


Tools 4 Teens

Stepping stones



**REPORT OF THE TRUSTEES AND UNAUDITED
FINANCIAL STATEMENTS FOR THE YEAR
ENDED 31 JANUARY 2023**



One of the
secrets of life
is to make
stepping-
stones out of
stumbling
blocks.

-Ferri Fehnsen-



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Charity information

TRUSTEES:

Abraham Traube

Nicha Feldman

Esther Spitzer

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



The trustees present their report with the financial statements of the charity for the year ended 31 January 2023. 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

We are living in uncertain times. From the unprecedented cost of living in Britain the global unrest we are experiencing, it's enough to cause any of us to feel anxious. Especially the most vulnerable among us. Here at Tools 4 Teens, we are taking our responsibility for the well-being of our teens more seriously than ever. We know that in these ever-changing times, we must be one step ahead of the game in responding to their needs. And although we can never foresee from which direction the wind will blow, we remain committed to providing our teens with the emotional tools they need to rise to the occasion and overcome their challenges. Whatever they may be.

Emotional preparedness is not a 'once and done' thing. Life is full of surprises, and real emotional strength and mental well-being are something that takes constant work

To quote Mel Robbins:

"Your mental health is everything – prioritize it. Make the time like your life depends on it, because it does."

From complex backgrounds, challenging childhoods, and emotional scars, we are doing everything possible to help our teens move forward and create better lives for themselves. Lives brimming with success, social fulfillment, and wholesome joy.

Our most recent Budgeting Basics course is just one of the ways we have responded to the current financial challenges our teens face. I am so grateful to my amazing staff for pulling this program off as another all-around success!

As one teen told me last week:

"I see money so differently now. I actually understand how to manage it and what it means to budget." Obviously, none of this would be possible without the incredible support of our friends and donors. Our achievements are your achievements. The support you give us, is the support we give to our members. Looking back at this past year, I am proud of what our teens have accomplished. And I have faith in what they will still accomplish. Because as long as they are moving forward, there is always a reason to celebrate!

With best wishes,
Abraham Traube



Abraham Traube
The Board Chair
30 October 2023



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 16-19,) 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 to find and maintain 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 support organisations in order to find the young people who would benefit from our help the most. We often have headteachers reaching out to us with referrals for students who 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 inform us of the different vocational course options available and guide us on how to set up the courses according to the policies set out by the board. They 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 judgments 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.



Have a sneak peak



*euismod lacinia at quis ris
euismod lacinia at
cicis lacus sed to
massa ultricie
gellus.*

BACKGROUND

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 92 BAME 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.

Cost of Living Crisis

This past year, we marked Tools 4 Teens' fifth year of activities. As in the past, we were presented with a unique set of challenges this year that required a quick-thinking response. With the cost of living in Britain rising to unprecedented levels, many of our teens have been facing anxiety in regard to their finances.

Once again, our team did what we have proven to be best at – responding to crisis. Under the efficient leadership of Mrs Spitzer, a new Budgeting Basics course was put into place to address this challenge, empowering our teens to manage their money wisely and save more effectively.

In addition to the financial aspect, we also put a greater emphasis on our emotional and mental health program dubbed "In This Together," whereby more teens had access to therapy to manage their anxieties better.

Security is a big word for our teens. After a challenging childhood, many of them have been left scarred with a sense of insecurity, uncertainty, and vulnerability. By giving them hope for a secure financial and emotional future, we are giving them the greatest gift of all. The gift of knowing that whatever life throws at them, they have what it takes to rise above it. Stronger.

Skills 4 Success:

One of the best things we can do to secure the financial future of our members is to help them establish fulfilling careers. As part of our Skills 4 Success program, we offer our teens a range of vocational course options, which are all accredited by City and Guilds or other recognized award bodies. These courses include IT training, Bookkeeping, Photography, and Fashion Design.

Since many of our teens are not academically inclined or motivated, our course instructors are trained to instill a sense of excitement into the lessons, enabling our members to enjoy the learning while gaining valuable skills simultaneously.



Having run this program long enough, we are now hearing back from our first-year members, many of whom are well on their way to building successful careers. For many, it is only now, five years down the line, that they truly appreciate the skills they received here at Tools 4 Teens.

