

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

**COMPASS COLLECTIVE**

(Charitable Incorporated Organisation)

**CHARITY REGISTRATION No: 1195811**

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

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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**COMPASS COLLECTIVE**  
(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 2024
<b>END OF FINANCIAL YEAR</b>	31st March 2025
<b>TRUSTEES AT 31ST MARCH 2025</b>	Wendy Solesbury MBE Bruce Goodison Mohamed Al-Kaisi Toby Jones Fatimah Olamide Adesanya Azadeh Fatehrad
<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>	3 Space International House 6 Canterbury Crescent London SW9 7QE
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<b>PRIMARY BANKERS</b>	The Cooperative Bank 1 Ballon Street Manchester M4 4BW
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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 2024



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# INTRODUCTION FROM OUR CHAIR OF TRUSTEES

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



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

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

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

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

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

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

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

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

**Wendy Solesbury MBE (Chair of Trustees)**

# ABOUT US

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

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



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







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

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

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

# IN THE LAST YEAR WE ...

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



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

# OUR PEOPLE

## TRUSTEES

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

## YOUTH BOARD

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

## ASSOCIATE ARTISTS

Eleanor Henderson	Victor Rios
Hasan Kattan	Massi Safa
Patrick Riley	

## COMPASS AMBASSADORS (TRAINEE FACILITATORS)

Yordanos Baley	Yusuf Baluch
Lucy Boateng	Frank Mukisa
Shanzay Shah	

## COMPASS CULTURE VOLUNTEERS

Mais Robinson  
Zoe Ahmad-Hambling

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

## CO-DIRECTORS

Dorothy Hoskins – Executive Director  
Leah Gayer – Artistic Director

## CORE TEAM – OPERATIONS

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

## CORE TEAM – YOUTH PARTICIPATION

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

## WELFARE TEAM

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

## COMPASS CONNECT TEAM

Sasha Harrington – Compass Connect Coordinator

### Teachers:

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

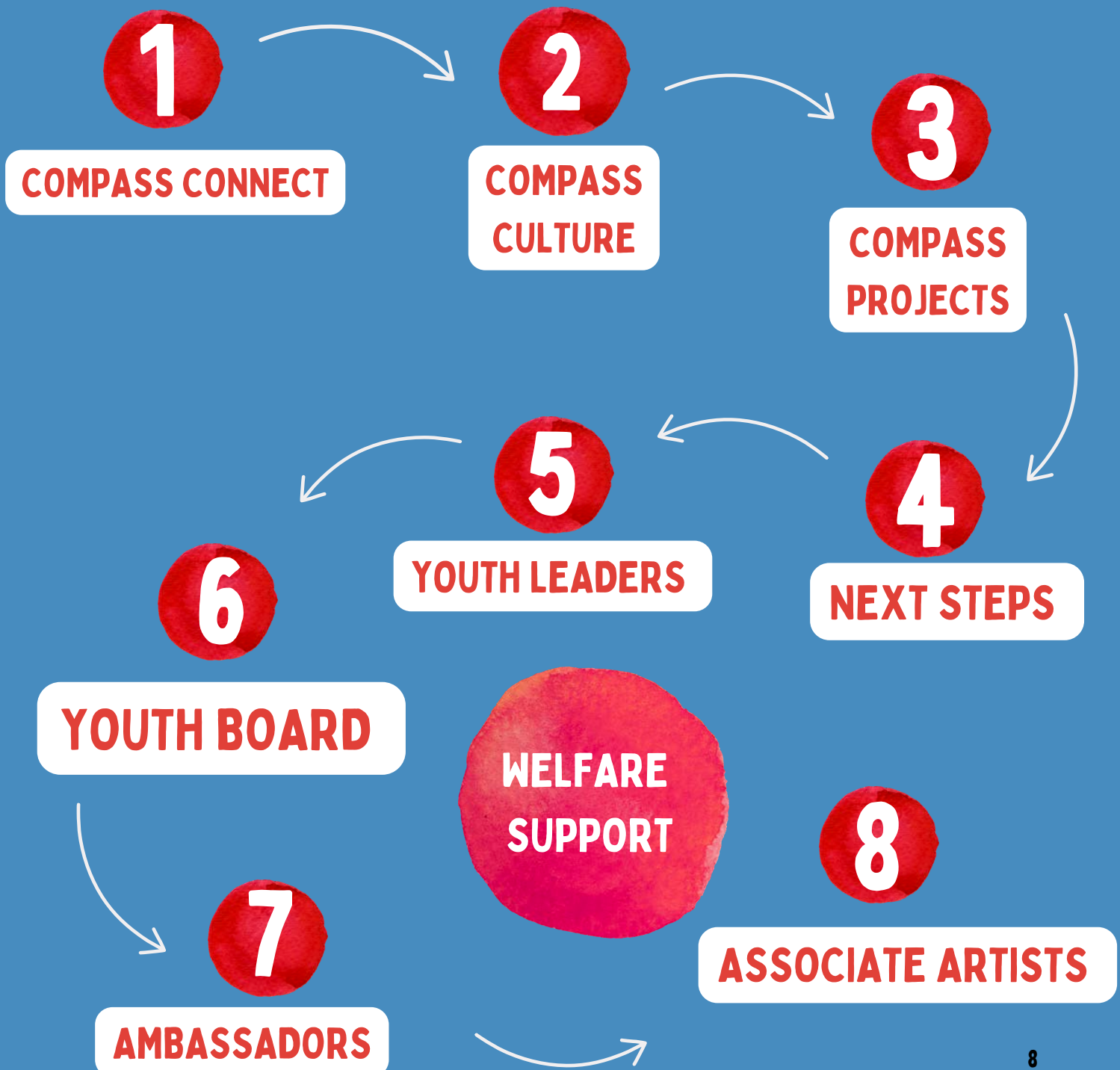
### Volunteers:

