



CRIBS
INTERNATIONAL



CRIBS International Ltd

A Charity for helping Refugee Mothers with young babies

Report and Financial Statements

For the Year Ended 29th February 2024

Charity Number 1173021

Company number 10644387



ANNUAL REPORT: CRIBS INTERNATIONAL

Hello Cribs Supporters

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

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

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

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

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

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

In solidarity,

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

Sally Hyman
Founder

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CRIBS INTERNATIONAL LTD

REPORT OF THE DIRECTORS AND TRUSTEES

FOR THE YEAR ENDED 29th FEBRUARY 2024

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

1. ABOUT CRIBS INTERNATIONAL

1.1 Remit

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

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

1.2 How we work and deliver public benefit

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

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

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

1.3 How our families find us

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

1.4 How we support families

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

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

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

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

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

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

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

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

1.5 How we ensure our work delivers our aims

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

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

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

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

2. OUR BENEFICIARIES

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

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

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

2.1 How we support our families directly

Safe housing

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

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

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

Financial support

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

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

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

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

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

Social support

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

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

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

Medical advocacy

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

2.2 How we support our families through referrals

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

Medical

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

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

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

Legal

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

2.3 How we support the wider refugee community

Free shop

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

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

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

Hygiene hub

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

Community space

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

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

Transitional housing

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

2.4 How our families progress

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

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

2.5 One family's story

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

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

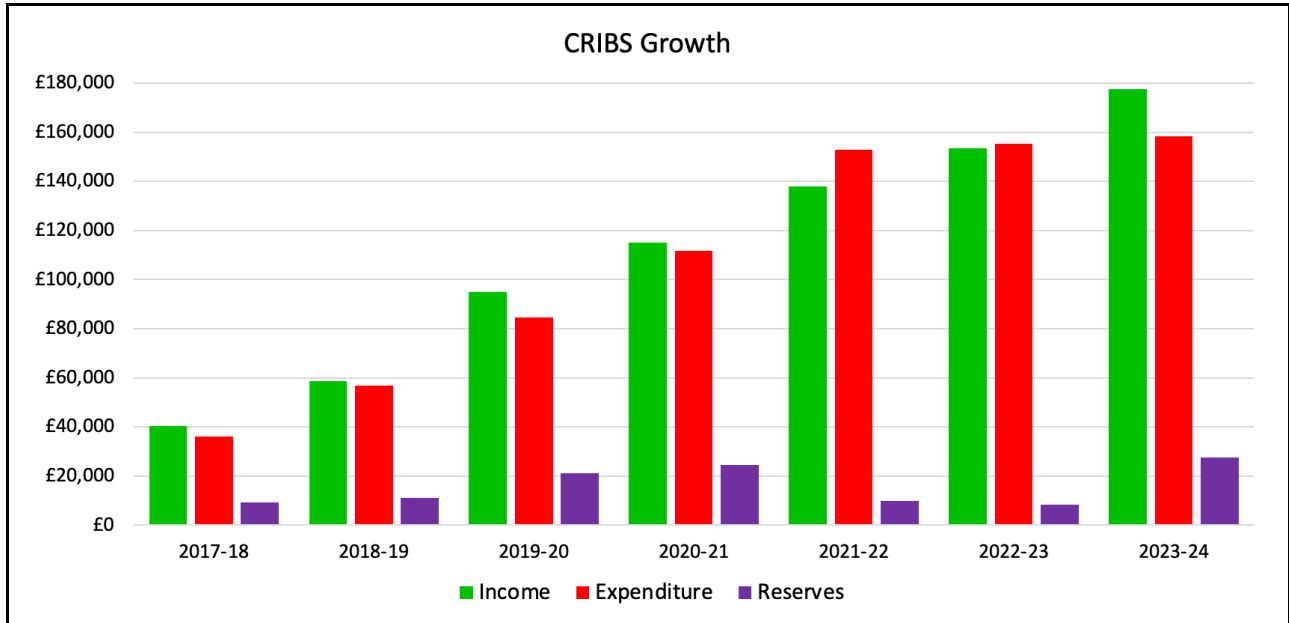
As her confidence grew, Amina began looking for a job, and after some effort, she found one — with a legal contract, providing her with security and pride. She was no longer isolated or overwhelmed; she was hopeful and engaged. Each day on her way home, she would stop by the CRIBS office to share her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

