	£0.00	£11,576.29	£0.00	£11,576.29	£1,413.64
GLC Funds as at 31st December	£0.00	£0.00	£0.00	£0.00	£11,576.29
General Funds	Unres- tricted	Desig- nated	Res- tricted	2024 Total	2023 Total
Total Receipts	£3,274.20	£26,724.29	£0.00	£29,998.49	£21,378.72
Total Payments	(£5,337.02)	£26,724.29	£0.00	£21,387.27	£31,979.91
Excess of receipts over payments	£8,611.22	£0.00	£0.00	£8,611.22	(£10,601.19)
Transferred to GLC	(£11,341.29)	£0.00	£0.00	(£11,341.29)	(£0.37)
Transferred from Projects	£311.12	£0.00	£0.00	£311.12	
General Funds as at 1st January	£3,081.82	£0.00	£0.00	£3,081.82	£13,683.38
General Funds as at 31st December	£662.87	£0.00	£0.00	£662.87	£3,081.82
Projects	Unres- tricted	Desig- nated	Res- tricted	2024 Total	2023 Total
Total Receipts	£0.00	£0.00	£0.00	£0.00	£15,216.70
Total Payments	£0.00	£0.00	£418.59	£418.59	£15,887.20
Excess of receipts over payments	£0.00	£0.00	(£418.59)	(£418.59)	(£670.50)
Transferred from Projects	£0.00	£0.00	(£311.12)	(£311.12)	£0.37
Project Funds as at 1st January	£0.00	£0.00	£729.71	£729.71	£1,399.84
Project Funds as at 31st December	£0.00	£0.00	(£0.00)	(£0.00)	£729.71
All Funds	Unres- tricted	Desig- nated	Res- tricted	2024 Total	2023 Total
	£662.87	£0.00	(£0.00)	£662.87	£15,387.82

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024

RECONCILIATION OF FUNDS + ACCOUNT BALANCES

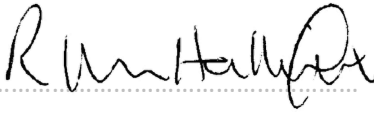
Funds as at 31st December	2024	2023
Global Learning Community	£0.00	£10,576.29
General Funds	£662.87	£3,081.89
Projects	£0.00	£1,729.64
Total funds as at 31st December	£662.87	£15,387.82

Bank and cash account as at 31st December	2024	2023
Bank Current Account	£662.87	£14,993.15
CCLA Deposit Fund	£0.00	£241.29
PayPal Account	£0.00	£153.38
Total bank and cash account as at 31st December	£662.87	£15,387.82

STATEMENT OF ASSETS AND LIABILITIES AT 31ST DECEMBER 2024

Monetary Assets	2024		2023	
Bank Current Account	£662.87		£14,993.15	
CCLA Deposit Fund	£0.00		£241.29	
PayPal Account	£0.00	£662.87	£153.38	£15,387.82
Fixtures Fittings and Equipment Assets		£0.00		£0.00
Total Assets		£662.87		£15,387.82
LESS Monetary Liabilities				
PAYE	£0.00		£0.00	
Albert Goodman (Independent Examiner)	£600.00	£600.00	£600.00	£600.00
Net Worth as at 31st December		£62.87		£14,787.82

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date
	Rosalind Hallifax	16/10/2025 / / / /

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024

Financial Notes**1. Basis of Financial Reporting**

In accordance with the requirements of the Charity Commission for England and Wales, this financial statement has been prepared on a Receipts & Payments basis.

2. Registration as a Charitable Incorporated Organisation (CIO)

Chab Dai UK was registered on 19th February 2020 by the Charity Commission for England and Wales using the Commission's foundation model constitution for a CIO with a few minor changes. It is the successor to Chab Dai Charitable Trust (registered no. 1103241) having the same charitable objects.

3. Other Chab Dai Entities

Chab Dai has three entities in the US, Cambodia and UK. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country. Some UK trustees are also trustees of the US charity to promote global collaboration. More details about governance can be found on the Chab Dai website:-

<https://chabdai.org/about#governance>

4. Funding for Chab Dai UK

Chab Dai International funds Chab Dai UK for the Global Learning Community (GLC) programme and the remuneration of the charity's employee.

The grant making body responsible for the source of these funds has made them available on an unrestricted basis. GLC and remuneration costs are shown as designated funds in this statement.

5. Exchange Rate Movements

The UK charity budgets with its American and Cambodian associates at a working exchange rate of £1Stg = US\$1.25. The exchange rate risk or gain is carried by the UK charity. In 2024, the increase in the value of the pound meant that over the year the charity had an exchange loss of £1024

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2024**Financial Notes (continued)****6. Fundraising in the UK**

Local fundraising in the UK covers the general expenses of the charity. Campaigns, donations and Gift Aid generated £3259 in 2023 (£4176 in 2022). General Fund outgoings included fundraising costs of £50. JustGiving is the charity's preferred intermediary for collecting donations.

7. Restricted Funds

No restricted funds were received in the year

8. Budgeting and Reserves Policy

The 2024 Budget was predicting that the GLC Project will be run by a different charity from July 2024. The last member of staff will leave at the end of August with the charity to run as an adviser.

9. Year End Financial Position

The income and expenditure in this financial statement relates to the activity of the charity during 2024. The exceptions are the annual insurance policy taken out with Ansvar which is due for renewal on 1st August 2025 and the fee due to the Independent Examiner for reviewing this financial statement is also outstanding at the year end.

No assets were acquired or held other than the cash balances at the Bank, CCLA and with PayPal.

CHAB DAI UK

England & Wales - Charity number 1188067

Accounts

Trustees' Annual Report for the period						
		Period start date			Period end date	
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Other names charity is known by	CHAB DAI
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Postcode	SW8 1AS

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Tate Johnston	Chair	Until 30.06.2023	
2	Dr Philip Jacobs			
4	Emily Chalke			
5	Dr Glenn Miles			
6	Tim Amstutz			
7	Gillian Kane	Secretary Chair		
8	Leanne Georgiades			
9	Rosalind Hallifax		From 17.03.2023	
10				
11				
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19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Independent Examiner	Albert Goodman	Goodwood House, Blackbrook Park Avenue, Taunton, Somerset, TA1 2PX

Name of chief executive or names of senior staff members (Optional information)

Helen Sworn, Executive Director and Founder (Resignation: end of March 2023)
Sharon Jacques, Operations and Development Director

Section B Structure, governance and management

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covering all aspects of the organisation, including operations, the Boards, fundraising and projects. The risk register is reviewed and completed in partnership with Chab Dai team members on a bi annual basis. The risks are analysed and reported to senior management, which includes an action plan for mitigating against identified risks.

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During the year, the UK office acted as the sole secretariat for the Global Learning Community which now works with members across over 40 countries across the globe. The Global Learning Community project runs three core activities: Community Cultivation, Community Engagement and Community Peer Learning with the support and collaboration of the broader membership. As the Secretariat, the UK office provided oversight and guidance while continually asking and applying community feedback.

Along with other organisations, Chab Dai hosted the sixth Asian Regional Anti-Trafficking (ARAT) Conference which was held in Bali (Indonesia). This was the first in-person ARAT conference to be held since the COVID-19 restrictions were lifted. The conference was created to develop multi-sector partnerships, increase standards of care, and improve the collective response and awareness on issues of human trafficking and modern slavery. The conference this year was well-attended by participants from many nations.

In 2023, Chab Dai UK remained the legal sponsor for Chab Dai Cambodia and continued to support the work of the Cambodia office., the activities have included supporting cases of human trafficking, rape, as well as repatriating Cambodian victims of trafficking. Our legal team have cases in trial process, our community heroes have trained many people in the villages, and our systems strengthening team have trained a range of officials.

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You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Our vision is: We see a world where communities live in dignity, harmony, and freedom.

Our mission is: We seek to end all forms of abuse and modern slavery globally by building a movement to empower communities, to strengthen systems, and to restore justice and wellbeing with survivors.

For further information see www.chabdai.org

Chab Dai UK has benefited from having two volunteers in 2023.

The first volunteer is our bookkeeper, who assists the treasurer with PAYE administration and general accounts management.

Our GLC volunteer continued to assist, including with the development of an online GLC Member Map.

Summary of the main achievements of the charity during the year

Global Learning Community

Chab Dai UK directly implements the Global Learning Community (GLC) project and in 2023 expanded to more than 238 members in 45 countries.

VISION To strengthen and foster a comprehensive, connected, and competent anti-trafficking & modern slavery movement.

MISSION As a culturally diverse, global community, we collaboratively strengthen standards, facilitate connections and learning, and implement creative & innovative solutions within the anti-trafficking & modern slavery movement.

CORE VALUES:

Inclusive
Empowering
Accountable
Innovative
Sharing

OBJECTIVES & IMPACT:

Objective 1 – Connections –To inform, support and facilitate member development and connections within the anti- trafficking community, partners and collaborators. Impact:

- 11 Monthly Community calls in two time zones
- 251 attendees with 85 unique participants on the Monthly Community Learning calls
- 22 countries and 53 organisations were represented
- 41 meetings/connections were facilitated with community members to support their unique needs/goals.

Objective 2 – Learning - To establish Learning Hubs and Community Projects that provide technical assistance and support for GLC members

Impact:

- 6 Coffee Corner Calls were held – informal meetings led by GLC members
- Coffee Corner Calls had 55 attendees with an average of 9 participants per call, 5 countries were represented on each call, 6 organisations were represented on each call.
- 3 Coalition and Network Leader calls with 37 attendees, 7 organisations and 6 countries represented.
- 2 Community Initiatives were active.

1. Survivor Organisation Mapping Research Project: This project hosted a Coffee Corner Call in June 2023 to discuss the findings of the 80+ respondents from survivor networks and survivor-led organisations. The group discussed the next steps for identifying more survivor-led organizations and understanding what the term "survivor-led" means to them. This community initiative was championed by Dr. Angela Robinson, University of California Irvine

/ EverFree, USA and by the Secretariat Team.

2. Freedom Lifemap Community Project: The GLC facilitated the Freedom Lifemap Community quarterly calls for the Innovation Partners using the Freedom Lifemap Tool. There were 6 Innovation Partners in the pilot group. Dr Leah Edward also met with the Innovation Partners twice throughout 2023 to gather monitoring, evaluation and learning data to explore the experience of the onboarding and contextualisation process of implementing the tool. The Secretariat Team and EverFree worked closely together to facilitate data gathering and communications. The GLC will continue supporting EverFree and the Freedom Lifemap pilot until 2025.

- The Asia Regional Anti-Trafficking Conference (ARAT):
- The 2023 ARAT conference was held in person in Bali, Indonesia and online. The conference had 482 total participants (145 in person attendees and 337 remote attendees). 132 organisations were represented and 25 countries represented.

The conference planning team was composed of GLC Members from the following organisations: Dark Bali, Chab Dai, The Freedom Story, Whispering Willow, and Ashray India.

Objective 3: Equity Partners - To facilitate peer learning, coaching, connections and leading projects through a commitment of time equal to 20% of their work with 'sweat equity' contributions.

The GLC Equity Partners are a group of GLC Members that serve the community through the giving of their time to facilitate Monthly Learning Calls, Coffee Corner Calls, providing capacity support to the Secretariat, and connect with GLC members on their unique needs.

Equity Partners are members of the GLC community who are able to provide additional time and support to benefit the community and therefore the wider anti-trafficking movement.

Equity Partners offer their experience, technical resources and expertise to the Secretariat and members of the community by leading calls and getting involved in community projects.

Objective 4: Secretariat - To oversee and implement the administrative functions as the GLC secretariat.

- Met and reviewed over 30 new community members with a new membership process

We successfully secured a project specific grant for the GLC and received continued support from a long standing donor.

We took further steps to build and strengthen our digital services to GLC members by launching the exclusive Members Area on the website and the People Library it holds. We also conducted a brand

audit with our digital agency friends at Imaginary Friends, and are excited about the envisioned updates for the website in 2024 onwards.

We continued to prioritise research and evaluation within our community to understand our gaps and position ourselves to serve the community.

We continued to prioritise research and evaluation, to understand our gaps in knowledge and activities and ensure the project is orientated towards serving the needs of the community.

The GLC Team collaborated with Elisabeth Scaife (FYN Global and a GLC Equity Partner) on strategic planning, member engagement and logframe reassessment.

We initiated the secretariat renewal process for the upcoming three year term. The community members voted for a co-secretariat model with Chab Dai and Dark Bali to start in January 2024.

Chab Dai Cambodia

Chab Dai UK is the legal sponsor of Chab Dai Cambodia and its projects.

2023 End of Year Impact

SURVIVOR RESTORATION

- 27 survivors were supported in 2023 (with 17 cases from 2022 continuing to receive support)
- 55 survivors of trafficking were repatriated back to Cambodia
- 53 forced marriage cases supported
- 56 cases provided with legal support.

Stories of impact

A survivor was abused by two perpetrators, a father and son, on several occasions. The survivor, and her family, reported this abuse and were given support to take action. The family were very nervous and afraid because they didn't know about the court proceedings. The survivor moved to a shelter during this process as the perpetrators lived locally. The LSP walked alongside her through the trial. During the proceeding, the survivor gave her testimony to the court and, as a result, sentenced the perpetrators to jail terms of 8 and 10 years and ordered them to pay \$ 5,000 compensation:

COMMUNITY EMPOWERMENT

- Community Heroes were recruited from 14 villages
- Each Community Hero receives 3 days of training to support prevention of trafficking in local communities

- 140 families (669 family members) received awareness training in the Provinces.