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



# THE COMPASS JOURNEY

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



## COMPASS CONNECT

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

## COMPASS CULTURE

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

## COMPASS PROJECTS

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

## NEXT STEPS

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





## YOUTH LEADERS

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

## YOUTH BOARD

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

## AMBASSADORS

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

## ASSOCIATE ARTISTS

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



# OUR PROJECTS & PROGRAMMES

## COMPASS CONNECT

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

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

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

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

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

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

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



## POEMS ON HOPE

By the Compass Connect Improvers  
Class

Hope is a wish for a beautiful  
future,

Hope belongs to your feelings and  
your desires,

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

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





## CENTRE STAGE

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

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

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

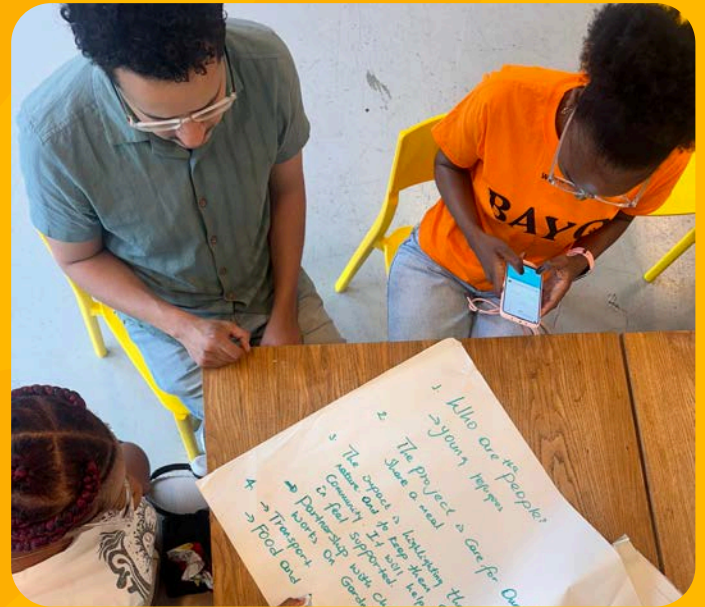
We also partnered with the Media Institute on their 'Echoes of Hope' Refugee Week social media campaign; each Centre Stage participant was given a disposable camera and invited to capture their view of 'home'. The campaign had a wide reach with the photos being viewed 1900 times.





