



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

From	Period start date			To	Period end date		
	01	01	2020		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				
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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

9th 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><u>£23,173</u></u>	<u><u>£1,336</u></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><u>£23,173</u></u>	<u><u>£1,336</u></u>

STATEMENT OF ASSETS AND LIABILITIES AT 31ST DECEMBER 2020

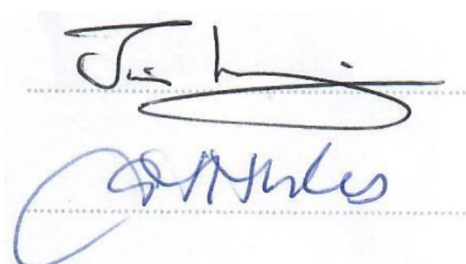
Monetary Assets	2020	2019
Bank Current Account	£12,842	£1,179
CCLA Deposit Fund	£10,115	£82
PayPal Account	<u>£216</u>	<u>£75</u>
	<u>£23,173</u>	<u>£1,336</u>
Fixtures Fittings and Equipment Assets	<u>£0</u>	<u>£0</u>
Total Assets	<u><u>£23,173</u></u>	<u><u>£1,336</u></u>
LESS Monetary Liabilities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

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.