In one such recent message, a past Tools 4 Teens member thanks her Graphics Design instructor for being the impetus for her achievements:

"My current position as a graphics designer is a bright and steady light in my life. I sometimes just stop and think: "Where would I be now if not for your support pushing me forward? If not for your belief in my abilities?"

Curtains Down:

One of the highlights at Tools 4 Teens this year was the annual showcase our students put on in January. This year's performance was focused on Traditional Arts, and we were overcome by the tremendous display of creativity and talent our members displayed. The feedback from the audience was very enthusiastic, and some of our girls were still on a high from the experience weeks later!

Volunteer Experience:

"We make a living by what we get. We make a life by what we give."

Winston Churchill.

For our teens, giving to others is much more than a ticket to happiness. It's their way of healing from their past. It's their way of telling themselves, "My community needs me. I belong."

As part of our volunteering program this year, our teens were kept busy visiting children in hospitals, putting together care packages for the elderly, and helping out at play centers for disabled children. The work was not always easy. But the feelings of fulfillment they came out with were worth their weight in gold.

Teens Outdoors

We were grateful to have had some glorious weather this year and were sure to make the most of it in the great outdoors. Our weekly netball and tennis games continued steadily at a local park throughout the year, and our teens have become real pros at these sports.

We also began a new monthly Nature Trek in March, where our teens enjoyed guided walks around the area, learning about our local wildlife and their challenges. Our nighttime Bat walk was definitely the most popular of the lot!

Nature is the best form of therapy there is. When our teens walk into our premises with a healthy flush on their cheeks after exercising outdoors, we know it's true.

In the words of one teen:

"I used to think that people who go on walks are bored. Like – don't they have anything better to do with their lives? Now I see how walking is healthy and relaxing. It's not for bored people. It's for people who know how to use their time well."

Maya, age 17.

Budgeting Basics:

As was mentioned above, we initiated our Budgeting Basics course in response to the current cost-of-living crisis in Britain. Delivered weekly by a team of financial advisors, the course has given our members an essential foundation for managing their finances, differentiating between different payment methods and bank accounts, recognizing fraud, avoiding debt, and the best ways to save for rainy days.

Since this was a new program, we continued adding parts to the program throughout the year in response to our student's requests. Some of the extra things we included were visiting a local bank and adding a fraud protection module to the program.

At the end of the program, our students received a certificate, celebrating the conclusion of their learning. We have received a huge amount of feedback from our teens, who are already making good use of the program..

One teen, Bella, related to Mrs Spitzer:

"Just this week, I got a fraud message online asking me to provide my CC details to win a free holiday. In the past, I may have fallen into this trap. Now, I know better."

We look forward to continuing this program next year and developing it further to be as robust and practical for our teens as possible.

Career Guidance

Our bi-monthly career talks by professionals have continued to inspire our teens, motivating them to pursue success as they build their adult lives.

At a recent talk, Mrs Bloom, a successful Interior Designer, shared with our teens how she built herself up with not a penny to her name, no skills, but a determination and passion that never let her give up.

In her talk, she told the teens: "Your passion is your fire. Nothing can put it out if you keep your flame high. Focus on where you want to get to, and you will be unstoppable."

For our teens, hearing about the importance of passion and determination pushes them to continue despite their internal struggles and previous letdowns. Many of them come out of these career talks inspired and eager to try harder until they meet their goals.

This year, we brought on an additional Career Coach who met with our students in the final few months of our program, helping them map out a career plan for their future. She also successfully set up some apprenticeship opportunities for our teens in the upcoming year.



Budgeting Basics



Career Guidance



Volunteer



Nature walks



Traditional arts

In This Together:

While we have always provided our members with emotional support through therapy and counseling, this year, we have put together an official program named "In This Together".

The purpose of this program was to normalize the support we provide to our students so that those who need it do not feel ostracised.

As part of our new program, our recently employed caseworker met with each member twice a year to better understand their struggles, allocating necessary support and therapy sessions where needed. She also ran group support sessions where our girls learned effective ways to manage anxiety, advocate for their own emotional needs, and resolve conflict effectively.

