



Trustees' Annual Report for the period

From: 01/04/2021 Period start date

To: 31/03/2022 Period end date

Charity name: Youth Mix

Charity registration number: 1194031

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To act as a resource for young people by providing advice and assistance, and by organising programmes of physical, educational, and other nature as means of: a) advancing in life and helping young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals. b) advancing education. c) aiding unemployment. d) providing recreational and leisure time activities in the interest of social welfare for people living in the area of benefit who have need by reason of their age, infirmity or disability, poverty or social and economic circumstances, with a view to improving the conditions of life of such persons.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	List of projects and status There are 3 key projects on the current Youth Mix roadmap, each in different lifecycle stages. 1) Young Leaders project – LIVE since 2020 Youth Mix Young Leaders are a small group of young people who have been carefully selected to play key volunteer roles within Youth Mix. They gain early leadership experience by inputting into the strategic direction of Youth Mix. They support and deliver projects and operational activities with their peers which gives them direct hands-on work experience

		as well as an opportunity to deliver value into the various communities. Young Leaders also receive one-to-one support from our CEO, Youth Programme Manager, and members of Board of Trustees, which includes feedback on their work, mentoring and free training programmes in the future to support their own personal development. 2) CV review service – LIVE Youth unemployment is a key issue that was only exacerbated by the COVID-19 pandemic. One fundamental barrier to youth getting quality employment is an inadequate CV. To address this, we have brought together a network of 70 CV reviewers to help youths put their best foot forward. Young people send us their CVs via our website, and we distribute them to our network of professional volunteers, who swiftly provide feedback and recommendations for improvements. Equally, we provide a template and instructions for people writing their first CV. This service is live now. We are currently building partnerships and raising awareness about it so that other young people within England will be able to use this free service. 3) Young Offenders project – IN PLANNING We are aiming to provide support to young offenders by offering as much information as possible so that they are able to put their best foot forward and reintegrate back into society. Statistics show that early intervention, adequate support and motivation to change of are the key drivers to reduce offending. The defined scoping of this project was delayed due to COVID-19 and prison visitor access being blocked across the UK until recently. Youth Mix will continue to shape this programme within the next few months.
Statement confirming whether the trustees have had regard to the guidance	Para 1.18	We confirm that all Youth Mix trustees have had regard to the guidance issued by the

issued by the Charity Commission on public benefit		Charity Commission on public benefit. TBC
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Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Not Applicable
Policy on social investment including program related investment	Para 1.38	Not Applicable
Contribution made by volunteers	Para 1.38	Throughout the years Youth Mix has had many volunteers who have helped shape and deliver projects. This includes, but not limited to: - Development of operational policies such as Safeguarding, Finance and Expenses, HR Policy, Volunteering Handbook etc. - Development of new projects. - Planning and research for projects - Delivery of projects - Recruitment of new volunteers and Young Leaders including CV reviews and interviews - Running Trustee Boards and Operational Boards - Review of CVs via the CV Project - Mentoring Young Leaders including developing interviewing and communication skills - Running our social media platform and promoting Youth Mix - Teamwork and social events - Building relationships within the team and sharing knowledge and support
Other		

Achievements and Performance

	SORP reference	
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Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	As we are still building the foundations of this charity, the wider impact this charity is capable of is yet to come. The main beneficiaries in this financial year were the Young Leaders, four of which were involved with Youth Mix in the past year and received 1-on-1 mentorship directly from a Trustee. A total of eight young leaders have engaged with Youth Mix over the last 3 years.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	-
Performance of fundraising activities against objectives set	Para 1.41	-
Investment performance against objectives	Para 1.41	Not Applicable
Other		-

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	As per the accounts for the year-end 31-Mar-22, Youth Mix holds cash at bank of £416 which is held as unrestricted reserves.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The Trustees consider that the ideal level of reserves to be held is 6 months of committed expenditure. Given the charity is currently run on a volunteer basis, the level of reserves at year-end is considered sufficient however this will be reviewed on an annual basis to ensure that it is aligned with the charity's plans for growth.
Amount of reserves held	Para 1.22	As per the above and year-end accounts,

		£416 of reserves are held (unrestricted).
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Uncertainties are mitigated by the volunteer-based nature of the charity which reduces running costs, as well as an element of reserves as per the above.

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Thus far Youth Mix is funded by donations and small-scale fundraising. There is a plan to scale our services which is dependent upon attracting more substantial grant funding in the 2022-2023 financial year.
Investment policy and objectives including any social investment policy adopted	Para 1.46	Not Applicable
A description of the principal risks facing the charity	Para 1.46	There are two key risks that Youth Mix is currently facing. Firstly, a lack of substantial funding, if continued, will limit our ability to scale our services and thus the impact we can have on society. We plan to mitigate this by revamping our fundraising efforts. Secondly, our reliance on volunteers has been impacting the planning and delivery of our services. During lockdown, due to COVID, there were more volunteers available in the community therefore Youth Mix was able to progress with the work and mission. However, to date, we have seen a large decrease in the number of volunteers, which has impacted our planning and delivery. Due to the limited number of volunteers at Youth Mix, we have had to reduce the number of projects running in parallel therefore contributing less to the community. Youth Mix has accepted this risk in the short term, as we do not have plans to hire full-time staff in the near future. This is because 1) we have arranged our work to be cost effective and remote and 2) in the short-

		term, spend is likely to be more impactful if it relates directly to our beneficiaries.
Other		-