Stories of impact:

A community member shares her learning on safe migration with other community members.

During awareness raising activities, a target family leader at Ovloek village, Preah Vihear Province, had a chance to share with other participants her experiences of migration to Thailand. She went to work abroad because she had a positive experience the previous year but this year she didn't choose an agency as previously but she migrated with brokers. She needed to walk across the PoiPet border at night time and found a job and worked with low wages. She was arrested by police because she was illegal there and she was forced to pay all money at the Thailand border checkpoint in order to cross the border home. In her experience she realised that legal Community Empowerment migration is much safer.

SYSTEMS STRENGTHENING

-
- 69 individuals (Border Police, Government officers and Police) across multiple Provinces received training.
- 197 people benefitted from outreach activities in Tbong Khmum Province.
- Training outreach activities were conducted in 6 high schools.
- 479 students have received awareness on human trafficking, sexual abuse and migration risks.

Stories of Impact

Government officials empowered to effectively support victims.

Commissioner Deputy Director of Anti-human trafficking and Gender Office at Tboung Khmum applied the knowledge from her training to collect information and report writing of human trafficking and sexual abuse cases. "Before, I was not able to complete information with the victim. There were not clear forms available and the questions sometimes shamed the victim. The environment where the interviews were conducted were not suitable. I applied the methods from the training session which increased my capacity to build close contact with victims and I was able to record System Strengthening information from the victims of sexual abuse.

MOVEMENT BUILDING

- 29 Chab Dai Charter members
- 623 participants from 91 NGO members, partners and stakeholders attended coalition project events.
- 236 Global Learning Community members in 44 countries
- 132 organisations from 25 countries were represented at the 2023 ARAT conference

Stories of impact**Government Departments equipped to ensure community protection**

A representative of the Department of Women Affairs, Kampong Cham Province has built up their confidence in implementing community prevention while working to support vulnerable people in the community, especially victims of trafficking and sexual abuse. After participating in training, she has gone on to share the concept of prevention and protection to 165 community people during outreach activities. “I noticed that I had a change in thinking, knowledge, and practice, and also collaborated with other partners to support each other.”

Section E**Financial review****Brief statement of the charity's policy on reserves**

The trustees had resolved that the target for reserves should be 3 months salary costs overall. Notably, 2023 was a year of transition with the UK employed Executive Director moving on, and a new Executive Director employed by Chab Dai International part way through the year. This reduced the salary cost burden on Chab Dai UK. Although there were sufficient funds available from the funds received as grants from Chab Dai International to pay what was required, there were not enough to build up reserves again. The overall activities of Chab Dai UK have since been reviewed as a result of the remaining UK employee resigning in 2023. It is therefore anticipated that for the present Chab Dai UK will continue in a much reduced capacity and not require significant reserves to cover salary costs.

Details of any funds materially in deficit**Further financial review details (Optional information)**

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Section F**Other optional information**


(This section left blank)

Section G**Declaration**

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
---	--

Full name(s)

Rosaline Hallifax	
-------------------	--

Position (eg Secretary, Chair, etc)

Trustee	
---------	--

Date

06/09/2024

Independent examiners report to the Trustees of Chab Dai UK

I report to the trustees on my examination of the accounts for Chab Dai UK ("the charity") for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records

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.



.....
Michelle Ferris BSC (Hons) FCA DChA

Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 12 September 2024



CHAB DAI UK

Registered with The Charity Commission
for England & Wales

Registered Number: 1188067

FINANCIAL STATEMENT

for the 12 months ended
31st December 2023

*We see a world where communities live in
dignity, harmony, and freedom*

CHAB DAI UK

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023

RECEIPTS	2023	2022
Global Learning Community		
Chab Dai Cambodia	£0.00	£0.00
Chab Dai International	£38,000.00	£71,933.12
Evertree	£9,555.00	
Karakin	£45,600.00	
Exchange Rate Adjustments	(£1,627.23)	£6,088.80
	£91,527.77	£78,021.92
General Funds		
Chab Dai Cambodia	£7,200.00	£6,857.15
Chab Dai International	£10,304.00	£17,142.86
Donations	£3,717.18	£9,728.08
Gift Aid Recovery	£459.27	£1,421.40
Bank Interest	£81.68	£118.76
Profit on sale of Accessories	£0.00	£56.50
Exchange Rate Adjustments	(£383.41)	£2,315.13
	£21,378.72	£37,639.88
Chab Dai Coalition		
Chab Dai Cambodia	£0.00	£0.00
Donations	£0.00	£0.00
	£0.00	£0.00
Projects		
Website +Cyber security	£3,416.66	£0.00
Imago Dei Staff Wellbeing	£2,083.33	£1,548.87
Imago Dei Flex Fund	£9,895.83	£5,494.96
Exchange Rate Adjustments	(£179.12)	
	£15,216.70	£7,043.83
TOTAL RECEIPTS	£128,123.19	£122,705.63

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023

PAYMENTS	2023	2022
Global Learning Community		
GLC Payroll	£31,447.27	£53,924.02
Contractors + Interns	£39,450.00	£19,650.00
GLC Travel Expenses	£4,604.76	£8,351.37
Knowledge Management	£2,132.34	£3,076.26
Partnership + Collaboration	£1,750.81	£432.54
GLC Other Expenses	£2,979.94	£1,706.07
	£82,365.12	£87,140.26
General Funds		
General Payroll	£27,430.58	£32,112.46
Fundraising Costs	£50.00	£3,387.29
Governance + Consultancy	£1,450.00	£1,230.00
Travel	£630.38	£1,062.87
Administration	£552.97	£438.83
Support Services	£7.80	£1,067.36
Bank Charges	£495.00	£441.00
Trustee Meetings	£1,098.92	£599.85
Other Costs	£264.26	£398.41
	£31,979.91	£40,738.07
Projects		
Imago Dei Flex Fund	£11,059.37	£4,095.19
Imago Dei Staff Wellbeing	£1,427.83	£1,549.24
Website Design + Build	£2,400.00	£0.00
	£14,887.20	£5,644.43
TOTAL PAYMENTS	£129,232.23	£133,522.76
SURPLUS / (DEFICIT) FOR FINANCIAL PERIOD	(£1,109.04)	(£10,817.13)

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023

FUND BALANCES

Global Learning Community	Unrestricted	Designated	Restricted	2023 Total	2022 Total
Total Receipts	£0.00	£91,527.77	£0.00	£91,527.77	£78,021.92
Total Payments	£0.00	£82,365.12	£0.00	£82,365.12	£87,140.26
Excess of receipts over payments	£0.00	£9,162.65	£0.00	£9,162.65	(£9,118.34)
Transferred to General Funds	£0.00	£0.00	£0.00	£0.00	£2,085.21
GLC Funds as at 1st January	£0.00	£1,413.64	£0.00	£1,413.64	£8,446.77
GLC Funds as at 31st December	£0.00	£10,576.29	£0.00	£10,576.29	£1,413.64
General Funds	Unrestricted	Designated	Restricted	2023 Total	2022 Total
Total Receipts	£4,258.13	£17,120.59	£0.00	£21,378.72	£37,639.88
Total Payments	£14,859.32	£17,120.59	£0.00	£31,979.91	£40,738.07
Excess of receipts over payments	(£10,601.19)	£0.00	£0.00	(£10,601.19)	(£3,098.19)
Transferred from GLC	(£0.37)	£0.00	£0.00	(£0.37)	(£2,085.58)
General Funds as at 1st January	£13,683.38	£0.00	£0.00	£13,683.38	£18,867.15
General Funds as at 31st December	£3,081.82	£0.00	£0.00	£3,081.82	£13,683.38
Projects	Unrestricted	Designated	Restricted	2022 Total	2022 Total
Total Receipts	£0.00	£0.00	£15,216.70	£15,216.70	£7,043.83
Total Payments	£0.00	£0.00	£14,887.20	£14,887.20	£5,644.43
Excess of receipts over payments	£0.00	£0.00	£329.50	£329.50	£1,399.40
Transferred from Projects	£0.00	£0.00	£0.37	£0.37	£0.37
Project Funds as at 1st January	£0.00	£0.00	£1,399.84	£1,399.84	£0.07
Project Funds as at 31st December	£0.00	£0.00	£1,729.71	£1,729.71	£1,399.84
All Funds	Unrestricted	Designated	Restricted	2023 Total	2022 Total
	£3,081.82	£10,576.29	£1,729.71	£15,387.82	£16,496.86

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023

RECONCILIATION OF FUNDS + ACCOUNT BALANCES

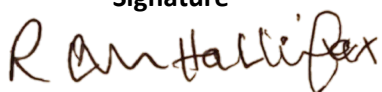
Funds as at 31st December	2023	2022
Global Learning Community	£10,576.29	£1,413.64
General Funds	£3,081.89	£13,683.45
Projects	£1,729.64	£1,399.77
Total funds as at 31st December	£15,387.82	£16,496.86

Bank and cash account as at 31st December	2023	2022
Bank Current Account	£14,993.15	£15,619.22
CCLA Deposit Fund	£241.29	£214.59
PayPal Account	£153.38	£663.05
Total bank and cash account as at 31st December	£15,387.82	£16,496.86

STATEMENT OF ASSETS AND LIABILITIES AT 31ST DECEMBER 2023

Monetary Assets	2023		2022	
Bank Current Account	£14,993.15		£15,619.22	
CCLA Deposit Fund	£241.29		£214.59	
PayPal Account	£153.38	£15,387.82	£663.05	£16,496.86
Fixtures Fittings and Equipment Assets		£0.00		£0.00
Total Assets		£15,387.82		£16,496.86
LESS Monetary Liabilities				
PAYE	£0.00		£2,212.42	
Albert Goodman (Independent Examiner)	£600.00	£600.00	£600.00	£2,812.42
Net Worth as at 31st December		£14,787.82		£13,684.44

Signed by one or two trustees on behalf of all the trustees

<p>Signature</p>  <p>.....</p> <p>.....</p>	<p>Print Name</p> <p>Rosalind Hallifax</p> <p>.....</p> <p>.....</p>	<p>Date</p> <p>06 / 09 / 2024</p> <p>..... / /</p>
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FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023

Financial Notes**1. Basis of Financial Reporting**

In accordance with the requirements of the Charity Commission for England and Wales, this financial statement has been prepared on a Receipts & Payments basis.

2. Registration as a Charitable Incorporated Organisation (CIO)

Chab Dai UK was registered on 19th February 2020 by the Charity Commission for England and Wales using the Commission's foundation model constitution for a CIO with a few minor changes. It is the successor to Chab Dai Charitable Trust (registered no. 1103241) having the same charitable objects.

3. Other Chab Dai Entities

Chab Dai has three entities in the US, Cambodia and UK. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country. Some UK trustees are also trustees of the US charity to promote global collaboration. More details about governance can be found on the Chab Dai website:-

<https://chabdai.org/about#governance>

4. Funding for Chab Dai UK

Chab Dai International funds Chab Dai UK for the Global Learning Community (GLC) programme and the remuneration of the charity's two employees, one of whom resigned as at 30th April 2023. The grant making body responsible for the source of these funds has made them available on an unrestricted basis. GLC and remuneration costs are shown as designated funds in this statement.

5. Exchange Rate Movements

The UK charity budgets with its American and Cambodian associates at a working exchange rate of £1Stg = US\$1.25. The exchange rate risk or gain is carried by the UK charity. In 2023, the increase in the value of the pound meant that over the year the charity had an exchange loan of £2190

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2023**Financial Notes (continued)****6. Fundraising in the UK**

Local fundraising in the UK covers the general expenses of the charity. Campaigns, donations and Gift Aid generated £4176.45 in 2023 (£11,149 in 2022). General Fund outgoings included fundraising costs of £50. JustGiving is the charity's preferred intermediary for collecting donations.

7. Restricted Funds

Restricted funds were received as grants for two projects. £13312.59 was received to pay for improvements to the website, travel to conferences and some other items.

The other grant for staff wellbeing was fully paid in the year.

8. Budgeting and Reserves Policy

The 2023 Budget predicted a surplus of £24,563. However the Budget was not achieved mainly due to the Executive Director leaving in March and her replacement not joining until June.

The 2024 Budget is predicting that the GLC Project will be run by a different charity from July 2024.

The last member of staff will leave at the end of August with the charity to run as an adviser.

9. Year End Financial Position

The income and expenditure in this financial statement relates to the activity of the charity during 2023. The exceptions are the annual insurance policy taken out with Ansvar which is due for renewal on 1st August 2024, three international payments totalling £3988 had been raised but did not clear the bank until January and the fee due to the Independent Examiner for reviewing this financial statement is also outstanding at the year end.

No assets were acquired or held other than the cash balances at the Bank, CCLA and with PayPal.