PLANS FOR THE FUTURE

Here at Tools 4 Teens, while we always plan vigorously for the year ahead, we do it with the knowledge that our plans are flexible. And if a crisis comes up that requires our response or a change of plans, that's exactly what we will do.

These are some of our plans for next year:

1. Putting a greater emphasis on apprenticeship training at the end of the year:

Having seen our current Career Coach's success with finding apprenticeship opportunities for some of our members, our team has dedicated itself to building on this success in the upcoming year until 80% of our graduates have an apprenticeship opportunity come June. We know that if they already have a setup arranged for them in the year after they leave our program, they are way more likely to retain what they've learned and build successful careers.

2. Overnight Excursion:

In the past, we have been successful in arranging a weekend getaway or overnight trip for our members. They have always been a success, and we saw a lot of positive benefits emerging from these trips – both in the social and emotional spheres. Since Covid, we have yet to reinstate this program, and we hope that in the upcoming year, we can pull off one such getaway successfully.

3. In This Together - Funding:

Since starting our new program, our case worker has seen a great need for a broader range of therapy options for our members. Some of her suggestions included Equestrian Therapy and Art or Music Therapy, which are alternative forms of therapy that we would love to offer our members. The benefit to these therapies is that in addition to helping the client heal, the sessions are fun, enjoyable, and meet less resistance than traditional therapies such as CBT.

We would need significant funding to do this, but it is a goal we would like to achieve in the future.

4. Continued Volunteer and Resource Expansion

While we have successfully recruited volunteers (rather than paid workers) to join our organisation, cutting running costs, we hope to achieve more success in this area in the upcoming year. We have also set ourselves a goal to obtain resources, such as art supplies, sports equipment, and kitchen utensils, as donations (second-hand or funded) rather than being purchased.

Together
We Can!



An obstacle is often a stepping stone

-Freis Mandune-



SUMMARY

This past year (2022-2023,) Tools 4 Teens has enabled 92 young people to regain their footing after a difficult past, paving the way for a brighter future ahead. Our young people will be leaving the program with valuable skills in many areas, enabling them to build a career, earn a living, and lead wholesome and fulfilling lives. It's a whole different world from the reality they grew up with, and it excites us every year again how far we are able to bring our members. Of course, we are forever grateful to our friends, partners, and supporters for enabling us to be here for the vulnerable teens in our community.

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 well-being 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 organization's needs.

principle Funding Sources

The cost-of-living crisis is having an immediate effect on our organization. Our income levels have been largely reduced as many of our past benefactors are currently not in a position to support us, which is intensified by the high competition we face within outside funding sources. This financial setback combined with the increased cost of living expenses which has caused a significant rise in our daily running expenses, is making delivering our programme considerably more challenging. We are working overtime to ensure that the needs of our users are met in the best possible way and have taken several steps over the past year so we can keep our organisation running effectively and sustainably. These steps include; initiating local fundraising events, recruiting of more local volunteers, reducing staff members on our payroll, soliciting donated equipment and food, and securing more pro bono/reduced rates on our activities and trips.

Our income this year includes £15,600 from local fundraising events, £17,200 from private donors and over £40,000 in grants from various Trusts and Foundations. 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 from The Postcode Society Trust, The Sport England's Queen's Platinum Jubilee Activity Fund and The Comic Relief Community Fund amongst our other many valuable 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 that the charity will continue in its activities.

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:
Abraham Traube
31 October 2023



Independent Examiner's Report to the Trustees of Turning Corners

I report on the accounts of the Charity for the year ended 31 January 2023, 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

