



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	Day	Month	Year		Day	Month	Year
	06	April	2023		05	April	2024

Section A

Reference and administration details

Charity name	All Stars London
Other names charity is known by	None
Registered charity number (if any)	1171889
Charity's principal address	1 Helena Place 21 Church Street Hemel Hempstead Postcode HP2 5AD

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Chantelle Burley	Chair		
2	Elena Dina Boukouvala			
3	Brian Mullin			
4	Gregory Pasco			
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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

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

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document
(eg. trust deed, constitution)

Foundation Constitution (last amended 25/2/2017)

How the charity is constituted
(eg. trust, association, company)

Charitable Incorporated Organisation

Trustee selection methods
(eg. appointed by, elected by)

Elected by current members

Additional governance issues (Optional information)

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

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

Day to day running of our Young Leaders and Talent Show cycles is contracted on a part-time basis to the Programme Coordinator employed and overseen by the Board. The two founding Trustees, Chantelle Burley and Brian Mullin, serve as the overall Co-Organisers of the charity, supplementing the administrative work of the Coordinator through additional voluntary hours to expand the charity's connections and oversee its operations.

The other Trustees offer guidance and support on key matters based on their areas of expertise. The entire Board meets on a quarterly basis, at which point the Co-Organisers report to the Board on the programme activities.

Section C Objectives and activities

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

For the public benefit, to help young people in Greater London aged 5 to 25, particularly those from disadvantaged backgrounds, by providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals through engaging a performance-based approach.

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

<p>In 2023-24, All Stars continued to operate our Young Leaders cycle in-person, following our return from the COVID-19 pandemic. Training events took place once again in central London (this time at the LIFT community centre near Angel, in Islington), allowing young people from different geographical regions to attend. Following its success last year, our summer Mentorship Programme also returned – with a combination of online and in-person sessions for the young people. In-person meetings with mentors and a final Graduation ceremony, with a keynote speaker from JP Morgan, were held at the offices of Davidson Kempner in Mayfair.</p> <p>Typically, our charity offers a cycle of work conducted to help young people from London’s poorest neighbourhoods to ‘perform their lives’ and gain access to enriching education and training opportunities that prepare them for success in the future world of work or further education.</p> <p>Each cycle begins with recruitment of a new cohort of young people aged 14-20 for our Young Leaders Programme, who participate in a set of leadership trainings and activities intended to build their confidence at self-presentation, public speaking, teamwork and community organising. In the initial months, the young people are led through workshops that build their confidence via performance-based training activities offering transferrable leadership skills that they can bring into future ‘roles’ in the real world.</p> <p>This period includes Bridge-building visits where they meet with and receive guidance from professionals across a range of fields such as finance, tech, journalism and the arts, building the skills necessary to enter the world of work.</p> <p>Armed with developing confidence and new skills, the Young Leaders take on the task of producing a Community Event, working as recruiters, organisers, hosts, event staff and workshop leaders to put their skills into practice and serve as leaders to other young people. Rather than a Talent Show, this year’s group opted to produce an all-day event that was focused on London’s diverse and welcoming communities – it featured live music, games and prizes, diverse food from around the world and a gallery show of art created in response to questions about where people feel at home.</p> <p>The entire event grew out of Planning Sessions facilitated by our Programme Coordinator, guiding and shaping input and ideas from the young people themselves, who learned to work as a team, dividing up the different tasks amongst themselves to pull off the day’s events.</p> <p>All Young Leaders who completed the programme through the Talent Show were offered an extended opportunity on our Summer Mentorship Programme, hosted in-person at the offices of the financial firm Davidson Kempner European Partners in Mayfair. Each Young Leader was paired with an individual mentor, from DK, receiving bespoke guidance on career and educational goals, meeting every two weeks across July and August. The entire cycle concluded with a Graduation Ceremony, also hosted at DK in September.</p> <p>Whether ‘performing’ on Bridge-Building sessions with professionals or in the Workshops and hosting the Community Event, the entire corps of Young Leaders develop their capacity for self-presentation, as well as their skills for working collaboratively. They then get to put those skills into practice through one-on-one work with their Mentors, as they think through their goals for the next stage of their education and professional lives, preparing for work opportunities or university admission. Our Programme Coordinator tracks the young people’s attendance and records feedback about their development over the course of the cycle, which is duly reported to our funders.</p> <p>The Trustees have had due regard that these activities meet the Charity Commission’s guidance on public benefit.</p>

Additional details of objectives and activities (Optional information)

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

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

In 2023-24, the charity continued our arrangement of contracted work by a part-time Programme Coordinator to oversee the administration of the Young Leaders/Talent Show cycles. Whereas that role had in previous years been taken by Chantelle Burley (who helped found the charity), this year we recruited a new coordinator, Ann-Marie Williams, who brought experience in both the youth development world and in high-level event management.

In addition to the work of our Trustees, the charity has benefitted from the contributions of adult volunteers who organised and facilitated various Bridge-Building sessions for the young people.

