



SMOOTH SAILING

TOOLS 4 TEENS



ANNUAL REPORT AND ACCOUNTS
YEAR ENDING 31ST JANUARY 2022



‘WHEN YOU
CANT CHANGE
THE DIECTION OF
THE WIND
ADJUST YOUR
SAILS’

-DAVID SEDARIS-





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FOR THE YEAR ENDED 31 JANUARY 2022

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CHARITY INFORMATION

For the Year Ended 31 January 2022

TRUSTEES:

Abraham Traube
Esther Spitzer
Nicha Feldman

REGISTERED OFFICE:

8 Clapton Terrace
London
E5 9BW

REGISTERED CHARITY NUMBER:

1186416

INDEPENDENT EXAMINER:

De Claron Ltd
Unit A
3 The Vale
London
NW11 8SB

BANKERS:

Natwest Bank
198 Stoke Newington
High Street
London N16 7GA



The Trustees present their report with the financial statements of the charity for the year ended 31 January 2022. The trustees confirm that the annual report and the financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in Jan 2015.

A MESSAGE FROM THE CHAIR

Oh, the joys of a single handshake. A warm embrace. An unmasked smile!

After two years of Covid disruption, our in-house programs and in-person events were certainly not something we took for granted. Whether at our weekly workshops, vocational courses or mid-week retreats, not a program went by without one of us saying, "remember how we did this last year?!"

Thankfully we can laugh now, but in truth, as we gradually pulled our organisation back together in a post-pandemic world, it was not without challenges. Our teens had been through an upheaval and that required our response.

Enter our "Back from Covid" Program!

The program, which was the mastermind of our Programme Manager - Mrs Spitzer, smoothed the transition back into regular life for our teens and enabled them to emerge from their Covid struggles stronger. By providing them with much-needed mentoring support, life-skills workshops and trauma management, we gave them a healthier method of dealing with crisis – something they can fall back to in the future as well.

In fact, this initiative has been so beneficial for our members that we have chosen to continue parts of this program in the upcoming year as well.

Sometimes, some of the most amazing, successful, and beautiful things emerge from of a place of darkness, pain or struggle.

--

A huge shout out to our staff members, volunteers, funders and supporters. Each of you in your own way, went above and beyond your call of duty to ensure that our teens get the best foundation possible for their adult lives. We couldn't have done it without you!

--

As I handed out certificates at our Graduation this year, I watched our incredible group of 80 young people graduate with heads held high and a healthy flush of achievement on their faces. We can't forget the ones who TRULY did the hard work. They may have gritted their teeth and hung on by their finger nails – but they did it. They kept going. And for that, they deserve a standing ovation.

--

With best wishes,



Abraham Traube

The Board Chair





MISSION STATEMENT

Tools 4 Teens aims to equip at-risk teenagers with the skills they need to better their chances for employability in the future. Our mission is to enrich the lives of these young people (ages 17-19,) giving them a safe place to grow and develop their sense of inner self-worth and societal responsibilities.

AIMS AND OBJECTIVES

- Provide training for at-risk teens which will enhance their employability levels and skills.

- Develop independence, self-confidence and good work/community ethics in local teenagers.

- Empower young people into finding and maintaining respectable forms of employment.

OUR VISION

Our vision is to see young people in the community grow to become secure, skilled, and contributing members of society.

WORKING IN PARTNERSHIP

We work closely with local high schools in order to find the young people that would benefit from our help the most. We often have headteachers reaching out to us with referrals for students that need the extra support and practical guidance for broadening their educational opportunities and strengthening their emotional world.

One of the partner agencies we work with regularly is Interlink. This is a non-profit, community-based organisation that provides establishments with guidance and know-how for setting up accredited educational services. They would inform us on the different vocational-course options available in the UK and would guide us on how to set up the courses according to the policies set out by the board. They would also aid us in understanding and meeting government regulations and guidelines.

MANAGEMENT COMMITTEE

Our current Management Committee is comprised of five local BAME adults who have experienced many of the challenges our users face. This puts them in a unique position to make decisions and judgements based on their past experiences and what they understand to be the best way forward for our users.

The Management Committee meets on a quarterly basis (including the Annual General Meeting.) It has seven members, who in their professional capacities include a school principal, community leader, welfare adviser, psychotherapist and educational psychologist. Their combined experience as professionals helps us to remain focused on the needs of our service users.

