

**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

2022

Charity number : 1195811

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 of 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

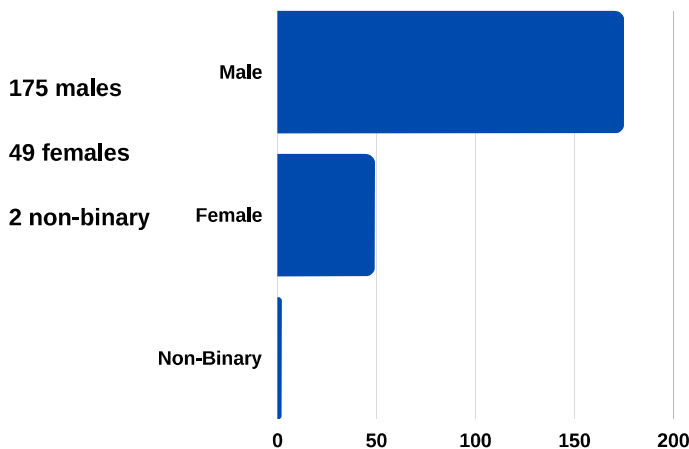
Young people



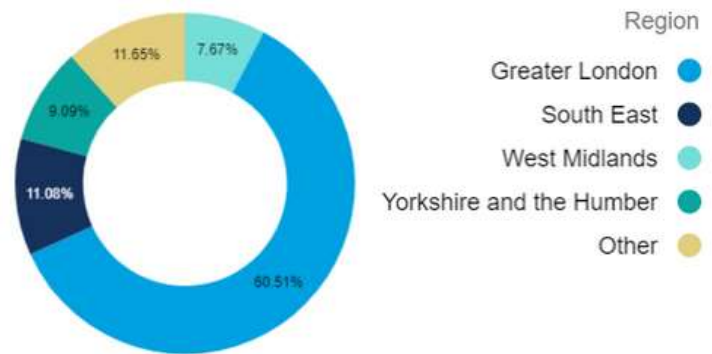
The young people we engaged with are bright, inspirational and creative young people seeking asylum or with refugee status . They are between 15 and 28 years old. **22% are female.**

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

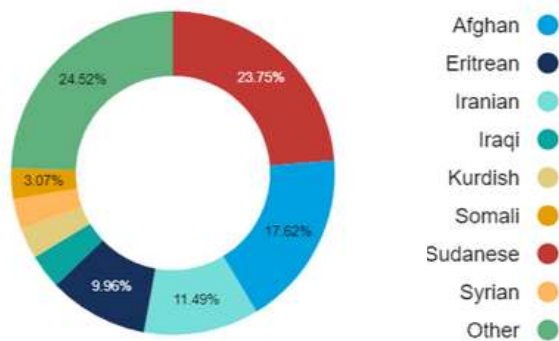
Who are the young people ?



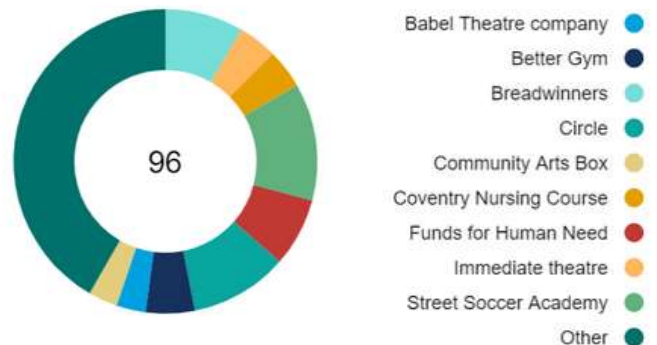
Where do they live?



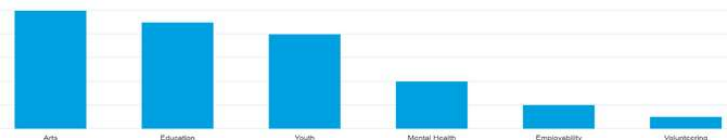
Where are they from ?



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 :





LEEDS

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

CONNECT

"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**

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**

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**

"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 SLESSBURY 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.

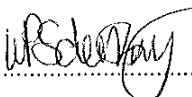
The notes on pages 20 to 28 form part of these financial statements.

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
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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

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(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	-	225	-
		900	225	-	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
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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
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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