



Supporting vulnerable people in
Eastern Europe, Central Asia and
the Caucasus

Annual Report and Accounts 2018



Highlights of 2018

Charitable expenditure rose for the third successive year, and reached its highest level for more than a decade.

Almost £30,000 of grants were awarded to projects to improve the employment of young people with mental or physical disabilities.

Donations increased significantly, and a series of successful grant applications continued into 2019.

BEARR's second regional conference was organised, and took place in April 2019 in Chisinau, Moldova.

BEARR welcomed a new trustee, Jane Ebel, and a new Chairman, Nicola Ramsden.

About The BEARR Trust

The BEARR Trust is an English charity that helps children and other vulnerable and disadvantaged groups in Eastern Europe, Central Asia and the Caucasus. BEARR was formed in 1991 and formally constituted in 1992 to act as a bridge between the health and welfare sectors of Britain and the newly independent countries of the former Soviet Union.

During the 1990s the BEARR Trust became a pioneering support organisation for new grass-roots voluntary groups in the region, sharing knowledge, skills and contacts with the aim of:

- advancing education and training, both academic and vocational
- protecting and preserving good health, both physical and mental
- relieving and rehabilitating those suffering from physical or mental disabilities.

Objectives and activities

The BEARR Trust's main purpose now is to promote and support cooperation between small health and social welfare non-governmental organisations (NGOs) within the region and those doing similar work in the United Kingdom.

The BEARR Trust has two main strands of activity: a grants scheme for small-scale health and social welfare projects, and networking and information services. These activities, which are connected and mutually reinforcing, are designed to:

- support organisations committed to reform in the health and social sectors
- facilitate networking and sharing of information
- encourage sharing of experience and learning
- help organisations working in the region to identify potential partners
- provide seed funding to assist selected organisations to launch or extend partnerships
- lobby with and on behalf of organisations that share our aims.

BEARR is the only British charity working in this region that combines grant-giving and networking services: BEARR was a pioneer and remains unique.

We are interested in the following countries: Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kyrgyzstan, Moldova, Russia, Tajikistan, Turkmenistan, Ukraine, Uzbekistan.

When planning our activities for the year, the trustees have considered the guidance issued by the Charity Commission on public benefit.

Achievements and performance in 2018

The Small Grants Scheme 2018: projects to improve the employability of young people (16-30) with mental or physical disabilities.

Since 2006 BEARR has operated a Small Grants Scheme through which it has made awards to small health and social welfare groups in the region.

The Scheme aims to support and encourage NGOs to:

- share experience and learning among NGOs with relevant aim
- disseminate good practice more widely
- facilitate cooperation with and/or coordination among NGOs and other organisations working with relevant groups
- improve awareness, influence policy, or engage public institutions in addressing the relevant issues
- propose other, imaginative, ways of achieving the Scheme's aims.

Grants are awarded annually, and details of each year's themes, and how to apply, are published on our website www.bearr.org, on social media and in our newsletter. BEARR will match-fund up to half of a project's cost, subject to a maximum decided from year to year depending on available resources.

Over the years BEARR grants have covered diverse health and social welfare themes, often building on subjects discussed in our annual conferences. Reports of completed projects are posted on the BEARR website.

The 2018 theme of employment for young people with disabilities attracted 130 applications of a generally high standard and from a wide geographical region. There was a notable increase in project applications from Central Asia compared with previous years.

Applications were received from: Armenia (4); Azerbaijan (1); Belarus (1); Georgia (2); Kazakhstan (7); Kyrgyzstan (14); Moldova (4); Russia (11); UK (3); Tajikistan (29); Turkmenistan (1) and Ukraine (53). A group of trustees and the Information Officer considered all the applications and presented a short-list to the board for final selection.

The trustees awarded 11 grants, totalling **£29,812**, to the following projects:



Friends House Moscow

(Russia, Dzerzhinsk)

Friends House Moscow was awarded a grant of £1,487 for the project 'My Route to Occupation', delivered through the Centre for Psychological, Pedagogical, Medical and Social Assistance (PPMC) in Dzerzhinsk (Nizhny Novgorod Oblast).

The project was designed to assist young people with disabilities in choosing an occupation and preparing for job placements, including social integration where necessary. A longer-term aim was to coordinate a number of local agencies to ensure the inclusion of young people with disabilities in careers services.