Day to day workshops, activities and courses are led by our incredible team of six professionals who work alongside 21 volunteers and part-time workers, enabling the program to run smoothly. Our professionals come with years of experience dealing with teenagers and their qualifications include social work, therapy, financial training and career coaching.

BACKGROUND

HELP

Tools 4 Teens was founded in 2019 by Mrs. Esther Spitzer, a headteacher in a local school.

She was disturbed to notice that many graduating sixth formers, especially those from low-income or otherwise troubled family situations, were suffering from low self-esteem and poor emotional health. In addition, since many of these teens did not have the resources to further their college or university education, they lacked the necessary skills for successfully entering the workforce.

Our current users include 80 young people from one of the most economically deprived areas in London, the borough of Hackney. Most of our participants are from families in difficult financial circumstances, mostly living in overcrowded housing conditions. In addition to their economic and social hardships, many of our beneficiaries come from families with difficult home situations – single-parent homes, an addictive, or otherwise dysfunctional parent, or a sibling with a mental/ physical disability. Mrs. Spitzer established Tools 4 Teens with a mission to remedy the issues these young people face in a culturally appropriate manner.

This past year marked Tools 4 Teens' fourth year of activities. As we pulled our organisation back on its feet post-pandemic, we were truly proud of everything our users achieved this year and of the great strides they have taken in the academic, emotional, and social realms.

Once again, we could not have achieved what we did without our truly dedicated team and the iron will of our Programme Manager, Mrs Spitzer, who is constantly seeking new ways to empower disadvantaged young people and optimise their future employment chances.

BACK FROM COVID



Covid had been a tough ride for all of us, but for our disadvantaged teens, this was especially a challenge. Coming from socio-economically disadvantaged families, the financial upheaval caused by the pandemic was increasingly stressful and emotionally challenging for our users. The lack of daily structure brought on by lock-down, and the large number of Covid-related deaths within the community, also left many of our users with a mound of emotional hurdles to contend with.

Since mental health issues take some time to detect, it was only a couple of months into the year that we saw an all-time high demand for mental health support amongst our teens.

In response to this, Tools 4 Teens launched our "Back from Covid" Program – a six-month program aimed at supporting our young adults as they stabilised their lives after Covid and found their path to emotional health. By providing them with much-needed mentoring support and life skills at this crucial point, we gave these teens healthier methods of dealing with crises – a valuable tool for them at any point in their lives.



‘SMOOTH SEAS
DO NOT MAKE
SKILLFUL
SAILORS’

~~ANDREW KILOS~~



ACHIEVEMENTS AND PERFORMANCE

SKILLS 4 SUCCESS



It's four years into this program and we are glad at how far we've come! Every year, at Tools 4 Teens, we offer our users a wide range of vocational course options, where they earn the credentials necessary for pursuing a career. These courses include IT training, accountancy, interior design and graphic design. Each of these courses culminates in a qualification which is accredited by City & Guilds. This year, all 80 of our users will be graduating with a certification in their chosen field.

CURTAINS DOWN

Our weekly drama and art sessions are extremely popular in our community. It allows our young people to develop their creativity and channel their previously unexplored talents towards something productive. These sessions culminate in an Annual Showcase which has become a popular community event, with this year's event especially well-attended.

Here is one (of the many) comments we received from a member in our audience at this year's showcase event:

"I am speechless! I have yet to see such talent, confidence and skill rivalled. This is an incredible bunch of young people who have great futures ahead of them – at the rate they're going!"

Mrs F*, active community member.

And more personally, from our lead dancer herself:

"I grew up thinking I had two left feet. And two left hands. That what I was told and I believed it. When Tools 4 Teens offered me to join their dance class, I laughed my way home. Me?! Well... it's a long story as they say and I'm still pinching myself that it's true."

Alice, age 19.



VOLUNTEER EXPERIENCE



As part of our programme, all our users engage in regular volunteering jobs lending a hand at local non-profits and other community organizations. They gain from the experience a lot more than what they give. Aside from getting a close up look at how professional work place environments run, they also feel incredibly fulfilled by giving of themselves to help others. Their self-worth expands as they experience in a very real way, the impact their contributions can have on those less fortunate.

