



STAR – Steps To Active Recovery

A Charitable Incorporated Organisation

Annual Report March 2025

(With Accounts 01/04/24 – 31/03/25)

Registered office at the end of the financial year

c/o Winton Methodist Church, Heron Court Road, Bournemouth, BH9 1DE

Charity number 1191725

STAR – Steps To Active Recovery Annual Report & Accounts 01/04/24 – 31/03/25

★ Our Aims and objectives

STAR (Steps to Active Recovery) is a Charitable Incorporated Organisation formed on 9th October 2020; it has the following objective in its constitution:

“...for the public benefit to relieve the needs of people experiencing or at risk of addiction or poor mental health by working to train, resource, equip and support churches and their communities to deliver recovery ministry and provide sustainable support to such people.”

★ Our purpose

STAR aims to bring a recognised standard of support for those in and those affected by addiction, compulsive behaviours, and habits.

★ Our vision

STAR encourages collaboration between churches and organisations to build recovery-supportive communities.

★ Our mission

STAR confronts a community issue with a community approach through effective collaboration. Utilising the biggest volunteering resource (namely churches) and providing volunteers and staff with the understanding, training, and professionalism for working alongside all people impacted by addiction.

★ Our manifesto

STAR provides expertise from professionals familiar with recovery services, as well as ensuring certain practice criteria has been obtained either as an individual church or organisation, or a network of churches working together as a community.

★ Vision and values

We want to see churches across the UK and beyond reach people affected by addiction: ultimately restoring hope by improving physical, mental, emotional and spiritual well-being.

1) Believing in transformation:

We are passionate about seeing people set free from addictions, compulsive behaviours, and habits, regardless of their socio-economic status.

2) Bringing hope:

We believe there is always hope and that people can be set free from the stigma, shame, and fear that accompanies addiction. We are committed to nurturing communities so they can grow in their understanding of addiction issues, and their level of belief in their ability to be part of the solution.

3) Building community:

We advocate partnership working and approach addiction recovery from a community perspective: working with statutory and faith-based organisations. We are passionate about good communication, collaboration, and building community. Additionally, we are ecumenical in our approach so that all churches can get involved.

4) Boosting confidence:

We strive to provide a high-quality, professional, yet personable experience for all involved in recovery support. This is realised through equipping and educating all stakeholders. STAR approval quantifies a consistent standard of criteria and practice that must be met. This gives everyone confidence in the organisation that carries this recognition.

5) Broad and inclusive:

We look at the whole picture. Addiction support includes the person with the addiction, their friends and family, the wider community, plus the staff and volunteers involved in recovery support services.

★ Background:

STAR – Steps to Active Recovery was founded to upskill communities and help them address the increasing need for addiction support, providing a community approach to a community issue, and utilising the church network to achieve this. STAR worked informally in its pilot stage and development before and after its formal CIO formation in 2020, to pilot the STAR model, refine and prepare for its full launch in 2022.

The Charities Commission statement states that “The STAR model helps churches and organisations work together to deliver appropriate support for those affected by addiction. The carefully designed framework ensures these STAR communities operate with confidence and knowledge in an area of ministry that needs professional insight.”

★ Key projects:

1. STAR Learning Hub

Through this year we have seen more church team engaging with the online learning hub and the feedback has helped to refine it with a piece of work beginning in early 2025 to re-create the website and learning platform.

2. STAR Membership and Partnerships

The STAR Membership model has seen 14 churches gaining STAR Approval with 20+ churches showing interest or are on the steps towards STAR approval. We have become the national resource for the Salvation Army Core Recovery Churches, working with 4 churches in this financial year and a plan to work with 6 by the end of 2025.

3. STAR Course and Resource Development

Ongoing development to improve our resources and courses has been a priority with our Life Course and Training Coordinator learning media editing, to keep this in house and reduce costs. The STAR Staff team is committed to running 2 national online life courses each year for guests to join, and for church teams to observe.

4. Conferences.

In March 2025 we worked alongside ISAAC (International Substance Abuse & Addiction Coalition) to run their annual conference where STAR's founder Emma helped to host the event where over 150 people representing Christian organisations around the country attended. We also spoke at the Hope into Action annual conference with many media opportunities to help raise awareness and to further the people wanting to know more about STAR.

5. Fundraising

We have been awarded 11 grants during this financial year and have received increased donations from individuals. We have seen a growth in partnership contributions throughout this year, with a local mentoring charity Serenity disbanding and from trustee communication we have accepted a grant from them to begin the STAR mentoring project in 2025.

★ Financial Review

The total income of STAR from 1 April 2024 to 31 March 2025 was £138,960. We are very thankful to the organisations and individuals who have generously supported us, with grants totalling £127,871, donations totalling £6,759, fees for member training totalling £4,240 and £90 for interest received.