CHAB DAI UK

England & Wales - Charity number 1188067

Accounts

Trustees' Annual Report for the period

	Period start date				Period end date		
From	01	01	2022	To	31	12	2022

Section A Reference and administration details

Charity name	CHAB DAI UK		
Other names charity is known by	CHAB DAI		
Registered charity number (if any)	1188067		
Charity's principal address	FLAT 4, WEST LINKS, 18 ELLESMERE ROAD WESTON SUPER MARE NORTH SOMERSET <table style="width: 100%; border-collapse: collapse; margin-top: 5px;"> <tr> <td style="width: 60%; border: 1px solid black;">Postcode</td> <td style="border: 1px solid black; padding: 2px 5px;">BS23 4UU</td> </tr> </table>	Postcode	BS23 4UU
Postcode	BS23 4UU		

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Tate Johnston	Chair		
2	Dr Philip Jacobs			
3	Jim Loring	Treasurer	Until 24/09/2022	
4	Emily Chalke			
5	Dr Glenn Miles			
6	Tim Amstutz			
7	Gillian Kane	Secretary		
8	Leanne Georgiades			
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Independent Examiner	Albert Goodman	Goodwood House, Blackbrook Park Avenue, Taunton, Somerset, TA1 2PX

Name of chief executive or names of senior staff members (Optional information)

Helen Sworn, Executive Director and Founder
Sharon Jacques, Operations and Development Director

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by the existing trustees

Additional governance issues (Optional information)

<p>You may choose to include additional information, where relevant, about:</p> <ul style="list-style-type: none"> • policies and procedures adopted for the induction and training of trustees; • the charity's organisational structure and any wider network with which the charity works; • relationship with any related parties; • trustees' consideration of major risks and the system and procedures to manage them. 	<p>In September 2022, the Treasurer of the charity stepped down and the trustees are in the process of recruiting a new Treasurer.</p> <p>Chab Dai has three entities in the UK, Cambodia and USA. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country.</p> <p>Chab Dai Coalition in Cambodia is registered with the Royal Government of Cambodia's Ministry of Foreign Affairs as an international charity organization under the legal sponsorship of Chab Dai UK.</p> <p>Chab Dai UK is committed to partnership. Chab Dai continues to be a member of the European Freedom Network as well as the Freedom Collaborative online network and national networks in Africa and Asia. It has strengthened long term partnerships with Deloitte, Thomson Reuters Trust Law pro bono legal program, Allen & Overy LLP, Ethixbase and Computer Network Defence (CND).</p> <p>Chab Dai's new partnerships include membership with Rotary International of the Rotary Club to End Human Trafficking and the Rotary Action Group Against Slavery, it is now registered with the UK's Fundraising Regulator and has a new partnership with Eversheds Sutherland LLP.</p>
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Chab Dai continues to develop and implement a global risk register covering all aspects of the organisation, including operations, the Boards, fundraising and projects. The risk register is reviewed and completed in partnership with Chab Dai team members on a bi annual basis. The risks are analysed and reported to the Executive Director and Board of Trustees by the Operations & Development Director, which includes an action plan for mitigating against identified risks.

Chab Dai has developed a comprehensive policy library that reflects the organisational requirements, legal compliance and leading practice. The policies are written by the Operations & Development Director in conjunction with subject matter experts, (eg GDPR & Data Security) is reviewed and approved by the board. Policies are rolled out and socialised with all staff to ensure understanding and compliance.

Chab Dai has also developed robust reporting mechanisms for safeguarding, privacy, whistleblowing and an option to connect with the board of trustees. Each of these have their own direct emails and accompany process flows to ensure everyone manages any submissions as swiftly and as appropriately as possible. In addition, there is a feedback and complaints section on the website which allows anonymous submissions.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

For the public benefit, the advancement of human rights to address abuse and modern-day slavery for communities and individuals across the world in particular but not exclusively by educating the public, carrying out research, providing technical advice to governments and others, obtaining redress for survivors and relieving need among the victims.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Trustees have read and understood their responsibility to the guidance issued by the Charity Commission on public benefit.

During the year, the UK office has delivered activities for public benefit to increase knowledge and awareness of modern-day slavery in the UK through social media campaigns. Since COVID-19 restrictions are no longer in place in the UK, in person presentations were also carried out for public in school, religious and public hall settings.

Chab Dai's UK based Global Learning Community now works with members across 43 countries across Asia (13), Africa (7), Europe (13), North (3) and South (2) America, the Middle East and North Africa (2) and Oceania (2). The Global Learning Community project runs three core activities: Community Cultivation, Community Engagement and Community Peer Learning with the support and collaboration of the broader membership. Chab Dai UK is the Secretariat and provides oversight and guidance while continually asking and applying community feedback.

Along with three other organisations, The Freedom Story, Thailand; Dark Bali, Indonesia and Red Oak Hope, Asia, we have hosted the fifth Asian Regional Anti-Trafficking Conference which was again held online due to Covid-19 restrictions. The conference was created to develop multi-sector partnerships, increase standards of care, and improve the collective response and awareness on issues of human trafficking and modern slavery. The conference this year was attended by over 220 participants from over 45 organisations in more than 27 nations.

In Cambodia, the activities have included supporting 119 cases of human trafficking, rape, forced marriage and surrogacy as well as repatriating 29 Cambodian victims of trafficking. Our legal team have 42 cases in trial process and have seen 38 perpetrators convicted. Our counselling team have conducted 172 sessions with clients and have successfully closed 43 cases. Our community heroes have trained 360 people in the villages and our systems strengthening team have trained 69 police officers.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Our vision is: We see a world where communities live in dignity, harmony, and freedom.

Our mission is: We seek to end all forms of abuse and modern slavery globally by building a movement to empower communities, to strengthen systems, and to restore justice and wellbeing with survivors.

For further information see www.chabdai.org

Chab Dai UK has benefited from having two volunteers in 2022.

The first volunteer worked with Chab Dai from April to September and her role was a Communications Coordinator, and provided support to the team, prepared social media posts, presentations, took notes, supported the newsletter process and administratively supported new GLC members.

Chab Dai welcomed a new volunteer in who commenced in October and his role was GLC Volunteer and assisted with the GLC website, uploading Zoom videos of member calls to Vimeo and YouTube and is in the process of developing an online GLC Member Map.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

Global Learning Community

Chab Dai UK directly implements the Global Learning Community (GLC) project and in 2022 expanded to more than 210 members in 43 countries.

VISION To strengthen and foster a comprehensive, connected, and competent anti-trafficking & modern slavery movement.

MISSION As a culturally diverse, global community, we collaboratively strengthen standards, facilitate connections and learning, and implement creative & innovative solutions within the anti-trafficking & modern slavery movement.

CORE VALUES:

Inclusive
Empowering
Accountable
Innovative
Sharing

OBJECTIVES & IMPACT:

Objective 1 – Connections –To inform, support and facilitate member development and connections within the anti- trafficking community, partners and collaborators.

Impact:

- 10 Monthly Community calls in two time zones
- 233 attendees with 75 unique participants on the Monthly Community Learning calls
- 30 countries and 51 organisations were represented
- 56 meetings/connections were facilitated with community members to support their unique needs/goals.

Objective 2 – Learning - To establish Learning Hubs and Community Projects that provide technical assistance and support for GLC members

Impact:

- 19 Coffee Corner Calls were held – informal meetings led by GLC members
- Coffee Corner Calls had 172 attendees with an average of 10 participants per call, 6 countries were represented on each call, 7 organisations were represented on each call.
- 3 Coalition and Network Leader calls with 32 attendees, 12 organisations and 14 countries represented.
- 6 Community Initiatives were active.

Outcomes of community initiatives include:

- Survivor Organisation Mapping: A research project globally surveying survivor-led organisations to define and explore their role in the movement led by Ever Free. Over 30 surveys have been collected.
- Survivor Wellbeing Tool (Greenlight Community Initiative): a cohort of 9 GLC member organisations has assisted Everfree in translating and contextualising a survivor well being tool and agreed to pilot the tool in their organisations.
- 9 GLC Members signed a joint letter to the US Department of State Office to Monitor & Combat Trafficking in Persons on trafficking in key transit points. The letter was drawn up by Freedom Ports Alliance.

- A monitoring and evaluation short course was led for three sessions by the Freedom Story with an average attendance of 10 participants, representing 7 organisations in 8 countries.
- The Asia Regional Anti-Trafficking Conference (ARAT):
 - The 2022 ARAT conference was held online. Over 220 participants gathered online with 27 countries and 45 organisations represented. The conference is planned by a team of organisations; Chab Dai, The Freedom Story, Red Oak Hope.

Objective 3: Equity Partners - To facilitate peer learning, coaching, connections and leading projects through a commitment of time equal to 20% of their work with 'sweat equity' contributions.

- 10 Equity Partners continued their support of the GLC members and 2 new Equity Partners were recruited.
- Equity Partners led Community Monthly Calls and Coffee Corner Calls on topics related to their subject matter expertise
- Red Oak Hope and The Freedom Story sat on the ARAT planning Team
- FYN Global assisted a GLC member in establishing leading practices and policies for the rebranding of their organisation
- Everfree is steering the Survivor Organisation Mapping Research and the Greenlight Community Initiative
- The Freedom Story led the monitoring and evaluation short course
- The European Freedom network provided facilitation and consulting with an GLC member to develop their strategic planning.

Objective 4: Secretariat - To oversee and implement the administrative functions as the GLC secretariat.

- Met and reviewed 33 new community members with a new membership process
- Assisted in connecting 5 human trafficking case referrals for GLC members with regional expertise in the Middle East, Africa and Europe.
- Expanded and evaluated a monitoring and evaluation framework to include increased community feedback.
- Updated internal documentation processes and databases to reflect growth.
- Launched the GLC Website with a Resource Hub to help support community learning.
- Sent two community newsletters per month that included GLC call information, resources and recent research publications.

Chab Dai Cambodia

Chab Dai UK is the legal sponsor of Chab Dai Cambodia and its projects.

2022 End of Year Impact

SURVIVOR RESTORATION

- Project team worked on 58 cases of forced marriage
- 52 rape cases
- 6 Labour trafficking cases
- 2 Surrogacy cases
- 1 Online Sexual Abuse Case
- 29 survivors repatriated back to Cambodia
- 76 legal consultation sessions with clients and families
- 42 cases in trial process
- 38 perpetrators convicted
- 7.5 years, average length of conviction
- 172 counselling sessions conducted
- 43 cases successfully closed

Stories of change:

Survivor feels empowered to speak out in court

Sopheak, female, 11 years old, lives with her parents and younger brother. She is studying in grade 5. She has been silent and nervous since she was abused.

In late 2022, she joined the trial with the support of lawyers from the LSP. During the trial Sopheak was nervous to speak to the judges. The trial judges helped her to calm down through the use of encouraging words and helped the survivor to speak up with confidence. After that, the survivor was able to speak and explain what had happened.

After leaving the trial, Sopheak said, "I got justice." The court published the verdict and sentenced the perpetrator to 5 years and 6 months in jail and ordered him to pay \$3,000 USD in compensation. During this reporting period the survivor had not yet received the compensation. After the court process finished, the survivor was referred to a member organization to receive long term support. She will now be able to complete her education.

Girl's mother knows she did the right thing in seeking justice for her daughter.

Suphany, 14 years old, was raped by her step-father. At first, her mother found it difficult to accept the truth because she thought her husband was a kind person. She pitied her husband and considered withdrawing the complaint. She added that he was a man who was able to earn money to support the family. Even her neighbors said that her husband was a good person and they also showed sympathy for him. She felt guilty that her other children would lose their father.

Through each session with the CBCC counselor the mother began to realize that she did the right thing to find justice for her daughter. She

began to think more about the safety of her children and what her husband had done. She told the counselor, *"Today, my feeling is better and I am not as stressed as I used to be. I try to live in the present and focus on daily life and how to support my family. I have thought again and I know I did the right thing. I no longer feel any guilt and I do not listen to what the neighbors or others say. I made the right decision to file the complaint and find justice for my daughter. I feel relieved."*

Survivor and family supported to receive justice

Konthea was 18 years old when she was raped by two men after attending her cousin's wedding. Her family filed a complaint to the police, however the family of the accused put pressure on the family to change their statement. Following these threats and a lack of faith in the court system, Konthea's family decided to withdraw the complaint and accept an out of court settlement. However, the District Office of Women's Affairs (DOWA) contacted CMSP about the case and after consultation and hearing from CMSP about the threats, DOWA contacted the Bar Association Legal Aid services to provide free legal support. The lawyer worked with the family to identify the clerk who made them change their statement and supported the family to reinstate their original complaint.

Through cooperation between CMSP, DOWA and the Bar Association lawyer the two perpetrators were sentenced to five and six years in jail. The case was also referred to the Community Based Client Care (CBCC) team to provide ongoing support and services for the survivor and her family.

COMMUNITY EMPOWERMENT

- 36 Community Heroes trained in Kampong Cham and Tbong Khmum Provinces to raise awareness of the risks of migration, human trafficking and sexual abuse in their communities.
- 360 target families received prevention information from Heroes

Stories of change:

Community Hero helps prevent two girls from being trafficked to Malaysia.

A village leader from a district in Tbong Khmum province was recruited to become a Community Hero in April 2022. He shared that before becoming a Community Hero he would always sign on supporting documents when a member of his community needed to apply for a job. He did this without any concern, because he wanted to help people to find high paying jobs to support their families. However, after sharing the key prevention messages of the project at the local mosque he was approached by two families who asked him to sign supporting documents for their two daughters (both under the age of 18) stating they were old enough to go work in Malaysia. Using the knowledge he had gained from the project, the village leader discovered the family had been approached and offered money by a broker who they had not met before to take their children to Malaysia. He helped the families realize the risk and dangers

of sending their daughters with the broker and with this new information they decided not to send them. The village leader said, "If I wasn't recruited for this training, I might have signed for them as I have done in the past. Thanks to Chab Dai for this opportunity."

