

COMPASS COLLECTIVE

England & Wales - Charity number 1195811

Details

Other names COMPASS COLLECTIVE CIC

Status Registered

Legal form CIO

Registered 2021-09-14

Register [View on the Charity Commission register](#)

Contact

Address London Borough Of Lambeth
3Space International House
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London
SW9 7QE

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Email hello@compasscollect.com

Website <https://www.compasscollect.com/>

Activities

Objects: THE PROMOTION OF SOCIAL INCLUSION FOR THE PUBLIC BENEFIT AMONG CHILDREN AND YOUNG PEOPLE WHO ARE REFUGEES AND ASYLUM SEEKERS WHO ARE SOCIALLY EXCLUDED ON THE GROUNDS OF THEIR SOCIAL AND ECONOMIC POSITION AND ASSISTING THEM TO INTEGRATE INTO SOCIETY BY: A. PROVIDING EDUCATION AND TRAINING IN THE ENGLISH LANGUAGE; B. PROVIDING ACCESS AND OPPORTUNITIES TO THE ARTS IN PARTICULAR BUT NOT LIMITED TO, THEATRE PROJECTS, ART BASED PROFESSIONAL DEVELOPMENT AND DRAMA WORKSHOPS; C. RAISING PUBLIC AWARENESS OF THE LIVED EXPERIENCES AND ISSUES FACED BY REFUGEES AND THOSE SEEKING ASYLUM BY PRESENTING WORKS OF PERFORMING ARTS.

Activities: The promotion of social inclusion for the public benefit among children and young people who are refugees and asylum seekers who are socially excluded on the grounds of their social and economic position and assisting them to integrate into society.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£214,570	£189,473	-	-
2024-03-31	£238,852	£186,362	-	-
2023-03-31	£205,343	£163,331	-	-
2022-03-31	£49,598	£64,683	-	-

Trustees

Name	Role	Appointed
Wendy Penelope Solesbury MBE	Chair	2021-09-14
Azadeh Fatehrad		2023-09-18
Bruce Goodison		2021-09-14
Fatimah Olamide Adesanya		2023-06-05
Florjan Manallari		2025-09-15
Mohamed Al-Kaisi		2021-09-14
Toby Jones		2021-09-14

COMPASS COLLECTIVE

England & Wales - Charity number 1195811

Accounts

**ANNUAL REPORTS AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025**

COMPASS COLLECTIVE

(Charitable Incorporated Organisation)

CHARITY REGISTRATION No: 1195811

Castle View Accounting Ltd
Ground Floor Offices
53 High Street
Arundel
West Sussex
BN18 9AJ

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

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COMPASS COLLECTIVE.

ANNUAL REPORT 2024



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INTRODUCTION FROM OUR CHAIR OF TRUSTEES

Firstly, I would like to thank you all for taking the time to read this report and to join with us in celebrating the wonderful achievements of Compass Collective.



2024 saw us substantially grow our work and increase our reach; as you will see, the team have delivered some amazing projects and programmes throughout this period. We have also welcomed new staff as the charity develops, and have excellent plans in place as we develop and grow further.

We have, in our third full year as a charity, celebrated so many achievements. We have worked alongside some exceptional partners to deliver exciting workshops and deliver some truly inspirational and wonderfully creative projects.

A special mention here to the amazing team who led on our 24-hour Shakespeare Marathon, bringing in thousands of pounds to ensure that we could continue with our vital work.

Our Connect English programme has been a huge success, and we continue to have a waiting list for people who wish to join. These courses are a lifeline for young people, and the dedication of the staff and volunteers is outstanding.

Young people are at the heart of all we do. It is vitally important that their voices are not just heard but listened to and acted on; our Youth board is involved in all aspects of our work.

The young people that join Compass really do achieve amazing things. I have been so inspired by how they welcome us on that journey with them, sharing their achievements with us.

The wonderful, dedicated Compass team works incredibly hard to deliver activities that are dynamic, adaptable and provide a platform for young people to share their voices through the arts and to thrive. Compass offers a safe, supportive and inclusive environment – with welfare support provided – that gives young people the opportunity to make friends, have fun and build new skills.

On behalf of the trustees and the Youth Board, I would like to thank the wonderful team, our incredible volunteers, funders and partners, and all of you that continue to support us in achieving our mission. But mostly I would like to thank the young people for inspiring us to continue the journey.

Wendy Solesbury MBE (Chair of Trustees)

ABOUT US

We are a charity **supporting the integration of young refugees and young people seeking asylum** in the UK through the arts. We deliver a range of creative projects, as well as English classes and **arts-led professional development** programmes, which provide safe and welcoming spaces in which young people can **build skills, confidence and community**.

We have supported more than **500 young people** aged 14-30 across the UK. The majority of Compass members are at their initial stage of immigration, and **70% are unaccompanied minors** or have arrived in the UK without family. Alongside our projects, we provide **welfare support** through casework, referrals and signposting.



Collaboration is at the heart of what we do and we are proud to partner with renowned organisations across the arts and humanitarian sectors.



We aim to **amplify the voices** of young refugees and young people seeking asylum, and to **increase public awareness** of their lived experiences and the issues they face. We offer **a platform for young people seeking sanctuary in the UK** to **speak for themselves, showcase their talents**, and become the **creative** and **social leaders of the future**.

We are committed to being **youth-led** and to providing **meaningful progression pathways** for Compass young people. The incredible Youth Board is in its second year, and meets monthly to shape what we do and how we do it.

The benefits experienced by young people extend far beyond their time with Compass; taking part in our projects has a **lasting impact** on their lives. Our programmes **foster self-belief, belonging and leadership**, empowering our members to articulate their experiences, **share their stories and express how they feel**. We create spaces of safety, dignity and humanity, where young people can be themselves, explore their creativity and form a community.

IN THE LAST YEAR WE ...

- Delivered **10** creative arts programmes
- Organised **23** trips to the theatre and other cultural events
- Delivered **108** online English classes
- Worked directly with **250** young refugees and asylum seekers
- Provided 1-1 welfare support to **45** young people



- Celebrated **1** year of our Youth Board
- Showcased the Voice Notes project in Iraqi Kurdistan, Belgium and UK
- Underwent a consultancy process, which will inform the creation of our first three-year strategic plan
- Welcomed our new Executive Director
- Reached an audience of **48,378** with our performances and online output

OUR PEOPLE

TRUSTEES

Wendy Solesbury (MBE) - Chair
Azadeh Fatehrad
Bruce Goodison
Fatimah Adesanya
Mohamed Al-Kaisi
Toby Jones

YOUTH BOARD

Frank (Co-Chair)	Shanzay (Co-Chair)
Abdisa	Nurbolot
Ahed Aljondi	Mo Kashmir
Espoir	Vin
Florjan	

ASSOCIATE ARTISTS

Eleanor Henderson	Victor Rios
Hasan Kattan	Massi Safa
Patrick Riley	

COMPASS AMBASSADORS (TRAINEE FACILITATORS)

Yordanos Baley	Yusuf Baluch
Lucy Boateng	Frank Mukisa
Shanzay Shah	

COMPASS CULTURE VOLUNTEERS

Mais Robinson
Zoe Ahmad-Hambling

We were joined by a team of 14 volunteers who help to make all of our work possible.

CO-DIRECTORS

Dorothy Hoskins - Executive Director
Leah Gayer - Artistic Director

CORE TEAM – OPERATIONS

Bo Borthwick - Communications & Social Media Officer
Leila Seguin - Finance Officer
Tom Green - Fundraiser

CORE TEAM – YOUTH PARTICIPATION

Mhairi Gayer - Youth Participation Manager
Sanam Monteiro - Youth Board Coordinator

WELFARE TEAM

Sara La Rocca - Welfare Support Manager
Leigh Brennan - Welfare Caseworker
Jay Mailer - Welfare Caseworker

COMPASS CONNECT TEAM

Sasha Harrington - Compass Connect Coordinator

Teachers:

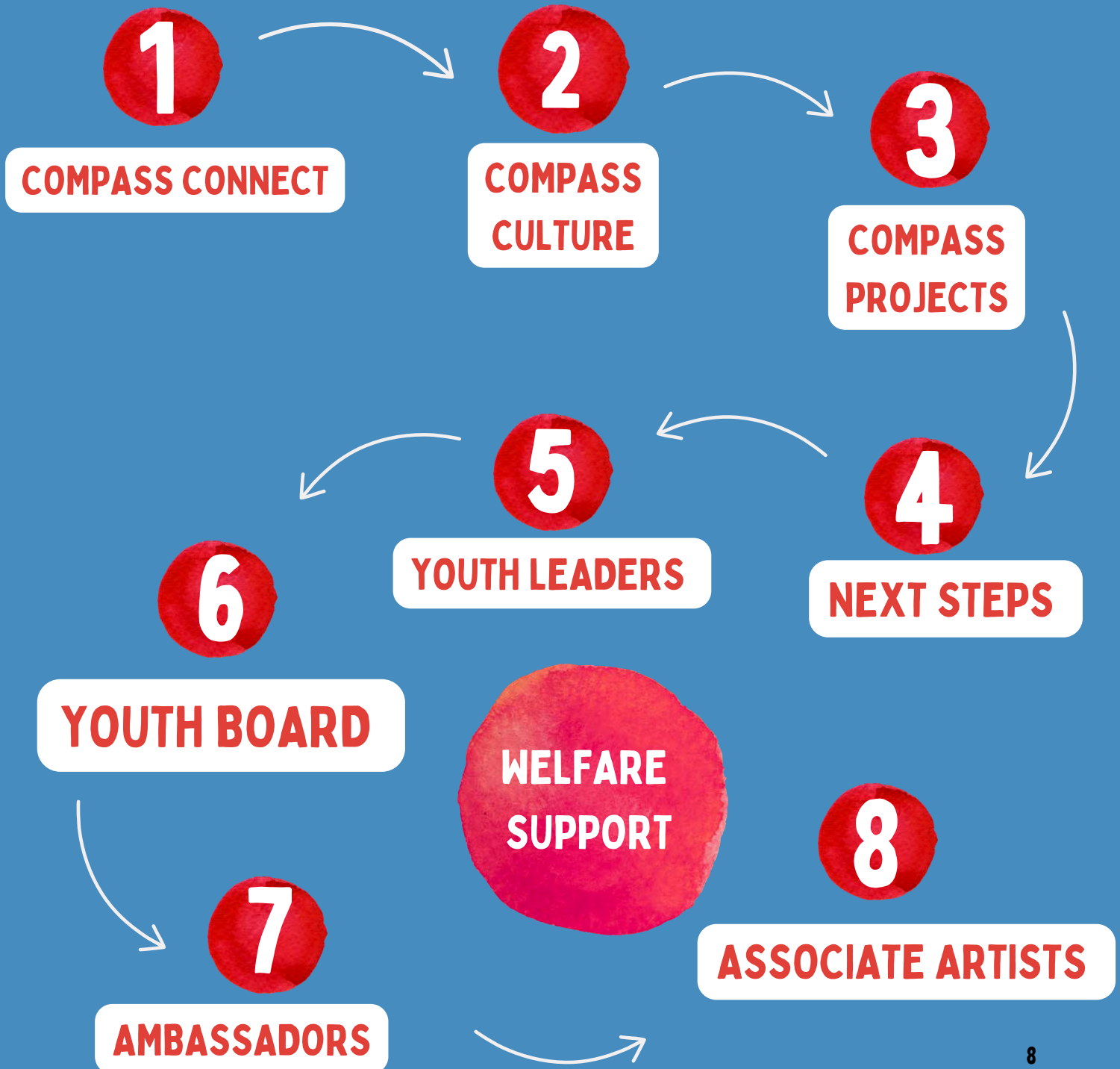
Andrew Awad (Empowered Class)
Anna-Sophia Menato (Improvers Class)
Ben Standish (Beginners Class)

Volunteers:

Anne, Helenka, Hiva, Karen, Katherine, Ragad, Yasmin

THE COMPASS JOURNEY

We aim to support young people from their arrival through to living a fulfilled, meaningful life in the UK. Over the past years, we have developed a Compass journey supporting personal development and providing progression pathways with wraparound welfare support.



COMPASS CONNECT

Our online English classes run on Thursday evenings. Compass Connect is an opportunity for newly arrived young people to improve their English and join our community from anywhere in the UK.

COMPASS CULTURE

We organise monthly trips to the theatre and other cultural events for young refugees and asylum seekers in London, providing free tickets and travel expenses.

COMPASS PROJECTS

Throughout the year we deliver a range of creative and performing arts projects. We provide a safe, supportive environment for young people to build skills and confidence through fun activities.

NEXT STEPS

Our six-month professional development programme is designed to support our young people to take the 'next steps' in their journey. We offer a mix of creative workshops, professional skills workshops, mentoring and networking opportunities.





YOUTH LEADERS

Youth Leaders are Compass members who now take on paid roles, supporting with the planning, recruitment, delivery and evaluation of our projects.

YOUTH BOARD

Our Youth Board ensures that all our decisions and plans are guided by the opinions and interests of Compass young people. The Youth Board works closely with the core team, and meets monthly to discuss our work.

AMBASSADORS

Our facilitation training scheme for young people with lived experience enables Compass actors, directors, writers and artists to hone their craft as practitioners. These Ambassadors work with and learn from our Associate Artists on projects.

ASSOCIATE ARTISTS

Following completion of our Ambassador programme, graduates may be invited to join our pool of Associate Artists, leading their own projects.

OUR PROJECTS & PROGRAMMES

COMPASS CONNECT

Compass Connect is our programme of online English classes, supporting young people all over the UK. The programme enables young refugees and asylum seekers to access English language provision, and provides vital support to new arrivals who are isolated and yet to build a community. Connect has become the bedrock of our programmes, welcoming young people into the Compass community.

“I’m really thankful for the opportunity to learn English here. It has helped me feel more confident and independent. I want to continue learning and one day go to university. These classes are an important step for my future.”

We respond quickly to new referrals, offering a young person a place immediately or on the waiting list for the next term if the appropriate class is full. We are constantly monitoring class sizes, ensuring that those on the waiting list are welcomed whenever there are drop-outs.

Connect learners are organised into three classes: Beginners, Improvers and Empowered, with each teacher tailoring the content to the needs of the group. Young people are given an initial assessment to place them into the appropriate group, and each term we assess whether they are ready to progress into the next class.

We have been extremely proud to witness many young people progressing through all three classes in the last year, with huge improvements in their confidence as well as their English language level.

The Connect programme has a wonderful committed team of volunteers, supporting learners with consistency and continuity – values that we feel are important in fostering an environment of care, learning and growth.

COMPASS CONNECT

In 2024 we delivered 36 Compass Connect sessions to young people all over the UK - that's 108 online English classes in total!



POEMS ON HOPE

By the Compass Connect Improvers Class

Hope is a wish for a beautiful future,

Hope belongs to your feelings and your desires,

Hope grows in the smiles of my family and in helping others.

The classes have helped me a lot with my English. I have learned new vocabulary, improved my grammar, and now I feel more confident when I speak. The teachers are very kind and patient, and they explain things clearly. Also, I enjoy working in groups because it helps me practise speaking with others.



CENTRE STAGE

The Centre Stage project supported 18 emerging young actors and theatre-makers from displaced backgrounds to take the next steps in their creative careers by making and performing their own theatrical work. Participants gained experience in acting, movement, ensemble work and monologue writing, with masterclasses from industry-leading practitioners.

Over 13 weeks, participants created original work individually and in groups. They explored various artistic mediums including theatre, movement, writing and film, which allowed them to express themselves creatively and uniquely. The project culminated in an informal showcase performance during Refugee Week, which was a great success.

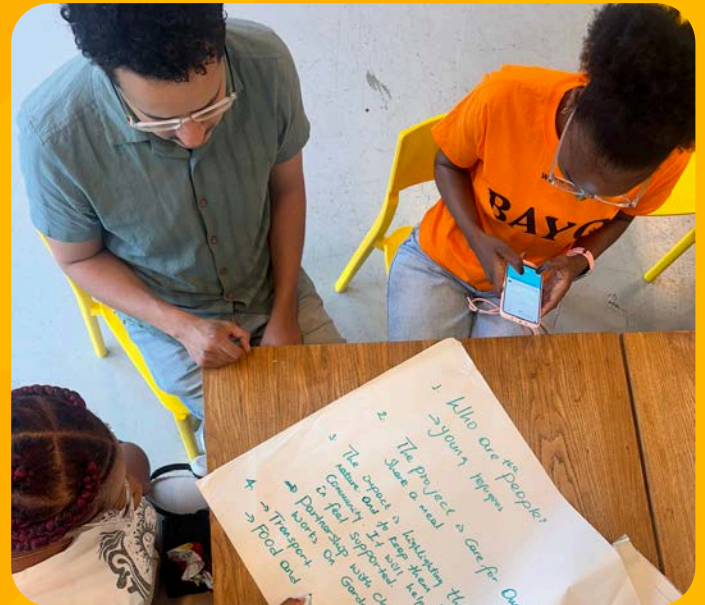
We collaborated with partner organisations to enhance the impact of the project. We included two *Papatango GoWrite* workshops, in which each participant was supported to write a short minute monologue. The monologues were then published, entered into a competition, performed and filmed by professional actors.

We also partnered with the Media Institute on their 'Echoes of Hope' Refugee Week social media campaign; each Centre Stage participant was given a disposable camera and invited to capture their view of 'home'. The campaign had a wide reach with the photos being viewed 1900 times.



STEP FORWARD

This summer project, funded by London Youth, equipped young people with essential employability skills. Over four days, Compass members developed their knowledge and confidence for the world of work through a range of workshops including CV-writing and mock interviews.



"I just wanted to say thank you again for those incredible five days with Compass, it was literally so charming and changing for me! Just a beautiful community & space, it's made me more happy and I met a lot of new friends who are now in my favourite friend circle. Also for giving me the opportunity to learn something new like CVs, LinkedIn, social media, [learning more about the charity sector including] finance and funding and all of those amazing parts [...] I'm so grateful to learn. Keep doing this amazing job, it's so inspiring."





HILLINGDON WINTER & SUMMER PROJECTS

In 2024 we delivered two projects in Hillingdon as part of the Hillingdon HAF Holiday Programme. These projects provided activities and healthy food for unaccompanied minors and young refugees and asylum seekers aged 14-18 in the borough of Hillingdon.

Our two-week theatre and film project enabled 17 young people to create, shoot and edit their own short films in collaboration with our Associate Artist Victor Rios. The project culminated in a showing of three brilliant short films.



SONGS OF SANCTUARY

In 2024 we ran our largest music programme to date. Songs of Sanctuary supported 27 Compass young people to develop songwriting skills, produce and record their own original songs, and perform them to a live audience. With funding from Amplify London and in partnership with Music Action International, we delivered this six-month programme based at Promised Land Studios. Songs of Sanctuary culminated in a performance at the Jago with an audience of more than 100 people.

Thanks to our collaboration with MAI, participants were able to work with and learn from a number of extraordinary professional artists and facilitators who brought a variety of musical styles and approaches. Their inspiring masterclasses showed the young people that they could develop a career in music. We were also thrilled to work with Espoir Dekin, one of our Youth Board members, who assisted our music facilitators in a traineeship position.

Many of our participants had never performed live before, so the gig at the Jago was an enormous achievement for them. The venue, the energy and the extremely positive reception from the audience really boosted their confidence and made for a joyous celebration.

With the help of our Associate Artist Victor Rios we produced a music video, *Fica à Vontade*. Our EP, *Songs of Sanctuary*, featuring tracks produced on the project, was released to mark Refugee Week 2025!



YOUTH BOARD

Our Youth Board, now in its second year, is a group of eight amazing Compass young people, all of whom are passionate about enacting social justice and making positive change for other young people who have experienced forced displacement.

Each Youth Board member holds a role and responsibility in line with their interests and skills (eg. social media, advocacy, or research). Being part of the Youth Board is an opportunity both to gain new skills and develop (eg. with leadership and training opportunities, or by shadowing Compass team members) and to put their experience to good use, paying it forward and sharing their wisdom and expertise.



The Youth Board meets monthly to discuss our programmes, consult on specific topics and issues, and to bring ideas and suggestions. Expertly facilitated and supported by our Youth Board Coordinator, these meetings allow the Youth Board to feed back on and feed into all areas of our work. They have also worked closely on specific projects such as with our Fundraiser and Communications & Social Media Officer, discussing different ways to raise awareness on the current hardships faced by refugees and asylum seekers, and with our Welfare Team on developing resources for young people.

In 2025 we are proud to be running three projects which were instigated and shaped by Youth Board conversations and suggestions. We are excited to continue to embed youth leadership in everything we do.