Fifteen young people (aged 16-30) with disabilities received professional training, socialisation practice and psychological support; thirty-six young people with disabilities (aged 16-18) who were students at the Technical College in Dzerzhinsk (DTC) received motivational and life skills training to support them in applying for placements. One person was successfully employed at the close of the project, which was highly commended by both the beneficiaries and their parents.



BelAPDiMi

(Belarus, Minsk)

BelAPDiMi was awarded a grant of £3,000 for the project 'Identification of Opportunities, Development of Work Skills and Assisted Employment for Young People with Disabilities'. The project provided assisted employment services to twenty people with disabilities, which gave them an opportunity to master new crafts, gain social and communication skills and to experience real employment. Consulting and training in subjects such as employment rights was offered to thirty other young people with disabilities.

In the long-term this NGO hopes to create a new kind of social service to mentor people with disabilities in the whole process of inclusion.



KEDEM

(Moldova, Chisinau)

KEDEM was awarded a grant of £2,944 for the project 'Find Yourself'. KEDEM organised two seminars for forty people in total. One group included twenty professionals and volunteers, NGO employees, specialists working with people with disabilities, and employers. The other group included twenty people with disabilities who were ready to share their experiences and opportunities.

KEDEM also compiled a list of all companies willing to hire people with disabilities, and invited specialists to share their experience and help to communicate with recruiting companies in Chisinau. To mark International Day of Persons with Disabilities in December 2018, project volunteers visited the International Rehabilitation Centre to hold various master classes with disabled children. Another group of volunteers visited the International Shelter for Pensioners and Disabled, where they held a series of art workshops.

Thanks to the project, KEDEM was able to strengthen relationships with various NGOs working with people with disabilities and has started work on its next project, 'Meikaton', which will be based in Moldova in 2019.



Psychoanalytic Association

(Kazakhstan, Almaty)

Psychoanalytic Association was awarded a grant of £3,000 for the project 'Training Café'. The Association organised a School of Social Entrepreneurship and Psychosocial Rehabilitation: a six-day school for one hundred specialists from Kazakhstan and elsewhere in Central Asia (Tajikistan and Kyrgyzstan).

Participants included specialists from the business sector, psychologists, social workers, doctors, therapists, economists, journalists and entrepreneurs.

The school provided participants with methods and techniques for opening social enterprises to involve young people with mental or physical disabilities and to assist with their employment. Half of the participants subsequently applied for grant funding. Participants from three cities are now working on adapting and testing the Training Café method.



Mayuboni Tavono

(Tajikistan, Jonvarsuz)

Mayuboni Tavono was awarded a grant of £3,000 for the project 'Training in Professional Skills for Young People with Disabilities'.

Mayuboni Tavono (meaning 'mighty disabled people') was established in 2013 by five friends to improve the quality of life of people with disabilities in Tajikistan by training them to produce handcrafts, and by providing employment opportunities.

The grant was used to train thirty young people with physical and mental disabilities in knitting, weaving and embroidery to make traditional clothes and crafts. They were also given training in business planning and marketing.



TajRupt

(Khujand, Tajikistan)

TajRupt (Khujand, Tajikistan) was awarded a grant of £2,985 for the project 'Enabling Tajikistani Youth with Physical Disabilities to Become Translators'.

TajRupt trained over 75 young people (aged 15-23) with physical disabilities who had demonstrated an interest in the English language. The aim was to enhance their knowledge of English and to improve their skills in professional English-to-Tajik interpretation. Training was delivered in interactive classes with a focus on student-led discussions and group projects.

TajRupt is working to improve the accessibility of its Extracurricular Resource Center (ERC) to enable students with disabilities to follow the English-language civic curriculum on a permanent basis alongside their peers.



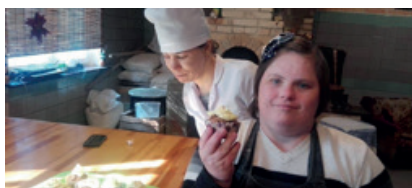
Open Doors

(Ukraine, Nikopol)

Open Doors was awarded a grant of £2,989 for the project 'The Employment of Young People with Physical and Mental Disabilities as an Important Way to Realise their Right to Work'.

Open Doors monitored the difficulties faced by people with disabilities in finding employment and job placements. Seven seminars were organised to raise awareness of the problems: as well as young people with disabilities, participants included employees of state employment centres and social services, and potential employers.