SYSTEMS STRENGTHENING

- 1 training in Kampong Cham and 2 trainings in Tbong Khmum provinces of police officers
- 69 police officers attended the training

Outcomes

Outcome #1: The Duty Bearer Working Group at Tbong Khmum Province applied their knowledge from the training to improve the effectiveness of their response to cases and report writing to court.

The Deputy of Provincial Police at Tbong Khmum: *"Previously, I found my subordinates (working group) had limited understanding in their work related to Investigating Human Trafficking. I noticed that the interview models weren't energetic, friendly and caring. Then, producing reports to the court was so late that it took about 1-2 days to complete the clear information."*

The System Strengthening project provided training on 'Investigating Human trafficking and Sexual Abuse' to 34 police officers in Tbong Khmum province in late 2022. After the training the Deputy of Provincial Police said, *"The participants have achieved so much in response to processing the case with clear information which now only takes 1-2 hours. It was such a great honor for them to learn and upgrade their skills and knowledge clearly about identification, investigation, Child-friendly Interviews, and so on. The working group started to have enough capacity to manage their response to the case and there haven't been any more complaints from the court on case processing and documentation."*

MOVEMENT BUILDING

- 54 Member organizations
- 29 Chab Dai Charter members
- 190 participants from 69 individual institutions, including government, freedom businesses and NGOs attended the coalition conferences
- 416 participants attended training, including Core Training (Child Protection, Basic Human Trafficking), Need-Based Training (Shelter Monitoring, Data Collecting tools), follow-ups and Training refreshers.

Stories of change:

The Chab Dai Charter assessment tool creates better understanding of organization

According to Mr. Eng from the HR department of one member organization. He did not understand the other departments' work well, especially the challenges that the social workers faced. At the same time he didn't know that there is available training from the Chab Dai

Coalition.

After Charter conducted a follow-up visit to track the progress of the organization's improvement action plan, Mr. Eng said, *"I do appreciate the charter follow-up which is a good tool for us to track our progress. Through this visit, we know where we are now. We know what we should do. And how to work on them for the purpose of making our NGO grow. It is such a great reminder to us to thrive hard to finish the improvement action plans. Through charter assessment and this follow-up, I personally know the work of the whole organization. As I reflect back I see myself busy with my own work which is focusing on HR. For example, I did not know the challenges social workers face in the field. Yet, the charter helps me to see the big picture of the organization's work (...) on the other hand, the charter helps us to find the available source to strengthen our capacity, such as subscribing to the Chab Dai Newsletter and connecting us to Chab Dai's need-based training coordinator for available training and also requesting specific things, which will benefit the organization."*

Section E Financial review

Brief statement of the charity's policy on reserves

. The trustees have resolved that the target for reserves should therefore be 3 months salary costs overall. The charity was below that target at the end of the year but have subsequently returned to target. In setting a budget of £148,000 for 2023, the trustees understand that there will need to be significant effort to raise additional funds to support the growth of the charity and underpin it's reserves .

Details of any funds materially in deficit

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.



Section F Other optional information

(This section left blank)

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Tate Johnston	Gillian Kane
Position (eg Secretary, Chair, etc)	Chair	Secretary

Date 15th May 2023

Independent examiners report to the Trustees of Chab Dai UK

I report to the trustees on my examination of the accounts for Chab Dai UK ("the charity") for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records

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.



Michelle Ferris BSC (Hons) FCA DChA

Albert Goodman LLP
Chartered Accountants
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 22 May 2023



CHAB DAI UK

Registered with The Charity Commission
for England & Wales

Registered Number: 1188067

FINANCIAL STATEMENT

for the 12 months ended
31st December 2022

***We see a world where communities live in
dignity, harmony, and freedom***

CHAB DAI UK

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2022

RECEIPTS	2022	2021
Global Learning Community		
Chab Dai Cambodia	£0.00	£0.00
Chab Dai International	£71,933.12	£73,076.92
Exchange Rate Adjustments	£6,088.80	(£6,815.04)
	£78,021.92	£66,261.88
General Funds		
Chab Dai Cambodia	£6,857.15	£7,388.22
Chab Dai International	£17,142.86	£30,802.03
Donations	£9,728.08	£14,344.65
Gift Aid Recovery	£1,421.40	£2,356.16
Bank Interest	£118.76	£1.19
Profit on sale of Accessories	£56.50	
Exchange Rate Adjustments	£2,315.13	(£3,259.01)
	£37,639.88	£51,633.24
Chab Dai Coalition		
Chab Dai Cambodia	£0.00	£195.77
Donations	£0.00	£0.00
	£0.00	£195.77
Projects		
Covid Research Grant	£0.00	£4,039.00
Imago Dei Staff Wellbeing	£1,548.87	
Imago Dei Flex Fund	£5,494.96	£7,307.69
Exchange Rate Adjustments		(£639.62)
	£7,043.83	£10,707.07
TOTAL RECEIPTS	£122,705.63	£128,797.96

CHAB DAI UK**FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2022**

PAYMENTS	2022	2021
Global Learning Community		
GLC Payroll	£53,924.02	£47,455.51
Contractors + Interns	£19,650.00	£14,400.00
GLC Travel Expenses	£8,351.37	£3,190.51
Knowledge Management	£3,076.26	£3,698.84
Partnership + Collaboration	£432.54	£346.25
GLC Other Expenses	<u>£1,706.07</u>	<u>£1,242.36</u>
	£87,140.26	£70,333.47
General Funds		
General Payroll	£32,112.46	£40,150.73
Fundraising Costs	£3,387.29	£581.82
Sabbatical Expenses	£0.00	£0.00
Governance + Consultancy	£1,230.00	£1,380.00
Travel	£1,062.87	£384.10
Administration	£438.83	£354.45
Support Services	£1,067.36	£0.00
Bank Charges	£441.00	£432.00
Trustee Meetings	£599.85	£265.98
Other Costs	<u>£398.41</u>	<u>£67.41</u>
	£40,738.07	£43,616.49
Chab Dai Coalition		
Cambodia Operations	£0.00	£0.00
Chab Dai Coalition Payments	<u>£0.00</u>	<u>£0.00</u>
	£0.00	£0.00
Projects		
Covid Research	£0.00	£1,959.00
Covid Research Report	£0.00	£2,080.00
Imago Dei Flex Fund	£4,095.19	
Imago Dei Staff Wellbeing	£1,549.24	
Website Design + Build		<u>£6,668.00</u>
	£5,644.43	£10,707.00
TOTAL PAYMENTS	£133,522.76	£124,656.96
SURPLUS / (DEFICIT) FOR FINANCIAL PERIOD	(£10,817.13)	£4,141.00

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2022

FUND BALANCES

Global Learning Community	Unres- tricted	Desig- nated	Res- tricted	2022 Total	2021 Total
Total Receipts	£0.00	£78,021.92	£0.00	£78,021.92	£66,261.88
Total Payments	£0.00	£87,140.26	£0.00	£87,140.26	£70,333.47
Excess of receipts over payments	£0.00	(£9,118.34)	£0.00	(£9,118.34)	(£4,071.59)
Transferred to General Funds	£0.00	£2,085.21	£0.00	£2,085.21	£0.00
GLC Funds as at 1st January	£0.00	£8,446.77	£0.00	£8,446.77	£12,518.36
GLC Funds as at 31st December	£0.00	£1,413.64	£0.00	£1,413.64	£8,446.77
General Funds	Unres- tricted	Desig- nated	Res- tricted	2022 Total	2021 Total
Total Receipts	£11,324.74	£26,315.14	£0.00	£37,639.88	£51,633.24
Total Payments	£14,422.93	£26,315.14	£0.00	£40,738.07	£43,616.49
Excess of receipts over payments	(£3,098.19)	£0.00	£0.00	(£3,098.19)	£8,016.75
Transferred from GLC	(£2,085.58)	£0.00	£0.00	(£2,085.58)	£0.00
General Funds as at 1st January	£18,867.15	£0.00	£0.00	£18,867.15	£10,850.40
General Funds as at 31st December	£13,683.38	£0.00	£0.00	£13,683.38	£18,867.15
Chab Dai Coalition	Unres- tricted	Desig- nated	Res- tricted	2022 Total	2021 Total
Total Receipts	£0.00	£0.00	£0.00	£0.00	£195.77
Total Payments	£0.00	£0.00	£0.00	£0.00	£0.00
Excess of receipts over payments	£0.00	£0.00	£0.00	£0.00	£195.77
Coalition Funds as at 1st January	£0.00	£0.00	£0.00	£0.00	(£195.77)
Coalition Funds as at 31st December	£0.00	£0.00	£0.00	£0.00	£0.00
Projects	Unres- tricted	Desig- nated	Res- tricted	2022 Total	2021 Total
Total Receipts	£0.00	£0.00	£7,043.83	£7,043.83	£10,707.07
Total Payments	£0.00	£0.00	£5,644.43	£5,644.43	£10,707.00
Excess of receipts over payments	£0.00	£0.00	£1,399.40	£1,399.40	£0.07
Transferred from Projects	£0.00	£0.00	£0.37	£0.37	£0.00
Project Funds as at 1st January	£0.00	£0.00	£0.07	£0.07	£0.00
Project Funds as at 31st December	£0.00	£0.00	£1,399.84	£1,399.84	£0.07
All Funds	Unres- tricted	Desig- nated	Res- tricted	2022 Total	2021 Total
	£13,683.38	£1,413.64	£1,399.84	£16,496.86	£27,313.99

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2022

RECONCILIATION OF FUNDS + ACCOUNT BALANCES

Funds as at 31st December	2022	2021
Global Learning Community	£1,413.64	£8,446.77
General Funds	£13,683.45	£18,867.22
Chab Dai Coalition	£0.00	£0.00
Projects	£1,399.77	(£0.00)
Total funds as at 31st December	£16,496.86	£27,313.99

Bank and cash account as at 31st December	2022	2021
Bank Current Account	£15,619.22	£16,865.23
CCLA Deposit Fund	£214.59	£10,115.98
PayPal Account	£663.05	£332.78
Total bank and cash account as at 31st December	£16,496.86	£27,313.99

STATEMENT OF ASSETS AND LIABILITIES AT 31ST DECEMBER 2022

Monetary Assets	2022	2021
Bank Current Account	£15,619.22	£16,865.23
CCLA Deposit Fund	£214.59	£10,115.98
PayPal Account	£663.05	£332.78
Fixtures Fittings and Equipment Assets	£0.00	£0.00
Total Assets	£16,496.86	£27,313.99
LESS Monetary Liabilities		
PAYE	£2,212.42	
Albert Goodman (Independent Examiner)	£600.00	£480.00
Net Worth as at 31st December	£13,684.44	£26,833.99

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date



Tate Johnston

17/5/23



Gillian Kane

17/05/2023

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2022

Financial Notes**1. Basis of Financial Reporting**

In accordance with the requirements of the Charity Commission for England and Wales, this financial statement has been prepared on a Receipts & Payments basis.

2. Registration as a Charitable Incorporated Organisation (CIO)

Chab Dai UK was registered on 19th February 2020 by the Charity Commission for England and Wales using the Commission's foundation model constitution for a CIO with a few minor changes. It is the successor to Chab Dai Charitable Trust (registered no. 1103241) having the same charitable objects.

3. Other Chab Dai Entities

Chab Dai has three entities in the US, Cambodia and UK. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country. Some UK trustees are also trustees of the US charity to promote global collaboration. More details about governance can be found on the Chab Dai website:- <https://chabdai.org/about#governance>

4. Funding for Chab Dai UK

Chab Dai International funds Chab Dai UK for the Global Learning Community (GLC) programme and the remuneration of the charity's two employees.

Chab Dai Coalition in Cambodia for which there is ongoing oversight.

The grant making body responsible for the source of these funds has made them available on an unrestricted basis. GLC and remuneration costs are shown as designated funds in this statement.

5. Exchange Rate Movements

The UK charity budgets with its American and Cambodian associates at a working exchange rate of £1Stg = US\$1.40. The exchange rate risk or gain is carried by the UK charity. In 2022, the drop in the value of the pound meant that over the year the charity had an exchange surplus of £2315

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2022**Financial Notes (continued)****6. Fundraising in the UK**

Local fundraising in the UK covers the general expenses of the charity. Campaigns, donations and Gift Aid generated £11,149 in 2022 (£16,701 in 2021). The charity participated in the Royal Parks Half Marathon and Freecember, these raised £6014 including Gift Aid. General Fund outgoings included fundraising costs of £3387. JustGiving is the charity's preferred intermediary for collecting donations.

7. Restricted Funds

Restricted funds were received as grants for two projects. £5494.96 was received to pay for improvements to the website, travel to conferences and some other items. One bill for the website was not paid until 2023. The other grant for staff wellbeing was fully paid in the year.

8. Budgeting and Reserves Policy

The 2022 Budget predicted a deficit of £24,952. However as Income was better than predicted and expenditure was close to budget the year end reserves are better than the Budget figures. The 2023 Budget is predicting that income will increase in 2023 in particular extra grants for the GLC programme will mean that both its work can be expanded and its reserves can be strengthened at the end of 2023.

9. Year End Financial Position

The income and expenditure in this financial statement relates to the activity of the charity during 2022. The exceptions are the annual insurance policy taken out with Ansvar which is due for renewal on 1st August 2023, one invoice for the Website for £1400 which did not get paid until February. The December deductions for Income Tax and National Insurance were paid to HMRC early January and the fee due to the Independent Examiner for reviewing this financial statement is also outstanding at the year end.