COMPASS CULTURE TRIPS

Thanks to the generosity of our partner organisations, we were able to organise 23 Compass Culture trips. We provided free tickets and travel expenses for young refugees and asylum seekers in London to enjoy:

JOY ANONYMOUS AT THE ROUNDHOUSE
SUCCESSION THEME IS MY RINGTONE
COLETTE AND JUSTIN
JUST FOR ONE DAY AT THE OLD VIC
ASSEMBLE FESTIVAL AT STREATHAM SPACE THEATRE
OLD VIC COMMUNITY CLUB WORKSHOP
ROOTS AT THE OLD VIC
MINORITY REPORT AT THE LYRIC HAMMERSMITH
MACHINAL AT THE OLD VIC
OUR HEARTBEATS DJS IN DALSTON
HOME SH*T HOME**
LAFFUCCINO
COMPASS COLLECTIVE'S 24 HOUR SHAKESPEARE MARATHON
AS YOU LIKE IT AT RADA
ALMA MATER AT THE ALMEIDA
FROM HERE ON - GECKO/GOOD CHANCE
GRAPES OF WRATH AT THE NATIONAL THEATRE
LETTERS TO THE EARTH AT THE NATIONAL THEATRE
SCRUM OPENING PARTY
SONGS OF SANCTUARY AT THE JAGO
THE REAL THING AT THE OLD VIC
LOOK BACK IN ANGER AT THE ALMEIDA
COMPASS COLLECTIVE'S MIDWINTER MUSIC MARATHON

INTERNATIONAL COLLABORATIONS

VOICE NOTES

The Voice Notes project, funded by the Arts & Humanities Research Council and led by Dr Sarah Jackson at Nottingham Trent University, was delivered in collaboration with Compass Collective, Counterpoints Arts, Hardi Kurda, New Art Exchange, Nottingham UNESCO City of Literature, Refugee Roots, and Slemani UNESCO City of Literature.

The Voice Notes exhibition was co-created with young people who have fled war, violence, conflict and persecution, and yet who continue to offer stories of solidarity and hope. At the heart of the installation are multidirectional ultrasonic speakers that are positioned to create a network of intersecting telephone messages. As visitors move around the gallery, they tap into stories of home and belonging, landscape and loss, and communication and connection. One of our proudest achievements last year was touring the Voice Notes exhibition and installation internationally.



In April 2024 we returned to Sulaymaniyah in the Kurdish Region of Iraq to bring the installation to the Space 21 sound arts festival. We arranged special trips to bring the contributors from Arbat Camp to the festival events to enjoy the programme and launch the Voice Notes exhibition. We ran a week of workshops in Arbat Refugee Camp, collaborating with our wonderful partners STEP Iraq, to prepare a live performance of Voice Notes. We brought the exhibition to the camp for young people, their families and camp residents to enjoy.



MaHoMe

The MaHoMe project, led by Dr Azadeh Fatehrad, directly addressed migration and integration challenges by examining how migrants make and make sense of home amidst the complex and divergent politics of integration in three host societies: UK, Denmark and Sweden.

Having worked on this international collaboration from 2020-2024, we were delighted to exhibit the final works of the MaHoMe project at the Beaconfield Gallery in London. The exhibition featured a short documentary art film by our Associate Artist, Victor Rios, and collaborative artwork made by Compass young people and Millie Rowle, and the launch event included a panel discussion about community arts projects.



ONE-OFF EVENTS & HIGHLIGHTS

- **RWANDA INFORMATION SESSION**

We led an information session in partnership with Breadwinners to equip young people with essential information and guidance in relation to the Rwanda deportation policy.

- **MURAL DESIGN WORKSHOP WITH MURUGAIAH**

Compass young people worked with incredible artist Murugiah on designs for a big collaborative mural in partnership with SCRUM Theatre. We are so grateful to Murugiah for his amazing generosity and commitment to our young people.



- **POPCHANGE CONSULTANCY**

We took part in the PopChange film consultancy programme, enabling Compass young people to be consulted on new film productions in development stage. Our fantastic Compass Ambassador and climate activist, Yusuf, also attended the PopChange Retreat as a speaker.

- **WEDDING CHOLA**

A hugely special event for us was the marriage of Breadwinners to Compass Collective! To celebrate Martin, Director of Breadwinners, and Leila, our Finance Officer, tying the knot, we had a joyful ceremony for more than 100 Compass and Breadwinners young people. We enjoyed live music, dancing, speeches, a great DJ set and delicious food from The Syrian Sunflower.

- **WORLDWIDE FM**

Four Compass young musicians shared their music and were interviewed on Worldwide FM for Refugee Week.

- **A VIEW FROM A BRIDGE**

In collaboration with A View From A Bridge and Refugee Week, our Ambassador and Youth Board Co-Chair, Frank, gave a passionate speech about refugee policy which has been watched over half a million times on Instagram!

- **COMPASS SOCIALS**

As always, community is at the heart of what we do. And this year we enjoyed several social events to bring the Compass members together to share food, make special memories and have a good time.



FUNDRAISING EVENTS

24 HOUR MIDSUMMER SHAKESPEARE MARATHON

During Refugee Week in June we ran a 24-hour Shakespeare Marathon. Led by Compass Trustee Toby Jones, 100 actors and Shakespeare enthusiasts joined the Compass team and young people at SCRUM Theatre in Hammersmith for non-stop table-reads of the works of William Shakespeare. As the hours ticked by, Romeo and Juliet gave way to Henry V, we had a midnight Hamlet and The Tempest at sunrise. The atmosphere was incredible, the camaraderie very special, and we raised a staggering £23,000 for Compass!

MIDWINTER MUSIC MARATHON

In December we ran another marathon, this time keeping music in the air for 12 hours. We kicked off by hosting an incredible rap workshop for our young people. Through the afternoon and early evening there were live performances from Compass young artists and from Good Chance, Woven Gold Choir and guest musicians. As the night progressed we were joined by actor-DJ duo Ben Miles and Toby Jones, Our Heartbeats DJ's and a range of other DJs from across London, who kept the tunes flowing from the decks.



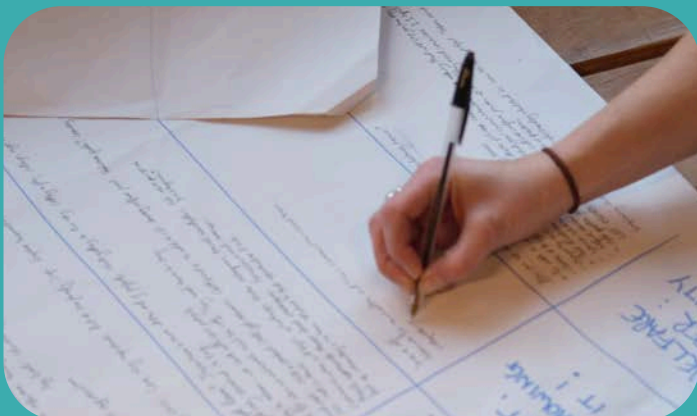
ORGANISATIONAL DEVELOPMENT & STRATEGY

Another key achievement of 2024 was beginning work on our three-year strategic plan. This process was facilitated by external consultants Taproot, thanks to funding from Esmée Fairbairn.

Between April 2024 and January 2025, Taproot consulted with Compass members, staff, volunteers, trustees, youth board, partners, funders and other stakeholders, through online surveys, steering groups, focus groups and consultation workshops. Taproot then used the findings and data from this process to write a report on our journey as an organisation so far, including the core “essence” of the charity, our strengths and weaknesses, context and hopes, and risks and concerns.

We then came together for an away day to shape the next chapter in Compass Collective’s journey, discussing hopes and ambitions for the next three years.

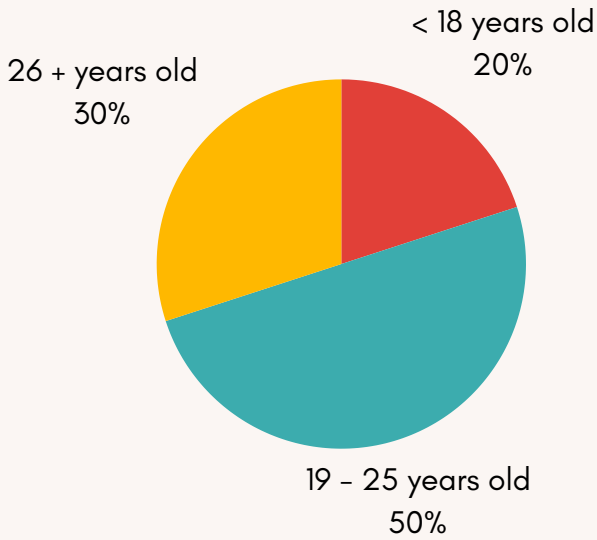
Taproot’s report and the notes from our away day will form the basis for our first organisational strategic plan, which we look forward to sharing in due course. We are very excited to have a shared vision for our future, and a roadmap to take us there.



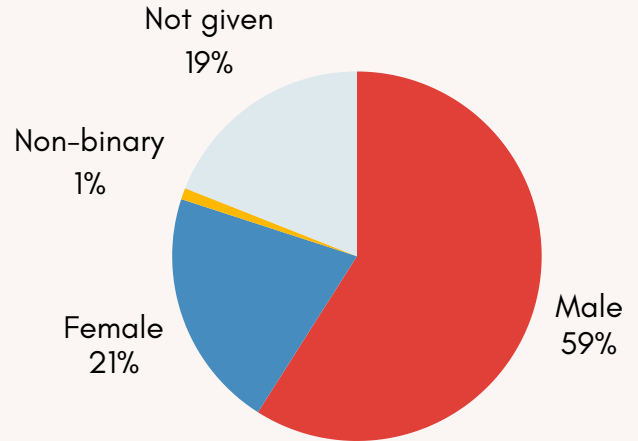
OUR YOUNG PEOPLE

In 2024, we supported and worked with 250 young people.

AGE

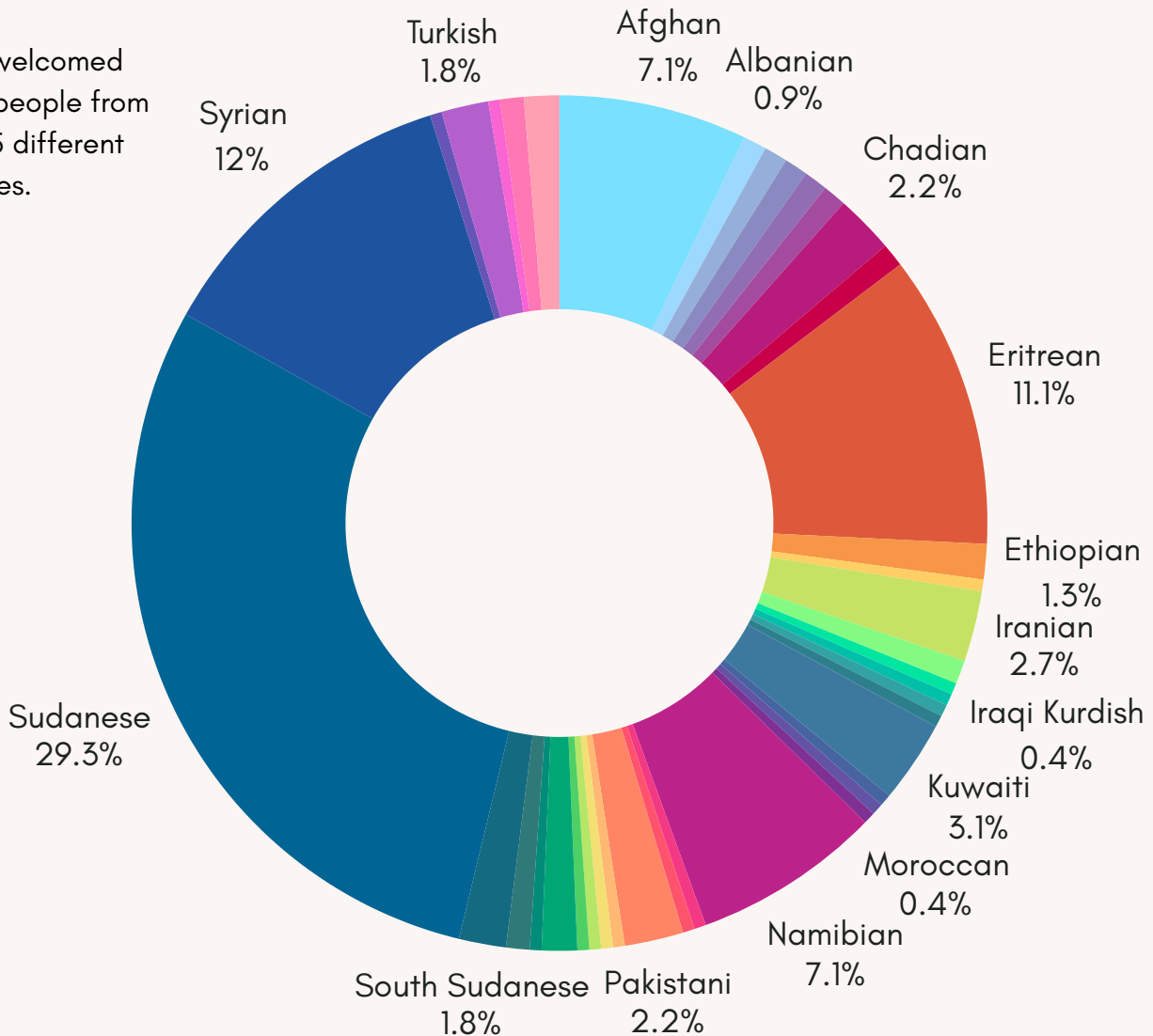


GENDER



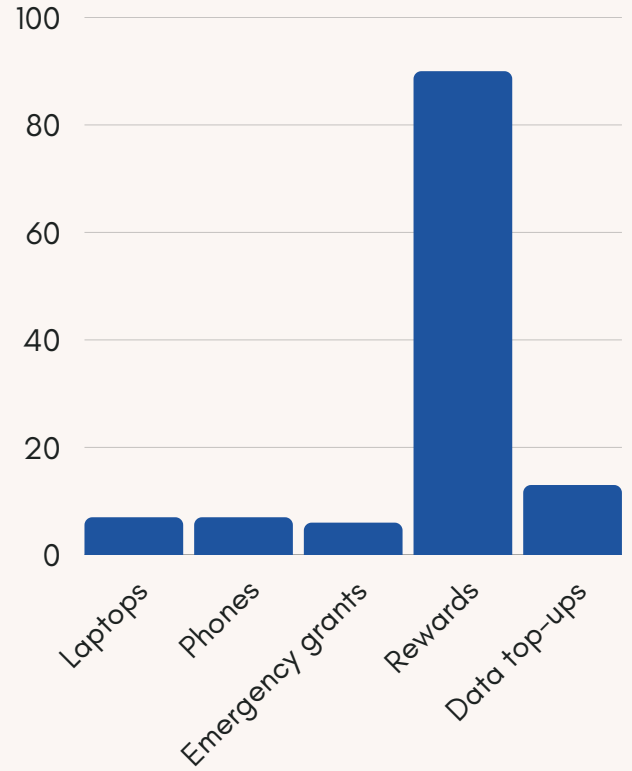
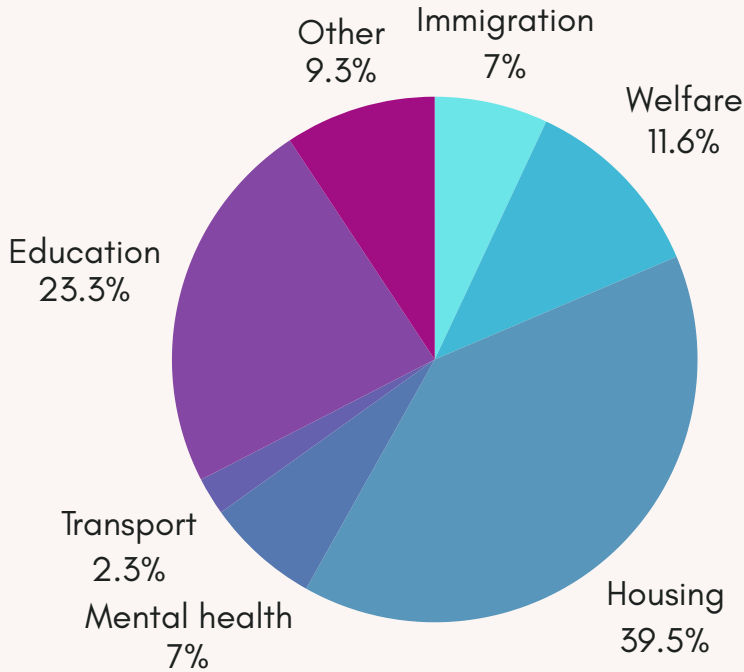
NATIONALITY

We've welcomed young people from over 45 different countries.

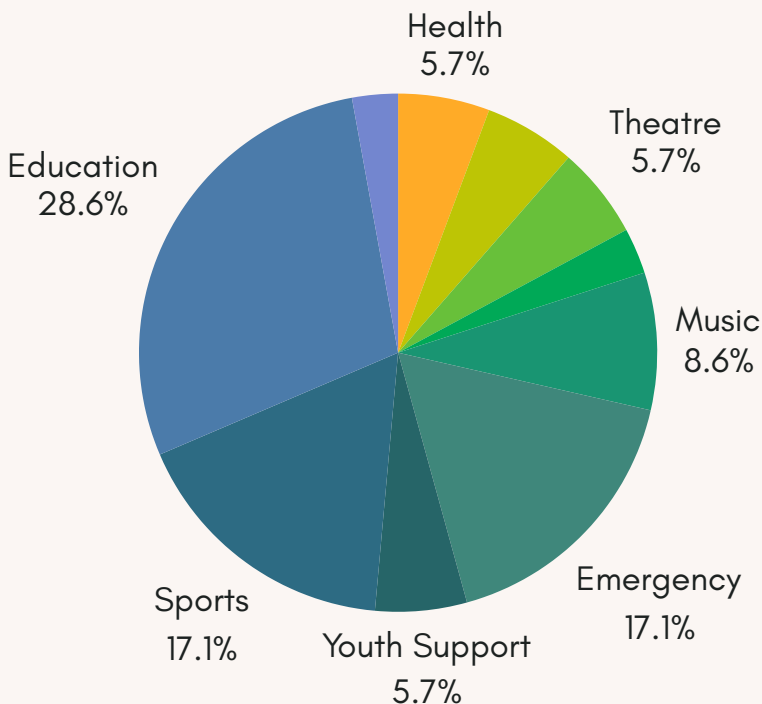


WELFARE SUPPORT

We supported **47** young people through casework. We gave 33 provisions including data tops, laptops, phones and emergency grants and distributed 90 rewards including vouchers & certificates



We made **35** referrals to relevant organisations / services in the following sectors (education, immigration, Health & mental health, theatre & music, sport, youth support, employability and emergency support



Referral organisations included Counterpoints Arts, Funds for Human Need, Hope for the Young, Theatres, Our Second Home, REUK, Street Soccer Academy...

FINANCIAL OVERVIEW - 2024

Please note that our financial year runs from April to March, but the information provided on this page corresponds to the calendar year.

INCOME: JANUARY - DECEMBER 2024

Between January and December 2024, we had a turnover of **£181,005.06** and spent **£173,675.46**.

- We received a total of nine commissions and 17 grants.
- We received funding from three trusted cultural organisations to cover theatre trips for young people.
- We delivered two one-off services to other organisations.
- We received six emergency grants for young people in need.
- We had regular 12 active regular individual donors and received 113 one-off donations.
- We organised three ticketed events.
- We ran two online campaigns.
- We received support from two West End theatre bucket collections:
 - *Kathy and Stella Solve a Murder* - The Ambassadors Theatre
 - *Moulin Rouge The Musical* - Piccadilly Theatre

No Trustees were remunerated or received any expenses or payments during the year.

We continued to diversify our income streams by increasing website donations, continuing our ticketed events, and running two online campaigns.

We are represented by Castle View Accounting.

LOOKING AHEAD

The next year is set to be very exciting for Compass. 2025 will bring our first commissioned play, a co-production with National Youth Theatre; Refugee Week events, including a world-record attempt; releasing our first EP; partnerships with the Ambassadors Theatre Group and Guildhall School of Music and Drama; and our first in-person project in Scotland.

It will also be an important year in our organisational development, now that we have established a new structure for our core team. Our new Executive Director, Dorothy, will work with Leah, Compass Co-Founder and now Artistic Director, to shape our organisational strategy and lead the team through this exciting chapter.

We will also continue to grow our welfare team, bringing on board two new Welfare Support Volunteers to provide pastoral care, casework and signposting for young people.



“As the Youth Board Co-Chairs, it was and is a privilege to witness the growth and development of refugees and asylum seekers from a place of limbo to a journey of hope, through arts and drama. We are looking forward to the next year with great enthusiasm and anticipation.”

Frank & Shanzay (Co-Chairs of the Youth Board)

SUPPORTERS AND PARTNERS

THANK YOU TO OUR SUPPORTERS WHO MADE OUR WORK POSSIBLE IN 2024:

- London Youth
- Hillingdon Council
- Counterpoint Arts
- Esmee Foundation
- Somerset House
- Nottingham University
- Leeds 23
- Old Vic
- Good Chance Theatre
- New City College
- MaHome
- New Narrative Folkestone
- The Highland Council
- Media Diversity Institute
- 6points6
- British Red Cross
- Jack Petchey
- Youth Music
- Amplify London
- Souter Charitable Trust
- AB Charitable Trust
- Arts Council
- KFC Foundation
- Awards For All
- Lush Foundation
- UK Youth

THANK YOU TO OUR VALUED PARTNERS:

- National Youth Theatre
- Brunel University
- Beck Theatre
- Nottingham Trent University
- Refugee Roots
- STEP – Arbat Refugee Camp
- Promised Lands Studio
- Breadwinners
- Music Action International
- Scrum Theatre
- Funds For Human Needs
- Cosaraf

We would also like to thank all the incredible photographers who have generously given their time and talent. The images in this report are owned by Compass Collective – if you would like to use them, please get in touch.