Other achievements included setting up public reception facilities and a hotline to provide free legal advice on employment, and publishing information booklets for employment centre staff, employers, and people with disabilities.



Centre for Strategic Initiatives

(Ukraine, Khmelnytskyi)

Centre for Strategic Initiatives was awarded £3,000 for the project 'Good Chances for Good Changes'. The project was run in partnership with the NGO 'Dva Krilya', which had over 10 years' experience of working with people with mental and physical disabilities.

Dva Krilya created cooking and baking classes at a local mini-bakery for twenty young people with disabilities. The participants were also trained to make packaging for baked goods, and were helped to sell their bakery products.



Aratta

(Ukraine, Chernihiv)

Aratta was awarded a grant of £2,980 for the project 'Productive Life'.

The grant was used to give useful employment skills to twenty people aged 21-30 with mental and physical disabilities. Training was given in English-language and computer skills, hair styling and manicure. Five project participants have now found employment.

Aratta also conducted a series of educational events aimed to empower people with disabilities by improving basic knowledge of human rights, labour legislation, and other relevant topics.



Public Organisation of Parents of Children with Down syndrome

(Ukraine, Lutsk)

Public Organisation of Parents of Children with Down syndrome was awarded a grant of £2,160 for the project 'Providing Social Support and Support in the Workplace for People with Down Syndrome'.

The NGO organised training for young people with disabilities, their parents and potential employers. It also organised internships in workplaces, supervised by a social worker, a job coach and a psychologist.

Prior to this project, the NGO had already undertaken a study tour to Lviv, Ukraine to learn from best practices in employment of people with disabilities.

Aratta also conducted a series of educational events aimed to empower people with disabilities by improving basic knowledge of human rights, labour legislation, and other relevant topics.



ZtRASS

(Ukraine, Zhytomyr)

ZtRASS was awarded a grant of £2,267 for the project 'Through Innovation to Equal Opportunities'. As a result of the project, which tested a new model of self-employment for young people with disabilities, forty young people with special needs were trained in skills for self-employment and business organization.

ZtRASS also published a manual on employment for people with disabilities. This manual is now recommended for use in all twenty-four vocational schools of Zhytomyr region and by the regional network of Social Services Centres for families, children and youth.

Monitoring and evaluation of grant-funded projects

The BEARR Trust sees evaluation as much an ethical issue about power and purpose as a technical exercise. When asking for project reports, we try to demystify the process and encourage an open and honest approach that welcomes acceptance of mistakes made. We aim to thus improve the learning process and encourage greater ownership of both evaluation findings and subsequent project changes.

While we carry out evaluations to provide evidence to funders of the impact of their investment, we believe that the evaluation process should have as much (if not greater) justification in raising the profile of project achievements and providing downward accountability to the communities being worked in.

We use a range of methods within our means to investigate the impact of our projects. Trustees and volunteers visit projects when their own travel provides opportunities to do so at low cost: in 2017 a trustee visited our Armenian grantees, and in early 2019 a trustee visited a grantee in St Petersburg. In 2017 we initiated peer evaluation of projects in Central Asia, which was mentored by INTRAC in Kyrgyzstan. In 2018 we engaged a Ukrainian- and Russian-speaker to visit five projects we had funded two years earlier in and around Kyiv, to help them reflect on their achievements.

All five of the chosen Ukrainian NGOs responded positively to meeting BEARR's evaluator: in the fast-changing situation in Ukraine it is some achievement that all five NGOs are still in existence. We found that some projects have had a lasting impact – for example, where refugees trained with BEARR funds are still in paid employment or running their own businesses. Others have formed new associations to help, for example, former soldiers returning to civilian life, or to assist old people with medical bills. However, some organisations have struggled to find follow-up funding to continue their projects, reflecting major donors' current preference for supporting regional groups rather than organisations based in the capital.

All five Ukrainian NGOs appreciated BEARR's readiness to pilot projects that other donors would not fund until the organisation or idea was proven. They also liked the simplicity of applying to the BEARR Small Grants Scheme, as well as the straightforward reporting format.

As a follow-up, BEARR surveyed applicants to the 2019 Small Grants Scheme in January 2019 to find out how a wider range of organisations saw our grant-making process. We were pleased to see evidence of good outreach, with 90% of applicants being new to BEARR and most finding the Small Grants Scheme via the BEARR website or Facebook page. The vast majority found the application process easy (96%) and the guidelines helpful (99% used them and 85% said they answered all questions). We are currently taking into consideration their recommendations for improvements and their suggestions for next year's grant round.