Grants for this financial year included:

DCF Neighbourly Fund	£10,000
National Lottery	£20,000
Cherries AFC Bournemouth	£2,475
Serenity	£26,626
Valentine Trust	£15,000
Alice Ellen Cooper Dean	£10,000
The Bishop Radford	£2,000
The Salvation Army	£8,000

The Leigh Trust	£4,000
Morgan Chase	£1,290
George Temperance Trust	£7,500

The costs shown in the accounts amount to £127,871 with some extra grant funding where the funders would rather not be mentioned, totalling. Most funds are being used for payroll and professional consultants as STAR focuses on growth to support the increasing demands for its services.

- 81% - payroll and expenses associated with the growing staff team.
- 5% - professional consultancy fees to develop projects and to redevelop the website and online learning hub further.

As of 31 March 2025:

- Cash Balance: £ 58,355
- Restricted: £ 35,281
- Unrestricted: £ 23,074

This year has seen more grant funding coming into the charity, with a combination of new and repeat funders. Developing national partnerships remains a key focus with links to Salvation Army Core Recovery which became an official partnership this year. STAR has steadily increased the quantity of member donations and seek to continue to increase this as a broader offering is available to member teams.

We have had a dedicated fundraiser who worked with STAR's Director, who continued to work on growing relationships with our valued existing funders and sought to increase funding in line with the charity's objectives.

★ **Governance & Internal Controls**

Trustee team

During the year 1 April 2024 to 31 March 2025, the Trustee team has remained at 6 on the board, including one new trustee with specific focus on the planned mentoring project. Alistair Doxat Purser resigned from the board in July 24 and Mike Royles joined the board in February 25.

The 6 Trustees represent a cross-sector of churches and organisations that are involved in recovery-related areas within the local community and charities, as well as national church organisations. They bring with them a wealth of knowledge and expertise to help guide and support the charity.

The trustees meet every other month and continue to ensure that sound governance is in place:

- Banking systems and book-keeping (outsourced to S James)
- HR oversight (volunteer C Rafferty)

- Policies especially those concerning Safeguarding, Data protection, and Reserves Policy are on a scheduled review cycle.

★ **Statement of Trustees' responsibilities for preparation of accounts**

STAR is registered with the Charity Commission for England and Wales as a Foundation Charitable Incorporated Organisation (CIO). The operation of a CIO and the duties of STAR's trustees are governed by charity law and the Charity Commission's guidance.

The trustees are required to prepare and file a trustees' annual report and accounts each year.

STAR is eligible under Charity Commission guidance to prepare accounts on a receipts and payments basis and the trustees have adopted this basis for these accounts.

★ **Financial Reserves**

STAR is committed to open, responsible, and prudent stewardship of its financial resources. The trustees believe that reserves should provide STAR with sufficient financial resources to avoid concerns about its status as a going concern and cover its financial commitments should the charity be wound up.

The trustees monitor the adequacy of unrestricted funds available to fund core operating expenses not funded by restricted grant-sourced reserves. Such unrestricted funds should cover 2 to 3 months' core operations expenses and potential wind-up commitments (which would principally arise from staff redundancy costs).

In line with the guidance from the Charity Commission, the trustees will ensure that a review is conducted of the effectiveness of our internal financial controls, at least annually. This review was completed in June 2024 and the Reserves Policy updated accordingly.

★ **Summary**

At the beginning of this year we overcame a challenging time regarding funding, as we stepped into further nation work, and some local funding ceased, yet through the generosity of grant funders and the dedicated staff and trustee team we navigated this challenging time well and are seeing the benefits from our commitment and dedication to the vision of STAR.

We are seeing a rapid growth of interest from organisations wishing to embed addiction support, and a high number of non-church based organisations such as housing associations and crisis support organisations wishing to work with STAR.

The staff and trustee team are well established, having completed an organisational review by our trustees to assist in the strategic development of the charity as we grow. This has been invaluable and is shaping the vision and foundations of what is becoming a well-established charity with national impact.

★ **Message from STAR's Founder/Director**

This year has seen the increase in partnership working whilst focusing on continuing to boast a strong staff and trustee board, which is essential as we step out further in a national scale.

We are committed to embedding a solid team of staff and trustees, with high an emphasis of learning and growing as a charity. The recent Operational Review conducted by our board of trustees has helped to solidify the objectives and strategic direction for STAR, whilst giving us a robust and achievable vision and trajectory as we embrace this growth period.

Given that STAR is approaching it's 5 years of operation, we are delighted with the partnership connections and the impact that we are making in a relatively short period of time. There are new opportunities opening up as we are committed to adaptive management in order to meet the needs we are seeing. There are very exciting times ahead for us at STAR.