Finally, special thanks to 3Space International House for providing us with our amazing office space, and to Counterpoints Arts for their extraordinary generosity and guidance.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31ST MARCH 2025

Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable Law and the Generally Accepted Accounting Principles (GAAP) including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The Charities Act 2011 require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the CIO and of the surplus or deficit of the CIO for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in existence.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Governing Document. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 15/9/2025

Signed on their behalf by Trustee W.Solesbury

Printed Name: WENDY SOLESBURY MBE

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2025**

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL 2024/25 £	TOTAL 2023/24 £
INCOMING RESOURCES						
Incoming Resources from Generated Funds						
Donations, Grants & Legacies	3a	12,384	46,946	85,168	144,497	232,054
Charitable Activities	3b	24,276	25,414	15,859	65,549	5,784
Activities for Generating Funds	3c	776	-	-	776	1,014
Investment Income	3d	-	-	-	-	-
Other Incoming Resources	3e	2,588	189	971	3,748	-
TOTAL INCOMING RESOURCES		40,023	72,549	101,998	214,570	238,852
RESOURCES EXPENDED						
Costs of Generating Funds						
Cost of Charitable Activities	4a	16,733	91,925	79,494	188,153	185,222
Governance Costs	4b	180	1,140	-	1,320	1,140
TOTAL RESOURCES EXPENDED		16,913	93,065	79,494	189,473	186,362
NET INCOMING (OUTGOING) RESOURCES		23,109	(20,516)	22,504	25,097	52,490
Funds Brought Forward		25,389	42,543	40,929	108,861	56,371
TOTAL FUNDS CARRIED FORWARD		48,498	22,027	63,433	133,958	108,861

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

The notes on pages 36 to 45 form part of these financial statements.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

BALANCE SHEET
AS AT 31ST MARCH 2025

	Note	Unrestricted Funds £	Restricted Funds £	TOTAL 31-Mar-25 £	TOTAL 31-Mar-24 £
Fixed Assets					
Tangible Assets	2	-	-	-	-
Investments	7	-	-	-	-
Total Fixed Assets		-	-	-	-
Current Assets					
Debtors & Prepayments	9	2,927	-	2,927	11,285
Cash at Bank and in Hand	8	68,917	63,433	132,351	98,716
Total Current Assets		71,845	63,433	135,278	110,001
Creditors: Amounts falling due within one year	10	1,320	-	1,320	1,140
NET CURRENT ASSETS		70,525	63,433	133,958	108,861
TOTAL ASSETS less current liabilities		70,525	63,433	133,958	108,861
Creditors: Amounts falling due in more than one year	11	-	-	-	-
NET ASSETS		70,525	63,433	133,958	108,861
Funds of the Charity					
General Funds		48,498	-	48,498	25,389
Designated Funds	6	22,027	-	22,027	42,543
Restricted Funds	5	-	63,433	63,433	40,929
Total Funds		70,525	63,433	133,958	108,861

Approved by the Trustees on 13/9/2025

Signed on their behalf by Trustee W.S. Solesbury

Printed Name: WENDY SOLESBURY MBE

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2025**

1. ACCOUNTING POLICIES

Basis of Preparation & Assessment of Going Concern

Basis of Preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2015) (Second Edition, effective 1st January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Assessment of Going Concern

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming Resources with Related Expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

Grants and Donations

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Tax Reclaims on Donations and Gifts

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

Contractual Income and Performance Related Grants

This is only included in the SOFA once the related goods or services have been delivered.

Gifts in Kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

Donated Services and Facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when receivable.

Investment Gains and Losses

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

1. ACCOUNTING POLICIES (continued)

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

Include costs of the preparation and examination of statutory accounts, the costs of the trustees meetings and cost of any legal advice to trustees on governance or constitutional matters.

Grants with Performance Conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

Grants Payable without Performance Conditions

These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to a grant which remain in control of the charity.

Investments

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

Unrestricted funds

These funds can be used for the general objectives of the charity as set out in the trustees report. The movements of the unrestricted funds are given in the Statement of Financial Activities.

Restricted funds

These funds are where the donor has specified a purpose for the donation made. These restrictions often arise as a result of appeals for special offerings for specific purposes.

Designated funds

These funds are funds set aside by the trustees out of unrestricted general funds for particular purposes or projects.

Fixed Assets

Fixed Assets are capitalised if they can be used for more than one year and cost at least £1,500. They are valued at cost or, if gifted, at the value to the charity on receipt.

Depreciation Expense

Depreciation is calculated at a rate to write off the cost of tangible fixed assets over their estimated useful lives. The rates applied are as follows:

Fixtures, Fittings and Equipment	25% - Straight Line Basis
----------------------------------	---------------------------

2. TANGIBLE FIXED ASSETS

The CIO held no fixed assets during this or the previous financial period.

The annual commitments under non-cancelling operating leases and capital commitments are as follows:

31st March 2025: None

31st March 2024: None

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

3. INCOMING RESOURCES

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL 2024/25 £	TOTAL 2023/24 £
a) Donations, Grants & Legacies					
Gifts & Donations	12,384	530	-	12,914	8,155
Grants Received	-	46,416	85,168	131,584	223,899
	12,384	46,946	85,168	144,497	232,054

b) Charitable Activities

Campaigns & Projects	22,989	-	-	22,989	4,457
Services & Commission	1,287	25,414	15,859	42,561	1,328
	24,276	25,414	15,859	65,549	5,784

c) Activities for Generating Funds

Ticket Sales	776	-	-	776	1,014
	776	-	-	776	1,014

d) Investment Income

Interest	-	-	-	-	-
	-	-	-	-	-

e) Other Incoming Resources

Sundry Income	2,588	189	971	3,748	-
	2,588	189	971	3,748	-

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

4. RESOURCES EXPENDED

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL 2024/25 £	TOTAL 2023/24 £
Note					
a) Cost of Charitable Activities					
Accommodation Costs	15	-	-	15	1,189
Activities & Events	4	2,457	1,597	4,057	2,128
Bank Charges	2	-	3	5	22
Insurance Costs	42	480	-	522	292
Licenses & Subscriptions	132	191	529	851	809
Office Costs	30	174	80	284	1,289
Staff Costs	13	15,148	70,404	66,198	151,749
Sundry Expenses	751	412	1,001	2,163	1,283
Telephone Costs	16	814	577	1,407	835
Training Costs	-	6,938	-	6,938	1,063
Travel & Subsistence	356	9,442	8,422	18,219	23,914
Young Ambassadors	239	615	1,089	1,943	1,413
	16,733	91,925	79,494	188,153	185,222

b) Governance Costs

Independent Examiners Fees	10	180	1,140	-	1,320	1,140
		180	1,140	-	1,320	1,140

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

5. RESTRICTED FUNDS

CURRENT FINANCIAL YEAR

	Balance				Balance
	01-Apr-24	Income	Expenditure	Transfers	31-Mar-25
	£	£	£	£	£
Amplify Fund	4,524	-	5,724	-	(1,200)
Arts Council	13,280	1,476	14,756	-	-
ATG Fund	-	-	4,146	-	(4,146)
Awards For All	2,789	20,000	15,246	-	7,544
Coop 23 Fund	802	-	803	-	(1)
COOP Fund	6	-	-	-	6
COSARAF	-	424	424	-	-
Diaspora Fund	404	-	465	-	(61)
Fokelstone Fringe	-	800	295	-	505
Fund For Human Need	-	650	540	-	110
Good Chance/ London Youth - The Walk	-	120	123	-	(3)
Highland Council	-	18,307	8,286	-	10,020
Jack Petchey	1,500	1,900	1,474	-	1,926
Kent College	-	1,949	65	-	1,884
KFC Fund	-	2,500	2,500	-	-
Land Aid	-	20,000	140	-	19,860
Leeds x NYT	4,185	-	-	-	4,185
London Youth - Summer City Leaders	1	-	-	-	1
Lyric Hammersmith	-	-	117	-	(117)
Media Diversity Institute	-	1,250	108	-	1,142
Mental Health Fund	105	-	-	-	105
Mercers Fund	5,000	-	5,000	-	-
National Youth Theatre	-	2,377	945	-	1,432
New Narrative Lab Leeds	-	-	450	-	(450)
Nottingham University Fund	2,428	7,550	7,741	-	2,237
Osbourne Parke	710	-	710	-	-
Pappy Show	30	-	-	-	30
Red Cross Strategy	537	-	486	-	51
Refugee Festival Scotland	-	750	-	-	750
Surrey University	-	960	889	-	71
Surrey University Fund	2	-	-	-	2
Trust for London	1,561	-	-	-	1,561
Wandsworth Council	1,374	-	1,367	-	7
Youth Music 2 (Trailblazer)	-	14,999	-	-	14,999
Youth Music Fund	1,690	5,986	6,692	-	984
	40,929	101,998	79,494	-	63,433

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

5. RESTRICTED FUNDS (Continued)

PREVIOUS FINANCIAL YEAR

	Balance				Balance
	01-Apr-23	Income	Expenditure	Transfers	31-Mar-24
	£	£	£	£	£
Amplify Fund	-	4,800	276	-	4,524
Arts Awards Fund	(581)	-	-	581	-
Arts Council	-	13,280	-	-	13,280
Awards For All	2,789	-	-	-	2,789
Calling Across Borders	(3)	-	-	3	-
Coop 23 Fund	30,440	-	29,638	-	802
COOP Fund	6	-	-	-	6
Creative without borders	(14)	-	-	14	-
Diaspora Fund	-	29,987	29,583	-	404
Fund For Human Need	120	860	980	-	-
Good Chance/ London Youth - The Walk	(14)	-	-	14	-
Jack Petchey	-	1,500	-	-	1,500
Leeds x NYT	6	20,374	16,195	-	4,185
London Youth - Summer City Leaders	1	-	-	-	1
Lush Fund	(893)	-	-	893	-
Mental Health Fund	105	-	-	-	105
Mercers Fund	-	5,000	-	-	5,000
Nottingham University Fund	-	11,250	8,822	-	2,428
Osbourne Parke	-	750	40	-	710
Pappy Show	-	200	170	-	30
Red Cross Strategy	(1,034)	2,366	795	-	537
REUK Fund	(100)	-	-	100	-
Split Initiative - Leeds	(4)	-	-	4	-
Surrey University Fund	-	961	959	-	2
Swan Mountain- Leeds	(1)	-	-	1	-
Trust for London	(8,560)	11,000	879	-	1,561
Trust For London 21/22	(1,897)	-	-	1,897	-
Wandsworth Council	-	2,440	1,066	-	1,374
Youth Music Fund	-	26,937	25,247	-	1,690
	20,367	131,705	114,650	3,507	40,929

The Restricted Funds are wholly represented by the charity's cash reserves and are to be expended as specified above.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

6. DESIGNATED FUNDS

CURRENT FINANCIAL YEAR

	Balance				Balance
	01-Apr-24	Income	Expenditure	Transfers	31-Mar-25
	£	£	£	£	£
6 Points 6	-	530	-	-	530
AB Charitable Trust (Y1)	-	20,000	14,085	-	5,915
AB Charitable Trust (Y2)	-	4,000	933	-	3,067
Brian Murtagh Trust	-	11,260	-	-	11,260
British Red Cross	(3,297)	-	-	-	(3,297)
Clowning Workshop	(70)	-	-	-	(70)
Counterpoints Arts	56	1,243	1,186	-	114
Esmée Fund	30,474	-	36,955	-	(6,481)
Fore Fund	(4,428)	-	-	-	(4,428)
GFM - Connect Fund	(1,395)	-	-	-	(1,395)
Hilden Fund	1,486	-	-	-	1,486
Hillingdon Council	12,122	18,044	26,225	-	3,941
Hillingdon -Taste of Home	2,845	-	-	-	2,845
Kent College Fund	(6)	-	-	-	(6)
Legacy Fund	173	-	-	-	173
Lush Fund	775	2,000	-	-	2,775
LY - Summer Skills	2	4,000	3,999	-	3
LY/Emergency Party Fund	1,253	-	69	-	1,184
Magic Little Grant	755	-	565	-	190
MAHome Project	(3,710)	-	-	-	(3,710)
MAI Fund	(93)	3,156	2,793	-	269
New City College 2024	-	2,844	2,198	-	646
NHS (Napiers Barracks)	399	-	203	-	196
Old Vic Fund	-	283	44	-	239
One Off Donations	1,547	-	-	-	1,547
Royal Victoria Hall Foundation	1,006	-	182	-	823
Somerset Fund	119	-	83	-	36
Somerset House Fund	(70)	-	-	-	(70)
UK Youth	(1,524)	5,189	3,389	-	275
UK Youth Fund	4,125	-	156	-	3,969
	42,543	72,549	93,065	-	22,027

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

6. DESIGNATED FUNDS

PREVIOUS FINANCIAL YEAR

	Balance				Balance
	01-Apr-23	Income	Expenditure	Transfers	31-Mar-24
	£	£	£	£	£
British Red Cross	(3,281)	-	16	-	(3,297)
Chicken Shed Fund	14	-	14	-	-
Clowning Workshop	(68)	-	2	-	(70)
Counterpoints Arts	842	760	1,546	-	56
Esmée Fund	16,553	38,473	24,552	-	30,474
Fore Fund	(4,428)	-	-	-	(4,428)
Getting Active - LY	692	-	692	-	-
GFM - Connect Fund	(652)	-	743	-	(1,395)
Hilden Fund	2,221	-	735	-	1,486
Hillingdon Council	3,575	33,292	24,745	-	12,122
Hillingdon -Taste of Home	(5,155)	8,000	-	-	2,845
Kent College Fund	-	644	650	-	(6)
Legacy Fund	173	-	-	-	173
Lush Fund	1,020	-	245	-	775
LY - Summer 22 Fund	8	-	6	-	2
LY/Emergency Party Fund	2,035	-	782	-	1,253
Magic Little Grant	410	500	155	-	755
MAHome Project	(3,053)	-	657	-	(3,710)
MAI Fund	308	-	401	-	(93)
NHS (Napiers Barracks)	708	-	309	-	399
One Off Donation	(638)	2,221	36	-	1,547
Royal Victoria Hall Foundation	1,056	-	50	-	1,006
Somerset Fund	-	2,500	2,381	-	119
Somerset House Fund	400	-	470	-	(70)
UK Youth	(1,509)	-	15	-	(1,524)
UK Youth Fund	3,361	5,000	4,236	-	4,125
	14,591	91,390	63,438	-	42,543

The Designated Funds are wholly represented by the charity's cash reserves and are to be expended as specified above.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

7. INVESTMENTS

The CIO held no fixed assets investments during this or the previous financial period.

8. CASH AT BANK AND IN HAND

	Unrestricted Fund £	Restricted Fund £	TOTAL 31-Mar-25 £	TOTAL 31-Mar-24 £
Cash at Bank & in Hand	68,917	63,433	132,351	98,716
	68,917	63,433	132,351	98,716

9. DEBTORS AND PREPAYMENTS

	Unrestricted Fund £	Restricted Fund £	TOTAL 31-Mar-25 £	TOTAL 31-Mar-24 £
Sundry Debtors	2,927	-	2,927	11,285
	2,927	-	2,927	11,285

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Fund £	Restricted Fund £	TOTAL 31-Mar-25 £	TOTAL 31-Mar-24 £
Independent Examiners Fees	1,320	-	1,320	1,140
	1,320	-	1,320	1,140

11. CREDITORS: AMOUNTS FALLING DUE IN MORE THAN ONE YEAR

The CIO held no long term liabilities during this or the previous financial period.

12. NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	TOTAL 31-Mar-25 £	TOTAL 31-Mar-24 £
Fixed Asset Investments	-	-	-	-
Net Current Assets	70,525	63,433	133,958	108,861
Long Term Liabilities	-	-	-	-
	70,525	63,433	133,958	108,861

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2025

13. STAFF COSTS AND NUMBERS

	TOTAL 2024/25	TOTAL 2023/24
	£	£
Gross Wages, Salaries & Fees	151,749	150,985
Employer's National Insurance Costs	-	-
Pension Contributions	-	-
	151,749	-

Consultants who were engaged in each of the following activities:

	TOTAL 2024/25	TOTAL 2023/24
Activities in furtherance of organisation's objects	6	6

The Charity employs staff on a self-employed basis and is therefore not subject to Taxation or National Insurance Costs and no employees received emoluments in excess of £60,000 (2023/24:None).

14. TRUSTEES AND OTHER RELATED PARTIES

No payments were made to trustees or any persons connected with them during this financial period. No material transaction took place between the organisation and a trustee or any person connected with them.

15. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

16. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the CIO's needs. This is based on the CIO's size and the level of financial commitments held. The Trustees aim to ensure the CIO will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

17. PUBLIC BENEFIT

The CIO acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the CIO has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the CIO should undertake.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the trustees/ members of Compass Collective on the accounts for the year ended 31st March 2025 set out on pages 34 to 45.

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 section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. 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 the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

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 section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities 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.

K. Collaku MAAT
Castle View Accounting Ltd
Ground Floor Offices
53 High Street
Arundel
West Sussex
BN18 9AJ



Date: 22nd September 2025

COMPASS COLLECTIVE

England & Wales - Charity number 1195811

Accounts

**ANNUAL REPORTS AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

COMPASS COLLECTIVE

(Charitable Incorporated Organisation)

CHARITY REGISTRATION No: 1195811

Castle View Accounting Ltd
Ground Floor Offices
53 High Street
Arundel
West Sussex
BN18 9AJ

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

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Page 30	Independent Examiner's Report

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1195811
DATE OF REGISTRATION	14th September 2021
START OF FINANCIAL YEAR	1st April 2023
END OF FINANCIAL YEAR	31st March 2024
TRUSTEES AT 31ST MARCH 2024	Wendy Solesbury MBE Bruce Goodison Mohamed Al-Kaisi Toby Jones Rebecca Machado CA Fatimah Olamide Adesanya (Appointed 5th June 2023)
LEGAL STATUS	Charitable Incorporated Organisation
GOVERNING INSTRUMENT	CIO - Association Registered 14th September 2021

OBJECTS

The promotion of social inclusion for the public benefit among children and young people who are refugees and asylum seekers who are socially excluded on the grounds of their social and economic position and assisting them to integrate into society by: **a)** Providing education and training in the English language. **b)** Providing access and opportunities to the Arts in particular but not limited to theatre projects, Art based professional development and drama workshops. **c)** Raising public awareness of the lived experiences and issues faced by refugees and those seeking asylum by presenting works of performing Arts.

CORRESPONDENCE ADDRESS	London Borough of Lambeth 3 Space International House 6 Canterbury Crescent London SW9 7QE
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PRIMARY BANKERS	National Westminster Bank Plc Sydenham Branch 61 Sydenham Road London SE22 5HA
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INDEPENDENT EXAMINERS	Castle View Accounting Ltd Ground Floor Offices 53 High Street Arundel West Sussex BN18 9AJ
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**COMPASS
COLLECTIVE**

ANNUAL REPORT

2023

Introduction

Firstly, we would like to thank you all for taking the time to read this report and to join with us in celebrating the wonderful achievements of Compass Collective. 2023 has seen us grow our work and increase our reach as you will see the team have delivered, through these challenging times some outstanding projects and programmes. We have also welcomed new trustees and staff as the charity develops.

We have, in our second year as a charity celebrated so many achievements and one of the many highlights has been expanding our work across the UK and internationally.

We have also seen our second cohort from the Next Steps programme graduate culminating in an amazing performance.

We have worked alongside some exceptional partners to deliver exciting workshops and deliver some exceptional and wonderful creative projects. Our Connect English programme has been a huge success, and we continue to have a waiting list for people who wish to join. Young people are at the heart of all we do, and it is vitally important that their voice is not just heard but listened to and acted on in light of this, we have recruited our Youth board and are really pleased to have them as part of the team.

The young people that join Compass Collective really do achieve some amazing things and it has been inspirational to see how they welcome us on that journey with them and are willing to share their achievements with us. This wonderful, dedicated team works incredibly hard to deliver activities that are dynamic, adaptable and provide a platform for young people to share their voice through the arts and to thrive.

They offer a safe, supportive and inclusive environment with welfare support that gives young people the opportunity to make friends, have fun and in the process, build new skills.

On behalf of the trustees and management team, we would like to thank the wonderful team, all our incredible volunteers, funders and partners and all of you that continue to support us in achieving our mission. But mostly I would like to thank the young people for sharing your time with us and inspiring us to continue the journey.

Wendy Solesbury MBE (Chair of trustees)

Compass Collective assists unaccompanied minor refugees and young people seeking asylum to build resilience and integrate into the UK through English classes, theatre, music and film projects and arts-led professional development programmes.



Our mission

We are a grassroots organisation, youth-led, with lived-experience leadership and a leadership development programme. This brings us close to the needs of the young people and shapes all of our programmes. We are grounded in experience with an ambitious vision for the future.

- We find creative, dynamic ways to empower voices.
- We provide projects that reduce social isolation and increase independence
- We offer platforms for the young people to speak for themselves and become the creative and social leaders of the future.

The last year...

- **We went international to Iraqi Kurdistan**
- **We ran our first long term music programme ON TRACK with a live gig at the Jago!**
- **We launched a Youth Board**



2023 in Brief

2023 has been a year of ups and downs. The ups have been our extraordinary output of work, the downs have been the increasing hostile policies towards immigration in the UK. This has made our work more challenging than ever, but also more vital. We're committed to countering the narratives and showcasing the skills and talents of our incredible Compass members.

