

**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)

**CONTENTS**

Page 3	Legal & Administrative Information
Pages 4 to 17	Trustees' Report
Page 18	Statement of Financial Activities
Page 19	Balance Sheet
Pages 20 to 29	Notes to the Financial Statements
Page 30	Independent Examiner's Report

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

**LEGAL AND ADMINISTRATIVE INFORMATION**

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

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

Shanze

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 been 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

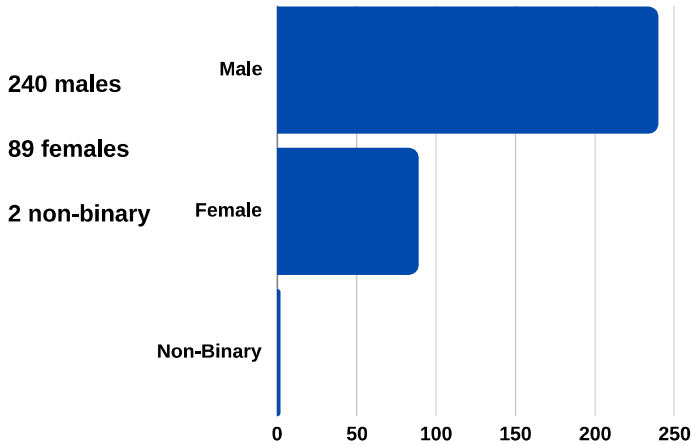


# Young people

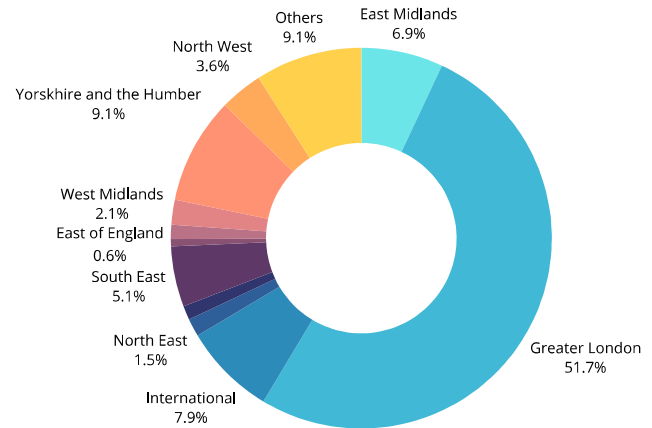
The young people we engaged with are bright, inspirational and creative young people seeking asylum or with refugee status . They are between 15 and 28 years old. **27% are female**.

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

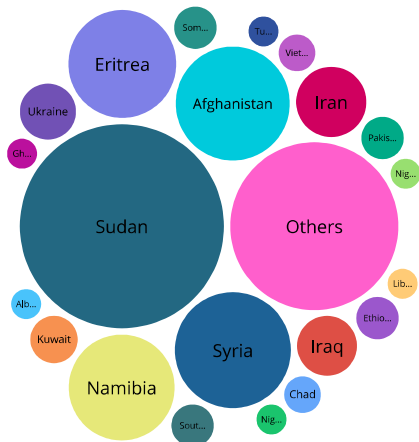
## Who are the young people ?



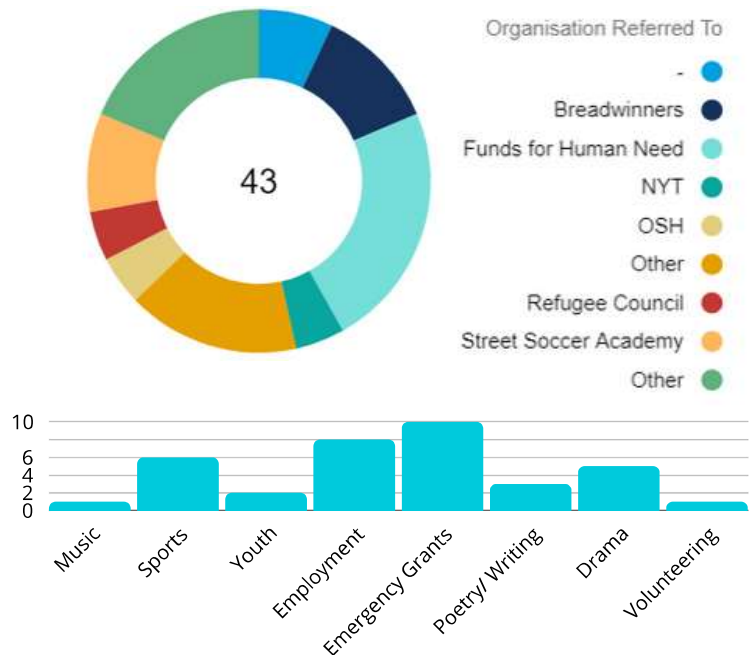
## Where do they live?