The most notable contributions were made by our volunteer mentors, the core of whom came from our longstanding corporate partner Davidson Kempner, organised by DK employees Natalie Moore and Patrick Sherwen. After receiving training from our Co-Organisers, mentors met bi-weekly with their individual mentees across the months of July and August, offering individual guidance and feedback on work including CVs, university application essays and much more, all tailored to the individual young person's personal goals.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

This year, as ever, we reached out to a wide range of professionals across many industries and scheduled a slate of Bridge-Building sessions that represented a diverse and appealing range of workshops for our Young Leaders. They included:

- Communications & PR firm Lodestone Communications
- International Finance firm JP Morgan
- Arts & Immigration charity Fire & Ice
- Food & Immigration charity Migrateful

In total, 12 Young Leaders completed our 2023 cycle. Whilst this number was smaller than past years' cohorts, it was notable for the high degree of retention: with all participants staying with the project consistently from the start through to the Summer. They built their confidence and social skills through meeting regularly in-person and collaboratively organising the Community Event, taking on roles as tech staff, hosts, performers, curators and many other roles.

This intensive training in leadership, professional skills and self-presentation yields personal impacts in a short space of time, and prepared the Young Leaders for Summer Mentorship, the culmination of the programme, rated by 90% of participants as the most valuable aspect of the programme.

Here's a sampling of feedback about what they gained:

- I received valuable pointers, tips and general advice on how to best navigate this time in my life, how to prepare myself for future work or education, alongside how to improve my resume and present myself in an interview situation.
- Further developed my ability to take initiative and academic, work skills
- I understood the university application process better and had a much clearer idea of the process and importance of choosing a place right for me
- I improved my interview skills and how to answer challenging questions
- I learnt how to work harder effectively

Section D

Achievements and performance

On the other end, mentors also reported on the programme's benefits:

- Very rewarding. It was almost like being able to pass on some advice I would like to have given to my younger self.
- I noticed Malachi growing more confident in his self. He got stuck in the tasks given and from his work I could see he really enjoyed it.
- I feel he's grown a lot and have taken much of the feedback on board. Very impressed and proud with Omar's progress.
- Working as a mentor made me grow as a person and getting to understand another angle of life.

In our evaluations, 100% of young people and 100% of volunteer Mentors reported that they would recommend the Programme to others.

In a year of financial and staffing strain for the charity, it is gratifying that our programming was able to continue so successfully. All young people and adult volunteers who participated reported impactful outcomes and great satisfaction.

Section E

Financial review

Brief statement of the charity's policy on reserves

As noted in last year's report, our charity has been dealing with a challenging funding environment since the conclusion of the COVID-19 pandemic. Historically, much of the charity's work has been spearheaded by our two Co-Organisers, Chantelle Burley and Brian Mullin. With Chantelle this year taking time off to pursue a degree in Social Work, the day-to-day tasks of operating the programme proved challenging, particularly the time spent in training and onboarding our newly recruited Programme Coordinator to jump in and lead on unfamiliar work.

With our human resources stretched thin, we had limited capacity to pursue new funding relationships. Applications submitted to some trusts were unfortunately unsuccessful. Following the conclusion of the 2023 Young Leaders cycle, with limited funds in the bank, the decision was taken in Winter 2024 to put a pause on recruiting a new cohort until after the completion of Chantelle's degree, in order to reassess the charity's strategy and organisational model.

Details of any funds materially in deficit

N/A

Further financial review details (Optional information)

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



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

Section F Other optional information

Section G Declaration

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Chantelle Burley	Brian Mullin
Position (eg Secretary, Chair, etc)	Chair	Trustee
Date	03/02/2025	



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
All Stars London

No (if any)
1171889

CC16a

Receipts and payments accounts

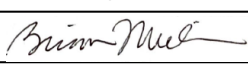

For the period from	Period start date	To	Period end date
	6/4/23		5/4/24

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	841	-	-	841	5,733
Fundraising Events	-	-	-	-	6,873
Government Funding	-	-	-	-	-
Donation Buckets	-	-	-	-	-
Refunded Costs	129	-	-	129	412
Trust & Foundation Grants	-	-	-	-	-
Bank Interest	53	-	-	53	22
	-	-	-	-	-
Sub total (Gross income for AR)	1,023	-	-	1,023	13,040
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	1,023	-	-	1,023	13,040
A3 Payments					
Insurance	-	-	-	-	56
Banking Service Fees	90	-	-	90	72
Fundraising Fees & Costs	198	-	-	198	3,216
Web Hosting & Social Media Maintenance	604	-	-	604	759
Royal Mail P.O. Box	-	-	-	-	-
Office/Storage Space Rent	1,498	-	-	1,498	1,268
Mobile Phones	280	-	-	280	368
Database Software/Upkeep	502	-	-	502	504
Stationary/Office Supplies	-	-	-	-	18
Postage	-	-	-	-	31
Graphic Design	-	-	-	-	450
Publicity Printing (Talent Shows)	44	-	-	44	-
Photo/Video Documentation	-	-	-	-	744
Printing (Talent Show Cycle)	23	-	-	23	23
Venue Hire (Talent Shows)	935	-	-	935	265
Event Supplies (Talent Show Cycle)	269	-	-	269	565
Food	471	-	-	471	185
Room Hire (Trainings)	150	-	-	150	740
Travel Costs	10	-	-	10	50
Membership & Training Fees	-	-	-	-	173
Program Manager Salary	2,522	-	-	2,522	5,887
Intern Assistant Salary	-	-	-	-	-
Sub total	7,596	-	-	7,596	15,374
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	7,596	-	-	7,596	15,374
Net of receipts/(payments)	- 6,573	-	-	- 6,573	- 2,334
A5 Transfers between funds		-	-	-	-
A6 Cash funds last year end	7,795			7,795	10,129
Cash funds this year end	1,222	-	-	1,222	7,795

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	7,795	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Brian Mullin	3/2/25
		Chantelle Burley	3/2/25