- We became an Associate Company of the National Youth Theatre and Brunel University.
- We welcomed our Youth Board, and getting their voices involved in our organisation. Six active young members are supporting us with the strategic decisions making of Compass and mapping the next chapter of our work
- We're part of the Old Vic Community Club.
- We developed our music and film strands.
- Our national projects were held in Leeds, Kent and London.
- We went international to Iraqi Kurdistan as part of our collaboration on the Voice Notes Project
- Our online sessions were attended by young people from over 30 locations across the UK.
- We led 192 sessions
- We engaged with **331** Young People

THE TEAM

Executive Leadership Team

Ebrahim Esmail

Executive Director

Leah Gayer

Co-Director

(Developments and Partnerships)

Mhairi Gayer

Co-Director

(Young person coordinator)

Patrick Riley

Co-Director (Head of facilitation)

Leila Seguin

Co-Director (Operations and Finance)

Trustees

Wendy Solesbury (MBE)

Bruce Goodison

Toby Jones

Mohamed Al-Kaisi

Azadeh Fatehrad

Fatimah Adesanya

Compass Associate Artists

Massi Safa

Actor and Assistant
Director

Eleanor Henderson

Facilitation Associate

Ali Ghaderi

Facilitator and Actor

Victor Rios

Facilitator and Filmmaker

Staff

Sara Larocca

Welfare Officer (Maternity Leave)

Bo Borthwick

Social Media and Marketing

Sasha Harrington

Compass Connect Coordinator

Sanam Monteiro

Youth Board Coordinator

Tom Green

Fundraiser

Anna Sophia Menato

Improved Class Teacher

Ben Standish

Beginners Class Teacher

Andrew Awad

Empowered Class Teacher

Volunteers

We were joined by a
team of **16 active
volunteers** who
help to make all of
our work possible.

Ambassadors

Frank

Yordanos

Lucy

Yusuf

Shanzey

Mohammed Reza

PROGRESSION ROUTE

We aim to support young people from their arrival in the UK through to living a purposeful integrated life in a new setting.

Over the past years we have developed a progression route for the young people.



COMPASS CONNECT

Our online English classes run every Thursday evening. It's a first point of entry for our newly arrived young people wishing to improve their English with Compass Collective.

THEATRE/ART & FILM PROJECTS

Throughout the year we partner with wonderful, creative organisations to facilitate a range of projects, from musical performances to theatre workshops. These projects allow Young People to learn access and use their authentic voice in a safe, welcoming and empowering space.

NEXT STEPS

Our 6 month Professional Development Programme, designed to support Young People in the 'next steps' of their journey. We offer a mix of creative masterclasses and pathway workshops tailored to each participants.

YOUTH LEADER

Our Youth Leaders are those who have been with Compass as long term participants and now assist Compass Collective on projects and Compass Connect.

YOUTH BOARD

Our Youth Board is newly formed and creates a bridge between the core team and the Young People, ensuring our decisions are guided by their opinions and interests. They are a group of 9 wonderful Young People who are creating change in Compass for the better.

AMBASSADOR PROGRAMME

A 12 week programme for Young People who take a keen interest in acting, public speaking, writing or facilitating to be trained in these roles and assist with Compass on future projects.

ASSOCIATE ARTIST

Once a Young Person completes their Compass Journey, they return as an associate artist and get involved as staff on projects or programmes like Next Steps.

OUR PROGRAMMES

ONLINE CLASSES

Compass Connect

Compass Connect is our online English programme, supporting young people from over 30 different locations in the UK. The programme is vital in supporting new arrivals and isolated young people who have yet to build a community. Connect has become the entry level/bedrock of the charity. We are in a unique position to have be able to act quickly when we have a new referral. In most cases we can offer a place to a young person immediately. If the classes are full, then they will go on the waiting list. We manage to make sure that anyone on the waiting list, has access to the next term of classes. We are constantly reviewing our numbers so that if there is any space that comes available, we can offer it out.

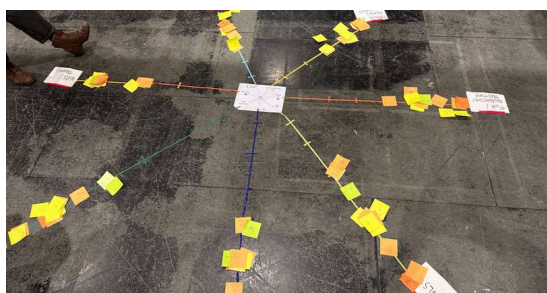
In the year 2023, we delivered 48 online English classes to young people all over the UK. We are proud to say that during that time young people have progressed through the 3 classes. We have seen huge improvements on their confidence as well as their English level. Due to increasingly high demand in 2022, we expanded the programme to add a new 'Empowered' class, alongside our 'Beginners' and 'Improvers' classes. The Empowered class covers topics such as 'Your rights as a refugee and asylum seeker' and utilises Debating as a creative tool to develop communication skills and build confidence. This has been a fantastic opportunity for young people to stay connected with our work. It has become a valued place to come and gain new skills around wellbeing, as well as continue practicing conversational English.

PROFESSIONAL DEVELOPMENT PROGRAMMES

Next Steps

Next Steps is our award winning 6-month professional development arts programme for young people 18+ . After a successful pilot with The Globe, we returned to run it for a second time, this time hosted at the National Youth Theatre, of which we are an Associate Company. We had 16 Young People enrolled. The programme combined theatre-based workshops alongside career development and 1:1 pathway support.

The sessions allowed us to assist the young people to identify and take the 'next steps' in their lives. The programme culminated in a live theatre performance at Samsung KX in May. ... people watched the show and we had 274 views on the livestream. We had 9 volunteers on the programme, we hired 7 external facilitators to come in a lead masterclasses, and we made (X) referrals to other opportunities for our young people.



Compass Ambassadors

CA offers a leadership pathway for young individuals to join the Compass team as Associates, providing training in facilitation, public speaking, and workshop management. Four new Compass Ambassadors, Lucy, Shanzay, Yusuf, and Mohammadreza, were welcomed based on their applications and previous performance. Three Ambassadors underwent a 12-week training program, with Mohammadreza participating in in-project training during the LEEDS2023 project. Specific funding from the Red Cross Diaspora grant enabled the introduction of a new youth-led half-term project, 'from dream to screen,' in partnership with Somerset House. The project taught acting for screen techniques and allowed participants to devise and perform their scenes, filmed by associate artists Victor Rios.

Youth Board

The Youth Board is a group composed of six asylum seekers and refugees who are passionate about enacting social justice. Being part of the Youth Board is an opportunity for them to both gain new skills (ie. conducting interviews, peer-to-peer research, leadership etc) and put their experience to good use (ie. consultation on specific projects, rewriting internal policies, applying for funding etc). The Board meets once a month to discuss the different ongoing projects with the charity as a whole and to develop their own projects. They work closely with all team members, providing their expertise on specific projects or shadowing them in their daily activities. So far, they have worked closely with our fundraising officer and our social media officer, discussing different ways to raise awareness on the current hardships faced by refugees and asylum seekers. They have also expressed their thoughts about the Youth Leader programme within Compass Connect and about the running of the Voice Notes project.



OTHER PROJECTS

NATIONAL & INTERNATIONAL THEATRE PROJECTS

Leeds 2023 NEST project



We were delighted to partner with the National Youth Theatre and Leeds 2023 to deliver a two week acting course for young refugees in Leeds. We engaged over 30 young people, 9 of which progressed to cast in NEST, a large-scale outdoor performance at St Aiden's Bird Sanctuary. Throughout this project we nurtured partnerships with both LEEDS2023 and National Youth Theatre to execute our most ambitious project yet. The young people involved performed to an average audience of 300 a night for a week. This project offered a huge opportunity to integrate with new local young people not specifically from forced migration backgrounds.

Hillingdon - Easter Break - 'A Taste of Home'

We were back yet again in Hillingdon, as part of the HAF programme, providing vital holiday activities to young refugee and asylum seekers in the Borough. We've been building on our collaboration with Brunel University, of which we are now an Associate Company. We showcased a 30 minutes theatre performance at the Anton Artward Theatre.



Hillingdon - Summer Break - 'Summer of Hope'

Our 'Summer of Hope' theatre project culminated in a brilliant show at the Beck Theatre! We worked with our wonderful associate artist, Eleanor Henderson, and new facilitator Adeola Yetani, to bring a bright spark of hope, and so much laughter and fun to our group in Hillingdon.

Voice Notes

We have gone international with our partnership on the Voice Notes project, heading to Iraqi Kurdistan to work in Arbat Refugee Camp. We're collaborating on an International sound arts exhibition platforming refugee voices.

'Voice Notes' is led by Nottingham Trent University in collaboration with Compass Collective, Refugee Roots, Nottingham UNESCO City of Literature, Slemani UNESCO City of Literature, STEP and Counterpoints Arts. It is funded by the Arts and Humanities Research Council, UK.

“ It was a good project with a very friendly atmosphere and pretty cool activities with a sound recording. The whole conception is pretty original. I really enjoyed it and I hope that in the future we will see something like that. ”

-Voice Notes Participant

COLLABORATIONS

October Half term - Ambassadors - 'Dream to Screen'

In the October half term, our recent Ambassador graduates, Shanzey, Yusuf and Lucy, ran their own youth-led project 'Dream to Screen'. Over 20 young people took part in an acting and filming project hosted at Somerset House and Theatre Deli. Participants devised, wrote and acted in short scenes, captured for film by our Associate Artist Victor Rios. We're so proud of Ambassadors for accomplishing such an amazing project.



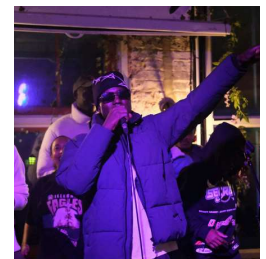
On Track

On Track was a 9-month music development programme funded by Youth Music, and hosted at Promised Lands Studio, one of the leading independent publishers in the UK. The programme ran from March 2023 - November 2023, engaging 16 young refugees and asylum seekers.

ON TRACK has been our most advanced music programme so far. The emerging musicians were tutored by industry professionals. We met once a month on Sundays and had valuable workshops covering a range of skills and genres from song writing, rap, beat making, producing, as well as writing to commission. In addition to the Sunday sessions, we offered 4 training Zoom sessions, and 4 online consultations sessions where young people received 1:1 mentoring with one of the music producers.

We released 3 music videos during Refugee Week shot by refugee film-maker Victor Rios.

The programme culminated in a live music gig at 'The Jago' in Dalston, attended by over 140 people. The tracks are being curated into an EP which will have a release across streaming platforms including Spotify and YouTube in January 2024.



ONE-OFFS

- **Red Cross Migration Strategy**
- **Refugee Week 2023 Design Workshop**
- **Climate migration consultancy with NYT and Leeds 2023**
- **Clowning Workshop**
- **Matar Film Screening and Workshop**
- **Wandsworth Workshop (Compass YP only)**
- **Laptop training/Osborne Clarke Filming**
- **Pappyshow & Somerset House**
- **Intro to film**
- **Lyric Hammersmith Workshop**
- **BAFTA Masterclass with Waad al-Kateabr**

SPORTS DAYS AND TRIPS

We organised 3 sports days

- Seven Sisters Hike - Refugee Week
- Hyde Park Refugee Week Runs
- Sports Day July 2023



Trips

We organised **33** cultural and theatre trips

- Othello Theatre Trip
- How Not to Drown - trip
- My Brothers Keeper Theatre 503 Trip
- Rapid Write Response Theatre 503 Rehearsal
- Rapid Write Response Theatre 503 Dress Rehearsal and 1st Performance
- Accidental Death of An anarchist Theatre Trip Lyric Hammersmith
- Next Steps 2 Nowadays Theatre trip
- Our River...Our Sky Cinema Trip
- Globe Theatre Trip - The Tempest
- Pussycat in the Memory of Darkness
- No Direction Home Theatre Trip
- Awaiting Home trip
- Theatre Trip Further Than The Furthest Thing Young Vic
- Life of Pi theatre trip - Beck Theatre
- English National Opera Trip - Symphony of Sorrowful Songs
- CHOOSH Theatre trip Soho Theatre
- Bakkhai Theatre Trip
- My Brothers Keeper - Wandsworth film trip
- Jali Soho Theatre Trip
- Trip - Birdland Cinema
- Romeo and Juliet trip
- Beneatha's Place Young Vic Theatre Trip
- Somerset House Stories of Welcome
- A Mirror Almeida Theatre Trip
- BAFTA Refugee, Asylum Seeking Network and Screening
- Elephant Bush Theatre trip
- Deen and Dunya - Theatre Royal Stratford East trip
- The Empress Lyric Hammersmith
- Squint Playwriting Prize - Theatre trip
- Portia Coughlan Almeida Theatre Trip
- ON TRACK - YP trip
- A Christmas Carol Theatre Trip Old Vic Community Club
- Old Vic Backstage Tour

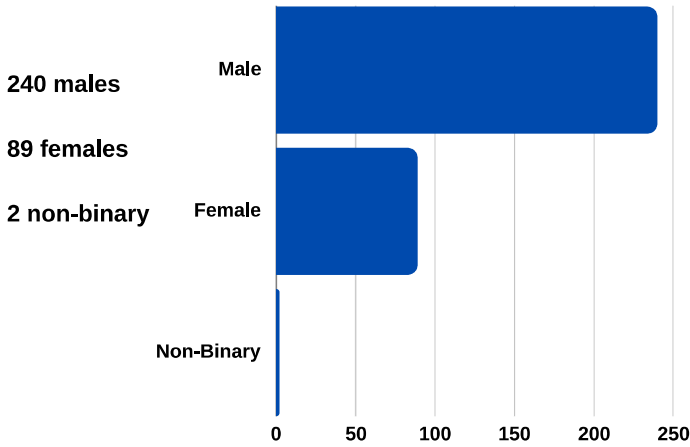


Young people

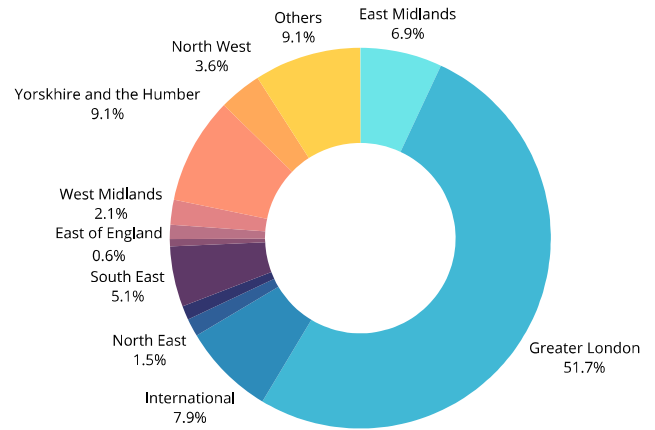
The young people we engaged with are bright, inspirational and creative young people seeking asylum or with refugee status . They are between 15 and 28 years old. **27% are female**.

They come from 43 countries including: Afghanistan, Albania, Chad, Eritrea, Ethiopia, Iran, Iraq, Kurdistan, Kuwait, Namibia, Pakistan, Somalisa, South Sudan, Sudan, Ukraine, Vietnam...

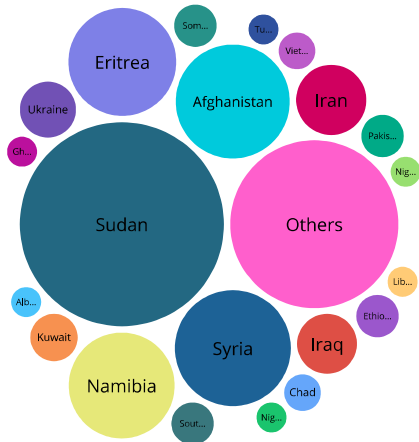
Who are the young people ?



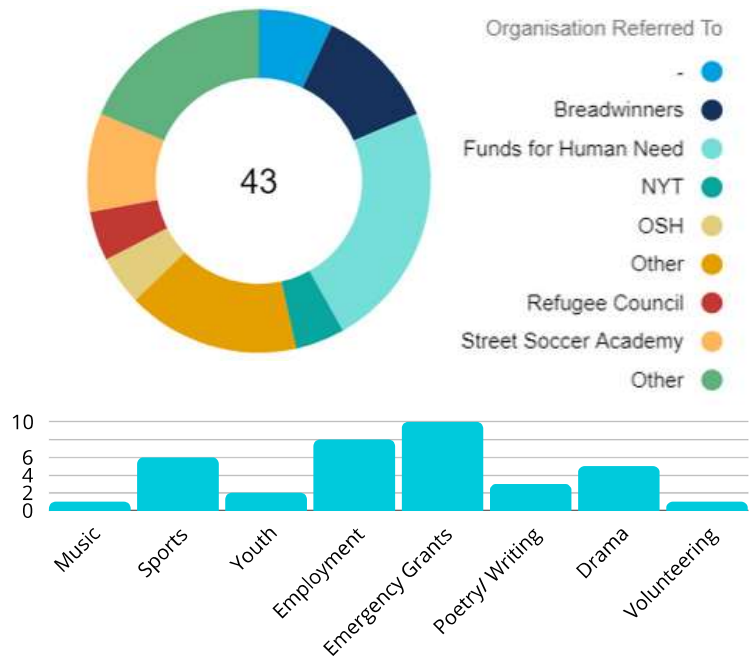
Where do they live?



Where are they from ?

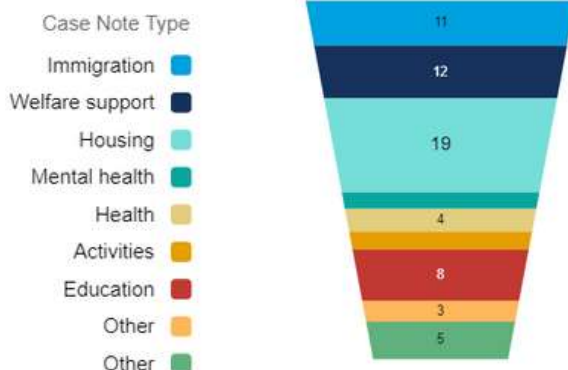


Referrals



Welfare support

We supported **51 young people** through 1:1 welfare support



We distributed **94 emergency provisions** (data top up, laptops, phones) and **126 rewards**

OUR FINANCES

Income between January and December 2023

No Trustees were remunerated or received any expenses or payments during the year. Our charity insurance provides Trustee Indemnity cover against executive risks of 10 million. Between January and December 2023, we had a turnover of **£226,835** and spent **£193,985**.

Funding

We are being represented by Castle View Accounting. We continued to diversify our income streams by implementing a regular donor scheme, continuing our ticketed event as well welcoming a corporate fundraising volunteer.

Income (Jan 23 - Dec 23)

- We received a total **17 commissions** and **10 grants**.
- We delivered **3 one-off services** to other organisations
- We received **4 emergency grants** for young people in need
- We had **1 regular donor** and received 7 one-off major donations
- We organized **2 ticketed event**
- We ran **1 online campaign** towards Compass Connect.

Thank you to our supporters who made our work possible in 2023:

London Youth
Trust for London
Magic Little Grants
Hillingdon Council

Music Action International
UK Youth
The Fore
Coop Foundation
Youth Music

The British Red Cross
Counterpoint Arts
Esmee Foundation
Somerset House
Nottingham University

Thank you to our partners :



We are looking forward to 2024

We are becoming a reliable and recognisable organization in the youth and arts sectors, with young people being referred to us on a weekly basis. We are receiving regular requests for partnerships from charities and arts organisations, putting us in a strong position to continue to offer a variety of projects for our young people as we move into the future.

Upcoming projects/ events

This year we will see the fruits of the Voice Notes project with the International Exhibition across April and May. Come and visit the exhibition in person at Nottingham New Arts Exchange or enjoy our online release!

We're delighted to be running our second long term music programme 'Songs of Sanctuary' in collaboration with Music Action International and funded by Amplify London.

Our 'Connect' English classes are ongoing as we welcome more and more young people.

We will continue to offer exciting cultural trips to young people based in London. Members get the chance to see world class theatre and meet other young people.

We hope to run our Next Steps Programme (now called "Centre Stage"), Ambassadors Programme and continue our valuable work with the Youth Board.

We are very excited by the theme of 'HOME' for this weeks Refugee Week and we look forward to seeing the creative responses our young people have to that.

Contact info

We'd love to hear from you!