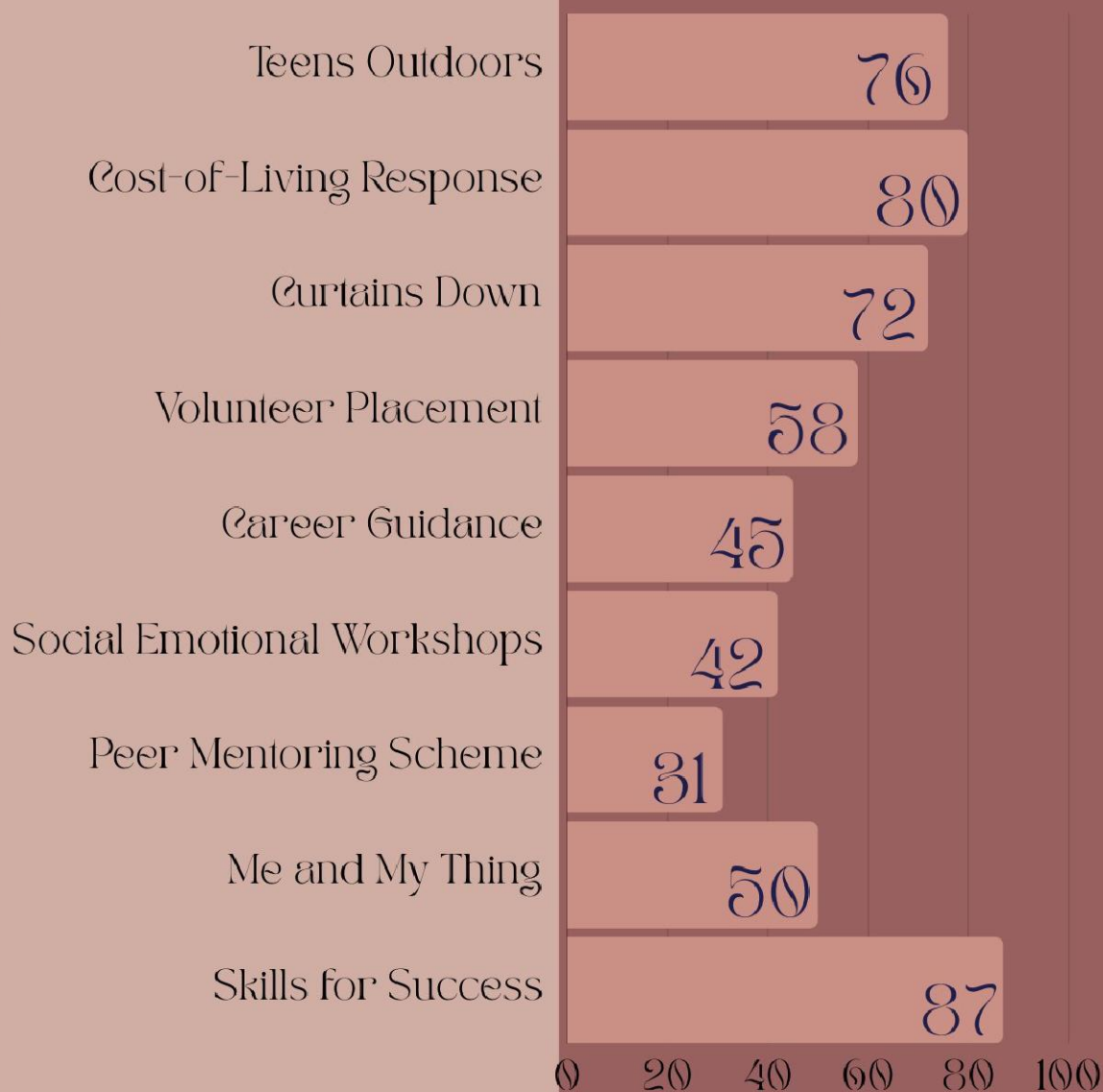
(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



De Claron Ltd.
3a The Vale
LONDON NW11 8SB:
31 October 2023



SUMMARY OF PARTICIPATION IN ALL PROJECTS 2022/23



NUMBER OF PARTICIPANTS PER PROJECT

OUR IMPACT

72 YOUNG PEOPLE ACQUIRED SELF-AWARENESS AND RELATIONSHIP SKILLS THROUGH OUR SOCIAL EMOTIONAL WORKSHOPS

3159

VOLUNTEERING HOURS COMPLETED! THESE YOUNG WOMEN ADMITTED TO GAINING MORE THAN THEY GAVE.



18 NEW COMMUNITY VOLUNTEERS RECRUITED AND TRAINED FOR OUR DIFFERENT PROJECTS

1156

Educational Learning Sessions as part of our 'Skills 4 Success' project.