No assets were acquired or held other than the cash balances at the Bank, CCLA and with PayPal.

CHAB DAI UK

England & Wales - Charity number 1188067

Accounts



CHAB DAI UK

Registered with The Charity Commission
for England & Wales

Registered Number: 1188067

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENT

for the 12 months ended
31st December 2021

*We see a world where communities live in
dignity, harmony, and freedom*



Trustees' Annual Report for the period

	Period start date				Period end date		
From	01	01	2021	To	31	12	2021

Section A Reference and administration details

Charity name CHAB DAI UK

Other names charity is known by CHAB DAI

Registered charity number (if any) 1188067

Charity's principal address

FLAT 4, WEST LINKS, 18 ELLESMERE ROAD
WESTON-SUPER-MARE
NORTH SOMERSET
Postcode BS23 4UU

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Tate Johnston	Chair from 11/09/2021		
2	Dr Philip Jacobs	Chair to 11/09/2021		
3	Jim Loring	Treasurer		
4	Emily Chalke			
5	Dr Glenn Miles			
6	Tim Amstutz			
7	Gillian Kane	Secretary from 11/09/2021	16/03/2021 – 31/12/2021	
8	Leanne Georgiades		15/04/2021 – 31/12/2021	

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Independent Examiner	Albert Goodman	Goodwood House, Blackbrook Park Avenue, Taunton, Somerset, TA1 2PX

Name of chief executive or names of senior staff members (Optional information)

Helen Sworn, Executive Director and Founder
 Sharon Jacques, Operations and Development Director

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by the existing trustees

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Chab Dai UK was registered on 19th February 2020 by the Charity Commission using the Commission's foundation model constitution for a CIO with a few minor changes.

It is the successor to Chab Dai Charitable Trust (registered no. 1103241 – on 15 April 2004) having the same charitable objects. Historic annual reports available on request.

In September 2021, the Chairperson of the charity changed from Dr Philip Jacobs to Tate Johnston. This was agreed by all trustees at the Trustees meeting on 11th September 2021.

In March two new trustees were appointed to the board subject to safeguarding checks, namely Gillian Kane and Leanne Georgiades. Both new trustees participated in a detailed onboarding process and training.

The trustees approved a comprehensive finance policy in June 2021 to establish strong controls on financials commitments and reporting.

Chab Dai implemented a new accounting platform, QuickBooks Online to provide operational resilience and organisational consistency with the other Chab Dai legal entities.

Additional governance issues (continued)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Chab Dai has three entities in the US, Cambodia and UK. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country.

Chab Dai Coalition in Cambodia is registered with the Royal Government of Cambodia's Ministry of Foreign Affairs as an international charity organization under the legal sponsorship of Chab Dai UK.

Chab Dai UK is committed to partnership. Chab Dai continues to participate in the International Anti-Human Trafficking Network (which grew out of the work of the All-Party Parliamentary Group on Human Trafficking and Modern Slavery), Small Charities Coalition and the European Freedom Network as well as the Freedom Collaborative online network and national networks in Africa and Asia.

Chab Dai has strengthened long term and new partnerships with Deloitte's D2i, Government and Public Service flagship international social impact program, Thomson Reuters Trust Law pro bono legal program, Allen & Overy LLP, Ethixbase and Computer Network Defence (CND). As of 5th January 2021, Chab Dai registered with the UK's Fundraising Regulator.

In 2021 Chab Dai developed and implemented a global risk register covering all aspects of the organisation, including operations, the Boards, fundraising and projects. The risk register is reviewed and completed in partnership with Chab Dai team members on a quarterly basis. The risks are analysed and reported to the Executive Director and Board of Trustees by the Operations & Development Director, which includes an action plan for mitigating against identified risks.

Chab Dai has developed a comprehensive policy library that reflects the organisational requirements, legal compliance and leading practice. The policies are written by the Operations & Development Director in conjunction with subject matter experts, reviewed and approved by the board. Policies are rolled out and socialised with all staff to ensure understanding and compliance.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

For the public benefit, the advancement of human rights to address abuse and modern day slavery for communities and individuals across the world in particular but not exclusively by educating the public, carrying out research, providing technical advice to governments and others, obtaining redress for survivors and relieving need among the victims.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Trustees have read and understood their responsibility to the guidance issued by the Charity Commission on public benefit.

In partnership with the Human Trafficking Foundation, Chab Dai UK's Global Learning Community team continued to co-chair the International Anti-Human Trafficking Network in the U.K. – this is a network of large international NGOs based in the UK who have international anti-trafficking programming. Its purpose is to develop advocacy to influence UK government policy affecting the international space and to facilitate shared learning and development of best practice.

In 2021 we have continued our partnership with Be Slavery Free, Australia and The Freedom Story, Thailand, by hosting the fourth Asian Regional Anti-Trafficking Conference which was again held online due to Covid-19 restrictions. The conference was created to develop multi-sector partnerships, increase standards of care, and improve the collective response and awareness on issues of human trafficking and modern slavery. The conference this year was attended by 410 participants from 186 organisations in more than 27 nations.

During the year, the UK office has delivered activities for public benefit to increase knowledge and awareness of modern-day slavery in the UK through social media campaigns. In person presentations were restricted due to COVID-19 restrictions, however, online delivery of these programs were carried out with schools, academic and religious institutions.

Even with the restrictions of Covid-19, the activities in Cambodia have included repatriating 132 Cambodian victims of trafficking, back to their homeland, receiving 190 calls to our hotline, providing training and follow up with almost 100 police officers and assisting the Cambodian police in the arrest of 17 perpetrators of human trafficking.

Chab Dai participated in and supported research initiatives, including publication of articles in journals relating to our Butterfly Longitudinal Research and Global South Anti-trafficking Coalitions.

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Our vision is: We see a world where communities live in dignity, harmony, and freedom.

Our mission is: We seek to end all forms of abuse and modern slavery globally by building a movement to empower communities, to strengthen systems, and to restore justice and wellbeing with survivors.

For further information see www.chabdai.org

Chab Dai welcomed a volunteer from Warwick University who contributed to our organisation and project successes between June and September 2021. His role included strengthening our social media voice and support our Global Learning Community Project.

Summary of the main achievements of the charity during the year

Global Learning Community

Chab Dai UK directly implements the Global Learning Community (GLC) project and in 2021 expanded to more than 187 members in 42 countries.

In 2021 the GLC transitioned to a cooperative community project. During this year, the GLC community have developed a new vision, mission and core values of the project with a focus on supporting, inspiring and growing one another as the anti-trafficking and modern slavery movement.

VISION To strengthen and foster a comprehensive, connected, and competent anti-trafficking & modern slavery movement.

MISSION As a culturally diverse, global community, we collaboratively strengthen standards, facilitate connections and learning, and implement creative & innovative solutions within the anti-trafficking & modern slavery movement.

CORE VALUES:

Inclusive
Empowering
Accountable
Innovative
Sharing

OBJECTIVES & IMPACT:

Objective 1 – Connections - To inform, support and facilitate member development and connections within the anti- trafficking community, partners and collaborators.

Impact:

- 22 Monthly Community calls in two time zones
- 14 calls were facilitated in a series on Mitigating Harmful Practises within the movement
- 275 attendees with 65 unique participants on the Monthly Community Learning calls
- 23 countries and 49 organisations were represented
- 73 meetings/connections were facilitated with community members to support their unique needs/goals.
- 39 resources (toolkits/research/articles/etc) were shared with community members

Objective 2 – Learning - To establish Learning Hubs and Community Projects that provide technical assistance and support for GLC members

Impact:

- 9 Coffee Corner Calls were held – informal meetings led by GLC members
- Coffee Corner Calls had 74 attendees with an average of 8 participants per call, 5 countries were represented on each call, 5 organisations were represented on each call.
- 4 Coalition and Network Leader calls with 38 attendees and 10 countries represented.
- Two community projects – wordsmith and tech group
- ARAT conference organised.

Summary of the main achievements of the charity during the year

Objective 3: Equity Partners - To facilitate peer learning, coaching, connections and leading projects through a commitment of time equal to 20% of their work with 'sweat equity' contributions.

- 8 Equity Partners recruited to support the GLC members

Objective 4: Secretariat - To oversee and implement the administrative functions as the GLC secretariat.

- Meeting and vetting 29 new community members with a new membership process
- Assisted in connecting human trafficking case referrals for GLC members for regional expertise
- Expanding a monitoring and evaluation framework with increased community feedback
- Presented at the European Freedom Network Conference
- Conducted a series of internal training sessions for the Salvation Army on starting anti-human trafficking and modern slavery project
- Designing the GLC Website with the Tech Team

Chab Dai Cambodia

Chab Dai UK is the legal sponsor of Chab Dai Cambodia and its projects.

In 2021, Covid19 continued to disrupt project activities and increased the vulnerability of the communities we work with.

Despite this, our project teams have found creative and collaborative solutions to still bringing dignity, harmony, and freedom.

2021 End of Year Impact

SURVIVOR RESTORATION

- 104 Force Marriage cases
- 10 Labour Trafficking
- 1 Sex Trafficking
- 1 Online Sexual Abuse
- 57 Rape cases
- 96 survivors of Human Trafficking flown back home to Cambodia from other Asian countries
- 34 legal cases currently within the Cambodian trial process

Stories of change:

Legal Support Story:

A survivor of rape, with the support of her family, lodged a complaint against three perpetrators. They were convicted and each received 7 years in jail after receiving legal support from our lawyer.

Summary of the main achievements of the charity during the year

SURVIVOR RESTORATION (Continued)

Case Support Story:

Before the anti-human trafficking Police departments didn't have women police officers, which was a challenge during the interview process with female survivors. Our team recommended having female police officers work with female survivors and since April, the department has had a female police officer who can contact clients and support them and provide guidance.

Community Based Client Care Story: "I did not know how I could return to Cambodia. I was imprisoned in China for 10 months in despair. However, the Chab Dai organisation actively cooperated with the Embassy in China so that I could be reunited with my family. For me, I feel like I have a new life and I will never migrate again. Experiences in the past were enough for me." Female survivor of labour trafficking.

COMMUNITY EMPOWERMENT

- 2296 people are more aware of the protection challenges of seeking work outside their village community.
- 36 voluntary Community Heroes conduct awareness trainings with
- 540 target families
- 7602 people were reached with information to protect and empower their communities
- 21 Project Volunteers supported the loudspeaker and movie show activity

Stories of change:

Community member shares his experience of labour trafficking in Thailand with his friend. Because of poverty and debt, he decided to find a job in Thailand as a friend shared his positive experience of working as construction worker there with a high salary. He got the job and worked hard on the promise of high pay, however, he and his friends worked hard for 2 years without any pay. After exploiting them the manager even reported them to the police where they were arrested and jailed for 2 months as they were illegal migration workers in Thailand.

Story - A Project Volunteer in Preah Vihear changed her practice of caring for her daughters after becoming a Chab Dai Project Volunteer. I joined as a volunteer in a loudspeaker program where I have learned a lot from the educational stories which were replayed in my village. The messages advised me on how I could be more careful with my children. Sometimes I went to the field for 3 days and left my 2 daughters at home without the elder due to the fact that I am a widow. So, it really warned me that I have neglected the daughters as they are too young, they could at risk of sexual abuse and exploitation. I have a better understanding and have taken care of my daughters much more. I did not allow them to go somewhere alone or left them to stay home alone without me. I will bring my daughter with me when I am away from home to the field or sometimes, I let them stay with my trusted people only".

Summary of the main achievements of the charity during the year

SYSTEMS STRENGTHENING

- 9 on-line training sessions conducted for the first time
- 99 police officers and local authorities attended the new training
- 12 NGO partnerships established
- 4 National meetings on human trafficking, partnering with the Cambodian Government

Stories of change:

Story 1: Female Deputy Chief of General Commissariat of Provincial Police in Kratie Province, from the Office of Anti-Human Trafficking and Juvenile Protection, said "I have seen a huge change in practice and knowledge of the police in Krong Kratie to work on the case of child prostitution. I led a team of participants in the training provided by Chab Dai. We all put the lessons of Evidence Collection, Investigation, planning to arrest the perpetrators, and Report Writing into a discussion when we took actions." She continued. "We finally arrested the French perpetrator in Kratie and proceeded the case to the court. This is a sign which I could observe from what they have learned from the training and apply in real cases."

Story 2: The Deputy Commissioner at Preah Vihear province, told the Advocacy team that "I have seen a great achievement from my staff, who have joined the training with Chab Dai, on processing a rape case from 3-4 days to 1-2 days. It means when the case was received from the victim's parents, he quickly responded to the case and went through a risk management plan that allowed him and his team to arrest the perpetrator within 2 days. It was such a great honour to have him learn and upgrade his skills and knowledge on how to know clearly on identification and investigation."

MOVEMENT BUILDING

- 51 member organisations in the coalition
- 28 member organisations participated in the Chab Dai Charter assessment review.

Stories of change:

Cambodia Coalition

A female staff member of Prison Fellowship Cambodia, said, "After participating in Child Protection training with Chab Dai, I started applying good touch and bad touch with children. I know the appropriate touches such as where I should touch. Moreover, I also applied remedial education by stopping shouting at the children and not showing the children's mistakes in front of others. Instead, I utilise reasonable discussion methods with the children"

Brief statement of the charity's policy on reserves

The charity now has two employees, both entitled to three months' notice on termination of contract. Payroll costs were £87,600 in 2021 and represented 70% of the charity's overall cost base. The trustees have resolved that the target for reserves should therefore be 3 months' costs overall.