Our email address is hello@compasscollect.com



Charity number : 1195811

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31ST MARCH 2024

Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable Law and the Generally Accepted Accounting Principles (GAAP) including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The Charities Act 2011 require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the CIO and of the surplus or deficit of the CIO for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in existence.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Governing Document. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 21/7/2024

Signed on their behalf by Trustee 

Printed Name: WENDY SOLESBURY

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2024**

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL 2023/24 £	TOTAL 2022/23 £
INCOMING RESOURCES						
Incoming Resources from Generated Funds						
Donations, Grants & Legacies	3a	9,819	91,390	130,845	232,054	192,327
Charitable Activities	3b	5,784	-	-	5,784	9,001
Activities for Generating Funds	3c	154	-	860	1,014	2,965
Investment Income	3d	-	-	-	-	-
Other Incoming Resources	3e	-	-	-	-	1,050
TOTAL INCOMING RESOURCES		15,757	91,390	131,705	238,852	205,343
RESOURCES EXPENDED						
Costs of Generating Funds						
Cost of Charitable Activities	4a	8,034	62,538	114,650	185,222	162,206
Governance Costs	4b	240	900	-	1,140	1,125
TOTAL RESOURCES EXPENDED		8,274	63,438	114,650	186,362	163,331
NET INCOMING (OUTGOING) RESOURCES		7,483	27,952	17,055	52,490	42,012
Funds Brought Forward		21,413	14,591	20,367	56,371	14,359
Transfer Between Funds		(3,507)	-	3,507	-	-
TOTAL FUNDS CARRIED FORWARD		25,389	42,543	40,929	108,861	56,371

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

The notes on pages 20 to 29 form part of these financial statements.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

BALANCE SHEET
AS AT 31ST MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	TOTAL 31-Mar-24 £	TOTAL 31-Mar-23 £
Fixed Assets					
Tangible Assets	2	-	-	-	-
Investments	7	-	-	-	-
Total Fixed Assets		-	-	-	-
Current Assets					
Debtors & Prepayments	9	11,285	-	11,285	126
Cash at Bank and in Hand	8	57,787	40,929	98,716	58,297
Total Current Assets		69,072	40,929	110,001	58,423
Creditors: Amounts falling due within one year	10	1,140	-	1,140	2,052
NET CURRENT ASSETS		67,932	40,929	108,861	56,371
TOTAL ASSETS less current liabilities		67,932	40,929	108,861	56,371
Creditors: Amounts falling due in more than one year	11	-	-	-	-
NET ASSETS		67,932	40,929	108,861	56,371
Funds of the Charity					
General Funds		25,389	-	25,389	21,413
Designated Funds	6	42,543	-	42,543	14,591
Restricted Funds	5	-	40,929	40,929	20,367
Total Funds		67,932	40,929	108,861	56,371

Approved by the Trustees on 2/7/2024

Signed on their behalf by Trustee 

Printed Name: WENDY SOLESBURY

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2024**

1. ACCOUNTING POLICIES

Basis of Preparation & Assessment of Going Concern

Basis of Preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP 2015) (Second Edition, effective 1st January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Assessment of Going Concern

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming Resources with Related Expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

Grants and Donations

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Tax Reclaims on Donations and Gifts

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

Contractual Income and Performance Related Grants

This is only included in the SOFA once the related goods or services have been delivered.

Gifts in Kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

Donated Services and Facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when receivable.

Investment Gains and Losses

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

1. ACCOUNTING POLICIES (continued)

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

Include costs of the preparation and examination of statutory accounts, the costs of the trustees meetings and cost of any legal advice to trustees on governance or constitutional matters.

Grants with Performance Conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

Grants Payable without Performance Conditions

These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to a grant which remain in control of the charity.

Investments

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

Unrestricted funds

These funds can be used for the general objectives of the charity as set out in the trustees report. The movements of the unrestricted funds are given in the Statement of Financial Activities.

Restricted funds

These funds are where the donor has specified a purpose for the donation made. These restrictions often arise as a result of appeals for special offerings for specific purposes.

Designated funds

These funds are funds set aside by the trustees out of unrestricted general funds for particular purposes or projects.

Fixed Assets

Fixed Assets are capitalised if they can be used for more than one year and cost at least £1,500. They are valued at cost or, if gifted, at the value to the charity on receipt.

Depreciation Expense

Depreciation is calculated at a rate to write off the cost of tangible fixed assets over their estimated useful lives. The rates applied are as follows:

Fixtures, Fittings and Equipment	25% - Straight Line Basis
----------------------------------	---------------------------

2. TANGIBLE FIXED ASSETS

The CIO held no fixed assets during this or the previous financial period.

The annual commitments under non-cancelling operating leases and capital commitments are as follows:

31st March 2024: None

31st March 2023: None

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

3. INCOMING RESOURCES

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL 2023/24 £	TOTAL 2022/23 £
a) Donations, Grants & Legacies					
Gifts & Donations	6,155	2,000	-	8,155	10,732
Grants Received	3,664	89,390	130,845	223,899	181,596
	9,819	91,390	130,845	232,054	192,327
b) Charitable Activities					
Campaigns & Projects	4,457	-	-	4,457	5,572
Services	1,328	-	-	1,328	3,429
	5,784	-	-	5,784	9,001
c) Activities for Generating Funds					
Ticket Sales	154	-	860	1,014	2,965
	154	-	860	1,014	2,965
d) Investment Income					
Interest	-	-	-	-	-
	-	-	-	-	-
e) Other Incoming Resources					
Sundry Income	-	-	-	-	1,050
	-	-	-	-	1,050

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

4. RESOURCES EXPENDED

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL 2023/24 £	TOTAL 2022/23 £
Note					
a) Cost of Charitable Activities					
Accommodation Costs	-	-	1,189	1,189	212
Activities & Events	258	1,174	696	2,128	2,252
Advertising & Publicity	-	-	-	-	800
Bank Charges	10	12	-	22	-
Fundraising Costs	-	-	-	-	4,584
Insurance Costs	-	-	292	292	96
Licenses & Subscriptions	-	104	705	809	792
Office Costs	15	511	763	1,289	881
Rent & Rates	-	-	-	-	150
Staff Costs	5,285	51,378	94,322	150,985	129,686
Sundry Expenses	1,163	79	41	1,283	120
Telephone Costs	32	458	345	835	582
Training Costs	-	800	263	1,063	100
Travel & Subsistence	1,186	7,852	14,876	23,914	20,766
Young Ambassadors	85	170	1,158	1,413	1,185
	8,034	62,538	114,650	185,222	162,206
b) Governance Costs					
Independent Examiners Fees	240	900	-	1,140	900
Legal & Professional Fees	-	-	-	-	225
	240	900	-	1,140	1,125

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

5. RESTRICTED FUNDS

CURRENT FINANCIAL YEAR

	Balance				Balance
	01-Apr-23	Income	Expenditure	Transfers	31-Mar-24
	£	£	£	£	£
Amplify Fund	-	4,800	276	-	4,524
Arts Council	-	13,280	-	-	13,280
Diaspora Fund	-	29,987	29,583	-	404
Jack Petchey	-	1,500	-	-	1,500
Mercers Fund	-	5,000	-	-	5,000
Nottingham University Fund	-	11,250	8,822	-	2,428
Osbourne Parke	-	750	40	-	710
Pappy Show	-	200	170	-	30
Surrey University Fund	-	961	959	-	2
Wandsworth Council	-	2,440	1,066	-	1,374
Youth Music Fund	-	26,937	25,247	-	1,690
Awards For All	2,789	-	-	-	2,789
Coop 23 Fund	30,440	-	29,638	-	802
Fund For Human Need	120	860	980	-	-
Leeds x NYT	6	20,374	16,195	-	4,185
Lush Fund	(893)	-	-	893	-
Red Cross Strategy	(1,034)	2,366	795	-	537
Trust for London	(8,560)	11,000	879	-	1,561
Arts Awards Fund	(581)	-	-	581	-
Calling Across Borders	(3)	-	-	3	-
COOP Fund	6	-	-	-	6
Creative without borders	(14)	-	-	14	-
Dalston Den Fund	-	-	-	-	-
Eko Magazine Fund	-	-	-	-	-
Good Chance/ London Youth - The Walk	(14)	-	-	14	-
London Youth - Summer City Leaders	1	-	-	-	1
Mental Health Fund	105	-	-	-	105
REUK Fund	(100)	-	-	100	-
Split Initiative - Leeds	(4)	-	-	4	-
Swan Mountain- Leeds	(1)	-	-	1	-
Trust For London 21/22	(1,897)	-	-	1,897	-
	20,367	131,705	114,650	3,507	40,929

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

5. RESTRICTED FUNDS (Continued)

PREVIOUS FINANCIAL YEAR

	Balance				Balance
	01-Apr-22	Income	Expenditure	Transfers	31-Mar-23
	£	£	£	£	£
Awards For All	-	10,000	7,211	-	2,789
Coop 23 Fund	-	30,440	-	-	30,440
Fund For Human Need	-	1,180	1,060	-	120
Leeds x NYT	-	126	120	-	6
Lush Fund	-	-	893	-	(893)
Red Cross Strategy	-	-	1,034	-	(1,034)
Trust for London	-	11,000	19,560	-	(8,560)
Arts Awards Fund	-	-	581	-	(581)
Calling Across Borders	-	-	3	-	(3)
COOP Fund	-	20,718	20,711	-	6
Creative without borders	-	-	14	-	(14)
Dalston Den Fund	-	50	50	-	-
Eko Magazine Fund	-	25	25	-	-
Good Chance/ London Youth - The Walk	-	-	14	-	(14)
London Youth - Summer City Leaders	-	2,000	1,999	-	1
Mental Health Fund	-	255	150	-	105
REUK Fund	-	-	100	-	(100)
Split Initiative - Leeds	-	-	4	-	(4)
Swan Mountain- Leeds	-	-	1	-	(1)
Trust For London 21/22	-	7,500	9,397	-	(1,897)
	-	83,294	62,927	-	20,367

The Restricted Funds are wholly represented by the charity's cash reserves and are to be expended as specified above.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

6. DESIGNATED FUNDS

CURRENT FINANCIAL YEAR

	Balance				Balance
	01-Apr-23	Income	Expenditure	Transfers	31-Mar-24
	£	£	£	£	£
Clowning Workshop	(68)	-	2	-	(70)
Counterpoints Arts	842	760	1,546	-	56
Esmée Fund	16,553	38,473	24,552	-	30,474
Getting Active - LY	692	-	692	-	-
GFM - Connect Fund	(652)	-	743	-	(1,395)
Hillingdon -Taste of Home	(5,155)	8,000	-	-	2,845
Hillingdon Council	3,575	33,292	24,745	-	12,122
Lush Fund	1,020	-	245	-	775
LY - Summer 22 Fund	8	-	6	-	2
LY/Emergency Party Fund	2,035	-	782	-	1,253
Magic Little Grant	410	500	155	-	755
MAHome Project	(3,053)	-	657	-	(3,710)
MAI Fund	308	-	401	-	(93)
NHS (Napiers Barracks)	708	-	309	-	399
One Off Donation	(638)	2,221	36	-	1,547
Royal Victoria Hall Foundation	1,056	-	50	-	1,006
UK Youth Fund	3,361	5,000	4,236	-	4,125
British Red Cross	(3,281)	-	16	-	(3,297)
Chicken Shed Fund	14	-	14	-	-
Fore Fund	(4,428)	-	-	-	(4,428)
Hilden Fund	2,221	-	735	-	1,486
Kent College Fund	-	644	650	-	(6)
Legacy Fund	173	-	-	-	173
Somerset House Fund	400	-	470	-	(70)
Somerset Fund	-	2,500	2,381	-	119
UK Youth	(1,509)	-	15	-	(1,524)
	14,591	91,390	63,438	-	42,543

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

6. DESIGNATED FUNDS

PREVIOUS FINANCIAL YEAR

	Balance				Balance
	01-Apr-22	Income	Expenditure	Transfers	31-Mar-23
	£	£	£	£	£
Clowning Workshop	-	764	832	-	(68)
Counterpoints Arts	-	2,927	2,084	-	842
Esmée Fund	-	36,000	19,447	-	16,553
Getting Active - LY	-	1,000	308	-	692
GFM - Connect Fund	-	5,269	5,921	-	(652)
Hillingdon -Taste of Home	-	-	5,155	-	(5,155)
Hillingdon Council	-	16,451	12,876	-	3,575
Lush Fund	-	1,300	280	-	1,020
LY - Summer 22 Fund	-	1,700	1,692	-	8
LY/Emergency Party Fund	-	5,500	3,465	-	2,035
Magic Little Grant	-	500	90	-	410
MAHome Project	-	6,054	9,107	-	(3,053)
MAI Fund	-	2,500	2,192	-	308
NHS (Napiers Barracks)	-	14,433	13,725	-	708
One Off Donation	-	1,000	1,638	-	(638)
Royal Victoria Hall Foundation	-	2,000	944	-	1,056
UK Youth Fund	-	5,365	2,005	-	3,361
British Red Cross	-	2,315	5,596	-	(3,281)
Chicken Shed Fund	-	420	406	-	14
Fore Fund	-	-	4,428	-	(4,428)
Hilden Fund	-	7,000	4,779	-	2,221
Kent College Fund	-	487	487	-	-
Legacy Fund	-	500	327	-	173
Somerset House Fund	-	1,500	1,100	-	400
UK Youth	-	-	1,509	-	(1,509)
	-	114,985	100,395	-	14,591

The Designated Funds are wholly represented by the charity's cash reserves and are to be expended as specified above.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

7. INVESTMENTS

The CIO held no fixed assets investments during this or the previous financial period.

8. CASH AT BANK AND IN HAND

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-24 £	Total 31-Mar-23 £
Cash at Bank & in Hand	57,787	40,929	98,716	58,297
	57,787	40,929	98,716	58,297

9. DEBTORS AND PREPAYMENTS

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-24 £	Total 31-Mar-23 £
Sundry Debtors	11,285	-	11,285	126
	11,285	-	11,285	126

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-24 £	Total 31-Mar-23 £
Independent Examiners Fees	1,140	-	1,140	1,125
Sundry Creditors	-	-	-	927
	1,140	-	1,140	2,052

11. CREDITORS: AMOUNTS FALLING DUE IN MORE THAN ONE YEAR

The CIO held no long term liabilities during this or the previous financial period.

12. NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 31-Mar-24 £	Total 31-Mar-23 £
Fixed Asset Investments	-	-	-	-
Net Current Assets	67,932	40,929	108,861	56,371
Long Term Liabilities	-	-	-	-
	67,932	40,929	108,861	56,371

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2024

13. STAFF COSTS AND NUMBERS

	TOTAL 2023/24	TOTAL 2022/23
	£	£
Gross Wages, Salaries & Fees	150,985	129,686
Employer's National Insurance Costs	-	-
Pension Contributions	-	-
	150,985	129,686

Consultants who were engaged in each of the following activities:

	TOTAL 2023/24	TOTAL 2022/23
Activities in furtherance of organisation's objects	6	6

The Charity employs staff on a self-employed basis and is therefore not subject to taxation or National Insurance Costs and no employees received emoluments in excess of £60,000 (2022/23:None).

14. TRUSTEES AND OTHER RELATED PARTIES

No payments were made to trustees or any persons connected with them during this financial period. No material transaction took place between the organisation and a trustee or any person connected with them.

15. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

16. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the CIO's needs. This is based on the CIO's size and the level of financial commitments held. The Trustees aim to ensure the CIO will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

17. PUBLIC BENEFIT

The CIO acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the CIO has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the CIO should undertake.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the trustees/ members of Compass Collective on the accounts for the year ended 31st March 2024 set out on pages 18 to 29.

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 section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. 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 the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

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 section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities 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.

K. Collaku MAAT
Castle View Accounting Ltd
Ground Floor Offices
53 High Street
Arundel
West Sussex
BN18 9AJ



Date: 22nd August 2024

COMPASS COLLECTIVE

England & Wales - Charity number 1195811

Accounts

**ANNUAL REPORTS AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023**

COMPASS COLLECTIVE

(Charitable Incorporated Organisation)

CHARITY REGISTRATION No: 1195811

Castle View Accounting Ltd
New Barn
Mudberry Lane
Bosham
Chichester
West Sussex
PO18 8TS

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

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COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1195811
DATE OF REGISTRATION	14th September 2021
START OF FINANCIAL YEAR	1st April 2022
END OF FINANCIAL YEAR	31st March 2023
TRUSTEES AT 31ST MARCH 2023	Wendy Solesbury MBE Bruce Goodison Mohamed Al-Kaisi Toby Jones Rebecca Machado CA
LEGAL STATUS	Charitable Incorporated Organisation
GOVERNING INSTRUMENT	CIO - Association Registered 14th September 2021

OBJECTS

The promotion of social inclusion for the public benefit among children and young people who are refugees and asylum seekers who are socially excluded on the grounds of their social and economic position and assisting them to integrate into society by: **a)** Providing education and training in the English language. **b)** Providing access and opportunities to the Arts in particular but not limited to theatre projects, Art based professional development and drama workshops. **c)** Raising public awareness of the lived experiences and issues faced by refugees and those seeking asylum by presenting works of performing Arts.

CORRESPONDENCE ADDRESS	London Borough of Lambeth 3 Space International House 6 Canterbury Crescent London SW9 7QE
PRIMARY BANKERS	National Westminster Bank Plc Sydenham Branch 61 Sydenham Road London SE22 5HA

INDEPENDENT EXAMINERS	Castle View Accounting Ltd New Barn Mudberry Lane Bosham Chichester West Sussex PO18 8TS
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**COMPASS
COLLECTIVE.**

ANNUAL REPORT

Charity number : 1195811

2022

Introduction

Firstly, we would like to thank you all for taking the time to read this report and to join with us in celebrating the wonderful achievements of Compass Collective. 2022 has seen us grow our work and increase our reach as you will see the team have delivered, through these challenging times some outstanding projects and programmes.

We have, in our first year as a charity celebrated so many achievements and one of the many highlights has been being recognised for our work by winning London Youths partnership working award.

We have also seen our first cohort from the Next Steps programme graduate, worked alongside partners to deliver some exciting workshops and deliver some brilliant performances.

Our Connect English programme has been a huge success with us now having a waiting list for people who wish to join. Young people are at the heart of all we do, and it is vitally important that their voice is not just heard but listened to and acted on.

In light of this, the young people that join Compass really do achieve some amazing things and it has been inspirational to see how they welcome us on that journey with them and are willing to share their achievements with us.

This wonderful dedicated team works incredibly hard to deliver activities that are dynamic, adaptable and provide a platform for young people to share their voice and to thrive. They offer a safe, supportive and inclusive environment that gives young people the opportunity to make friends, have fun and in the process build new skills.

On behalf of the trustees and management team, we would like to thank the wonderful team, all our incredible funders and partners and all of you that continue to support us in achieving our mission. But mostly I would like to thank the young people for sharing your time with us and inspiring us to continue the journey.

Wendy Solesbury MBE (Chair of trustees) and Ebrahim Esmail (Executive Director)

Compass Collective assists unaccompanied minor refugees and young people seeking asylum to build resilience and integrate into the UK through English classes, theatre, music and film projects and arts-led professional development programmes.



The last year...

WE'VE WORKED WITH
OVER 230 PARTICIPANTS
BETWEEN THE AGES OF
15-28

We became an associate
company of NYT

WE DELIVERED 14
PROJECTS



Our mission

- We find creative, dynamic ways to empower voices.
- We provide projects that reduce social isolation and increase independence
- We offer platforms for the young people to speak for themselves and become the creative and social leaders of the future.

We are a grassroots organisation, youth-led, with lived-experience leadership and a leadership development programme. This brings us close to the needs of the young people and shapes all of our programmes. We are grounded in experience with an ambitious vision for the future.

2022 in Brief

- **226** young people attended one of our projects
- We welcomed **166 new young people**.
- We offered **welfare support** to **87** young people
- We engaged with **34 volunteers**
- We organised **16 trips** and **4 sports days**
- We provided **161 emergency provisions** (Laptop/ data top ups) and **114 rewards** (vouchers/ certificates)
- We made **96 referrals** to relevant organisations/ opportunities
- We ran **149 sessions** over the last year!
- We welcomed a **social media / marketing officer**
- We welcomed **2 welfare** volunteers and 1 **corporate fundraising** volunteer
- We secured an **office space** at the brilliant 3Space International House
- We became the **Associate Company** of the National Youth Theatre.
- We **WON the 2022 London Youth Partnership Award** for our outstanding work .
- We got shortlisted for the Creating A Better London Award

The team

Executive Leadership Team

Ebrahim Esmail
Executive Director

Leah Gayer
Co-Director
(Developments and Partnerships)

Mhairi Gayer
Co-Director
(Fundraising and Young person coordinator)

Patrick Riley
Co-Director (Head of facilitation)

Leila Seguin
Co-Director (Operations and Finance)

Trustees

Wendy Solesbury (MBE)

Bruce Goodison

Toby Jones

Mohamed Al-Kaisi

Rebecca Machado

Compass Associate Artists

Massi Safa
Actor and Assistant
Director

Eleanor Henderson
Facilitation Associate

Ali Ghaderi
Facilitator and Actor

Staff

Sara Larocca
Welfare Officer (Maternity Leave)

Bo Borthwick
Social Media and Marketing

Sasha Harrington
Compass Connect Coordinator

Ben Standish
Beginners Class Teacher

Sanam Monteiro
Improvers Class Teacher and Next
Steps Pathway Coordinator

Andrew Awad
Empowered Class Teacher

Volunteers

We were joined by a
team of **34 active
volunteers** who
help to make all of
our work possible.



Progression route

We aim to support young people from their arrival in the UK through to living a purposeful integrated life in a new setting. Over the past years we have developed a progression route for the young people:



Our Programmes

ONLINE CLASSES

Compass Connect

Compass Connect is our online English programme, supporting young people from over 25 different locations in the UK. The programme is vital in supporting new arrivals and isolated young people who have yet to build a community. Connect has become the entry level/bedrock of the charity. We are in a unique position to be able to offer immediate support the same week the young person is referred to us.



Due to increasingly high demand, we have expanded the programme to add a new 'Empowered' class, alongside our 'Beginners' and 'Improvers' classes. The Empowered class covers topics such as 'Your rights as a refugee and asylum seeker' and utilises Debating as a creative tool to develop communication skills and build confidence.

PROFESSIONAL DEVELOPMENT PROGRAMMES

Next Steps

Next Steps is our award winning 6-month professional development arts programme for young people 18+ and funded by Trust for London. After a successful pilot with The Globe Theatre our first cohort graduated in May 2022. We were awarded the London Youth Partnership Award recognising our outstanding work. The programme culminated in a live theatre performance at Samsung KX in May. 173 people watched the show and we had 274 views on the livestream. We had 11 volunteers on the programme, we hired 7 external facilitators to come in a lead masterclasses, and we made 37 referrals to other opportunities for our young people.