36 SUPPORTIVE RELATIONSHIPS CREATED THROUGH OUR PEER MENTORING SCHEME WOMEN ADMITTED TO GAINING MORE THAN THEY GAVE.



78 YOUNG WOMEN HAVE BEEN GIVEN THE TOOLS TO WEATHER THE CURRENT COST-OF-LIVING CRISIS.

92 TEENAGERS HAVE WIDENED THEIR SOCIAL CIRCLES AND COMMUNITY CONNECTION IMPROVING THEIR MENTAL HEALTH AND WELLBEING.

82 SUITABLE CAREER PLANS HAVE BEEN MAPPED OUT



98% POSITIVE FEEDBACK RECEIVED THROUGH OUR EXTENSIVE MONITORING AND EVALUATION.

12 CURRENT VOLUNTEERS ARE PAST PARTICIPANTS OF TOOLS 4 TEENS

25 APPRENTICESHIP OPPORTUNITIES HAVE BEEN CREATED

48 OUTDOOR TRIPS, ENERGISING OUR USERS PHYSICALLY AND EMOTIONALLY



85 YOUNG PEOPLE TOOK AN ACTIVE PART IN OUR LIVE COMMUNITY PERFORMANCE

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 JANUARY 2023

		31.01.23		31.01.22	
	Notes	£ Restricted Funds	£ Unrestricted Funds	£ Restricted Funds	£ Unrestricted Funds
INCOMING RESOURCES					
<u>DONATIONS RECEIVED</u>					
GRANTS	3	27,142	15,650	17,534	
<u>OTHER INCOME</u>					
DONATIONS & LEGACIES			29,860		42,418
		27,142	45,510	17,534	42,418
TOTAL INCOMING RESOURCES			72,652		59,952
<u>CHARITABLE OBJECTIVES</u>					
Educational Events and Trips		12,954		12,267	
Office Running Costs		1,080		702	
Premises Rent		12,068		13,368	
Purchases & Equipment		5,650		3,609	
Refreshments & Catering Expenses		5,086		1,198	
Staff and Training Costs		26,539		27,955	
Volunteer Expenses		874		1,190	
<u>SUPPORT COSTS</u>					
Accountancy			402		270
Advertising			858		456
Fundraising Costs			303		376
Insurance			308		508
<u>GOVERNANCE COSTS</u>					
Legal and Professional Fees			232		505
<u>Total Resources Expended</u>		64,250	2,103	60,289	2,115
<u>Total Expenditure</u>			66,353		62,404
NET MOVEMENTS IN FUNDS FOR THE Yr		(37,108)	43,408	(42,755)	40,303
FUNDS CARRIED FORWARD			6,300		(2,452)
TOTAL FUNDS			4,367		6,820
			10,667		4,367

BALANCE SHEET

FOR THE YEAR ENDED 31 JANUARY 2023

	31.01.23		31.01.22	
	£	£	£	£
FIXED ASSETS				-
CURRENT ASSETS				
Loan Debtors			-	
Cash in hand & Bank	10,667		4,367	
		10,667		4,367
CURRENT LIABILITIES				
Short term Creditors	-		-	
NET CURRENT ASSETS		10,667		4,367
TOTAL ASSETS LESS CURRENT LIABILITIES		10,667		4,367
FUND ACCOUNT		10,667		4,367

ON BEHALF OF THE BOARD SIGNED:



Abraham Traube

31 October 2023



Notes to the Financial Statements

FOR THE YEAR ENDED 31 JANUARY 2023

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 2019.

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 that 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 recognized 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 the 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

£	£	£	£
2023 Restricted Funds	2023 Unrestricted Funds	2023 Total	2022 Total
£	£	£	£
27,142	45,510	72,652	59,952

4. RESTRICTED AND UNRESTRICTED INCOME

2023	£
Restricted	
The Postcode Society Trust	12,070
The Sport England's Queen's Platinum Jubilee Activity Fund	6,909
The Comic Relief Community Fund	7,101
People's Health Trust	1,062
	<u>27,142</u>



Every
failure is a
stepping
stone to
success

-John Delemme-