Emma Heath

Chief Executive/Founder

This report was approved by the trustees on 30/06/2025

Signed:



Jackie Leswell

Chair of Trustees

Dated: 30/06/2025

★ **Appendix 1: Trustees**

Trustees of STAR – Steps to Active Recovery (CIO) as of 31 March 2024:

First Name	Last Name	Term Start	Role
Andrew	Haines	Jan-24	Trustee
Jackie	Leswell	Oct-20	Chair
Julian	Radford	May-22	Trustee
Mike	Royles	Feb-25	Trustee
Karen	Ferguson	Jan-24	Trustee
Simon	Dallimore	Mar-24	Treasurer

* Note – Alistair Doxat-Purser stepped down as a Trustee on 22 July 2024

★ **Appendix 2: Accounts for year ended 31st March 2025**

S.T.A.R. - Steps to Active Recovery **Charity Number 1191725**

Receipts and Payments					
	Year to date	Period start 1/4/2024	To	Period end 31/3/2025	
	Restricted funds	Designated funds	Unrestricted funds	Total funds	1-Apr-23 to 31-Mar-24
Receipts					
Grants	88101	6000	33770	127871	35500
Individual donations			6668	6668	5104
Gift aid			91	91	330
Church donations			4140	4140	2890
Other donations				0	2200
Fees for training			100	100	1038
Interest income			90	90	96
Total receipts	88101	6000	44859	138960	47158
Payments					
Payroll expense incl pension	49163	8052	22932	80147	73140
Professional and consultancy fees	2202		2308	4510	6388
Staff travel and subsistence	2030		1180	3210	1988
Staff welfare	90		215	305	111
Fundraising costs			472	472	3626
IT and telecoms	532		1476	2008	721
Office rent	486	1942	974	3402	3450
Office equipment	463		620	1083	1210
Publicity and printing	437		559	996	1650
Insurance	323		279	602	330
Accounts and bookkeeping	150		456	606	1116
Bank charges	25	5	30	60	66
Online membership (Charity Suite; Drobox; Worksmarter)	185		159	344	430
Events	239		143	382	381
DBS checks	150	51	39	240	275
Postage and stationery	35		47	82	110
Equipment and materials	37		0	37	40
Costs incurred providing training	40		0	40	605
Extra project costs/other	30		0	30	82
Total payments	56617	10050	31889	98556	95719
Cash funds start of period	3797	4050	10104	17951	66512
Total receipts	88,101	6,000	44,859	138,960	47,158

Total payments	- 56,617	- 10,050	- 31,889	- 98,556	- 95,719
Cash funds end of period	35,281	-	23,074	58,355	17,951

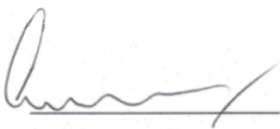
Statement of Assets and Liabilities

Cash held in bank account	35,281	-	23,074	58,355
Outstanding guarantees to third parties				None
Debts secured on assets of STAR				None

Independent Examiner Report

I have examined the accounts for STAR - Steps To Active Recovery for the year ended March 2025 and confirm that they are in accordance with the financial records and supporting documentation provided to me

Signed



Dated – 26 June 2025

Robert May (Retired Commercial Bank Manager)
35 Pinewood Avenue, Bournemouth, BH10 6BT

★ **Appendix 3: Independent Examiner's Report of Year ended 31st March 2025**

STAR – Steps to Active Recovery

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the trustees on accounts for the year ended 31 March 2025

This report is for the accounts of the **STAR – Steps to Active Recovery** for the year ended 31 March 2025 in response to an independent examination carried out under s.144 of the Charities Act 2011:

Respective responsibilities of trustees and examiner

The trustees members consider that an audit is not required for this year (under section 144 of the Charities Act 2011 (the Act) and that an independent examination is needed.

It is my responsibility:

- *To examine the accounts (under section 145 of the Act);*
- *To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and*
- *To state whether particular matters have come to my attention.*

Basis of independent examiner's statement

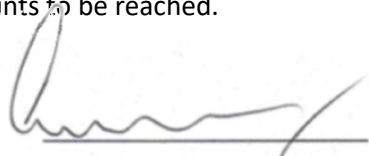
My examination was carried out following General Directions given by the Charity Commissioners. The examination included a review of the accounting records kept by STAR and a comparison of the accounts presented with those records. It also included consideration of any unusual items or disclosures in the accounts and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence required in an audit, and consequently, I have not expressed an audit opinion on the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the trustees have not met the requirements to ensure that:
 - a. proper accounting records are kept (in accordance with the Act); and
 - b. accounts are prepared that agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.

Signed:



Date: 30th June 2025

Robert May (Retired Commercial Bank Manager)

35 Pinewood Avenue, Bournemouth, BH10 6BT