We launched our **second Next Steps programme** in October 2022 with The National Youth Theatre. We have 16 Young People enrolled. The programme combines theatre-based workshops alongside career development and 1:1 pathway support. The sessions allow us to assist the young people to identify and take the 'next steps' in their lives. In March we will have a graduation performance to culminate the programme.

Compass Ambassadors

Compass Ambassador - a pathway for young people who are interested in growing their leadership skills to join the Compass team as Associates. The programme trains young people in facilitation skills, empowering them to give back to their communities through leading their own workshops and assisting on projects. We welcomed two new Compass Ambassadors, Frank and Yordanos, graduates of our 12 weeks leadership and facilitation training programme. Frank and Yordanos worked on an exciting collaboration with Somerset House, writing and filming a short film 'River Friends', screened at This Bright Land Festival and exhibited at Somerset House. They got to work with the award winning writer, artist and activist, Carlson McColl, creator of This Bright Land.



Other projects

REGIONAL THEATRE PROJECTS



Kent (Napier Barracks) - NHS Project

Commissioned by NHS England South East, this applied arts education project was run by Counterpoints Arts in partnership Compass. We led a series of creative sessions at Napier Barracks in Folkestone, Kent, culminating in a theatre performance at the Tower Theatre in Refugee Week in June. The project explored asylum seekers The performance showcased aspects of the learning relating to personal safety, gender equality, accessing health services and cultural exchange and understanding.

Leeds - Transmissions

Hosted at Leeds Playhouse, we worked with young people from the British Red Cross, Hearts Group and welcomed new Young People from My Place Yorkshire. They created an audio piece and a stop motion animation in collaboration with Majid Adin. It was released during Refugee week 2022



Hillingdon - Footsteps & A taste of Home

Footsteps was a 8 day theatre project commissioned by the Hillingdon Council as part if their HAF summer programme, hosted by Brunel University and culminating with a public performance at the Compass Theatre. The project engaged 20 isolated young refugees and asylum seekers in the borough of Hillingdon during the Summer holiday period. We utilized theatre and drama as a tool for building transferable life skills, and improving communication and experience with English language.

Furthermore, the project connected young people in the area, many of whom had newly arrived, creating a social network and allowing friendships to form. The performance was attended by 45 people, including Dep. Mayor of Hillingdon and Cllr Susam O'Brien and Cllr Shehryar Ahmad-Wallana.

A Taste of Home was a four days theatre project aimed at providing young refugees and asylum seekers in Hillingdon with engaging activities to prevent isolation during the Christmas holiday period. The skill building workshops explored young peoples relationship to food both in their home counties and in the UK. It also culminated with a performance.



We are like a family. I liked meeting new people



OUTREACH PROJECTS

Kent - British Red Cross

Compass delivered a theatre outreach project in Kent in August. Our Youth Leader, Ramin, joined the team to assist the project, leading games, exercise and was an exemplary role model for the young people.



Portsmouth - British Red Cross



Compass Collective was commissioned by the BRC to deliver a 4 day theater project in Portsmouth. The young people were given ownership to decide and chose the following themes to explore - Life in a new Place and Friendship. The group was introduced to a variety of theatre and performance elements and participated in skill building games, team building activities, trust exercises, improvisation, devising and writing tasks. This culminated in an impressive performance to the local community titled 'Brothers In A New Place'.

PARTNERSHIPS AND INTERNATIONAL PROJECTS

Becoming



Becoming was one of the bigger projects we did in 2022, and was assisted by one of our compass associate artists Ali Ghaderi who went on to run his own workshop at Next Steps on Activism. As part of the film, we were lucky enough to work with PHD student Maddy Moses to explore Neuroscience and the adolescent brain. This project was in collaboration with [Emergency Party](#).

MaHome



This was an **international** project facilitated by filmmakers Victor Rois and Jay Jones which gave the young people an exciting opportunity throughout the Easter Holidays. The project directly addressed migration and integration challenges by examining how migrants make sense of home amidst the complex and divergent politics of integration in three host societies: UK, Denmark and Sweden. In one week we made 6 short films. We had 3 facilitators, 16 participants. A documentary and exhibition of MaHoMe will be available in 2023. This was hosted at the Royal Academy of Dramatic Arts.

Right to know Film Project

Commissioned by **NHS**, 11 Compass young acted in a short film titled 'Right To Know' with refugee film-maker Victor Rios. The film gives practical advice to asylum seekers newly arrived in the UK, including how to access medical help, emergency support and tips for cultural integration. This film is a useful recourse, with translations in different languages and will provide vital information in an accessible way.

Remedy - Music video

This project was a collaboration with Counterpoints Arts and [Music Action International](#). During refugee week a group of young people wrote and produced two songs in just a week based on the theme of this year was 'Healing'. They recorded the song at the prestigious Promised Land Studio! Our associate, refugee film-maker Victor Rios, made brilliant two music videos for the songs.



SPORTS DAYS AND TRIPS

Compass led **4 sports days** over the Summer Holidays.

- We took young people to the Olympic stadium for a sports days with GMAX.
- We enjoyed a day of football, Kung Fu (led by Yasin Moradi) and photography (led by Federico Rivas) in Hyde Park



- For Refugee Week we organised a 5k/10/half marathon run with young people and volunteers and we cycled 96 km from our offices in Brixton to Brighton, in collaboration with Breadwinners. We were a group of 27 riders including young people, volunteers and the core Compass team, cycling to bring more opportunities to young refugees



- We took people to fun ice-skating trip at the Somerset House

Trips
Macbeth
Globe theatre

Mohand and Peter
Southwark Playhouse

Our Generation
National Theatre

Next Steps
Samsung KX

Curfew 'Dabke'
Bloomsbury Theatre

The P. Word
Bush theatre

Wicked
Apollo Victoria

Comedy Show
Soho Theatre

The Boy With Two Hearts
National Theatre

Mandela
Young Vic

The Swimmers
Southbank Centre

Christmas Carol
Bridge Theatre

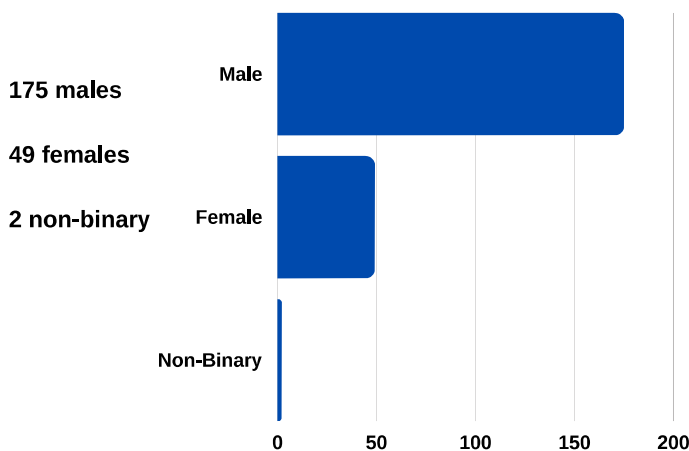
Young people



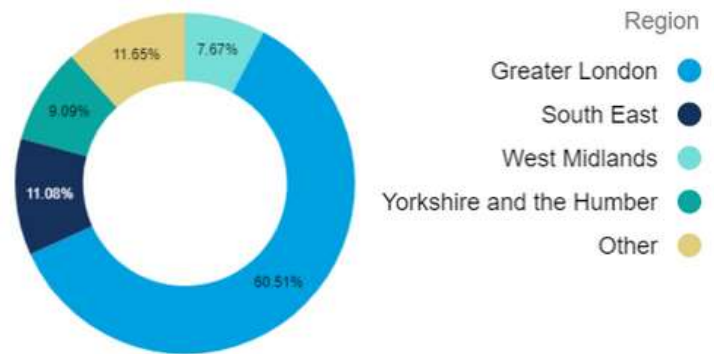
The young people we engaged with are bright, inspirational and creative young people seeking asylum or with refugee status. They are between 15 and 28 years old. **22% are female.**

They come from Sudan, Afghanistan, Kurdistan, Iran, Eritrea, Somalia, Angola, Azerbaijan, Cameroun, Congo, Chad, Ethiopia, Guinea, Iraq, Ivory Coast, Morocco, Salvador, Syria, Uganda, Vietnam.

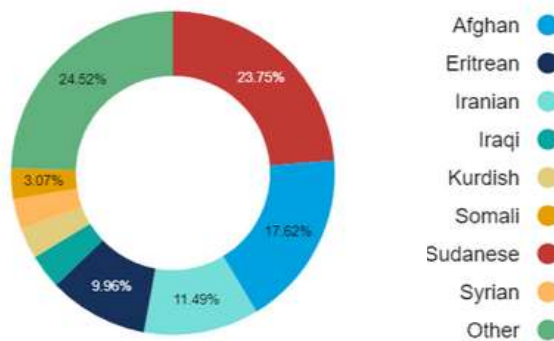
Who are the young people ?



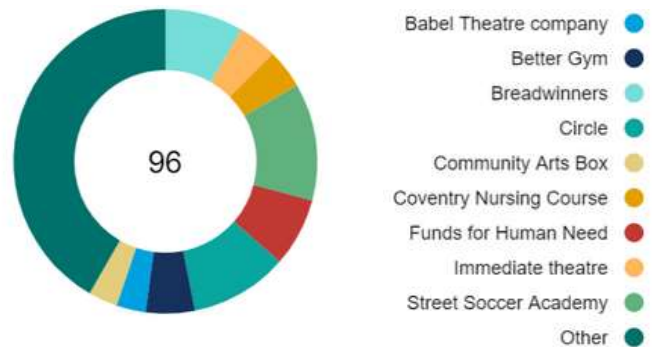
Where do they live?



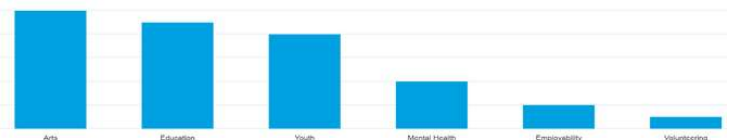
Where are they from ?



Referrals



And more....



We supported **87 young people** through 1:1 **casework**

Welcome **166 new young people**

We distributed **161 emergency provisions** (data top up, laptops, phones) and **114 rewards**

"Working with Compass Collective was a fantastic experience. They have an infectious energy and passion for what they do, that ripples through the groups they work with so that everyone feels confident to stand on stage and tell their story." **British Red Cross, Portsmouth**

Our Finances

Income since January 2022

No Trustees were remunerated or received any expenses or payments during the year. Our charity insurance provides Trustee Indemnity cover against executive risks of 10 million. At year end 2022 (March), we had a turnover of £96322. Our reserves at year end 2022 were £13,946.08 of which £6,658.20 were unrestricted. Due to the timing of grants received and projects delivered this surplus has been carried forward into 2023.

Funding

We are now being represented by Castle View Accounting. During the course of the year we applied to 36 grants. The Fore, UK YOUTH and Trust For London carried through to 2022. We continued to diversify our income streams by implementing a regular donor scheme, setting up our ticketed event as well welcoming a corporate fundraising volunteer.

Income

- We received a total **19 grants**.
- We delivered **8 one-off services** to other organisations / projects
- We received **7 emergency grants** for young people in need
- We secured **two regular donors** and received 8 one-off donations
- We organized a **ticketed event** for our Next Steps show
- We ran **2 online campaigns** towards Compass Connect.

Thank you to our supporters who made our work possible in 2022:

London Youth
Trust for London
The National Lottery
Magic Little Grants
Hillingdon Council
Royal Victoria Hall

Music Action International
UK Youth
The Fore
Coop Foundation
Kingston University
Emergency Party

Hilden Charitable fund
The Lush Foundation
The British Red Cross
Counterpoint Arts
Esmee Foundation
Somerset House

Thank you to our partners :





What do people say about Compass Collective...

"I am so proud to be working with you all" **YP**

"That was magic"
"Congratulations everyone for such amazing animations. Really brilliant" **Audience**

"Compass Collective – an organisation that is not only able to harness the skills, enthusiasm and expertise of multiple stakeholders and artists, but who are also able to safeguard, support, inspire and enrich the lives of these young people. It has been both a joy and a privilege to be a part of this process, and to see the positive effects of creative self-expression in all involved." **S.J, Partner**

NEXT STEPS

"There is no one word to describe it. It brings the young generation together. Be in a positive environment. Everyone is working hard to achieve their goals and achieve their best. I am learning from each session" **YP**

"I feel motivated and uplifted by the Compass sessions."
- **YP**

KENT

"Thank you and your colleagues for a fantastic workshop! It was really great to see so much enthusiasm not just from your team but the students as well.
Keep up the good work! A gold star from me!"
Mitkent College tutor

"I'm really enjoying next steps. I start to speak everyone in Compass. I have made lots of new friends. You can't live without a community if you want to progress in life. Its really important to have a community around you." **YP**

CONNECT

"Thank you for supporting me and other people as well, I have learnt much better English with you and enjoyed trips that you made since I joined with you. Thank so much" **YP**

"The class has supported me in many ways mentally and emotionally and physically I found myself every Thursday with a compass class, so my English is gonna up I feel more confident when now with my English." **YP**

PORTSMOUTH

I just wanted to thank you for today's performance. I genuinely thought it was wonderful, very moving yet also very funny. It was an undeniable privilege to host your project in our theatre and to witness the end result of the performance was a joy. **Partner, Portsmouth**

"It was amazing. Thank you for all you do for them" **Foster carer**

"Working as ambassador and assistant director for me was achieving the things I learned to be. I really enjoyed it. It helped me to learn a lot of things like how to run a group of people, creating a show in 4 days, directing and performing. It was my luck to work with Compass Collective." **Compass Ambassador, Y.**

Case Study - Leeds (transmissions project)

C. is from Columbia. He has been living in the UK for 3 years and is still undergoing the asylum seeking process. This means he is unable to work and is living on just £37 per week to cover food, toiletries, travel, phone bill etc. He enjoys sport for his mental health. He loves living in Leeds and says "In my opinion it is one of the best cities in the country because it is where I met people who changed my life" C. was involved in both phases of the project and never missed a session. He was asked to host the Animation launch and the launch of the Stop motion videos. C. is a great example of a young person who would like to embark on our Ambassadors Programme. The Ambassadors Programme trains young people in facilitation and leadership skills, enabling Ambassadors to give back to their communities by assisting and leading on projects.

"It is an honour for me to join any projects with all of you. I am so proud and I am waiting for a new project and new things. Lets do more and more and more and more"

We are looking forward to 2023

We are becoming a reliable and recognisable organization in the youth and arts sectors, with young people being referred to us on a weekly basis. We are receiving regular requests for partnerships from charities and arts organisations, putting us in a strong position to continue to offer a variety of projects for our young people as we move into the future.



Upcoming projects/ events

February - Wise Children Takeover social media, Connect session and Next Steps session

February - Red Cross Migration Strategy Workshop

Sunday 19th March - Next Steps performance, 'Nowadays'

March - Clowning workshop

Feb-April - Compass Ambassadors Programme

Easter Holiday - Hillingdon Easter Project -

June - Jack Petchey Awards and residential trips

Apr - Oct - Curve training for the team

Summer - Right Here Project

October onwards - Next Steps 3

All year - Theatre and Opera Trips / Connect

Contact info

We'd love to hear from you!

Our email address is hello@compasscollect.com



COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

TRUSTEES' REPORT (Continued)
FOR THE YEAR ENDED 31ST MARCH 2023


Trustees' Responsibilities

The Charities Act 2011 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 CIO and of the surplus of the CIO for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the CIO will continue in existence.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the CIO. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 26/7/23

Signed on their behalf by Trustee 

Printed Name: WENDY SCLSSBURY MBE

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31ST MARCH 2023**

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL 2022/23 £	TOTAL 2021/22 £
INCOMING RESOURCES						
Incoming Resources from Generated Funds						
Donations, Grants & Legacies	3a	4,463	106,207	81,658	192,327	44,807
Charitable Activities	3b	182	8,413	406	9,001	3,649
Activities for Generating Funds	3c	1,735	-	1,230	2,965	-
Investment Income	3d	-	-	-	-	-
Other Incoming Resources	3e	685	365	-	1,050	1,142
TOTAL INCOMING RESOURCES		7,064	114,985	83,294	205,343	49,598
RESOURCES EXPENDED						
Costs of Generating Funds						
Cost of Charitable Activities	4a	(890)	100,170	62,927	162,206	63,933
Governance Costs	4b	900	225	-	1,125	750
TOTAL RESOURCES EXPENDED		10	100,395	62,927	163,331	64,683
NET INCOMING (OUTGOING) RESOURCES		7,054	14,591	20,367	42,012	(15,085)
Funds Brought Forward		14,359	-	-	14,359	-
Transfer of Funds	18	-	-	-	-	29,443
TOTAL FUNDS CARRIED FORWARD		21,413	14,591	20,367	56,371	14,359

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

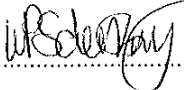
The notes on pages 20 to 28 form part of these financial statements.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

BALANCE SHEET
AS AT 31ST MARCH 2023

	Note	Unrestricted Funds £	Restricted Funds £	Total 31-Mar-23 £	Total 31-Mar-22 £
Fixed Assets					
Tangible Assets	2	-	-	-	-
Investments	7	-	-	-	-
Total Fixed Assets		-	-	-	-
Current Assets					
Debtors & Prepayments	9	126	-	126	-
Cash at Bank and in Hand	8	37,930	20,367	58,297	18,796
Total Current Assets		38,056	20,367	58,423	18,796
Creditors: Amounts falling due within one year	10	2,052	-	2,052	4,438
NET CURRENT ASSETS		36,004	20,367	56,371	14,359
TOTAL ASSETS less current liabilities		36,004	20,367	56,371	14,359
Creditors: Amounts falling due in more than one year	11	-	-	-	-
NET ASSETS		36,004	20,367	56,371	14,359
Funds of the Charity					
General Funds		21,413	-	21,413	14,359
Designated Funds	6	14,591	-	14,591	-
Restricted Funds	5	-	20,367	20,367	-
Total Funds		36,004	20,367	56,371	14,359

Approved by the Trustees on 24/7/2023

Signed on their behalf by Trustee 

Printed Name: WENDY SOLESBURY MBE

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31ST MARCH 2023**

1. ACCOUNTING POLICIES

Basis of Preparation & Assessment of Going Concern

Basis of Preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) - (Charities SORP - FRS102) and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Assessment of Going Concern

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming Resources with Related Expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

Grants and Donations

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Tax Reclaims on Donations and Gifts

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

Contractual Income and Performance Related Grants

This is only included in the SOFA once the related goods or services have been delivered.

Gifts in Kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

Donated Services and Facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when receivable.

Investment Gains and Losses

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2023

1. ACCOUNTING POLICIES (continued)

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

Include costs of the preparation and examination of statutory accounts, the costs of the trustees meetings and cost of any legal advice to trustees on governance or constitutional matters.

Grants with Performance Conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

Grants Payable without Performance Conditions

These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to a grant which remain in control of the charity.

Investments

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

Unrestricted funds

These funds can be used for the general objectives of the charity as set out in the trustees report. The movements of the unrestricted funds are given in the Statement of Financial Activities.

Restricted funds

These funds are where the donor has specified a purpose for the donation made. These restrictions often arise as a result of appeals for special offerings for specific purposes.

Designated funds

These funds are funds set aside by the trustees out of unrestricted general funds for particular purposes or projects.

Fixed Assets

Fixed Assets are capitalised if they can be used for more than one year and cost at least £1,500. They are valued at cost or, if gifted, at the value to the charity on receipt.

Depreciation Expense

Depreciation is calculated at a rate to write off the cost of tangible fixed assets over their estimated useful lives. The rates applied are as follows:

Fixtures, Fittings and Equipment	25% - Straight Line Basis
----------------------------------	---------------------------

2. TANGIBLE FIXED ASSETS

The CIO held no fixed assets during this or the previous financial period.