## STEP FORWARD

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



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





## HILLINGDON WINTER & SUMMER PROJECTS

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

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





## SONGS OF SANCTUARY

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

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

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

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





# YOUTH BOARD

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

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



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

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



# COMPASS CULTURE TRIPS

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

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

# INTERNATIONAL COLLABORATIONS

## VOICE NOTES

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

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



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





## MaHoMe

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

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



# ONE-OFF EVENTS & HIGHLIGHTS

- **RWANDA INFORMATION SESSION**

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

- **MURAL DESIGN WORKSHOP WITH MURUGAIAH**

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



- **POPCHANGE CONSULTANCY**

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

- **WEDDING CHOLA**

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

- **WORLDWIDE FM**

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

- **A VIEW FROM A BRIDGE**

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

- **COMPASS SOCIALS**

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





# FUNDRAISING EVENTS

## 24 HOUR MIDSUMMER SHAKESPEARE MARATHON

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

## MIDWINTER MUSIC MARATHON

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



# ORGANISATIONAL DEVELOPMENT & STRATEGY

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

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

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

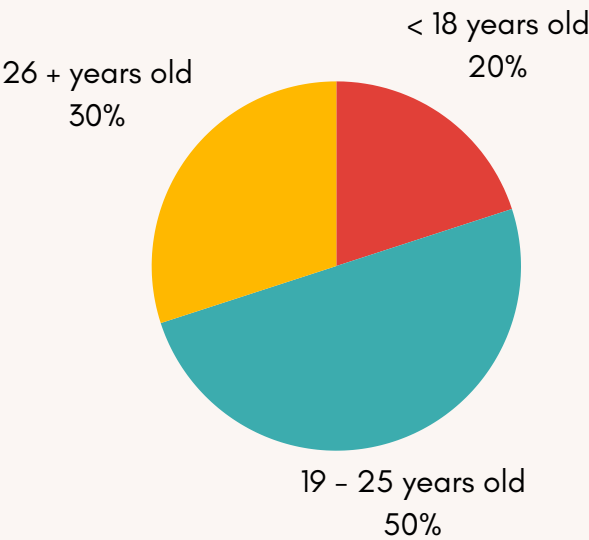
Taproot’s report and the notes from our away day will form the basis for our first organisational strategic plan, which we look forward to sharing in due course. We are very excited to have a shared vision for our future, and a roadmap to take us there.