Some of the volunteer opportunities our users enjoyed this year were:

- ⚓ Cooking in a local soup kitchen
- ⚓ Managing a weekly game show at a local retirement home
- ⚓ Running regular netball nights with special needs adults in the community
- ⚓ Delivering care packages to sick kids in nearby hospitals
- ⚓ A noteworthy comment overheard by one of our members:

"The games you young 'urns put out every Wednesday are the highlight of my week. Would you consider coming more often?"

Mr J., retirement home member.

TEENS OUTDOORS



"How often do they actually stop to smell the flowers." It's what our Safeguarding Lead Mrs Flohr, always says. And she's right.

How often do our young teens actually take the time to explore the great outdoors, get some healthy fresh air and appreciate the natural beauty around them?

At Tools 4 Teens we are passionate about getting our users 'out and about.' Our teens enjoy a wide range of enriching extracurricular and recreational activities which include swimming sessions, outdoor games, field trips, and hiking ventures. As they laugh and exercise together, these excursions do a world of good for our young people's emotional and mental wellbeing. By participating in group activities our users are also able to develop fundamental social skills and form deep and lasting relationships with their peers.

In the words of one of our users:

"Getting out into the great outdoors with Tools 4 Teens is my oxygen tank for the week. It's the best and least expensive form of therapy there is!"

Maya, age 17.