The annual commitments under non-cancelling operating leases and capital commitments are as follows:

31st March 2023: None

31st March 2022: None

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2023

3. INCOMING RESOURCES

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL 2022/23 £	TOTAL 2021/22 £
a) Donations, Grants & Legacies					
Gifts & Donations	4,463	6,269	-	10,732	4,181
Grants Received	-	99,938	81,658	181,596	40,627
	4,463	106,207	81,658	192,327	44,807
b) Charitable Activities					
Campaigns & Projects	-	5,191	381	5,572	2,190
Services	182	3,222	25	3,429	1,460
	182	8,413	406	9,001	3,649
c) Activities for Generating Funds					
Ticket Sales	1,735	-	1,230	2,965	-
	1,735	-	1,230	2,965	-
d) Investment Income					
Interest	-	-	-	-	-
	-	-	-	-	-
e) Other Incoming Resources					
Sundry Income	685	365	-	1,050	1,142
	685	365	-	1,050	1,142

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2023

4. RESOURCES EXPENDED

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	TOTAL 2022/23 £	TOTAL 2021/22 £
a) Cost of Charitable Activities					
Accommodation Costs	-	212	-	212	248
Activities & Events	-	320	426	746	331
Advertising & Publicity	-	400	400	800	-
Fundraising Costs	176	4,300	108	4,584	4,500
Insurance Costs	-	96	-	96	157
Licenses & Subscriptions	378	414	-	792	987
Office Costs	(244)	328	797	881	89
Project Costs	5	1,501	-	1,506	523
Rent & Rates	150	-	-	150	-
Staff Costs	(1,793)	80,521	50,958	129,686	48,130
Sundry Expenses	-	120	-	120	225
Telephone Costs	30	488	65	582	298
Training Costs	100	-	-	100	-
Travel & Subsistence	259	10,335	10,173	20,766	8,374
Young Ambassadors	50	1,135	-	1,185	70
	(890)	100,170	62,927	162,206	63,933
b) Governance Costs					
Independent Examiners Fees	10	900	-	900	750
Legal & Professional Fees		-	225	-	-
		900	225	-	1,125
				1,125	750

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2023

5. RESTRICTED FUNDS

	Balance 01-Apr-22 £	Income £	Expenditure £	Transfers £	Balance 31-Mar-23 £
Awards For All	-	10,000	7,211	-	2,789
Coop 23 Fund	-	30,440	-	-	30,440
Fund For Human Need	-	1,180	1,060	-	120
Leeds x NYT	-	126	120	-	6
Lush Fund	-	-	893	-	(893)
Red Cross Strategy	-	-	1,034	-	(1,034)
Trust for London	-	11,000	19,560	-	(8,560)
Arts Awards Fund	-	-	581	-	(581)
Calling Across Borders	-	-	3	-	(3)
COOP Fund	-	20,718	20,711	-	6
Creative without borders	-	-	14	-	(14)
Dalston Den Fund	-	50	50	-	-
Eko Magazine Fund	-	25	25	-	-
Good Chance/ London Youth - The Walk	-	-	14	-	(14)
London Youth - Summer City leaders	-	2,000	1,999	-	1
Mental Health Fund	-	255	150	-	105
REUK Fund	-	-	100	-	(100)
Split Initiative - Leeds	-	-	4	-	(4)
Swan Mountain- Leeds	-	-	1	-	(1)
Trust For London 21/22	-	7,500	9,397	-	(1,897)
	-	83,294	62,927	-	20,367

The Restricted Funds are wholly represented by the charity's cash reserves and are to be expended as specified above.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2023

6. DESIGNATED FUNDS

	Balance 01-Apr-22 £	Income £	Expenditure £	Transfers £	Balance 31-Mar-23 £
Clowning Workshop	-	764	832	-	(68)
Counterpoints Arts	-	2,927	2,084	-	842
Esmée Fund	-	36,000	19,447	-	16,553
Getting Active - LY	-	1,000	308	-	692
GFM - Connect Fund	-	5,269	5,921	-	(652)
Hillingdon -Taste of Home	-	-	5,155	-	(5,155)
Hillingdon Council	-	16,451	12,876	-	3,575
Lush Fund	-	1,300	280	-	1,020
LY - Summer 22 Fund	-	1,700	1,692	-	8
LY/Emergency Party Fund	-	5,500	3,465	-	2,035
Magic Little Grant	-	500	90	-	410
MAHome Project	-	6,054	9,107	-	(3,053)
MAI Fund	-	2,500	2,192	-	308
NHS (Napiers Barracks)	-	14,433	13,725	-	708
One Off Donation	-	1,000	1,638	-	(638)
Royal Victoria Hall Foundation	-	2,000	944	-	1,056
UK Youth Fund	-	5,365	2,005	-	3,361
British Red Cross	-	2,315	5,596	-	(3,281)
Chicken Shed Fund	-	420	406	-	14
Fore Fund	-	-	4,428	-	(4,428)
Hilden Fund	-	7,000	4,779	-	2,221
Kent College Fund	-	487	487	-	-
Legacy Fund	-	500	327	-	173
Somerset House Fund	-	1,500	1,100	-	400
UK Youth	-	-	1,509	-	(1,509)
	-	114,985	100,395	-	14,591

The Designated Funds are wholly represented by the charity's cash reserves and are to be expended as specified above.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2023

7. INVESTMENTS

The CIO held no fixed assets investments during this or the previous financial period.

8. CASH AT BANK AND IN HAND

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-23 £	Total 31-Mar-22 £
Cash at Bank & in Hand	37,930	20,367	58,297	18,796
	37,930	20,367	58,297	18,796

9. DEBTORS AND PREPAYMENTS

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-23 £	Total 31-Mar-22 £
Sundry Debtors	126	-	126	-
	126	-	126	-

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-23 £	Total 31-Mar-22 £
Independent Examiners Fees	900	-	900	750
Sundry Creditors	1,152	-	1,152	3,688
	2,052	-	2,052	4,438

11. CREDITORS: AMOUNTS FALLING DUE IN MORE THAN ONE YEAR

The CIO held no long term liabilities during this or the previous financial period.

12. NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 31-Mar-23 £	Total 31-Mar-22 £
Fixed Asset Investments	-	-	-	-
Net Current Assets	36,004	20,367	56,371	14,359
Long Term Liabilities	-	-	-	-
	36,004	20,367	56,371	14,359

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2023

13. STAFF COSTS AND NUMBERS

	TOTAL 2022/23 £	TOTAL 2021/22 £
Gross Wages, Salaries & Fees	129,686	48,130
Employer's National Insurance Costs	-	-
Pension Contributions	-	-
	<u>129,686</u>	<u>48,130</u>

Consultants who were engaged in each of the following activities:

	TOTAL 2022/23	TOTAL 2021/22
Activities in furtherance of organisation's objects	6	6

The Charity employs staff on a self-employed basis and is therefore not subject to taxation or National Insurance Costs.

14. TRUSTEES AND OTHER RELATED PARTIES

No payments were made to trustees or any persons connected with them during this financial period. No material transaction took place between the organisation and a trustee or any person connected with them.

15. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

16. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the CIO's needs. This is based on the CIO's size and the level of financial commitments held. The Trustees aim to ensure the CIO will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

17. PUBLIC BENEFIT

The CIO acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the CIO has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the CIO should undertake.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE YEAR ENDED 31ST MARCH 2023

18. TRANSFER OF ASSETS AND LIABILITIES TO CHARITABLE INCORPORATED ORGANISATION

During the financial period the Directors of Compass Collective CIC (Registered Company No. 12213793) sought guidance and advice and have agreed to register the new Charitable Incorporated Organisation, Compass Collective (Registered CIO Number 1195811). All Assets and liabilities were transferred to Compass Collective (Registered CIO Number 1195811) on the 14th September 2021. The following assets and liabilities represent the CIO's operations prior to registering the Charitable Incorporated Organisation with the Charity Commission and the assets and liabilities as at the 14th September 2021 are as follows:

	Unrestricted Funds £	Restricted Funds £	Total 14-Sep-21 £
Fixed Assets			
Tangible Assets	-	-	-
Current Assets			
Debtors & Prepayments	320	-	320
Cash at Bank and in Hand	29,873	-	29,873
Total Current Assets	30,193	-	30,193
Creditors: Amounts falling due within one year	750	-	750
NET CURRENT ASSETS	29,443	-	29,443
TOTAL ASSETS less current liabilities	29,443	-	29,443
NET ASSETS	29,443	-	29,443
Funds of the Charity			
General Funds	29,443	-	29,443
Restricted Funds	-	-	-
Total Funds Transferred	29,443	-	29,443

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the trustees/ members of Compass Collective on the accounts for the year ended 31st March 2023 set out on pages 18 to 28.

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 section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. 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 the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

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 section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities 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.

K. Collaku MAAT
Castle View Accounting Ltd
New Barn
Mudberry Lane
Bosham
Chichester
West Sussex
PO18 8TS



Date: 26th July 2023

COMPASS COLLECTIVE

England & Wales - Charity number 1195811

Accounts

**REPORTS AND FINANCIAL STATEMENTS
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022**

COMPASS COLLECTIVE

(Charitable Incorporated Organisation)

CHARITY REGISTRATION No: 1195811

Castle View Accounting Ltd
New Barn
Mudberry Lane
Bosham
Chichester
West Sussex
PO18 8TS

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

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Page 20	Balance Sheet
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Page 28	Independent Examiner's Report

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1195811
DATE OF REGISTRATION	14th September 2021
START OF FINANCIAL PERIOD	14th September 2021
END OF FINANCIAL PERIOD	31st March 2022
TRUSTEES AT 31ST MARCH 2022	Wendy Solesbury MBE Bruce Goodison Mohamed Al-Kaisi Toby Jones Rebecca Machado CA
LEGAL STATUS	Charitable Incorporated Organisation
GOVERNING INSTRUMENT	CIO - Association Registered 14th September 2021

OBJECTS

The promotion of social inclusion for the public benefit among children and young people who are refugees and asylum seekers who are socially excluded on the grounds of their social and economic position and assisting them to integrate into society by:
a) Providing education and training in the English language. **b)** Providing access and opportunities to the Arts in particular but not limited to theatre projects, Art based professional development and drama workshops. **c)** Raising public awareness of the lived experiences and issues faced by refugees and those seeking asylum by presenting works of performing Arts.

CORRESPONDENCE ADDRESS	78 Princess Road Croydon London CR0 2QS
PRIMARY BANKERS	National Westminster Bank Plc Sydenham Branch 61 Sydenham Road London SE22 5HA
INDEPENDENT EXAMINERS	Castle View Accounting Ltd New Barn Mudberry Lane Bosham Chichester West Sussex PO18 8TS

A group of diverse young people are shown in a social setting, clapping and smiling. In the foreground, a young woman with braids is wearing a yellow t-shirt with the word 'elles' and a small logo. Behind her, several other young people are clapping. The background is slightly blurred, showing more people and what appears to be a window with a grid pattern.

**COMPASS
COLLECTIVE.**

ANNUAL REPORT

2021

Charity number : 1195811

Welcome from Wendy - Chair of the Trustees

Firstly I would like to thank you all for taking the time to read this report and to join with us in celebrating the wonderful achievements of Compass Collective. 2021 has taken us on an amazing journey as you will see and the team have delivered, through these challenging times some outstanding projects and programmes.

We have also celebrated gaining charitable status and I along with the other trustees are honoured, proud and excited to be part of the next chapter for Compass Collective.

Young people are at the heart of all we do and it is vitally important that their voice is not just heard but listened to and acted on. In light of this, the young people that join Compass really do achieve some amazing things and it has been inspirational to see how they welcome us on that journey with them and are willing to share their achievements with us.

This wonderful team works incredibly hard to deliver activities that are really dynamic, adaptable and provide a platform for young people to share their voice and to thrive. They offer a safe, supportive and inclusive environment that gives young people the opportunity to make friends, have fun and in the process build new skills.

On behalf of the trustees I would like to thank the wonderful team, all of our incredible funders and partners and all of you that continue to support us in achieving our mission. But mostly I would like to thank the young people for sharing your time with us and inspiring us to continue on the journey.

Wendy Solesbury MBE
Chair of trustees

Compass Collective assists unaccompanied minor refugees and young people seeking asylum to build resilience and integrate into the UK through English classes, theatre, music and film projects and arts-led professional development programmes.



The last year...

WE'VE WORKED WITH
OVER 160 PARTICIPANTS
BETWEEN THE AGES OF
14-26

We became a charity

WE DELIVERED 13
PROJECTS



Our mission

- We find creative, dynamic ways to empower voices.
- We provide projects that reduce social isolation and increase independence
- We offer platforms for the young people to speak for themselves and become the creative and social leaders of the future.

We are a grassroots organization, youth-led, with lived-experience leadership and a leadership development programme. This brings us close to the needs of the young people and shapes all of our programmes. We are grounded in experience with an ambitious vision for the future.

What a year it's been! We have:

- Developed a **progression route**
- Undergone a period of **organisational development**
- Built our board of **trustees** and a **volunteer** programme
- Expanded our network of **partners** and **associate** facilitators
- Launched our first '**Next Steps**' professional development programme.
- Continued to be highly responsive to the coronavirus pandemic, remaining flexible and committed to engaging those most in need.
- We picked up our in person work as soon as we could, however as young people were relying on our services and joining from all over the UK, we wanted to maintain an online presence.
- Facilitated **124 online sessions** since January 2021.
- Delivered **42 english creative online classes** with an average of 23 young people attending every week from **12 locations** around the country. The majority of them are at their initial stage of immigration. 70% are unaccompanied minors.

THE TEAM

Core staff

Ebrahim Esmail

Executive Director (Developments)

Leah Gayer

Co-Director (Developments and Partnerships)

Mhairi Gayer

Co-Director (Fundraising and Finance)

Patrick Riley

Co-Director (Lead Facilitator)

Leila Seguin

Co-Director (Operations Officer &
Young Person Coordinator)

Sara Larocca

Welfare Officer

Laura Wohlwend

Social Media and Marketing

Trustees

Wendy Solesbury (MBE)

Bruce Goodison

Toby Jones

Mohamed Al-Kaisi

Rebecca Machado

Compass Associate Artists

Omar Baroud

Music Director

Ben Standish

Facilitator & English Language Coordinator

Sanam Monteiro

Creative Writing Facilitator

Massi Safa

Ambassador, Actor and Associate Artist.

Eleanor Henderson

Facilitation Associate

Ali Ghaderi

Ambassador, Actor and Associate Artist.

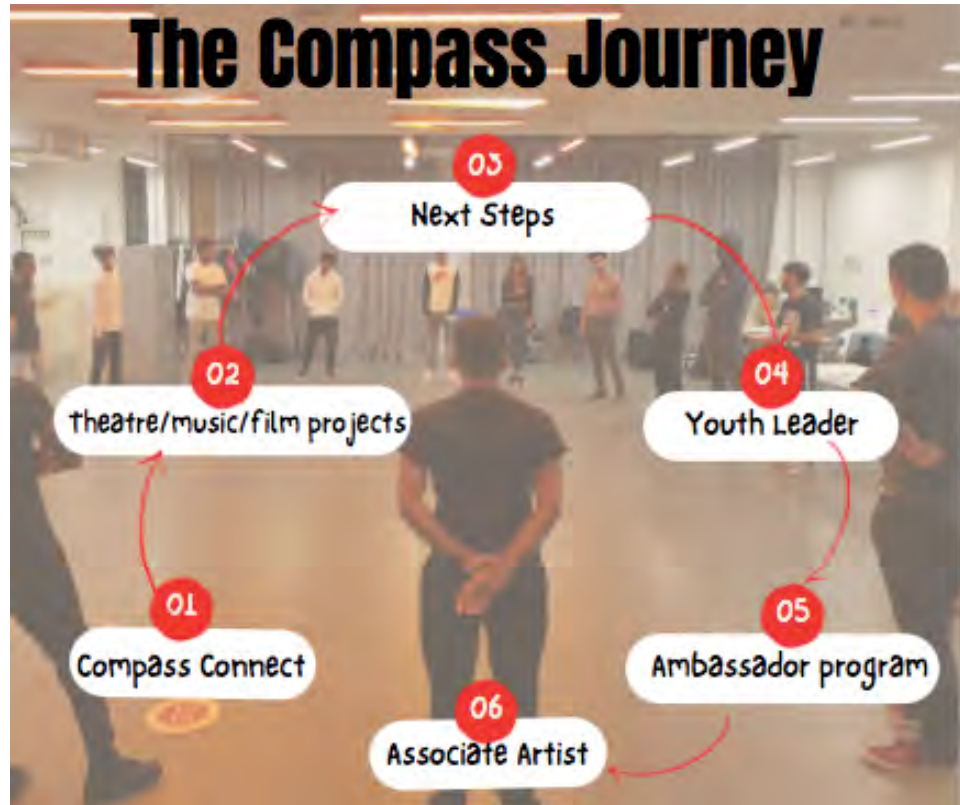
Volunteers

We are joined by a team of **21 active volunteers** who help to make all of our work possible.



PROGRESSION ROUTE

We aim to support young people from their arrival in the UK through to living a purposeful integrated life in a new setting. Over the past year we have begun to develop a progression route for the young people:



“ Being an ambassador for Compass means I am the Compass voice. I have learnt a lot over the six months training: how to lead sessions, how to take control of the game and make sure young people are engaged in activities, how to contact young people, and logistics like budgeting. I am doing my best to learn more and develop.”

Massi - Compass Ambassador



MORE ABOUT THE PROGRAMMES

ONLINE CLASSES

'Zoom In' and 'Compass Connect'

Weekly online 'Beginners class' and 'Improvers' English classes, combining English and creative practices to help the young people develop their communication and social skills and create a holistic setup in which the young people can learn to express themselves.

We are currently oversubscribed with 78 young people enrolled in the programme. We are aware that demand is going to increase alongside the refugees arriving from Ukraine.



PROFESSIONAL DEVELOPMENT PROGRAMMES

Next Steps

We launched our first 6 month pilot professional development programme. Next Steps assists young people 18+ into higher level leadership opportunities, work placements, volunteer opportunities and further education. Using the arts as the central tool for building transferable skills, the programme aims to reduce social isolation, increase independence, and take each young people towards the 'next step' of their lives. The programme is being hosted at Shakespeare's Globe with a cohort of 16 Young people.



Compass Ambassadors

Compass Ambassador - a pathway for young people who are interested in growing their leadership skills to join the Compass team as Associates. The programme trains young people in facilitation skills, empowering Ambassadors to give back to their communities through leading their own workshops and assisting on projects. We welcomed two new Ambassadors this year who undertook at 12 week training programme. All our graduate Ambassadors have stayed connected with our organisation, and continue to assist and lead projects and have become part of the support network for others.



REGIONAL THEATRE PROJECTS



Birmingham - I'll See you Again

Our first 'in person' project in Birmingham with a talented group from the Red Cross Surviving to Thriving service. The project culminated in a live and live streamed performance at the Midlands Arts Centre.

Leeds - Transmission

We successfully delivered a project in Leeds, in partnerships with Leeds Playhouse and the British Red Cross. The project brought two groups of young people together in Leeds to develop a dramatic audio piece for the Platforma Festival hosted by Counterpoint Arts. This is now being developed into an animation by Majid Adin.

Syrian Summer school

Compass delivered four drama workshops at the Syrian Summer School in Brent. We worked with two aged groups, offering fun games, improvisations and drama exercises to keep the young people busy during the holidays.

Kent - British Red Cross

Compass delivered a theatre outreach project in Kent in August. Our Youth Leader, Ramin, joined the team to assist the project, leading games, exercise and was an exemplary role model for the young people.



Calling across Borders

We partnered with Nottingham Trent University to deliver a series of creative writing workshops with a group of 8 young people. This was led by Dr Sarah Jackson and developed into an animation which has been watched by 3,000 people. It has been shortlisted for the AHRC Best Research Film of the Year 2021. The sessions were co-facilitated with our Ambassadors, Ali G and Massi, giving them an incredible opportunity to work on their skills and learn from an expert. Watch it [HERE](#)

“

It's as if we are on the receiver. We feel so close. We can hear them speak from the heart. It's intimate and honest. Their messages connect them to home and hope”

Breathemagic

Compass was thrilled to collaborate with Breath Magic Arts Research to explore the benefits of magic for mental health. They ran a series of six online workshops for our young people which they really enjoyed.

“

I would like to say something about the session magic. First of all thank you for everyone helped me and I really enjoyed the magic class it was amazing. I hope we could continue again in the future.”

Participant



Keeping it Wild



Our Ambassador, Massi pitched and secured money from London Youth to run his wildlife campaign. With 5 other young people they decided to facilitate a group cycle and visited the Oasis farm. 10 young people participated on the day and they all got awarded with the National Lottery Heritage Fund Award. They created a short documentary about beekeeping and the importance of protecting nature in the city that will hopefully be released on the World Environment Day on the 5th June 2022.

Summer City leaders - Sports Days

With the help of London Youth, our Ambassadors and Youth Leaders planned and delivered two sports days in Hyde Park. They identified that fitness, friendship and activities were particularly difficult to maintain for young refugees and asylum seekers during lockdown.



'Everyday people & 'Make a song in a day'

In April and May 2021, we partnered on the 'Everyday People' music project with [Music Action International](#) to run online music sessions for 11 young people across the UK. The project culminated in a face to face recording day at Promised Lands Studios in June. Our song "Special and rare" features in [Everyday People EP](#) released on 10 December 2021 for International Human Rights Day.

“

When you work together, you are going to be successful. We created a beautiful song because we worked together as a team”

Hadeil, participant.



Watch our music video [HERE](#).

Listen to the Compass Anthem and "songs for Afghanistan" [HERE](#).

OTHER PROJECTS

Photography workshop



Compass collaborated with PAYANAM, and create without borders on a series of photography workshops. We worked with founder Ravi to deliver photography workshops that gave young people the fundamentals in photography so that they could go out and start taking creative and interesting photos with their own phones.

Stories in Transit

Compass collaborated with Stories in Transit to deliver a series of workshops that worked with a group of young people in the UK and a group in Palermo. The sessions were held over zoom and were a great opportunity for people to connect to one another, across countries and through storytelling.

Dear Future

Audio project culminating in an exhibition at the Migration Matters Festival featuring letters and stories from our young people. You can listen [HERE](#).

100 Agents of Change

We partnered with [In Place of War](#) for a residency programme that happened online in November. 10 of our young people joined the project during which they got mentored by creative change makers from all round the world. One young person was selected to be part of the Youth Advisory Board.

Stories of Welcome

Compass ran a one-off drama workshop at the Albany Theatre in Deptford as part of Lewisham's welcome response to Good Chance's 'The Walk'. 17 young people attended and had a great evening of games and drama activities.

TRIPS

A Walk with Little Amal

We took 25 young people to meet Amal on the Southbank. They walked in her footsteps and wanted to welcome her and show her the way.