## Where are they from ?

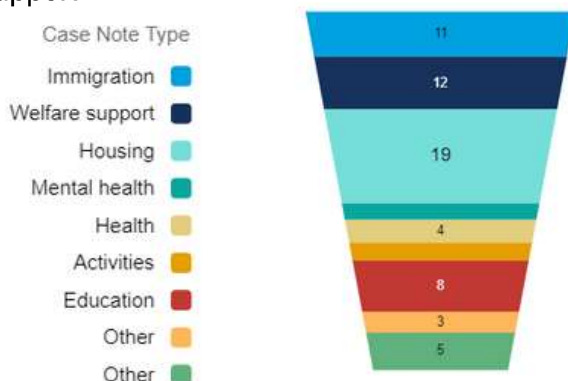


## Referrals



## 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.

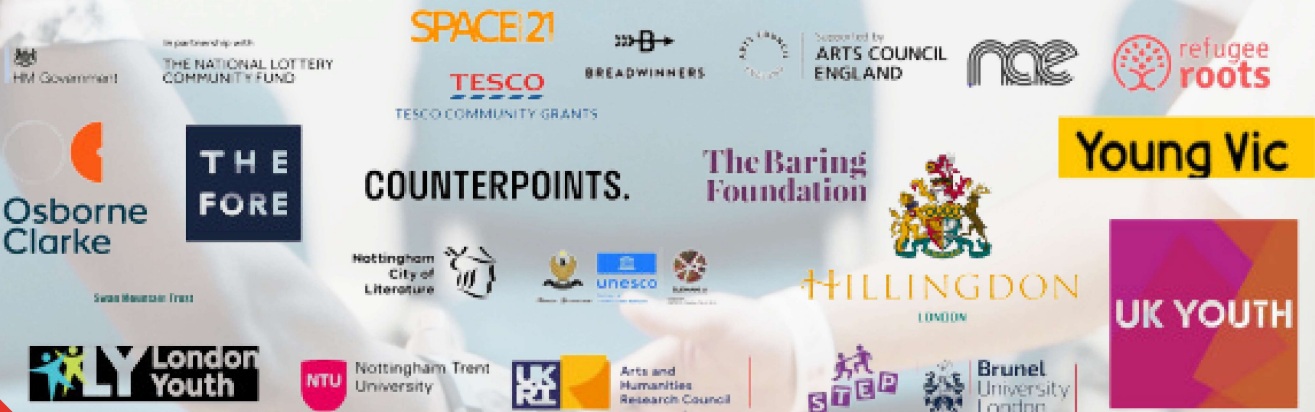
**Thank you to our supporters who made our work possible in 2023:**

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](mailto: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 WPSchubert

Printed Name: WENDY SLESBURY

**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 £
<b>INCOMING RESOURCES</b>						
<b>Incoming Resources from Generated Funds</b>						
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
<b>TOTAL INCOMING RESOURCES</b>		<b>15,757</b>	<b>91,390</b>	<b>131,705</b>	<b>238,852</b>	<b>205,343</b>
<b>RESOURCES EXPENDED</b>						
<b>Costs of Generating Funds</b>						
Cost of Charitable Activities	4a	8,034	62,538	114,650	185,222	162,206
Governance Costs	4b	240	900	-	1,140	1,125
<b>TOTAL RESOURCES EXPENDED</b>		<b>8,274</b>	<b>63,438</b>	<b>114,650</b>	<b>186,362</b>	<b>163,331</b>
<b>NET INCOMING (OUTGOING) RESOURCES</b>		<b>7,483</b>	<b>27,952</b>	<b>17,055</b>	<b>52,490</b>	<b>42,012</b>
Funds Brought Forward		21,413	14,591	20,367	56,371	14,359
Transfer Between Funds		(3,507)	-	3,507	-	-
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>25,389</b>	<b>42,543</b>	<b>40,929</b>	<b>108,861</b>	<b>56,371</b>