BUDGETING BASICS

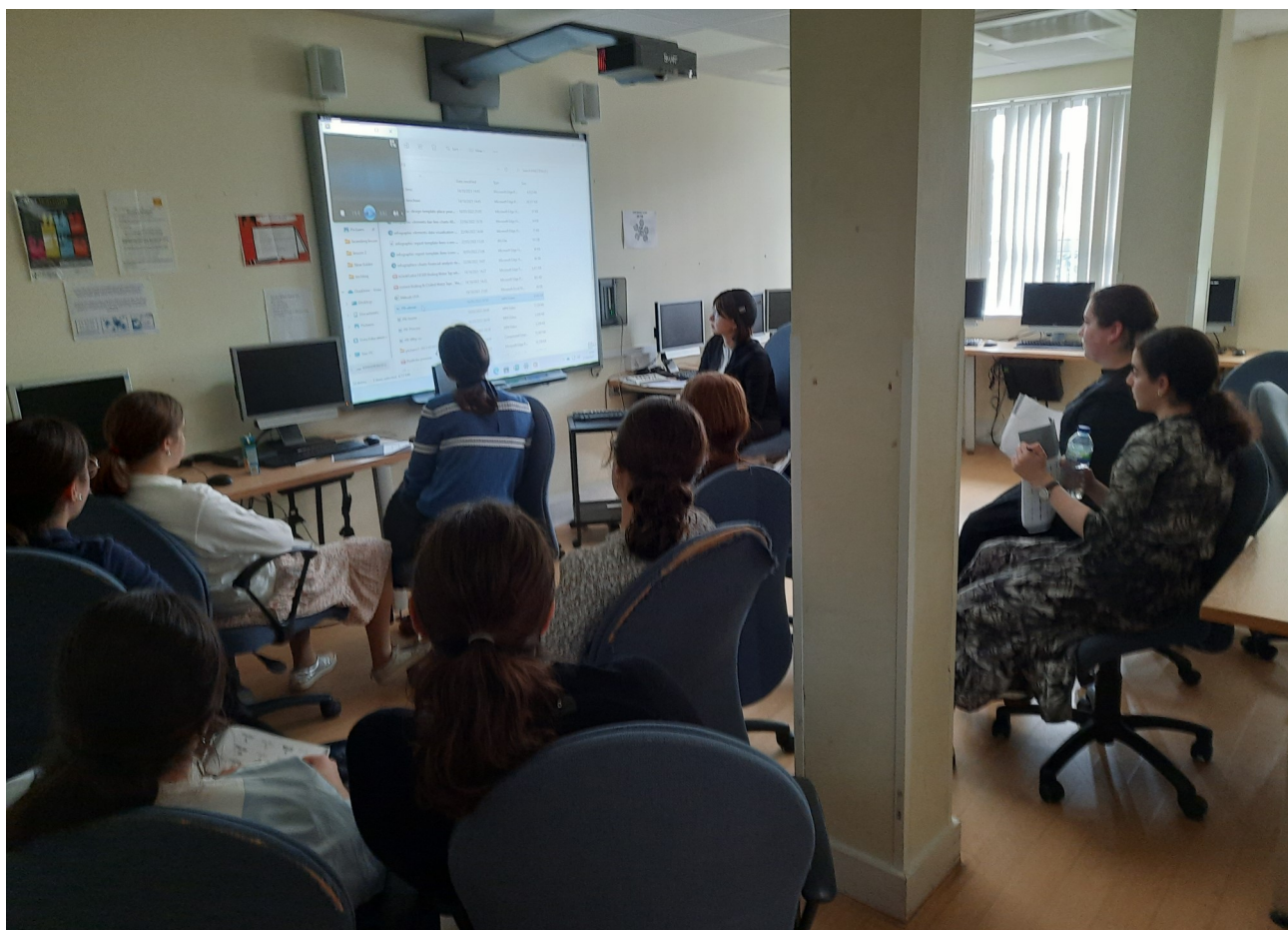


This year, we have added a new course to our program. The course is delivered by a qualified financial advisor from the community and it takes our users through the ABC's of money management and maintaining a secure financial position.

The program has been dubbed by one of our teens as the “nuts and bolts of life” which is an apt description since the state of one's finances is often what many things boil down to in the long run.

We anticipate this course being hugely beneficial to our users when they set out on their own to begin their careers.

CAREER GUIDANCE



As the final stage of education for many of our teens, Tools 4 Teens ensures that our participants are fully ready and confident to enter the workforce after leaving us.

With the arrangement of our bi-monthly career talks by professionals, our teens get to hear valuable insights from those in the 'trenches.' They learn about the 'dos and don'ts' of building a successful career, and more importantly, they get to see many successful business owners today, who started out in exactly the same place as our young people are today. This, more than anything, gives them hope for an incredible future ahead.

In the final two months of our program, the teens meet up on a one-to-one weekly basis with a professional career coach who support them in mapping out a career plan that will guide them in the future.

We get to hear a lot of positive feedback from our teens about this program which seems to be one of the most popular ones amongst them. Here is an excerpt from one of the more meaningful pieces of feedback we have received this past year. Being that it came from a 2019 member a few years into her career, this comment is particularly special to us.

"One of the greatest turning points in my life was a Career Talk you (Tools 4 Teens) arranged for us. It was delivered by Mr Alex Marsh, a real estate magnate who, coming from a dysfunctional family, rebuilt his life from the ground up. He told us something I will never forget. He said 'Don't wait for someone to bring you happiness. Your happiness will start the minute you decide it should.' I owe every bit of success and joy I find in my photography career and in my life, to that talk and that sentence."*

K. M., 2019 graduate, age 25.

99%

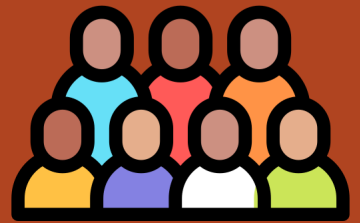
Positive
feedback



85



young people took to the stage
and participated in a live
community performance



12

New community volunteers
recruited and trained for our
different projects.



45

New relationships
formed through our
peer mentoring
scheme



110

Outdoor recreational
activities provided
greatly enhancing
emotional wellbeing of
participants.

920

Educational learning sessions
completed covering a range of
subjects according to user
demand.



2760



Volunteering
hours completed
positively boosting
volunteers and
beneficiaries alike

Teens were encouraged
and supported into gainful
employment/further
education opportunities



35

31



Emotionally disturbed
young people are
flourishing through our
Peer Mentoring Scheme