'Love reign' - Young Vic Theatre

The Young Vic have opened their doors to our young people by offering Compass free theatre tickets. We took a group to see Love Reign and Hamlet. It's really great to offer regular trips to stay connected in between our Compass projects.

'All the beds I have slept in' - Rich Mix

In September we had a Compass Trip to Rich Mix! We took 9 young people to watch the amazing play "All the beds I have slept in" by Phosphorous theatre.

“ I feel sad and happy at the same time as they are telling my story. Maybe one day I would like to do the same. ”

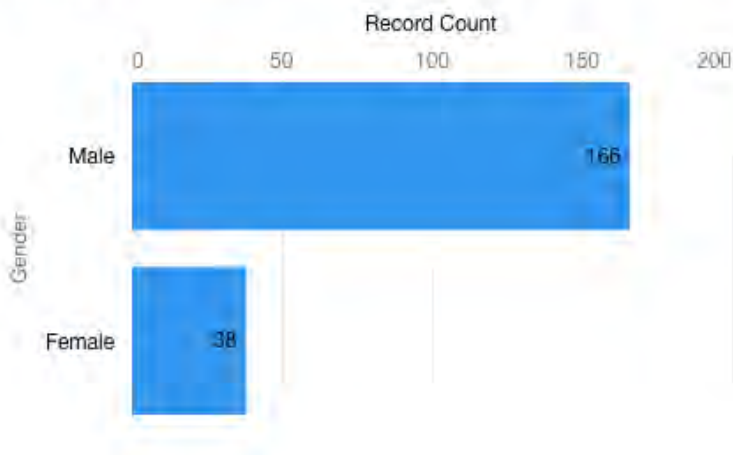
THE YOUNG PEOPLE



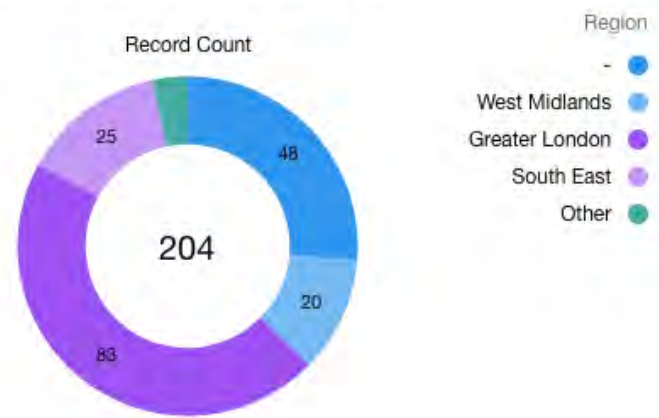
The young people we engaged with are bright, inspirational and creative young people seeking asylum or with refugee status. They are between 15 and 26 years old. 18.5% are female.

They come from Sudan, Afghanistan, Kurdistan, Iran, Eritrea, Somalia, Angola, Azerbaijan, Cameroun, Congo, Chad, Ethiopia, Guinea, Iraq, Ivory Coast, Morocco, Salvador, Syria, Uganda, Vietnam.

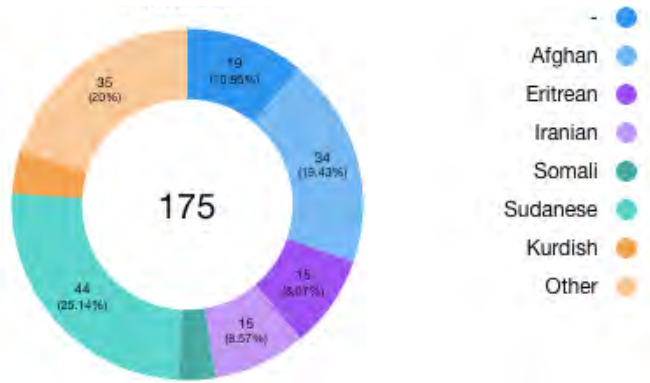
Who are the young people ?



Where do they live?



Where are they from ?



And more



We supported **19 young people** from October to December 2021 through 1:1 **casework**

We made **42 referrals** to partner organisations

We distributed **213 emergency provisions** (data top up, laptops, phones) to **52 young people**

128 engaged in our **activities** at least once

"I just wanted to let you know how much my foster W. looks forward to and enjoys your lessons. He says the lessons are fun and he always learns a lot, he has been through a lot of trauma and it is good for his mental health to have some fun." YP foster carer

ACHIEVEMENTS



- We gained Charity Status in September 2021 and welcomed a board of trustees.
- Our **Calling Across Borders** short film was nominated for Best Research film of the year awards 2021 and reached an audience of over 3,000 people.
- We launched our first 'Next Steps' programme at the Shakespeare's Globe Theatre
- Due to a rising number of young people experiencing crisis situations we have welcomed a Welfare Support Officer Sara. Over 60% received 1:1 support.
- We have managed to secure in kind office space two days a week which enables the team to come together to work efficiently and collaborate, create, problem solve and innovate together.
- Our theatre and film work has been watched by a wide audience, through both live, recorded and online events, celebrating the contributions young refugees bring to the country, raising awareness and promoting the dignified treatment of refugees and asylum seekers.
- Our ambassadors delivered speeches at a Care Leavers event at Westham stadium.
- Three young people won creative writing and poetry awards.
- Three young people applied and got into the prestigious National Youth Theatre.
- Reza was awarded a place at Rose Bruford, one of the most prestigious drama schools in the world and begins a three year BA Hons training.
- Our Ambassadors have been featured in films by Vice Media, Many Particulars and Open University.
- Ambassador Frank was invited to give a guest lecture at Nottingham Trent University.
- Young people have secured jobs at The Red Cross, Corum, Shakespeare's Globe, Breadwinners, London Youth, CNN, to name a few.
- We organized a Launch Party in partnership with Samsung KX, celebrating our move to charity status, featuring speeches from our trustees and Ambassadors, screenings our digital content, launching our music tracks and of course dancing together with our young people and guests!

FINANCIAL PERFORMANCE

Income since January 2021

No Trustees were remunerated or received any expenses or payments during the year. Our charity insurance provides Trustee Indemnity cover against executive risks of 10 million. Our reserves at year end 2021 were £38,024 of which £34,229.77 were restricted and £5,469.24 were unrestricted. Due to the timing of grants received and projects delivered this surplus was carried forward into 2022.

At present our reserves policy is to carry forward all funds where restricted funds are allocated to funding projects delivered in the following year and unrestricted funds are used to help build up the need for long term reserves against the need for on-going spending on core funding.

Compass's reserves where available and unrestricted, exist to provide funding against core activities and additional coverage against programme costs where needed.

Funding

We started the year in a strong situation with core funding from the Baring Foundation, The Fore Foundation and UK YOUTH carried through to 2021. During the course of the year, we applied to **25 grants**. We received **9 successful grants** and had 16 applications rejected. We ran **2 successful online campaigns** with over 50 people taking part in our 'We cannot Walk Alone' miles for refugees campaign during refugee week. We began to diversify our income streams by implementing a regular donor scheme and setting up our first ticketed event.

Income

We received a total of £72,107.59 from grants.

We delivered 8 one-off services to universities and charities who awarded us with £2,419.88

We received £5,737.62 in donations and secured 2 regular monthly donors

We made £593.00 from our ticketed event in Birmingham

We made £6,663.68 from other revenues.

We made £8,810.46 from our 2 online campaigns towards Next Steps and the Compass Connect.

Compass Surplus Funds Reconciliation		£
Funds Carried Forward from FY21		38,024
Total Turnover FY22		96,332
Total Turnover incl carried Fwd balance		134,357
Total COS and Admin Costs FY22		120,398
Total fund Surplus		13,959
* FY21 is year ending March 2021		
* FY22 is year ending March 2022		

Thank you to our supporters who made our work possible in **2021:**

Arts Council England
UK YOUTH
The Baring Foundation
The Fore Foundation
London Youth
Trust for London
The National Lottery

The Lush Foundation
The Carne Foundation
Swan Mountain Foundation
John Thaw Foundation
Split Infinitive
Go Well Fund
The British Red Cross
Counterpoint Arts

REFLECTIONS



Thoughts from our ambassadors

When my foster carer got an email from Compass and asked me if I was interested in acting and leadership, I said NO way!! But she said it's going to help you to improve your English and make friends.

The first time I met them, (...) I didn't know what I was good at (...) Compass gave me the confidence to be able to speak, and to be myself.

"As the name Compass Collective says, we are people from different directions of the world that found a home here (...) I joined Compass in the second lockdown (...) I was at my lowest. I love reading, writing, exercising and football but these had become distant memories (...)

With Compass, I found the real me, by the fun and friendliness of not only the staff but also the participants with whom I had a lot in common with. The talents that were hidden beneath us were tapped on by the sessions. Some didn't know they could rap, write, sing nor act. It's this family of actors and performers that laid a foundation to our self-awareness. Their support is not only talent based but also career oriented, it made us feel human and worthy of living. (...) I feel heard through telling our stories and proposing solutions and improvements which we felt were needed. (...)

Because of Compass, I was a guest lecturer at Nottingham University, I also got a doctor adviser, to help me with my career pathway into University. I am not yet where I want to be, but I am already walking mountains.

This creativity has forged a brotherhood and sisterhood. Colour, heritage and culture bind us rather than separating us. If I could choose only one lesson learned from Compass, it would be not to let my hope wither.

With this ever-growing Compass collective family, I feel honoured to be an ambassador. "

We are Compass Collective.

Charity number : 1195811



Looking into next year

We are becoming a reliable and recognisable organization in the youth and arts sectors, with young people being referred to us on a weekly basis. We are receiving regular requests for partnerships from charities and arts organisations, putting us in a strong position to continue to offer a variety of projects for our young people as we move into the future.



Upcoming projects include

- 'MaHome' film project at RADA (April 2022)
- Theatre project in the Napier Barracks in Kent (May/June 2022), commissioned by the NHS.
- 'Right Here' - theatre project culminating in a performance at the Albany Theatre (August 2022), in collaboration with a human rights lawyer who drafted the UN Convention on the Rights of the Child, exploring how these policies are currently being violated.

Contact info

We'd love to hear from you! Our email address is hello@compasscollect.com



COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

TRUSTEES' REPORT (Continued)
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022


Trustees' Responsibilities

The Charities Act 2011 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 CIO and of the surplus of the CIO for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare financial statements on the going concern basis unless it is inappropriate to presume that the trust will continue in existence.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the CIO. They are also responsible for safeguarding the assets of the CIO and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Trustees on 5/10/22

Signed on their behalf by Trustee ... 

Printed Name: Wendy Solesbury

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL 2021/22 £
INCOMING RESOURCES				
Incoming Resources from Generated Funds				
Donations, Grants & Legacies	3a	44,807	-	44,807
Charitable Activities	3b	3,649	-	3,649
Investment Income	3c	-	-	-
Other Incoming Resources	3d	1,142	-	1,142
TOTAL INCOMING RESOURCES		49,598	-	49,598
RESOURCES EXPENDED				
Costs of Generating Funds				
Cost of Charitable Activities	4a	63,933	-	63,933
Governance Costs	4b	750	-	750
TOTAL RESOURCES EXPENDED		64,683	-	64,683
NET INCOMING (OUTGOING) RESOURCES		(15,085)	-	(15,085)
Funds Brought Forward		-	-	-
Transfer of Funds	18	29,443	-	29,443
TOTAL FUNDS CARRIED FORWARD		14,359	-	14,359

Movements on all reserves and all recognised gains and losses are shown above. All of the organisation's operations are classed as continuing.

The notes on pages 21 to 27 form part of these financial statements.


COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

BALANCE SHEET
AS AT 31ST MARCH 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total 31-Mar-22 £
Fixed Assets				
Tangible Assets	2	-	-	-
Investments	6	-	-	-
Total Fixed Assets		-	-	-
Current Assets				
Debtors & Prepayments	8	-	-	-
Cash at Bank and in Hand	7	18,796	-	18,796
Total Current Assets		18,796	-	18,796
Creditors: Amounts falling due within one year	9	4,438	-	4,438
NET CURRENT ASSETS		14,359	-	14,359
TOTAL ASSETS less current liabilities		14,359	-	14,359
Creditors: Amounts falling due in more than one year	10	-	-	-
NET ASSETS		14,359	-	14,359
Funds of the Charity				
General Funds		14,359	-	14,359
Restricted Funds	5	-	-	-
Total Funds		14,359	-	14,359

5/10/22

Approved by the Trustees on

Signed on their behalf by Trustee 

Printed Name: Wendy Solesbury

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022**

1. ACCOUNTING POLICIES

Basis of Preparation & Assessment of Going Concern

Basis of Preparation

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) - (Charities SORP - FRS102) and the Charities Act 2011.

The Charity meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost unless otherwise stated in the relevant accounting policy notes.

Assessment of Going Concern

Preparation of the accounts is on a going concern basis. The trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern.

Incoming Resources

Recognition of Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when:

- the charity becomes entitled to the resources;
- the trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming Resources with Related Expenditure

Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resource and related expenditure are reported gross in the SOFA.

Grants and Donations

Grants and Donations are only included in the SOFA when the charity has unconditional entitlement to the resources.

Tax Reclaims on Donations and Gifts

Incoming resources from tax reclaims are included in the SOFA at the same time as the gift to which they relate.

Contractual Income and Performance Related Grants

This is only included in the SOFA once the related goods or services have been delivered.

Gifts in Kind

Gifts in kind are accounted for at a reasonable estimate of their value to the charity or the amount actually realised. Gifts in kind for sale or distribution are included in the accounts as gifts only when sold or distributed by the charity. Gifts in kind for use by the charity are included in the SOFA as incoming resources when receivable.

Donated Services and Facilities

These are only included in incoming resources (with an equivalent amount in resources expended) where the benefit to the charity is reasonably quantifiable, measurable and material. The value placed on these resources is the estimated value to the charity of the service or facility received.

Volunteer Help

The value of any voluntary help received is not included in the accounts.

Investment Income

This is included in the accounts when receivable.

Investment Gains and Losses

This included any gain or loss on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022

1. ACCOUNTING POLICIES (continued)

Expenditure and Liabilities

Liability Recognition

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Governance Costs

Include costs of the preparation and examination of statutory accounts, the costs of the trustees meetings and cost of any legal advice to trustees on governance or constitutional matters.

Grants with Performance Conditions

Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SOFA once the recipient of the grant has provided the specified service or output.

Grants Payable without Performance Conditions

These are only recognised in the accounts when a commitment has been made and there are no conditions to be met relating to a grant which remain in control of the charity.

Investments

Investments quoted on a recognised stock exchange are valued at market value at the year end. Other investment assets are included at trustees' best estimate of market value.

Unrestricted funds

These funds can be used for the general objectives of the charity as set out in the trustees report. The movements of the unrestricted funds are given in the Statement of Financial Activities.

Restricted funds

These funds are where the donor has specified a purpose for the donation made. These restrictions often arise as a result of appeals for special offerings for specific purposes.

Designated funds

These funds are funds set aside by the trustees out of unrestricted general funds for particular purposes or projects.

Fixed Assets

Fixed Assets are capitalised if they can be used for more than one year and cost at least £1,500. They are valued at cost or, if gifted, at the value to the charity on receipt.

Depreciation Expense

Depreciation is calculated at a rate to write off the cost of tangible fixed assets over their estimated useful lives. The rates applied are as follows:

Fixtures, Fittings and Equipment	25% - Straight Line Basis
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2. TANGIBLE FIXED ASSETS

The CIO held no fixed assets during this initial financial period.

The annual commitments under non-cancelling operating leases and capital commitments are as follows:

31st March 2022: None

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022

3. INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	TOTAL 2021/22 £
a) Donations, Grants & Legacies			
Gifts & Donations	4,181	-	4,181
Grants Received	40,627	-	40,627
	44,807	-	44,807
b) Charitable Activities			
Campaigns & Projects	2,190	-	2,190
Services	1,460	-	1,460
	3,649	-	3,649
c) Investment Income			
Interest	-	-	-
	-	-	-
d) Other Incoming Resources			
Sundry Income	1,142	-	1,142
	1,142	-	1,142

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022

4. RESOURCES EXPENDED

	Unrestricted Funds £	Restricted Funds £	TOTAL 2021/22 £
a) Cost of Charitable Activities			
Accommodation Costs	248	-	248
Activities & Events	331	-	331
Fundraising Costs	4,500	-	4,500
Insurance Costs	157	-	157
Licenses & Subscriptions	987	-	987
Office Costs	89	-	89
Project Costs	523	-	523
Staff Costs	48,130	-	48,130
Sundry Expenses	225	-	225
Telephone Costs	298	-	298
Travel & Subsistence	8,374	-	8,374
Young Ambassadors	70	-	70
	63,933	-	63,933
b) Governance Costs			
Independent Examiners Fees	9	-	750
	750	-	750

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022

5. RESTRICTED FUNDS

The CIO held no restricted funds during this initial financial period.

6. INVESTMENTS

The CIO held no fixed assets investments during this initial financial period.

7. CASH AT BANK AND IN HAND

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-22 £
Cash at Bank & in Hand	18,796	-	18,796
	18,796	-	18,796

8. DEBTORS AND PREPAYMENTS

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-22 £
Sundry Debtors	-	-	-
	-	-	-

9. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	Unrestricted Fund £	Restricted Fund £	Total 31-Mar-22 £
Independent Examiners Fees	750	-	750
Sundry Creditors	3,688	-	3,688
	4,438	-	4,438

10. CREDITORS: AMOUNTS FALLING DUE IN MORE THAN ONE YEAR

The CIO held no long term liabilities during this initial financial period.

11. NET ASSETS BETWEEN FUNDS

	Unrestricted Funds £	Restricted Funds £	Total 31-Mar-22 £
Fixed Asset Investments	-	-	-
Net Current Assets	14,359	-	14,359
Long Term Liabilities	-	-	-
	14,359	-	14,359

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022

12. STAFF COSTS AND NUMBERS

	TOTAL 2021/22
	£
Gross Wages, Salaries & Fees	48,130
Employer's National Insurance Costs	-
Pension Contributions	-
	<u>48,130</u>

Consultants who were engaged in each of the following activities:

	TOTAL 2021/22
Activities in furtherance of organisation's objects	6

The Charity employs staff on a self-employed basis and is therefore not subject to taxation or National Insurance Costs.

13. TRUSTEES AND OTHER RELATED PARTIES

No payments were made to trustees or any persons connected with them during this financial period. No material transaction took place between the organisation and a trustee or any person connected with them.

14. RISK ASSESSMENT

The Trustees actively review the major risks which the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of the controls over key financial systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions. The Trustees have also examined other operational and business risks which they face and confirm that they have established systems to mitigate the significant risks.

15. RESERVES POLICY

The Trustees have considered the level of reserves they wish to retain, appropriate to the CIO's needs. This is based on the CIO's size and the level of financial commitments held. The Trustees aim to ensure the CIO will be able to continue to fulfil its charitable objectives even if there is a temporary shortfall in income or unexpected expenditure. The Trustees will endeavour not to set aside funds unnecessarily.

16. PUBLIC BENEFIT

The CIO acknowledges its requirement to demonstrate clearly that it must have charitable purposes or 'aims' that are for the public benefit. Details of how the CIO has achieved this are provided in the Trustees report. The Trustees confirm that they have paid due regard to the Charity Commission guidance on public benefit before deciding what activities the CIO should undertake.

17. COMPARATIVE FIGURES

There are no comparative figures available as this is the initial period of registered Incorporated Charitable Activity.

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

NOTES TO THE FINANCIAL STATEMENTS (continued)
FOR THE FIRST PERIOD ENDED 31ST MARCH 2022

18. TRANSFER OF ASSETS AND LIABILITIES TO CHARITABLE INCORPORATED ORGANISATION

During the financial period the Directors of Compass Collective CIC (Registered Company No. 12213793) sought guidance and advice and have agreed to register the new Charitable Incorporated Organisation, Compass Collective (Registered CIO Number 1195811). All Assets and liabilities were transferred to Compass Collective (Registered CIO Number 1195811) on the 14th September 2021. The following assets and liabilities represent the CIO's operations prior to registering the Charitable Incorporated Organisation with the Charity Commission and the assets and liabilities as at the 14th September 2021 are as follows:

	Unrestricted Funds £	Restricted Funds £	Total 14-Sep-21 £
Fixed Assets			
Tangible Assets	-	-	-
Current Assets			
Debtors & Prepayments	320	-	320
Cash at Bank and in Hand	29,873	-	29,873
Total Current Assets	30,193	-	30,193
Creditors: amounts falling due within one year	750	-	750
NET CURRENT ASSETS	29,443	-	29,443
TOTAL ASSETS less current liabilities	29,443	-	29,443
NET ASSETS	29,443	-	29,443
Funds of the Charity			
General Funds	29,443	-	29,443
Restricted Funds	-	-	-
Total Funds Transferred	29,443	-	29,443

COMPASS COLLECTIVE
(Charitable Incorporated Organisation)

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the trustees/ members of Compass Collective on the accounts for the first period ended 31st March 2022 set out on pages 19 to 27.

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 section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

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

Basis of independent examiner's statement

My examination was carried out in accordance with general Directions given by the Charity Commission. 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 the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

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 section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities 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.

K. Collaku MAAT
Castle View Accounting Ltd
New Barn
Mudberry Lane
Bosham
Chichester
West Sussex
PO18 8TS

K.C

Date: 5th October 2022