Reports on two projects from the 2017 Small Grants Scheme were published in BEARR Newsletter No 70 in January 2018 and

on six further projects from 2017 in BEARR Newsletter No 71 in September 2018. Three further project reports from 2017 were published in BEARR Newsletter No 72 in January 2019, which also contained reports on two projects from the 2018 Small Grants Scheme. All Newsletters are available on www.bearr.org.

We encourage grant recipients to send interim news and photos as their projects progress, and we post regular project updates on BEARR's Facebook page.

Day to day tracking of current projects was carried out by BEARR's information officer. In 2018 the trustees decided to investigate the possibility of evaluating projects funded by BEARR since the Small Grants Scheme began in 2006, with the aim of assessing the longer-term impact of projects: this aim was included in BEARR's action plan for 2019. We hope to involve the academic community in this work. We also hope to build on our 2017 experience of peer evaluation of projects in Central Asia.

2018 annual conference held in London: Disability and Inclusion in Eastern Europe and Central Asia

BEARR's annual conferences are intended to help NGOs in the UK and in the region to make and maintain contacts and exchange experiences, and to provide a forum for discussion of developments affecting NGOs in the region. The 2018 annual conference theme of 'Disability and Inclusion in Eastern Europe and Central Asia' was designed to reinforce the theme of the 2018 Small Grants Scheme.

- Speakers and discussants included:
- Anna Portugalova, Director, Downside Up, Moscow
- Andrea Bennett, Chair of Trustees, For Us Too, Kent, UK
- Maia Shishniashvili, Hand in Hand, Georgia
- Dilmurad Yusupov, doctoral researcher, Institute of Development Studies Sussex University, co-founder of NGO Sharoit Plus
- Tanya Buynovskaya, Director of Operations, HealthProm, UK
- Viorica Cojocar, Child, Community, Family NGO, Moldova
- Iryna Los, Director, Centre for Legal Assistance, Open Doors NGO, Nikopol, Ukraine
- Vardine Grigoryan, Board Member, Disability-Inclusive Development NGO, Armenia

The conference brought together over 50 participants from civil society organisations, including NGOs, think tanks and academia, as well as students, volunteers and health practitioners from BEARR's region and other countries. The full conference report can be read in BEARR Newsletter No. 72 in January 2019 and on the BEARR website <http://www.bearr.org/bearr-trust-annual-conference-16-november-2018/>

Planning BEARR's second regional conference: Chisinau, Moldova 2019

BEARR's first conference outside London was held in Lviv, Ukraine in 2016. It was a great success, and encouraged us to continue trying to organise conferences in the region in order to support networking between organisations working with vulnerable groups.

In 2018 BEARR trustees developed a partnership with ULIM, the Free University of Moldova, to organise a joint conference on the theme 'Migration and Social Change in Eastern Europe'. The conference was designed to help NGOs dealing with the impact of migration on health and social welfare, as well as to examine how migration could benefit communities in countries of origin.

The conference took place in Chisinau on April 11 and 12 2019, with support from the United Nations Development Programme (UNDP) and the Swiss Agency for Development and Cooperation. It was opened by the British Ambassador and the Vice-rector of ULIM, and was attended by NGOs, academics, government ministers and entrepreneurs. The lively programme ranged from keynote speeches to practical workshops: reports and photographs will be published on the BEARR website and in newsletters in 2019.

The BEARR Trust Annual Lecture: 'Putin's Russia and the Ghosts of the Past', given by Shaun Walker

The BEARR Trust annual lecture was given on 20 September 2018 by Shaun Walker, Central and Eastern Europe correspondent for The Guardian, and author of 'The Long Hangover: Putin's New Russia and the Ghosts of the Past' (pub. January 2018, OUP).

A full report on Walker's thesis of how memories of the past are increasingly pressed into the service of the present state can be read in BEARR Newsletter No. 72, January 2019, and on the BEARR website <http://www.bearr.org/bearr-trust-annual-lecture-20-september-2018-at-6-pm/>

The lecture was hosted, as in previous years, by the European Bank for Reconstruction and Development. Our annual lecture is a fundraising event for BEARR, and we are grateful to the EBRD for their support, and to all those who donated to BEARR.