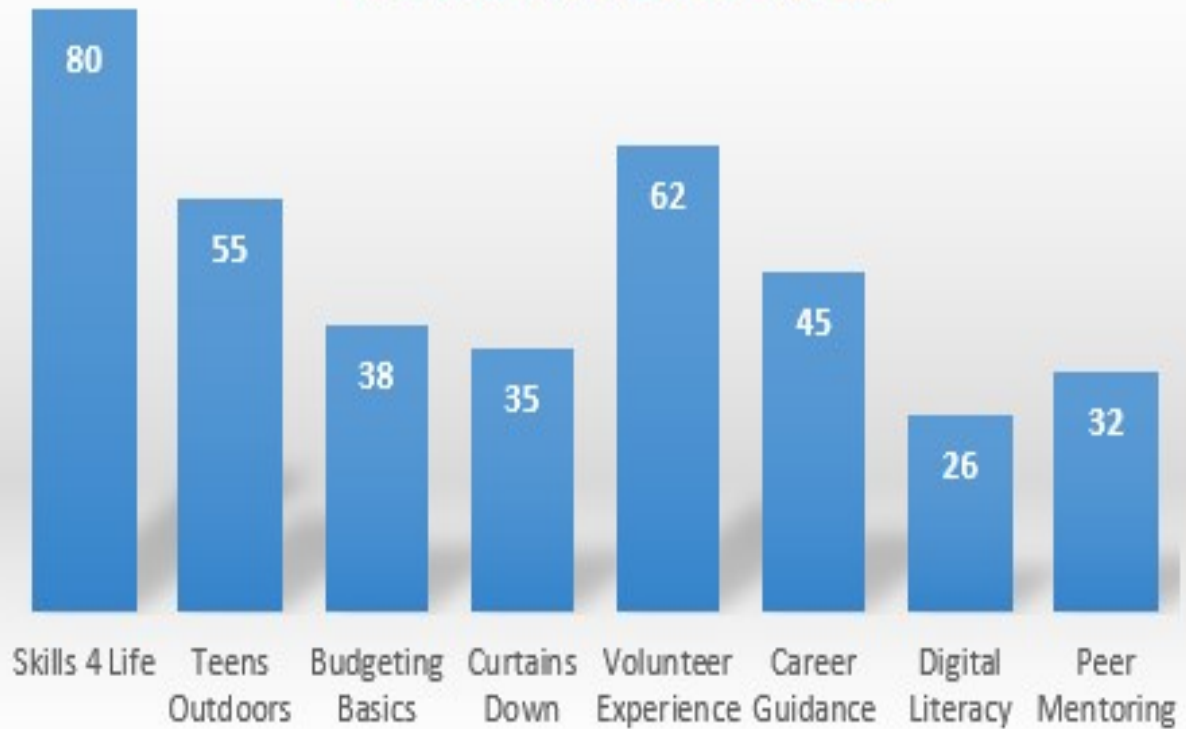


Young people acquired practical life skills including increased self-worth and identity.
young people obtained vital employment skills and work experience through our career guidance scheme
Teenagers widened their social circles and community connection improving their mental health and wellbeing

80

FIGURES SHOWN DEMONSTRATE THE NUMBER OF PARTICIPANTS PER PROJECT

PROJECTS 2021/22



PLANS FOR THE FUTURE



We have plans to expand our services by:

OFFERING A WIDER EDUCATIONAL CURRICULUM

In today's ever evolving world, we are seeing a need for offering new, and more updated course options for our teens. Some of the courses we are in the process of establishing are: Web development, Digital Marketing and Animation.

HIRING MORE STAFF MEMBERS WHO SPECIALISE IN MENTAL HEALTH

Since Covid, mental health challenges are on an all time high across the UK. More and more organisations are taking steps in response to these new set of challenges and so are we. Our hope is to hire an additional two staff members by the end of 2022 who have a formal degree in therapy (CBT/ psychotherapy etc.) and who can work on a casual and a professional, one-to-one basis with those teens who are in the need of mental health support.



ALUMNI PROGRAM

A lot of the feedback that we receive comes from our graduates who have left the program and have gone out into the 'real world.' Although we have always provided some form of long-term support for our Alumni, we are eager to expand this relationship for a twofold benefit:

1. To better the long-term chances of success for our graduates
2. To encourage them to join our Alumni mentorship program whereby they establish relationships with our current members and act as a friend/mentor as they pivot into the world of adulthood.



DIVERSIFY FUNDRAISING STREAMS



Work on diversifying funding streams to safeguard the financial health of our organisation and continue meeting the needs of even more vulnerable young people

VOLUNTEER EXPANSION



Continue to recruit and train local community volunteers which will enable our organisation to reduce our expenses and bolster our capacity providing significant long-term benefit.