Structure, Governance and Management

Description of charity's trusts:		Not Applicable
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution of Youth Mix - A Charitable Incorporated Organisation where the only voting members are its charity trustees.
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	CIO (Charitable Incorporated Organisation)
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	Youth Mix ensures that there are various professional backgrounds and experiences represented on the board before selecting Trustees. We focus on having specific Trustees lead on their specific area of expertise e.g. Finance, governance, programmes. Youth Mix is governed by the CIO and all Trustees have equal voting rights. This ensures all areas of the organisation can be governed appropriately. All Trustees must go through a formal application and interview process before being offered the role. Once an offer is accepted, appropriate checks such as DBS are conducted. The CIO has guidance about: ▪ Eligibility for trusteeship: a) Every charity trustee must be a natural person. b) No individual may be appointed as a charity trustee of the CIO: – if he or she is under the age of 16 years; or – if he or she would automatically cease to hold office under the provisions of clause 12(1)(e). (This clause states: A charity trustee ceases to hold office if he or she is disqualified from acting as a charity trustee by virtue of sections 178-180 of the Charities Act 2011 (or any statutory re-enactment or modification of that provision). c) At least one of the trustees of the CIO must be 18 years of age or over. ▪ Number of charity trustees a) There must be at least three charity trustees. b) The maximum number of charity trustees is 12. ▪ Appointment of charity trustees

		a) Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. b) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.
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Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	Youth Mix has several policies that are critical for the operation of the charity and for the induction of trustees: - Finance - Safeguarding - Health and Safety - Equality and Diversity - Confidentiality - Volunteer Rights and Responsibilities - Complaints Procedure - Volunteer Handbook and New Joiner induction pack
The charity's organisational structure and any wider network with which the charity works	Para 1.51	Youth Mix started with the following roles in 2018 to 2021: - CEO - HR Manager - Office Manager & Secretariat - 3 Project Managers - 8 Young Leaders - 1 Chair and 4 Trustees Since 2022 the number of volunteers has changed to: - CEO - HR Manager - Office Manager & Secretariat - 1 Project Manager - 2 Young Leaders - 4 Trustees We had recruited 70 volunteers who we could call upon for short projects e.g., CV reviewing, mentoring etc. Although not confirmed how many of the 70 volunteers have dropped off but we have only had interactions with approximately half.
Relationship with any related	Para 1.51	No but we are looking to partner with several youth organisations, including Upreach in the Community, as part of their mentoring

parties		programme.
Other		

Reference and Administrative details

Charity name	Youth Mix
Other name the charity uses	-
Registered charity number	1194031
Charity's principal address	Youth Mix 7 Bell Yard London WC2A 2JR

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	Con Konstant			
2	Tom Ash			
3	Cezar Gherghel			
4	Emma Gibson		Elected 13 January 2022	
5	Shenji Schaeppi		Elected 13 January 2022	
6	George Bashir		Vice Chair between 17 September 2020 and 21 October 2021	
7				
8				

Corporate trustees – names of the directors at the date the report was approved

Director name		
None ?		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
None		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	-
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	-
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	-

Additional information (optional)

Names and addresses of advisers (Optional information)

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

Helen Kwok – Chief Executive Officer

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Not applicable

Other optional information

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Declarations

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

Signed on behalf of the charity's trustees

Full name(s)	David Roth	Con Konstant	Cezar Gherghel	Emma Gibson	Shenji Schaeppi
Position (eg Secretary, Chair, etc)	Secretary to the Board of Trustees	Trustee	Trustee	Trustee	Trustee
Date	4 th of August 2022	4 th of August 2022	4 th of August 2022	4 th of August 2022	4 th of August 2022

Receipts and Payments Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity name	Youth Mix	Charity Number	1194031
For the period	From (start date) 01-Apr-21	To (end date)	31-Mar-22

Section A Receipts and payments

	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total funds £	Prior year funds £
A1 Receipts					
Donations and legacies	303	-	-	303	-
Charitable activities	-	-	-	-	-
Other trading activities	-	-	-	-	-
Other (opening balance of donations)	-	-	-	-	-
Sub total	303	-	-	303	-
A2 Asset and investment sales					
	-	-	-	-	-
Total receipts	303	-	-	303	-
A3 Payments					
Raising funds	-	-	-	-	-
Charitable activities	-	-	-	-	-
Other	156	-	-	156	-
Sub total	156	-	-	156	-
A4 Asset and investment purchases					
	-	-	-	-	-
Total payments	156	-	-	156	-
Net of receipts / (payments)	147	-	-	147	-
A5 Transfers between funds					
	-	-	-	-	-
A6 Cash funds last period end	269	-	-	269	-
Cash funds this period end	416	-	-	416	-

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

	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total funds £	Prior year funds £
B1 Cash funds					
Cash at bank	416	-	-	416	-
Other	-	-	-	-	-
Total cash funds	416	-	-	416	-
B2 Other monetary assets					
Tax reclaim due	-	-	-	-	-
Other	208	-	-	208	-
Total	208	-	-	208	-
B3 Investment assets					
Investments	-	-	-	-	-
Other	-	-	-	-	-
Total	-	-	-	-	-
B4 Assets retained for the charity's own use					
Computers and other equipment	-	-	-	-	-
Furniture, fixtures and fittings	-	-	-	-	-
Total	-	-	-	-	-
B5 Liabilities					
Volunteer expenses not yet paid	- 957	-	-	- 957	-
Supplier accounts not yet paid	-	-	-	-	-
Total	- 957	-	-	- 957	-

Signed by one or two trustees on behalf of all the trustees

Signature

Print name

Date of approval

Con Konstant	Con Konstant	05-Jul-22