Publications: newsletters and bulletins

As in previous years we published two newsletters in 2018, in January and September. Newsletters continued to be distributed by email and uploaded to the BEARR website, with a limited colour-print edition for distribution to BEARR supporters and at BEARR events.

In 2018 the newsletters carried reports on projects in Moldova, Kyrgyzstan, Russia, Ukraine, Tajikistan, Azerbaijan, Georgia and Armenia that had been funded by BEARR's Small Grants Scheme in 2017 and 2018. There were articles on HIV in Russia and Ukraine; Youth and Social Exclusion in Russia's Villages and Small Towns; Working towards a Barrier-free and Inclusive Society in Uzbekistan, and an Eastern European and Central Asian Perspective on AIDS Amsterdam 2018. There was an NGO profile of R.O.O.F. St Petersburg, and country profiles of Turkmenistan and Uzbekistan. The Newsletters also carried reports on the Annual Lecture given by Shaun Walker, and on BEARR's 2018 conference in London.

Current and archived newsletters are available on our website: <http://www.bearr.org/what-we-do/newsletter/>.

Monthly e-bulletins continued to cover the latest developments affecting civil society, especially in the health and social welfare sectors. The e-bulletins are proving to be a useful resource for anyone interested in NGO activities and civil society in the region. Bulletins are also posted on the BEARR website, which highlights the latest news items on the home page.

New brand identity and website

In 2018 the trustees continued their work on strengthening the impact of BEARR's activities and messages. They developed a branding strategy, which produced a more precise description of BEARR's approach, as well as an updated logo and house style for online and print communications.

The trustees also commissioned a new website, which will enhance www.bearr.org as a platform for BEARR's information and networking activities. The new website is expected to be launched in 2019. Like the existing website, it will be kept up to date in both English and Russian, and will continue to grow its valuable research archive.

Social media

In 2018 the trustees agreed to focus on Facebook and Twitter as the principal social media channels. BEARR has around 800 Facebook followers and around 350 Twitter followers. We use Facebook to advertise BEARR newsletters and e-bulletins, events, the Small Grants Scheme, grant schemes from other givers, and volunteering opportunities with other charities. We publish regular updates from projects funded by the Small Grants Scheme, and we also share items of topical interest. We use Twitter to publish news from BEARR and retweets from other relevant organisations in our region.

The Information Officer continued to update BEARR's Facebook page in 2018 with postings in English, Russian and Ukrainian, and increased the frequency of BEARR's Twitter feed @BEARRtweets.

Design and launch of the 2019 Small Grants Scheme

In 2018 the trustees agreed that the 2019 Small Grants Scheme should fund projects dealing with violence against women and girls. It was agreed to invite bids from all countries in BEARR's region.

Following successful fundraising in late 2018 and early 2019, the trustees increased the budget for the 2019 Small Grants Scheme to over £32,000. More than 200 bids were received, from every country in the region. We have provisionally awarded grants to thirteen projects.

Structure, governance and management

The BEARR Trust is constituted by a Declaration of Trust dated 27 April 1992 and Supplemental Deed of Variation dated 14 December 1995.

The organisation is run on a voluntary basis by its trustees, with part-time paid consultancy support from an information officer (with two people sharing the role in 2018) and a representative in Moscow. A significant amount of BEARR's work is done by volunteers.

The BEARR Trust worked hard to ensure compliance prior to the introduction of the new data protection legislation (GDPR) in May 2018. A privacy notice was published, and all contacts were asked to confirm their willingness to be contacted and for BEARR to hold their personal data. IT compliance and working practices were also reviewed and revised, and shared with all trustees and relevant volunteers

Patrons

The BEARR Trust has a number of distinguished patrons: Vladimir Ashkenazy, Elena Bashkistrova Barenboim, Robert Brinkley CMG, Lady Ellen Dahrendorf, Myra Green OBE, Bridget Kendall MBE, Sir Roderic Lyne KBE CMG, Sir Jonathan Miller CBE, Mike Simmonds, Rair Simonyan, Dr Robert van Voren, PhD, FRCPsych (Hon), Sir Andrew Wood GCMG.

We were very sorry to learn of the death of our patron The Duchess of Abercorn in 2018.