Having had no employees prior to 2018, the trustees recognise that there is a tension between raising funds to establish the appropriate level of reserves and the delivery of public benefit through its activities. This was always going to take several years to achieve and current reserves of £27,314 compare with a target of £31,200 based on expenditure for 2021.

In setting a budget of £133,000 for 2022, the trustees understand that there will need to be significant effort to raise additional funds to support the growth of the charity and underpin it with reserves that are commensurate with the increased cost base.

Details of any funds materially in deficit

None

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

Chab Dai UK had budgeted for a deficit in 2021 but the ongoing Covid pandemic resulted in an annual surplus of £4,000 and accumulated funds of £27,000 at year end. The charity had to adopt a flexible approach for delivering its activities and in some cases this meant deferring initiatives until 2022.

For Chab Dai UK and its partner organisations working together to address the global issues of human trafficking through the Global Learning Community (GLC), it has meant adapting to developing capability online rather than through person to person meetings. Knowledge sharing across the GLC network has been enabled by the development of a dedicated website (£3,000). Ongoing monitoring and reporting on the GLC was facilitated by an external consultant on a part-time basis (£14,400).

The GLC programme secured funding of £66,000. In 2021, an existing American donor renewed their commitment for a three year period with an annual donation of US\$100k routed through Chab Dai International in the USA. The GLC programme had a deficit of £4,000 which was covered by a surplus of £12,500 held over from 2020.

Chab Dai UK also participated in research into the effects of Covid-19 on modern slavery victims with a grant of £4,039 from University of Nottingham under the sponsorship of the Economic and Social Research Council.

Chab Dai UK has been able to grow its income through UK donations and Gift Aid from £7,400 in 2020 to £16,700 in 2021. However, our ability to raise funds internationally has been inhibited by travel restrictions that have prevented the Charity's Founder from meeting our major supporters.

Section E

Financial review

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

This charity has received much of its historic funding from Chab Dai charitable entities registered in USA and Cambodia. US Dollar amounts were agreed at the start of the year working to an exchange rate of US\$1.30. At the time that transfers were made to the UK to cover salary costs, the exchange rate was weaker than US\$1.40 and this resulted in a shortfall against budgeted income of £10,700.

At the start of the year, Chab Dai UK employed an Operations and Development Director to prepare and implement policies, oversee data and IT security and lead the organisation risk management for Chab Dai's operations in the UK, USA and Cambodia as well as generate a much higher proportion of its income from within the UK. A proposal to employ an assistant to co-ordinate the GLC programme was put on hold until 2022.

General funds had an excess of receipts over payments of £8,000 and unrestricted reserves increased from £10,700 to £18,900 at the end of the year.

The trustees approved a comprehensive finance policy in 2021 to establish strong controls on financials commitments and reporting. The accounting platform has been migrated to QuickBooks Online to provide operational resilience and organisational consistency with the other entities.

Section F

Other optional information



(This section left blank)

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	William Tate Johnston	James Stephen Loring
Position (eg Secretary, Chair, etc)	Chair	Treasurer
Date	5 th March 2022	



CHAB DAI UK
Charity Number: 1188067

Flat 4, West Links
18 Ellesmere Road
Weston-super-Mare
North Somerset
BS23 4UU
07714 006077
info@chabdai.org

Independent examiners report to the Trustees of Chab Dai UK

I report to the trustees on my examination of the accounts for Chab Dai UK ("the charity") for the year ended 31 December 2021.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records

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.

Michelle Ferris FCA
Albert Goodman LLP
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 10/03/2022

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2021

RECEIPTS	2021	2020
Global Learning Community		
Chab Dai International	£ 73,077	£ 43,875
Chab Dai Cambodia	£ -	£ 3,965
Exchange Rate Adjustments	<u>(£ 6,815)</u>	<u>£ 4,258</u>
	£ 66,262	£ 52,098
General Funds		
Chab Dai International	£ 30,802	£ 12,671
Chab Dai Cambodia	£ 7,388	£ 9,348
Donations	£ 7,856	£ 4,418
Fundraising Campaigns	£ 6,489	£ 2,354
Gift Aid Recovery	£ 2,356	£ 665
Bank Interest	£ 1	£ 33
Exchange Rate Adjustments	<u>(£ 3,259)</u>	<u>(£ 321)</u>
	£ 51,633	£ 29,168
Chab Dai Coalition		
Chab Dai Cambodia	£ 196	£ 753
Donations	<u>£ -</u>	<u>£ -</u>
	£ 196	£ 753
Projects		
Imago Dei Flex Fund	£ 7,308	£ -
Covid Research Grant	£ 4,039	£ -
Exchange Rate Adjustments	<u>(£ 640)</u>	<u>£ -</u>
	£ 10,707	£ 0
TOTAL RECEIPTS	<u>£ 128,798</u>	<u>£ 82,019</u>

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2021

PAYMENTS	2021	2020
Global Learning Community		
GLC Payroll	£ 47,456	£ 27,575
Contractors + Interns	£ 14,400	£ -
GLC Travel Expenses	£ 3,190	£ 540
Knowledge Management	£ 3,699	£ 4,258
Partnership + Collaboration	£ 346	£ 822
GLC Other Expenses	£ 1,242	£ 985
	£ 70,333	£ 34,180
General Funds		
General Payroll	£ 40,151	£ 20,802
Governance + Consultancy	£ 1,380	£ 600
Fundraising Costs	£ 582	£ 1,562
Bank Charges	£ 432	£ 168
Travel	£ 384	£ 571
Administration	£ 354	£ 323
Trustee Meetings	£ 266	£ -
Sabbatical Expenses	£ -	£ 804
Support Services	£ -	£ 175
Other Costs	£ 68	£ 48
	£ 43,617	£ 25,053
Chab Dai Coalition		
Cambodia Operations	£ -	£ 949
Chab Dai Coalition Payments	£ -	£ -
	£ 0	£ 949
Projects		
Website Design + Build	£ 6,668	£ -
Covid Project Report	£ 2,080	£ -
Covid Project Research	£ 1,959	£ -
	£ 10,707	£ 0
TOTAL PAYMENTS	£ 124,657	£ 60,182
SURPLUS / (DEFICIT) FOR FINANCIAL PERIOD	£ 4,141	£ 21,837

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2021

FUND BALANCES

Global Learning Community	Unres- tricted	Desig- nated	Res- tricted	2021 Total	2020 Total
Total Receipts	£ -	£ 66,262	£ -	£ 66,262	£ 52,098
Total Payments	£ -	£ 70,333	£ -	£ 70,333	£ 34,180
Excess of receipts over payments	£ -	(£ 4,071)	£ -	(£ 4,071)	£ 17,918
Transferred to General Funds	£ -	£ -	£ -	£ -	(£ 5,773)
GLC Funds as at 1st January	£ -	£ 12,518	£ -	£ 12,518	£ 373
GLC Funds as at 31st December	£ -	£ 8,447	£ -	£ 8,447	£ 12,518

General Funds	Unres- tricted	Desig- nated	Res- tricted	2021 Total	2020 Total
Total Receipts	£ 16,702	£ 34,931	£ -	£ 51,633	£ 29,168
Total Payments	£ 8,686	£ 34,931	£ -	£ 43,617	£ 25,053
Excess of receipts over payments	£ 8,016	£ -	£ -	£ 8,016	£ 4,115
Transferred from GLC	£ -	£ -	£ -	£ -	£ 5,773
General Funds as at 1st January	£ 10,851	£ -	£ -	£ 10,851	£ 963
General Funds as at 31st December	£ 18,867	£ -	£ -	£ 18,867	£ 10,851

Chab Dai Coalition	Unres- tricted	Desig- nated	Res- tricted	2021 Total	2020 Total
Total Receipts	£ 196	£ -	£ -	£ 196	£ 753
Total Payments	£ -	£ -	£ -	£ -	£ 949
Excess of receipts over payments	£ 196	£ -	£ -	£ 196	(£ 196)
Coalition Funds as at 1st January	(£ 196)	£ -	£ -	(£ 196)	£ -
Coalition Funds as at 31st December	£ -	£ -	£ -	£ -	(£ 196)

Projects	Unres- tricted	Desig- nated	Res- tricted	2021 Total	2020 Total
Total Receipts	£ -	£ -	£ 10,707	£ 10,707	£ -
Total Payments	£ -	£ -	£ 10,707	£ 10,707	£ -
Excess of receipts over payments	£ -	£ -	£ -	£ -	£ -
Project Funds as at 1st January	£ -	£ -	£ -	£ -	£ -
Project Funds as at 31st December	£ -	£ -	£ -	£ -	£ -

All Funds	Unres- tricted	Desig- nated	Res- tricted	2021 Total	2020 Total
	£ 18,867	£ 8,447	£ -	£ 27,314	£ 23,173

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2021

RECONCILIATION OF FUNDS + ACCOUNT BALANCES


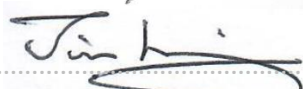
Funds as at 31st December	2021	2020
Global Learning Community	£ 8,447	£ 12,518
General Funds	£ 18,867	£ 10,851
Chab Dai Coalition	£ -	(£ 196)
Projects	£ -	£ -
Total funds as at 31st December	£ 27,314	£ 23,173

Bank and cash account as at 31st December	2021	2020
Bank Current Account	£ 16,865	£ 12,842
CCLA Deposit Fund	£ 10,116	£ 10,115
PayPal Account	£ 333	£ 216
Total bank and cash account as at 31st December	£ 27,314	£ 23,173

STATEMENT OF ASSETS AND LIABILITIES AT 31ST DECEMBER 2021

Monetary Assets	2021	2020
Bank Current Account	£ 16,865	£ 12,842
CCLA Deposit Fund	£ 10,116	£ 10,115
PayPal Account	£ 333	£ 216
	£ 27,314	£ 23,173
Fixtures Fittings and Equipment Assets	£ -	£ -
Total Assets	£ 27,314	£ 23,173
LESS Monetary Liabilities		
Albert Goodman (Independent Examiner)	£ 480	£ 480
	£ 480	£ 480
Net Worth as at 31st December	£ 26,834	£ 22,693

Signed by two trustees on behalf of all the trustees

Signature	Print Name	Date
	Tate Johnston	5/3/2022
	James Loring	5/3/2022

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2021**Financial Notes****1. Basis of Financial Reporting**

In accordance with the requirements of the Charity Commission for England and Wales, this financial statement has been prepared on a Receipts & Payments basis.

2. Registration as a Charitable Incorporated Organisation (CIO)

Chab Dai UK was registered on 19th February 2020 by the Charity Commission for England and Wales using the Commission's foundation model constitution for a CIO with a few minor changes. It is the successor to Chab Dai Charitable Trust (registered no. 1103241) having the same charitable objects. The Charitable Trust was removed from the Charity Register on 19th November 2020. The prior year figures for 2020 have been prepared on a like for like basis and include transactions relating to the former Charitable Trust.

3. Other Chab Dai Entities

Chab Dai has three entities in the US, Cambodia and UK. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country. Some UK trustees are also trustees of the US charity to promote global collaboration. More details about governance can be found on the Chab Dai website:- <https://www.chabdai.org/governance-leadership>

4. Funding for Chab Dai UK

Chab Dai International funds Chab Dai UK for the Global Learning Community (GLC) programme and the remuneration costs of the charity's two employees. Chab Dai Coalition in Cambodia also makes a contribution in respect of ongoing oversight.

The grant making body responsible for the source of these funds has made them available on an unrestricted basis. GLC and remuneration costs are shown as designated funds in this statement.

5. Exchange Rate Movements

The UK charity budgets with its American and Cambodian associates at a working exchange rate of £1Stg = US\$1.30. The exchange rate risk is carried by the UK charity. This financial statement shows the sterling value of amounts transferred at a rate of US\$1.30 and the exchange rate adjustment is shown separately as a loss or gain. The exchange rate loss against budget in 2021 was £10,713. For the 2022 budget, the working exchange rate has been set at US\$1.40 to reflect the relative weakness of the Dollar throughout 2021.

6. Fundraising in the UK

Local fundraising in the UK covers the general expenses of the charity. Campaigns, donations and Gift Aid generated £16,701 in 2021 (£7,437 in 2020). The charity participated in the Royal Parks Half Marathon and raised £6,201 from that event including Gift Aid. Trustees and connected persons donated a total of £1,815 (before Gift Aid). General Fund outgoings were £3,466 and included fundraising costs of £582 (with the Royal Parks registration having been prepaid in 2020). JustGiving is now the charity's preferred intermediary for collecting donations. The charity registered with the Fundraising Regulator in January 2021.

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2021**Financial Notes (continued)****7. Restricted Funds**

Restricted funds were received as grants for two projects. An American charity donated US\$10,000 through Chab Dai International in the USA and sterling proceeds of £6,668 were received by Chab Dai UK. This was used to redesign and build Chab Dai's new website. The residual balance of 7p was transferred at year end to General Funds from which the final payment of £1,067 will be paid in 2022. The other grant for £4,039 was received from University of Nottingham to participate in wider research into the effects of Covid-19 on modern slavery victims. This grant was fully utilised for the purposes intended.