SUMMARY

This past year (2021-2022,) Tools 4 Teens has significantly improved the lives and future employment chances for over 80 disadvantaged young people in the community. The organization has earned the trust and respect of the community as a whole and we continue to work in partnership with other local organizations in order to serve our users in the best way possible



STRUCTURE GOVERNANCE AND MANAGEMENT



GOVERNING DOCUMENT

The charity is governed by its Memorandum and Articles of Association which aims to 'improve employability prospects for young people and prepare teens for the opportunities, responsibilities, and experiences of everyday life.'

TRUSTEES STAFFING AND ORGANISATIONAL STRUCTURE

Trustees are appointed by the board based on competence, specialist skills, and experience. No Trustees are paid or remunerated (in money or in-kind) and no funds are held as a 'custodian trustee.' The Charity has a Constitution and Codes of Conduct for Trustees and for Staff. The Charity also has a range of policies including Safeguarding & Child Protection, Equality & Diversity, Health & Safety and others. Latest accounts are presented to each meeting of the Board of Trustees and annual accounts are presented to the Board at the first meeting following our financial year end (31st January.)



Mr. Abraham Traube was appointed in 2019 as Managing Director for Tools 4 Teens.

Mrs Esther Spitzer as the founder takes the role of Programme Manager.

In February of 2020, our Trustees appointed Mrs Chippy Flohr as our Safeguarding Lead. Mrs Flohr oversees the overall safety and wellbeing of our users, collaborating with social workers or other community organizations to give our users the best experience possible.

RISK MANAGEMENT

The trustees have introduced systems to identify and manage risks effectively. The trustees are satisfied that these systems and procedures mitigate any perceived risks. These systems are reviewed regularly and the necessary amendments are made.



PUBLIC BENEFIT

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.



FINANCIAL REVIEW

RESERVES POLICY

The trustees ensure that sufficient reserves are kept to cover foreseeable demands.

The Trustees are working towards building free reserves of at least 3 months' operating costs in order to protect services where there are uncertainties as to whether funding will continue and to ensure adequate cash flow for the organisation's needs



PRINCIPLE FUNDING SOURCES

Since our founding in 2019, Tools 4 Teens has launched two local fundraisers, each of which have raised over £10,000 for the organisation. We continue to publicise our work in local circulars and newsletters. We are currently working on expanding our online presence.

Our activities were supported by a mixture of funding streams including private donations, grants from Trusts and Foundations, and users' contributions. The figures are shown in the attached financial statements, and the Trustees are satisfied with the results for the year. The Trustees gratefully acknowledge that the expansion of our services and reach which has increased our positive impact on the lives of disadvantaged young people within the community is largely due to the substantial and generous support we received, to include People's Health Trust, The UK Youth Fund, AHPN - BAME Healthy Communities surviving Covid-19 Fund, Comic Relief and other supporters and community donors

STATEMENT OF TRUSTEES RESPONSIBILITIES

Charity law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the profit or loss of the charity for that period. In preparing those financial statements.

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2006.

AUDITOR

There is no audit requirement for the charity. An independent examiner's unqualified report will be prepared by De Claron Ltd.



ON BEHALF OF THE BOARD SIGNED

INDEPENDENT EXAMINER'S UNQUALIFIED REPORT TO THE MEMBERS OF TOOLS 4 TEENS

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF TURNING CORNERS

I report on the accounts of the Charity for the year ended 31 January 2022, which are set out on pages 5 to 7.

RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.

It is my responsibility to

- examine the accounts (under the 2011 Act);
- to follow the procedures laid down in the General Directions given by the Charity

Commissioners (under the 2011 Act); and

- to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S REPORT

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

INDEPENDENT EXAMINER'S STATEMENT

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with the 2011 Act; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