3. FINANCIAL REVIEW

3.1 Growth

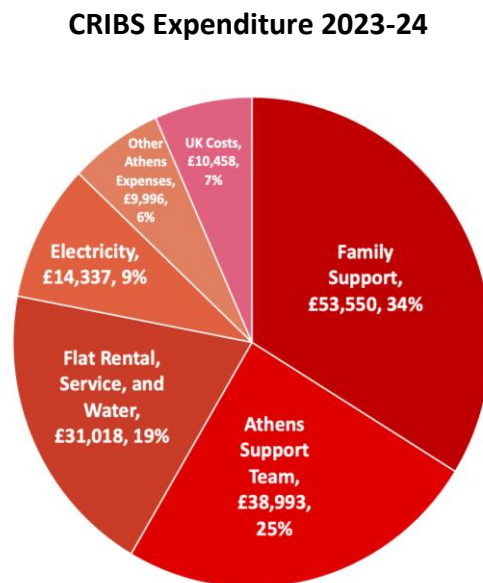
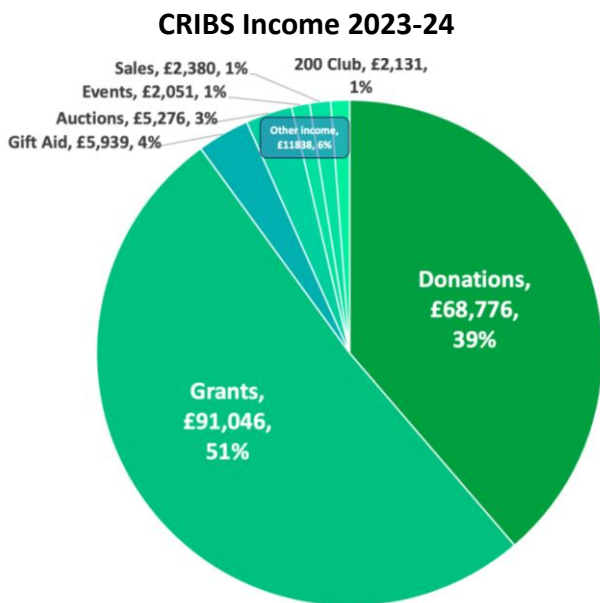
In 2023-24, CRIBS continued the growth that it has consistently achieved every successive year since its foundation seven years ago, with a further increase of 16% in income. This is close to the average annual growth achieved over the past four years.

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



3.2 Income and expenditure overview

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



3.3 Income

Donations

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

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

Grants

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

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

Auctions, sales, and events

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

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

3.4 Athens Expenditure

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

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

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

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

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

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

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

3.5 UK Expenditure

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

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

3.6 Restricted versus unrestricted funds

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

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

3.7 Reserves

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

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

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

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

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

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

4. OUR PEOPLE

4.1 UK Team

Directors/Trustees

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

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

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

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

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

- **Zee Ahmed** – from 1 May 2023

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

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

Senior UK Volunteers

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

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

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

Fundraising Team

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

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

Communications team

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

Finance team

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

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

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

4.2 Athens-based team

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

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

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

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

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

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

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

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

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

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

5. GOVERNANCE

5.1 Governing document

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

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

5.2 Director/Trustee meetings and decisions

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

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

5.3 Director/Trustee induction and training

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

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

5.4 Recruitment and appointment of new directors/trustees

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

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

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

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

5.5 Athens-based team

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

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

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

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

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

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

5.6 Other Internal Monitoring

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

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

5.7 Families Monitoring

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

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

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

5.8 Serious incident reporting

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

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

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

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

Cribs International Ltd

Contents of the Financial Statements
for the Year Ended 29 February 2024

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Cribs International Ltd

Report of the Trustees
for the Year Ended 29 February 2024

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

10644387 (England and Wales)

Registered Charity number

1173021

Registered office

55 Den Lane
Springhead
Oldham
OL4 4NN

Trustees

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

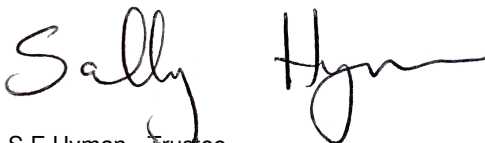
Company Secretary

I F Cairns

Independent Examiner

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

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


S E Hyman - Trustee

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

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

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

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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



Joanne M. Elliott FCA BFP FMAAT

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

20 November 2024

Cribs International Ltd

Statement of Financial Activities
for the Year Ended 29 February 2024

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

The notes form part of these financial statements

Cribs International Ltd

Balance Sheet
29 February 2024

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

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

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

The trustees acknowledge their responsibilities for

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

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

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


S E Hyman - Trustee

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Expenditure

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

Taxation

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

Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Hire purchase and leasing commitments

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

2. OTHER TRADING ACTIVITIES

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

3. NET INCOME/(EXPENDITURE)

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

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

continued...

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

4. TRUSTEES' REMUNERATION AND BENEFITS

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

Trustees' expenses

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

5. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

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

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

continued...

Cribs International Ltd

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

7. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

8. MOVEMENT IN FUNDS

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

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

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

Comparatives for movement in funds

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

continued...

8. MOVEMENT IN FUNDS - continued

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

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

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

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

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

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

continued...

9. RELATED PARTY DISCLOSURES

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

Cribs International Ltd

Detailed Statement of Financial Activities
for the Year Ended 29 February 2024

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

This page does not form part of the statutory financial statements