8. Budgeting and Reserves Policy

At the start of 2021, the charity had a balance of £23,173 which was largely split between designated funds for the GLC programme (£12,518) and unrestricted General Funds (£10,851). A deficit budget was agreed in 2021 for GLC by drawing down on monies unspent from 2020 (e.g. international travel due to Covid lockdown) to forecast a break even position at the end of 2021. Further Covid restrictions in 2021 led to a lower than expected deficit of £4,071 and a balance of £8,447 to carry forward into 2022.

A modest budget surplus of £1,035 was agreed for General Funds based on a conservative estimate of £6,860 for potential fundraising. That target was exceeded by nearly £10,000 resulting in unrestricted funds of £18,867 at year end.

The trustees have approved a deficit budget of £26,500 for 2022 so that the charity can further develop the GLC programme. A break even budget for General Funds has been agreed with fundraising totalling £16,600 in line with what was achieved in 2021. The trustees have accepted that new income sources totalling £45,000 need to be found to cover both the GLC programme shortfall of £17,500 and to build unrestricted reserves so that there will be cover for 3 months' costs.

9. Year End Financial Position

The income and expenditure in this financial statement relates to the activity of the charity during 2021. The only exception is the annual insurance policy taken out with Ansvar which is due for renewal on 1st August 2022.

Deductions for Income Tax, National Insurance and Pension Contributions were paid to HMRC and NEST at year end. The only outstanding liability is the fee due to the Independent Examiner for reviewing this financial statement.

No assets were acquired or held other than the cash balances at the Bank, CCLA and with PayPal.

CHAB DAI UK

England & Wales - Charity number 1188067

Accounts



CHAB DAI UK

Registered with The Charity Commission
for England & Wales

Registered Number: 1188067

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENT

for the 12 months ended
31st December 2020

Prepared by Jim Loring
Treasurer and Trustee

*We see a world where communities live in
dignity, harmony, and freedom*



Trustees' Annual Report for the period

	Period start date				Period end date		
From	01	01	2020	To	31	12	2020

Section A Reference and administration details

Charity name CHAB DAI UK

Other names charity is known by CHAB DAI

Registered charity number (if any) 1188067

Charity's principal address FLAT 4, WEST LINKS, 18 ELLESMERE ROAD

WESTON-SUPER-MARE

NORTH SOMERSET

Postcode BS23 4UU

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Dr Philip Jacobs	Chair		
2	Jim Loring	Treasurer		
3	Tim Amstutz			
4	Emily Chalke			
5	Sharon Jacques		01/01/2020 - 24/06/2020	
6	Dr Glenn Miles			
7	Jenni Sherwood		19/02/2020 – 07/03/2020	
8	Tate Johnston		19/02/2020 - 31/12/2020	
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Independent Examiner	Albert Goodman	Goodwood House, Blackbrook Park Avenue, Taunton, Somerset, TA1 2PX

Name of chief executive or names of senior staff members (Optional information)

Helen Sworn, Executive Director and Founder
Sharon Jacques, Operations and Development Director

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Appointed by the existing trustees

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Chab Dai UK was registered on 19th February 2020 by the Charity Commission using the Commission's foundation model constitution for a CIO with a few minor changes. It is the successor to Chab Dai Charitable Trust (registered no. 1103241) having the same charitable objects.

On 12th March 2020, the Charity Commission approved the transfer of assets from the Charitable Trust to the CIO under a section 105 order. The effective date for the transfer was 6th April 2020 coinciding with (i) the start of new tax year for NI employment allowance (ii) the charity's bankers updating the ownership of the account. An interim financial statement was prepared to demonstrate that Chab Dai Charitable Trust was solvent at the time of the transfer.

The trustees of the Charitable Trust resolved on 31st October to wind up that charity having migrated all its obligations to the new CIO. The Charitable Trust was removed from the Register on 19th November 2020.

The section 105 order also permitted the CIO to grant an indemnity to the trustees of the Charitable Trust. The trustees of the former charity, with one exception, became the first charity trustees and they were joined by one new trustee.

This Trustees' Annual Report and Financial Statement covers the full calendar year and encompasses both charities.

Section B Structure, governance and management

Additional governance issues (continued)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Sharon Jacques resigned as a trustee of both Chab Dai charities on 24th June 2020 so that she could be considered for the new position of Operations & Development Director. The Charity Commission set out on 20th July 2020 their requirements for her to become a permanent employee following a genuinely robust, open and fair recruitment process. The trustees consulted a recruitment specialist and the subsequent advertisement attracted 64 applications.

The trustees met on 9th December and decided that they had satisfied the Commission's requirements and appointed Sharon to this new permanent role with effect from 1st January 2021.

Chab Dai has three entities in the US, Cambodia and UK. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country.

Chab Dai Coalition in Cambodia is registered with the Royal Government of Cambodia's Ministry of Foreign Affairs as an international charity organization under the legal sponsorship of Chab Dai UK.

Chab Dai UK collaborates with the International Anti-Human Trafficking Network (which grew out of the work of the All-Party Parliamentary Group on Human Trafficking and Modern Slavery) and the European Freedom Network as well as the Freedom Collaborative online network and national networks in Africa and Asia.

Summary of the objects of the charity set out in its governing document

For the public benefit, the advancement of human rights to address abuse and modern day slavery for communities and individuals across the world in particular but not exclusively by educating the public, carrying out research, providing technical advice to governments and others, obtaining redress for survivors and relieving need among the victims.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

Trustees have read and understood their responsibility to the guidance issued by the Charity Commission on public benefit.

In partnership with the Human Trafficking Foundation, Chab Dai UK's Global Learning Community team continues to co-chair the International Anti-Human Trafficking Network in the U.K. – this is a network of large international NGOs based in the UK who have international anti-trafficking programming. Its purpose is to develop advocacy to influence UK government policy affecting the international space and to facilitate shared learning and development of best practice.

In partnership with Be Slavery Free, Australia and The Freedom Story, Thailand, Chab Dai hosted the third Asian Regional Anti-Trafficking Conference which was held online due to Covid-19 restrictions. The conference was created to develop multi-sector partnerships, increase standards of care, and improve the collective response to issues of human trafficking and slavery and was attended by 461 participants from 150 organisations in more than 30 nations.

During the year, the UK office has delivered activities for public benefit to increase knowledge and awareness of modern-day slavery in the UK through social media campaigns. In person presentations were restricted due to COVID-19 lockdown resulting in one in person presentation to a church congregation.

Even with the restrictions of Covid-19, the activities in Cambodia have included repatriating 132 Cambodian victims of trafficking, back to their homeland, receiving 190 calls to our hotline, providing training and follow up with almost 100 police officers and assisting the Cambodian police in the arrest of 17 perpetrators of human trafficking.

In addition, the Global Learning Community works with 156 members from 37 countries to in order to increase the connectivity and competency of support services and protective frameworks internationally for victims of and those at risk of human trafficking and modern day slavery.

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

2020 was the first year of the new 5-year strategic plan for Chab Dai. As part of this new strategy, new vision and mission statements were developed, a new theory of change and four new thematic areas in which the projects work within.

Our vision is now: We see a world where communities live in dignity, harmony, and freedom.

Our mission is: We seek to end all forms of abuse and modern slavery globally by building a movement to empower communities, to strengthen systems, and to restore justice and wellbeing with survivors.

For further information see www.chabdai.org

Summary of the main achievements of the charity during the year**Global Learning Community**

Chab Dai UK directly implements the Global Learning Community (GLC) project in accordance with the updated Charitable Objects, reaching more than 156 members in 37 countries.

The activities of the GLC include regular online meetings on relevant issues facing its members, relating to modern day slavery around the globe. These have included two calls on carrying out needed field research, response to working within the challenging environment of Covid-19, monitoring and evaluating programs and developing and sustaining networks and coalitions.

In addition, there were many one on one coaching calls with member organisations on issues such as policy development, leadership challenges, strategic planning, partnership profiling, and project development.

Within the GLC, we also continue to co-chair the International Anti-Human Trafficking Network in the UK in partnership with the Human Trafficking Foundation. This past year has also had a strong focus on working within the challenges of Covid-19. In response to this the network developed a survey for its international members, facilitated 3 online learning calls around trafficking and migration and worked with some of the members on a collaborative research in partnership with Leeds University on the International Community's response to Covid-19 which will be launched in 2021.

The third Asian Region Anti-Trafficking Conference was held online in partnership with Be Slavery Free, Australia and The Freedom Story in Thailand. Due to the online nature of the conference, it attracted many more participants from both Asia and globally with 570 registered attendees, from 150 organisations and 33 countries. More than 12 topics were presented at sessions resulting in follow on virtual meet ups with more than 220 participants.

Chab Dai Cambodia

A year ago, none of us knew that we were about to head into one of the most challenging years in modern history. It is a year many of us would like to forget and move on from for so many reasons.

However, 2020 has been a year when our amazing team stepped into the first year of our new five year strategy and to a year where they have adapted to respond to an environment where vulnerable populations and survivors are even more at risk and invisible.

They have found creative and collaborative solutions to still bringing dignity, harmony, and freedom.

Summary of the main achievements of the charity during the year

2020 End of Year Numbers

SURVIVOR RESTORATION

- 132 survivors of human trafficking were repatriated back to Cambodia
- 95 counselling sessions were held with 50 survivors and their families
- 38 convictions and final verdicts reached
- 17 brokers of human trafficking were arrested

Stories of change:

A Father's Commitment to Justice

The Legal Support team provided legal counselling to the father of a child who had been raped. This client's father had received many calls from the offender and their lawyer to persuade him to close this case by settling for compensation without sending the case to court. These calls turned into threats. But the father was strong and committed to take the case to court where the perpetrator was sentenced according to the law.

Rescue Through Partnership

The Case Support team collaborated with the Cambodian Anti-Human Trafficking Police to rescue 31 survivors and arrest 5 human trafficking brokers on the border between Cambodia and Thailand. The team also collaborated with the Hug Project and Thai Anti-Human Trafficking Police to rescue 4 Cambodian children who had been trafficked to Phuket.

COMMUNITY EMPOWERMENT

- 300 target families reached in 120 awareness raising programs
- 36 local authorities attended awareness raising programs
- 12 supporter members of the mobile broadcasting program
- 11 supporter members of the community broadcasting program

Stories of change:

"One day a broker came to visit and tried to persuade me to send my daughter to marry a rich Chinese man, so that my daughter will be a lucky lady and earn more money to support our family. Every day after that visit, I tried to convince my daughter to marry a rich Chinese man, because I wanted my daughter to have a comfortable life and to be able to support her family." After this mother heard the messages from Community Heroes about human trafficking cases to China, she stood up straight and declared, "Today, I will stop forcing my daughter to marry a Chinese man!" - Village Mother

"I had 3 meetings in the village with 166 people. I was training on hygiene for them. During the meetings I shared information related to human trafficking, sexual abuse, child rape, and how to protect the children to people in the village. And then I spent time explaining the meaning of flip charts and the 24hr hotline to them. I encouraged them to call the hotline number related to child rape, child abuse, and on human trafficking. I told them 'As the parents, you all need to take care of your children and protect them from any form of exploitation'." - Village Leader

Summary of the main achievements of the charity during the year

SYSTEMS STRENGTHENING

- Contributed to 14 National Government Meetings on Human Trafficking
- 93 police officers and local authorities attended training and follow up sessions on strengthening systems
- 12 partnerships developed with NGOs on advocacy programming
- 5 advocacy networking meetings attended

Stories of change:

“I was recently transferred to the Department of Anti-Human Trafficking. I was totally new to the work and when I interviewed suspects I would use direct questions such as “After you raped her, did you go to your home?” Chab Dai provided training on how to investigate human trafficking cases, and the ethics of interviewing to identify the human trafficking victims. After attending this training, I started to use questions such as “Can you tell us the story?” or “Why did you rape her?” and observe their body language to determine if the suspect is being truthful or not.”
– Anti-Human Trafficking Police Officer

“Before the training, I just followed orders from my commander, but I now can lead 65% of the procedure to solve the case immediately after getting a case report from the villagers or victim. After the training on mental health disorders and we were faced with that kind of case, I carefully followed the steps we were taught; building trust and waiting for a person who was able to communicate with the victim before conducting the interview. We have now concluded the case and sent it to trial for justice.” - Provincial Police Officer

MOVEMENT BUILDING

- 793 participants from our Cambodia coalition members attended trainings and meetings
- 53 member organisations in the coalition
- 570 participants registered for the ARAT conference
- 156 GLC members from 37 countries

Stories of change:

Cambodia Coalition “The Chab Dai Charter is a very important tool for evaluating the health of our organization. Sunshine Cambodia is currently using it as a core part of developing their new strategic plan for 2021 – 2025. It has helped all staff and the consultant to understand the strengths, weaknesses, opportunities and threats within our organization. Thank you Chab Dai Coalition for creating this an important tool for all members to use to develop our organizations.” - Sem Sochetra, Director of Sunshine Cambodia.

Global Learning Community “One of the major goals of our coalition is creating an Indonesian National Anti-Trafficking Task Force. The Asia Region Anti-Trafficking Conference has been not only an incredible source of learning and global networking; it has also been a critical touch point for identifying and connecting with other Indonesian organizations as well as capitalizing on momentum to move forward in our objectives. We were thrilled that there were nearly 60 Indonesians at the 2020 conference!” - Dalaina May, Dark Bali, Indonesia

Brief statement of the charity's policy on reserves

COVID curtailed travel plans for 2020 and was a major contributor for an annual surplus of £22,000 and total funds of £23,000 at year-end. Designated funds totalling £12,500 held over from 2020 will be used to fund GLC activity in 2021.