De Claron Ltd.
3a The Vale
LONDON NW11 8SB:
11 November 2022



STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JANUARY 2022

		31.01.2022		13 months to 31.01.2021	
		£	£	£	£
	Notes	Restricted Funds	Unrestricted Funds	Restricted Funds	Unrestricted Funds
INCOMING RESOURCES					
<u>DONATIONS RECEIVED</u>					
GRANTS	3	17,534		27,480	
<u>OTHER INCOME</u>					
DONATIONS & LEGACIES			42,418		15,251
		17,534	42,418	27,480	15,251
TOTAL INCOMING RESOURCES			59,952		42,731
<u>CHARITABLE OBJECTIVES</u>					
Educational Events and Trips		12,267		3,637	
Office Running Costs		702		1,536	
Premises Rent		13,368		9,750	
Purchases & Equipment		3,609		3,439	
Refreshments & Catering Expenses		1,198		327	
Staff and Training Costs		27,955		19,700	
Volunteer Expenses		1,190		848	
<u>SUPPORT COSTS</u>					
Advertising			456		562
Accountancy			270		
Insurance			508		
Fundraising Costs			376		
<u>GOVERNANCE COSTS</u>					
Legal and Professional Fees			505		742
<u>Total Resources Expended</u>		60,289	2,115	39,236	1,304
<u>Total Expenditure</u>			62,404		40,540
NET MOVEMENTS IN FUNDS FOR THE Yr		(42,755)	40,303	(11,756)	13,947
FUNDS MOVEMENT for the YEAR			(2,452)		2,192
FUNDS CARRIED FORWARD			6,820		4,628

BALANCE SHEET FOR THE YEAR ENDED 31 JANUARY 2022

	31.12.22	31.12.21
	£	£
FIXED ASSETS		-
CURRENT ASSETS		
Loan Debtors		-
Cash in hand & Bank	4,367	6,820
	4,367	6,820
CURRENT LIABILITIES		
Short term Creditors	-	4,628
	-	-
NET CURRENT ASSETS	4,367	2,192
TOTAL ASSETS LESS CURRENT LIABILITIES	4,367	2,192
	4,367	2,192
FUND ACCOUNT	4,367	2,192
	4,367	2,192

ON BEHALF OF THE BOARD SIGNED



Abraham Traube

11 November 2022



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2021

1 ACCOUNTING POLICIES

BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared under the historical cost convention as modified to include the revaluation of land and building with the exception of investments which are included at market value. These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in Jan 2015.

CHARITY STATUS

The charity is an unincorporated association. The members of the charity are the trustees named on page 1.

FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

INCOMING RESOURCES

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognised at the time of the donation.

RESOURCES EXPENDED

All expenditure is accounted for on a cash basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Management and administration costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

GOING CONCERN

The accounts have been prepared on a going concern basis as the trustees consider the charity will continue to operate for a period of at least twelve months from the date of the approval of these accounts.

2 NET INCOMING RESOURCES

During the year no trustees received any remuneration, benefits in kind or reimbursement of expenses.

3. INCOME FROM DONATIONS AND LEGACIES

£	£	£	£
2022	2022	2022	2021
Restrict- Funds	Unre- Funds	Total	Total
£	£	£	£
17,534	42,418	59,952	42,731

4. RESTRICTED AND UNRESTRICTED INCOME

2022

<u>Restricted</u>	£
Peoples Health Trust	9,564
AHPN - BAME Healthy Communities Grant	3,000
UK Youth Fund – Covid Relief	4,000
GWUK - Comic Relief Community Fund	970
	<hr/>
	17,534
<u>Unrestricted</u>	£
Achisomoch Aid C	100
Arnold Clark Autom, Au1503	1,000
Campaign Donations	400
Contributions	1,240
Dd Refund , Local Giving	96
Field Stud Coun	1,000
Golden AMB Limited, Boship Refund	1,500
Herszberg P , Pinhas Herszberg	1,640
Highfiel Assesso , E Deutsch	1,200
Localgiving Campaign Donations	20,847
Misc	1,250
Ohr Chodosh	5,000
Sally Salon Refund	45
Silverfield Estate	5,100
Zlotchiv	2,000
	<hr/>
	42,418

5. CHARITABLE ACTIVITIES

£	£	£
	2022	2021
<u>CHARITABLE PROGRAMS</u>	<u>£</u>	<u>£</u>
Educational Events and Trips	12,267	3,637
Office Running Costs	702	1,536
Premises Rent	13,368	9,750
Purchases & Equipment	3,609	3,439
Refreshments & Catering Expenses	1,198	327
Staff and Training Costs	27,955	19,700
Volunteer Expenses	1,190	848
	<hr/>	<hr/>
	60,289	39,236



‘THE GOAL IS
NOT TO SAIL
THE BOAT, BUT
RATHER TO
HELP THE BOAT
SAIL HERSELF’

~~—JOHN ROUSMAN—~~





TOOLS**4**TEENS