Trustees

The board of trustees reflects a wide range of experience and relevant expertise. We were delighted to welcome a new trustee, Jane Ebel, in 2018. Jane has over 20 years' experience of running health and social care projects in Russia and neighbouring republics, and she adds significantly to the board's knowledge of the NGO world.

In June 2018 Robert Brinkley stepped down as chairman and trustee of BEARR, and Nicola Ramsden became chairman. During Robert's six years as chairman, BEARR strengthened its finances, processes and board membership. The trustees

were delighted that Robert accepted their invitation to become a patron of BEARR. Articles by the outgoing and incoming chairmen were published in BEARR Newsletter No. 71 in September 2018.

Trustees who have served at any time during the period from 1 January 2018 until the date of the approval of this report are:

- Megan Bick
- Robert Brinkley, chairman (to 7 June 2018)
- Jane Ebel (from 1 August 2018)
- Ross Gill
- Janet Gunn
- Ali Lantukh
- Marcia Levy
- Ann Lewis
- Biljana Radonjić Ker-Lindsay
- Nicola Ramsden, deputy chairman (to 7 June 2018), chairman (from 7 June 2018)
- Michael Rasell
- Charlie Walker

Trustees are appointed by a resolution of the trustees. Potential trustees are sought through recommendation by existing trustees, or through advertising. Since 2014, new trustees have been appointed for a period of three years, renewable by mutual agreement. All trustees are given a copy of the Charity Commission publication 'The Essential Trustee: An Introduction'. They are referred to the full version of this document on the Charity Commission website, and to the Trust's annual report and accounts and other information on its website www.bearr.org

New trustees are given an induction pack consisting of the Trust's governing documents, minutes of the most recent meetings of trustees, and the latest newsletter. This information is supplemented by process notes prepared by trustees and volunteers, describing all aspects of BEARR's operations. From 2018 these included a new data protection policy, following the introduction of the General Data Protection Regulations. New trustees are also given a detailed description of BEARR's governance policies, covering conflicts of interest, automatic disqualification of trustees, management of volunteers, monitoring and review, and financial controls. BEARR maintains a register of interests and declarations relating to automatic disqualification, in line with Charity Commission recommendations, that all trustees are required to sign.

Trustee meetings are held every two months. Sub-groups of trustees meet more often to manage specific tasks such as conference organisation, communications strategy, and the Small Grants Scheme. All the trustees participate in planning, and have agreed the following action plan for 2019:

- Raise an additional £20,000 per annum, preferably on a multi-year basis.
- Maintain an active network of trustees, patrons and volunteers.
- Ensure that all volunteers have clear roles and feel supported by their managers.
- Ensure BEARR makes effective use of the possibilities offered by information technology and social media.

- Develop cooperation with the academic community in the UK and in the region, including through joint events.
- Organise the London conference.
- Organise a conference in Chisinau, Moldova in collaboration with ULIM on the theme of 'Migration and Social Change in Eastern Europe'.
- Organise one or two public lectures.
- Issue two newsletters and monthly bulletins.
- Run a scheme offering small grants to NGOs and evaluate the 2018 Small Grants Scheme.
- Design a project to evaluate the impact of Small Grants Scheme projects since 2007.
- Plan a further Small Grants Scheme in 2020.

The action plan reflects BEARR's broad aims for 2016-2020:

- Ensure stable multi-year financing from multiple sources, including foundations, companies and individuals (the Friends Scheme).
- Maintain an adequate pool of competent volunteers.
- Develop and, if possible, expand the Small Grants Scheme, ensuring more rigorous monitoring and evaluation of projects.
- Expand networking activities, including by organising an annual workshop in BEARR's region.
- Ensure that BEARR's information technology, website and social media presence effectively and efficiently support our grant-making and networking activities.

Management and volunteers

The BEARR Trust is managed by its trustees, who give significant amounts of time in addition to their trustee duties. The information officer and the Moscow representative are the only people who receive fees for their work. Two consultants shared the information officer role in 2018, and, reflecting the growth of BEARR's charitable activities, the trustees decided that one of these consultants would be dedicated to the Small Grants Scheme in 2019.

We rely on volunteers for many important tasks: preparing and examining BEARR's financial accounts, hosting the website, translating for publications, interpreting at conferences, organising events and supporting social media. Volunteers regularly give over 100 days in total to BEARR each year, and their efforts, as well as additional time given by trustees, helped to keep overhead costs low in 2018.