The trustees have approved a budget for 2021 with a projected deficit of £11,000 and this will result in ongoing reserves of £12,000. A cause for concern is the weakening US Dollar and if this does become an issue there are options to delay or cancel planned expenditure.

The trustees recognise the need to establish reserves to cover 3 months' costs and will seek to build this over 4 years through UK fundraising.

Details of any funds materially in deficit

None

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The financial statement aggregates the financial transactions in 2020 for both Chab Dai UK and Chab Dai Charitable Trust.

The prior year figures for 2019 are from the annual return for Chab Dai Charitable Trust and this statement has been prepared on a comparable basis.

The Coronavirus pandemic has impacted Chab Dai UK's 2020 plans to build capability to address the global issues of human trafficking at a regional level with partner organisations. Facilitating and attending conferences has been deferred with guidance and advice being delivered online. It has also been a challenging year for our associates working for Chab Dai Coalition in Cambodia and this coincided with several changes of personnel at senior manager level. Support for their operations and recruitment has been provided remotely from the UK rather than in person.

Besides payroll costs, a substantial part of the Global Learning Community (GLC) budget relates to international travel and as a consequence of the pandemic, only £540 was spent from the 2020 budget allocation of £10,500. This will now be used to fund the 2021 travel budget of £9,600.

Chab Dai UK receives nearly all of its funding from the Chab Dai charitable entities registered in USA and Cambodia. The main funder for the GLC programme donates through our US charity and makes these grants on an unrestricted basis. Part of the unutilised funding for 2020 was used to undertake a study with GLC partners to inform the future direction of the regional partnerships.

The charity undertakes fundraising in the UK to cover all other overheads totalling £4,300. This includes fundraising costs (£1,600) and the fees for the independent examiner.

Section E

Financial review

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

A budget of £142,000 has been agreed by the trustees for 2021. The charity has appointed an Operations and Development Director to establish the governance for the regional anti-trafficking partnerships and raise funds from UK institutions to lessen our dependence upon foreign donors and avoid the associated exchange rate risks.

Renewal funding is being sought for 2021-2023 from an existing US donor to meet the costs of employment for the Executive Director and development of the Global Learning Community.

Section F

Other optional information



(This section left blank)

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	JAMES STEPHEN LORING	GLENN MICHAEL MILES
Position (eg Secretary, Chair, etc)	TREASURER	TRUSTEE
Date	9 th March 2021	



CHAB DAI UK
Charity Number: 1188067

Flat 4, West Links
18 Ellesmere Road
Weston-super-Mare
North Somerset
BS23 4UU
07714 006077
info@chabdai.org

Independent examiners report to the Trustees of Chab Dai UK

I report to the trustees on my examination of the accounts for Chab Dai UK ("the charity") for the year ended 31 December 2020.

Responsibilities and basis of report

As the charity trustees of the charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the 2011 Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable 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 material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 130 of the 2011 Act; or
2. the accounts do not comply with these records

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.

Michelle Ferris FCA
Albert Goodman LLP
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 12 March 2021

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2020

RECEIPTS	2020	2019
Global Learning Community		
Chab Dai Cambodia	£3,819	£0
Chab Dai International	£48,279	£34,932
GLC Partners	£0	£2,816
	£52,098	£37,748
General Funds		
Chab Dai Cambodia	£9,357	£8,954
Chab Dai International	£12,341	£11,890
Donations	£6,772	£2,837
Gift Aid Recovery	£665	£508
Bank Interest	£33	£82
	£29,168	£24,271
Chab Dai Coalition		
Chab Dai Cambodia	£753	£0
Donations	£0	£5,225
	£753	£5,225
TOTAL RECEIPTS	£82,019	£67,244
PAYMENTS	2020	2019
Global Learning Community		
GLC Payroll	£27,575	£27,081
GLC Travel Expenses	£540	£6,238
GLC Other Expenses	£6,065	£4,056
	£34,180	£37,375
General Funds		
General Payroll	£20,802	£20,429
Fundraising Costs	£1,562	£511
Sabbatical Expenses	£804	£0
Governance	£600	£720
Travel	£571	£0
Administration	£323	£349
Support Services	£175	£0
Bank Charges	£168	£142
Trustee Meetings	£0	£548
Other Costs	£48	£911
	£25,053	£23,610
Chab Dai Coalition		
Cambodia Operations	£949	£0
Chab Dai Coalition Payments	£0	£6,132
	£949	£6,132
TOTAL PAYMENTS	£60,182	£67,117
SURPLUS / (DEFICIT) FOR FINANCIAL PERIOD	£21,837	£127

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2020

FUND BALANCES

Global Learning Community	Unres- tricted	Desig- nated	Res- tricted	2020 Total	2019 Total
Total Receipts	£0	£52,098	£0	£52,098	£37,748
Total Payments	£0	£34,180	£0	£34,180	£37,375
Excess of receipts over payments	£0	£17,918	£0	£17,918	£373
Transferred to General Funds	£0	(£5,773)	£0	(£5,773)	£0
GLC Funds as at 1st January	£0	£373	£0	£373	£0
GLC Funds as at 31st December	£0	£12,518	£0	£12,518	£373
General Funds	Unres- tricted	Desig- nated	Res- tricted	2020 Total	2019 Total
Total Receipts	£7,478	£20,886	£804	£29,168	£24,271
Total Payments	£3,447	£20,802	£804	£25,053	£23,610
Excess of receipts over payments	£4,031	£84	£0	£4,115	£661
Redesignation of Year End Balance	£84	(£84)	£0	£0	£0
Transferred from GLC	£5,773	£0	£0	£5,773	£0
Transferred from Coalition	£0	£0	£0	£0	£20
General Funds as at 1st January	£963	£0	£0	£963	£282
General Funds as at 31st December	£10,851	£0	£0	£10,851	£963
Chab Dai Coalition	Unres- tricted	Desig- nated	Res- tricted	2020 Total	2019 Total
Total Receipts	£753	£0	£0	£753	£5,225
Total Payments	£949	£0	£0	£949	£6,132
Excess of receipts over payments	(£196)	£0	£0	(£196)	(£907)
Transferred to General Funds	£0	£0	£0	£0	(£20)
Coalition Funds as at 1st January	£0	£0	£0	£0	£927
Coalition Funds as at 31st December	(£196)	£0	£0	(£196)	£0
All Funds	Unres- tricted	Desig- nated	Res- tricted	2020 Total	2019 Total
	£10,655	£12,518	£0	£23,173	£1,336

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2020

RECONCILIATION OF FUNDS + ACCOUNT BALANCES

Funds as at 31st December	2020	2019
Global Learning Community	£12,518	£373
General Funds	£10,851	£963
Chab Dai Coalition	<u>(£196)</u>	<u>£0</u>
Total funds as at 31st December	<u>£23,173</u>	<u>£1,336</u>

Bank and cash account as at 31st December	2020	2019
Bank Current Account	£12,842	£1,179
CCLA Deposit Fund	£10,115	£82
PayPal Account	<u>£216</u>	<u>£75</u>
Total bank and cash account as at 31st December	<u>£23,173</u>	<u>£1,336</u>

STATEMENT OF ASSETS AND LIABILITIES AT 31ST DECEMBER 2020

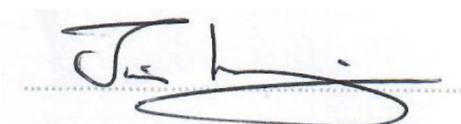
Monetary Assets	2020	2019
Bank Current Account	£12,842	£1,179
CCLA Deposit Fund	£10,115	£82
PayPal Account	<u>£216</u>	<u>£75</u>
	£23,173	£1,336
Fixtures Fittings and Equipment Assets	£0	£0
Total Assets	<u>£23,173</u>	<u>£1,336</u>
LESS Monetary Liabilities		
Albert Goodman (Independent Examiner)	<u>£480</u>	<u>£480</u>
	£480	£480
Net Worth as at 31st December	<u>£22,693</u>	<u>£856</u>

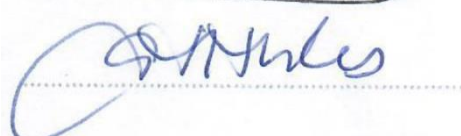
Signed by one or two trustees on behalf of all the trustees

Signature

Print Name

Date





JAMES LORING

9 / 3 / 2021

GLENN MILES

9 / 3 / 2021

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2020**Financial Notes****1. Basis of Financial Reporting**

In accordance with the requirements of the Charity Commission for England and Wales, this financial statement has been prepared on a Receipts & Payments basis.

2. Registration as a Charitable Incorporated Organisation (CIO)

Chab Dai UK was registered on 19th February 2020 by the Charity Commission for England and Wales using the Commission's foundation model constitution for a CIO with a few minor changes. It is the successor to Chab Dai Charitable Trust (registered no. 1103241) having the same charitable objects.

3. Transfer of Assets and Liabilities from Chab Dai Charitable Trust to Chab Dai UK

On 12th March 2020, the Charity Commission approved the transfer of assets from the Charitable Trust to the CIO under a section 105 order. The effective date for the transfer was 6th April 2020 coinciding with (i) the start of new tax year for NI employment allowance and (ii) the charity's bankers updating the ownership of the account. An interim financial statement was prepared to demonstrate that Chab Dai Charitable Trust was solvent at the time of the transfer. The trustees of the Charitable Trust resolved on 31st October to wind up that charity having migrated all its obligations to the new CIO. The Charitable Trust was removed from the Charity Register on 19th November 2020. At that point, the UK Visas & Immigration licence to sponsor Tier 5 Charity Workers lapsed. (The unpaid intern assisting the Executive Director had left the UK in June 2020). The section 105 order also permitted the CIO to grant an indemnity to the trustees of the Charitable Trust.

4. Other Chab Dai Entities

Chab Dai has three entities in the US, Cambodia and UK. They are independent of each other and have distinct legal, tax and accounting structures governed by the national laws and restrictions of their given country. Some UK trustees are also trustees of the US charity to promote global collaboration. More details about governance can be found on the Chab Dai website:- <https://chabdai.org/about#governance>

5. Funding for Chab Dai UK

Chab Dai International funds Chab Dai UK for the Global Learning Community (GLC) programme which also attracts 57% of the director's remuneration. The remaining 43% is split between Chab Dai International and Chab Dai Coalition in Cambodia for which there is ongoing oversight. The grant making body responsible for the source of these funds has made them available on an unrestricted basis. GLC and remuneration costs are shown as designated funds in this statement.

6. Exchange Rate Movements

The UK charity budgets with its American and Cambodian associates at a working exchange rate of £1Stg = US\$1.30. The exchange rate risk or gain is carried by the UK charity. In 2020, the grant for the GLC programme was transferred when the exchange rate was at a low of US\$1.17. The Sterling equivalent exceeded the budgeted amount by £1,949 and the surplus was subsequently transferred to General Fund reserves.

FINANCIAL STATEMENT FOR THE 12 MONTHS ENDED 31ST DECEMBER 2020**Financial Notes (continued)****7. Fundraising in the UK**

Local fundraising in the UK covers the general expenses of the charity. £7,437 was raised, including Gift Aid Recovery. Trustees and connected persons donated a total of £2,760 (before Gift Aid).

General Fund outgoings were £4,251 and included fundraising costs of £1,562. £1,400 was spent on registration fees for the Royal Parks Half Marathon, now deferred until October 2021.

The charity registered with the Fundraising Regulator in January 2021.

8. Restricted Funds

Restricted funds were received to cover the expenses (£804) of the Executive Director's sabbatical in September. These were fully utilised. No other restricted funds were received in 2020.

9. Reserves Policy

The Charitable Trust had a balance of £1,336 at the start of 2020. The trustees resolved in 2019 to increase reserves by £5,000 with a planned budget surplus for GLC (£3,000) and General Funds (£2,000). This was achieved by exceeding the fundraising target, exchange rate gains against budget and an increase in the employer's national insurance allowance. At year end, the trustees agreed to transfer £5,773 from GLC to General Funds as ongoing reserves.

As the former trust had no reserves when its founder and executive director returned to the UK in 2018, the trustees recognised the importance of building reserves to cover its potential financial liabilities, primarily on employment contracts. The trustees are forecasting ongoing reserves of £13,000 at the end of 2021 having utilised the designated funds held over from 2020.

10. Employment of Operations & Development Director

Sharon Jacques resigned as a trustee of both Chab Dai charities on 24th June 2020 so that she could be considered for the new position of Operations & Development Director. The Charity Commission set out on 20th July 2020 their requirements for her to become a permanent employee following a genuinely robust, open and fair recruitment process. The trustees consulted HR Dept, a recruitment specialist, and the subsequent advertisement attracted 64 applications.

The trustees met on 9th December and decided that they had satisfied the Commission's requirements and appointed Sharon to this new permanent role with effect from 1st January 2021.

11. Year End Financial Position

The income and expenditure in this financial statement relates to the activity of the charity during 2020. The only exception is the annual insurance policy taken out with Ansvar which is due for renewal on 1st August 2021.

Deductions for Income Tax, National Insurance and Pension Contributions were paid to HMRC and NEST at year end. The only outstanding liability is the fee due to the Independent Examiner for reviewing this financial statement.

No assets were acquired or held other than the cash balances at the Bank, CCLA and with PayPal.