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 £
<b>Fixed Assets</b>					
Tangible Assets	2	-	-	-	-
Investments	7	-	-	-	-
<b>Total Fixed Assets</b>		-	-	-	-
<b>Current Assets</b>					
Debtors & Prepayments	9	11,285	-	11,285	126
Cash at Bank and in Hand	8	57,787	40,929	98,716	58,297
<b>Total Current Assets</b>		<b>69,072</b>	<b>40,929</b>	<b>110,001</b>	<b>58,423</b>
<b>Creditors:</b> Amounts falling due within one year	10	1,140	-	1,140	2,052
<b>NET CURRENT ASSETS</b>		67,932	40,929	108,861	56,371
<b>TOTAL ASSETS</b> less current liabilities		<b>67,932</b>	<b>40,929</b>	<b>108,861</b>	<b>56,371</b>
<b>Creditors:</b> Amounts falling due in more than one year	11	-	-	-	-
<b>NET ASSETS</b>		<b>67,932</b>	<b>40,929</b>	<b>108,861</b>	<b>56,371</b>
<b>Funds of the Charity</b>					
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
<b>Total Funds</b>		<b>67,932</b>	<b>40,929</b>	<b>108,861</b>	<b>56,371</b>

Approved by the Trustees on 21/7/2024

Signed on their behalf by Trustee W. Solesbury

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 £	<b>TOTAL 2023/24 £</b>	<b>TOTAL 2022/23 £</b>
<b>a) Donations, Grants &amp; Legacies</b>					
Gifts & Donations	6,155	2,000	-	8,155	10,732
Grants Received	3,664	89,390	130,845	223,899	181,596
	<b>9,819</b>	<b>91,390</b>	<b>130,845</b>	<b>232,054</b>	<b>192,327</b>

**b) Charitable Activities**

Campaigns & Projects	4,457	-	-	4,457	5,572
Services	1,328	-	-	1,328	3,429
	<b>5,784</b>	<b>-</b>	<b>-</b>	<b>5,784</b>	<b>9,001</b>

**c) Activities for Generating Funds**

Ticket Sales	154	-	860	1,014	2,965
	<b>154</b>	<b>-</b>	<b>860</b>	<b>1,014</b>	<b>2,965</b>

**d) Investment Income**

Interest	-	-	-	-	-
	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

**e) Other Incoming Resources**

Sundry Income	-	-	-	-	1,050
	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1,050</b>

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**4. RESOURCES EXPENDED**

	<b>Note</b>	Unrestricted Funds £	Designated Funds £	Restricted Funds £	<b>TOTAL 2023/24 £</b>	<b>TOTAL 2022/23 £</b>
<b>a) Cost of Charitable Activities</b>						
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	<b>13</b>	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
		<b>8,034</b>	<b>62,538</b>	<b>114,650</b>	<b>185,222</b>	<b>162,206</b>
<b>b) Governance Costs</b>						
Independent Examiners Fees	<b>10</b>	240	900	-	1,140	900
Legal & Professional Fees		-	-	-	-	225
		<b>240</b>	<b>900</b>	<b>-</b>	<b>1,140</b>	<b>1,125</b>

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**5. RESTRICTED FUNDS**

**CURRENT FINANCIAL YEAR**

	<b>Balance</b> <b>01-Apr-23</b> £	Income £	Expenditure £	Transfers £	<b>Balance</b> <b>31-Mar-24</b> £
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	-
	<b>20,367</b>	<b>131,705</b>	<b>114,650</b>	<b>3,507</b>	<b>40,929</b>



**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**

	<b>Balance</b> <b>01-Apr-22</b> £	Income £	Expenditure £	Transfers £	<b>Balance</b> <b>31-Mar-23</b> £
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)
	<b>-</b>	<b>83,294</b>	<b>62,927</b>	<b>-</b>	<b>20,367</b>

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**

	<b>Balance</b> <b>01-Apr-23</b> £	Income £	Expenditure £	Transfers £	<b>Balance</b> <b>31-Mar-24</b> £
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)
	<b>14,591</b>	<b>91,390</b>	<b>63,438</b>	<b>-</b>	<b>42,543</b>

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**6. DESIGNATED FUNDS**

**PREVIOUS FINANCIAL YEAR**

	<b>Balance</b>				<b>Balance</b>
	<b>01-Apr-22</b>	Income	Expenditure	Transfers	<b>31-Mar-23</b>
	£	£	£	£	£
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)
	<b>-</b>	<b>114,985</b>	<b>100,395</b>	<b>-</b>	<b>14,591</b>

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
	<b>57,787</b>	<b>40,929</b>	<b>98,716</b>	<b>58,297</b>

**9. DEBTORS AND PREPAYMENTS**

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

**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
	<b>1,140</b>	<b>-</b>	<b>1,140</b>	<b>2,052</b>

**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	-	-	-	-
	<b>67,932</b>	<b>40,929</b>	<b>108,861</b>	<b>56,371</b>

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**13. STAFF COSTS AND NUMBERS**

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

Consultants who were engaged in each of the following activities:

	<b>TOTAL 2023/24</b>	<b>TOTAL 2022/23</b>
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