We aim to ensure that all volunteers have clear roles and feel supported by their managers. BEARR provides interesting opportunities for volunteers of any age and at any stage of their career, including students and recent graduates: we particularly welcome volunteers with knowledge of the region and/or of its languages.

Networks

Networking is a key aspect of BEARR's charitable work, which depends on maintaining an active network of trustees, patrons and volunteers. We connect with other charities involved with countries in our area of interest through our newsletter, annual and regional conferences, seminars, website and monthly

information bulletin. We are also keen to develop cooperation with the academic community in the UK and in the region, including organising joint events where possible.

Risk management

The trustees have concluded that the main risks facing the Trust are insufficient funding and resources. These risks have been reduced for the time being through the award of a multi-year grant totalling \$250,000, paid in instalments of \$50,000 per annum over five years 2016-2020. The grant covers the full range of BEARR's activities.

We will continue to manage financial risk by planning an affordable programme of charitable expenditure, and by committing only to expenditure that can be amended in the light of future income flows. Since our most important source of funding is now a US dollar-denominated grant, this includes taking into account changes in the US dollar exchange rate. We aim to mitigate this exposure by continuing to seek diverse sources of funding. We also observe a policy of maintaining a level of free reserves sufficient to fund at least one year's core expenditure.

Financial Review

Income

Income in 2018 was £62,165, an increase of 14% over 2017. This result was achieved despite a fall in the UK pound value of BEARR's annual US dollar grant from a charitable foundation. This multi-year (2016-2020) \$50,000 annual grant was our main source of income in the year. Because the grant is denominated in US dollars and converted into UK pounds on receipt, its value to BEARR varies from year to year depending on the exchange rate. The US dollar was relatively weak when the 2018 grant was received, and the grant yielded £34,977, around £4,500 less than in 2017.

The fall in the UK pound value of this major grant was more than offset by successful applications to UK grant-giving trusts and charitable organisations, which raised £7,305. These grants were awarded for the Small Grants Scheme and the purchase of a new computer for the BEARR office.

Donations increased by almost 40% in 2018 to £16,980, compared with £12,472 in 2017. These included donations from individuals, organisations, sponsored events, and the sale proceeds of the EBRD's 2017 seasonal greetings cards. Of these donations, £2,500 was designated for the 2019 Small Grants Scheme, and £4,600 was raised in sponsorship to support the development and operation of BEARR's new website in 2019.

Two smaller but regular sources of income were the annual lecture, BEARR's main fundraising event, and donations to BEARR's Friends Scheme. The annual lecture raised £1,745 – 16% more than in 2017. Donations from Friends remained steady at just over £1,000, and we were delighted to welcome new Friends in 2018.

Expenditure

BEARR's charitable expenditure was £52,526 in 2018, an increase of 5% over 2017, and the third successive increase since 2015. This means that BEARR's charitable expenditure has risen by over 70% since 2015, when it was £30,305, and has reached its highest level for more than a decade. This partly reflects the trustees' decision to allocate more funding to BEARR's Small Grants Scheme. We funded almost £30,000 of small grants in 2018, compared to £28,000 in 2017 and just over £20,000 in 2016, the first year of our major multi-year grant. We spent less on external monitoring and evaluation of projects in 2018 than in 2017 because an evaluator was able to make visits to five projects during a private visit to Ukraine.

Expenditure on BEARR's information work accounted for the rest of our charitable expenditure: updating the website, producing newsletters, and organising the annual conference in London for NGOs from the UK and countries in BEARR's region. The addition of a regional conference to BEARR's information and networking activities also accounts for some of the increased charitable expenditure since 2015, although preparatory visits to Moldova for the conference in April 2019 were made by trustees at their own expense, with no cost to BEARR.

BEARR's total expenditure was £54,807 in 2018, meaning that charitable expenditure accounted for 96% of the total, the same proportion as in 2017. We are able to operate with low overheads because much of our work is carried out pro bono by the trustees and volunteers, who contributed around 115 days and 100 days respectively in 2018. We pay fees to our Moscow representative and to the information officer, whose work on the Small Grants Scheme and BEARR's information services is included in charitable expenditure.

Fundraising and sources of funding: restricted and unrestricted funds

The BEARR Trust's main sources of funds, in order of relative importance, are grants, donations, the proceeds of fundraising events and the Friends' Scheme. BEARR has limited capacity to organise fundraising events apart from the annual lecture, but in 2018 sponsorship for the chairman to run the Oxford Half-marathon raised £4,600, and other trustees will take part in sponsored events in 2019.

We were pleased to receive repeated donations from regular supporters, as well as from some new donors.

In addition to our multi-year grant from a private foundation we were grateful to receive grants or donations from the following organisations in 2018:

- Network for Social Change Charitable Trust
- Just Trust
- Oakdale Trust
- Solidarity with Russia
- European Bank for Reconstruction and Development

BEARR had no restricted funds at the end of 2018 since grants won for specific purposes were spent during the year. BEARR

accounts internally for funds that are designated for specific expenditure: at the end of 2018 BEARR held £2,500 received in advance towards the 2019 Small Grants Scheme, and £4,600 raised through sponsorship towards the cost of a new website in 2019.

The trustees aim to raise funds from as diverse a range of sources as possible. In 2018 we exceeded our target of raising £15,000 from sources other than the existing multi-year grant and events. The trustees decided to raise the target to £20,000 in 2019, with an emphasis on multi-year donations. Fundraising in 2019 has begun well, with income already received from new donors and grant-giving foundations. Fundraising is carried out by the trustees and the information officer.

Foreign currencies

Since 2016 we have converted income received in foreign currencies into UK pounds on receipt, so we have no foreign currency balances at the year end.

Reserves policy

The BEARR Trust maintains unrestricted cash funds at a level sufficient to cover BEARR's operating costs and to pursue BEARR's principal objectives for at least one year. Unrestricted funds are monitored through regular budgets and cash flow forecasts, including accounting for funds that are designated for specific uses.

Cash reserves rose by 16% in 2018 to £54,698 from £47,341 at end-2017. The reserve build-up is expected to be spent in 2019 on BEARR's new website, and on the regional conference in Moldova in April 2019.

The BEARR Trust has no investments.

*Approved by the trustees on 4 April 2019.
Signed by the Chairman Nicola Ramsden*

Appendix 1

Receipts and Payments Accounts 2018

For the period from 1-Jan-18 to 31-Dec-18

Section A Receipts and Payments	2018, £	2017, £
A1 Receipts		
Donations	16,980	12,472
Subscriptions	1,005	1,065
Grants	42,282	39,540
Income from events	1,775	1,530
Other income	124	28
SUB TOTAL	62,165	54,636
A2 Asset and investment sales	- 0	- 0
TOTAL RECEIPTS	62,165	54,636
A3 Payments		
Charitable expenditure	52,526	50,144
Fundraising and publicity	798	715
Governance costs	1,267	1,129
Other expenditure	217	165
SUB TOTAL	54,807	52,153
A4 Asset and investment purchases	- 0	- 0
TOTAL PAYMENTS	54,807	52,153
NET OF PAYMENTS	7,358	2,483
A5 Transfers between funds	- 0	- 0
A6 Cash funds last year end	47,341	44,858
CASH FUNDS THIS YEAR END	54,698	47,341

Section B Statement of assets and liabilities at end period

B1 Cash funds	54,698	47,341
B2 Other monetary assets		
Prepayment of office rent for January to March 2019	1,138	
Gift Aid debtor April 2017 to December 2018	1,057	
B3 Investment assets	- 0	
B4 Assets retained for the charity's own use	- 0	
B5 Liabilities		
Admin Officers' fees November and December 2018	1,510	
Q4 payment for website maintenance	610	

Signed by the Chairman on behalf of all the trustees

Nicola Ramsden

Appendix 2

Independent examiner's report to the trustees of The BEARR Trust

I report to the trustees on my examination of the accounts of The BEARR Trust (the Trust) for the year ended 31 December 2018.

Responsibilities and basis of report

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

I report in respect of my examination of the Trust'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 Charities Commission under section 145(5)(b) of the 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 Trust as required by section 130 of the Act; or
2. the accounts do not accord with those 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.

Malcolm Mowat

81 Blake Road
West Bridgford
Nottingham NG2 5LD

Date: 4 April 2019

Administrative and contact information

The BEARR Trust has the English registered charity number 1011086.

In January 2019 BEARR moved from its office at CAN-Mezzanine in Loman Street, London SE1 0EE, and is now based at:

**CAN Mezzanine
7-14 Great Dover Street
London SE1 4YR**

Tel: +44 (0)20 7922 7849
Email: info@barr.org