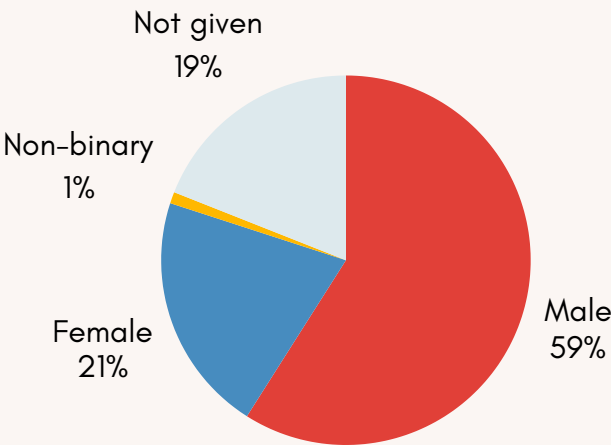
# OUR YOUNG PEOPLE

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

## AGE

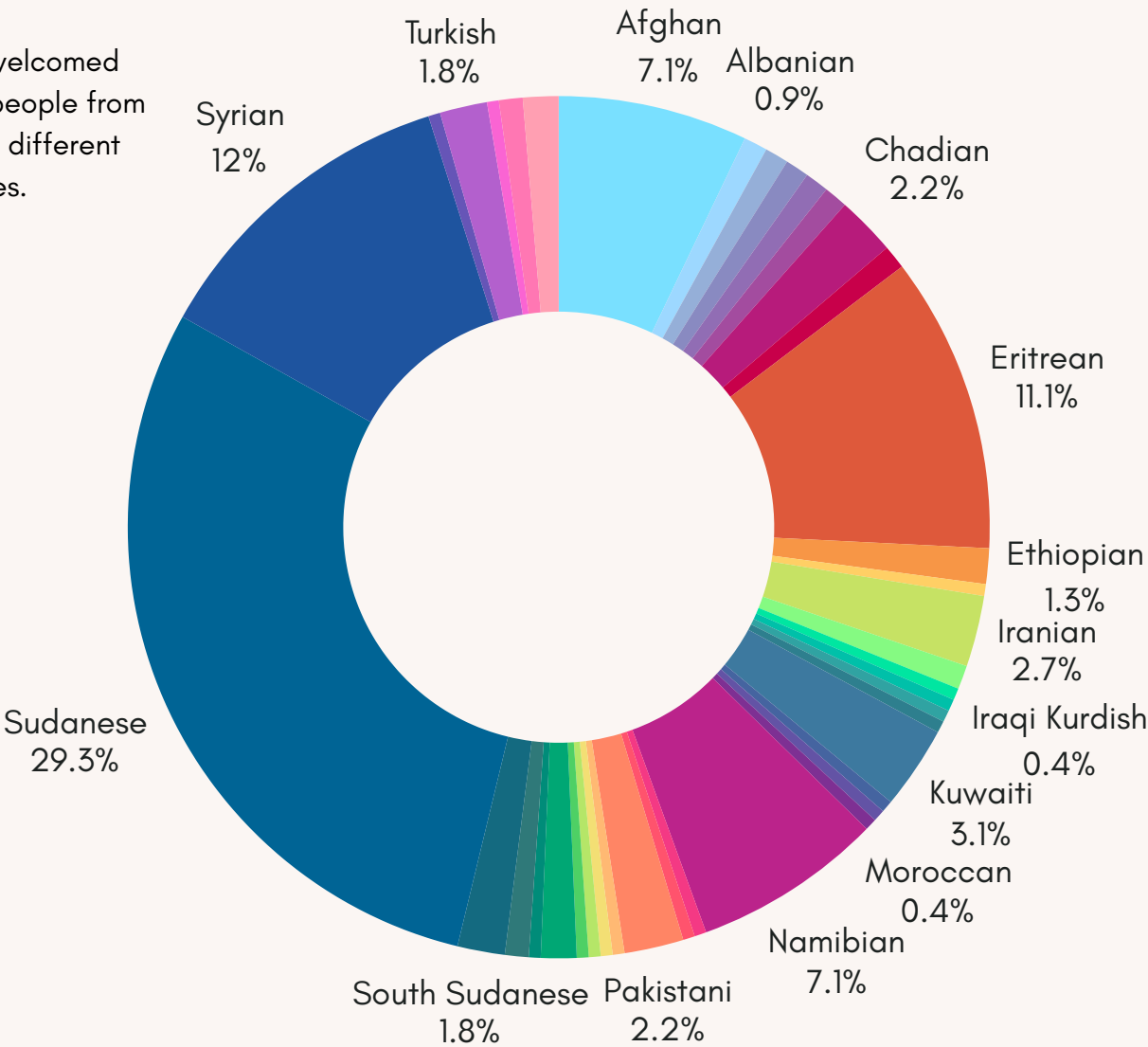


## GENDER



## NATIONALITY

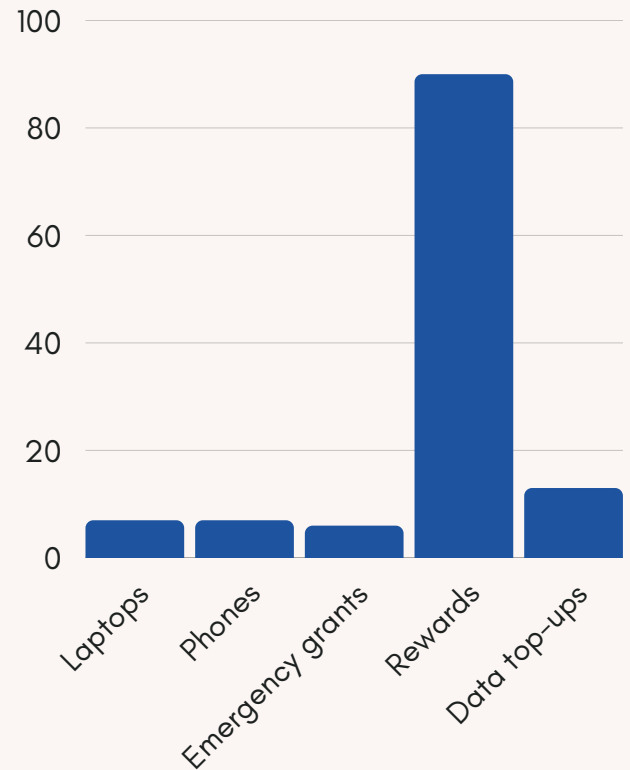
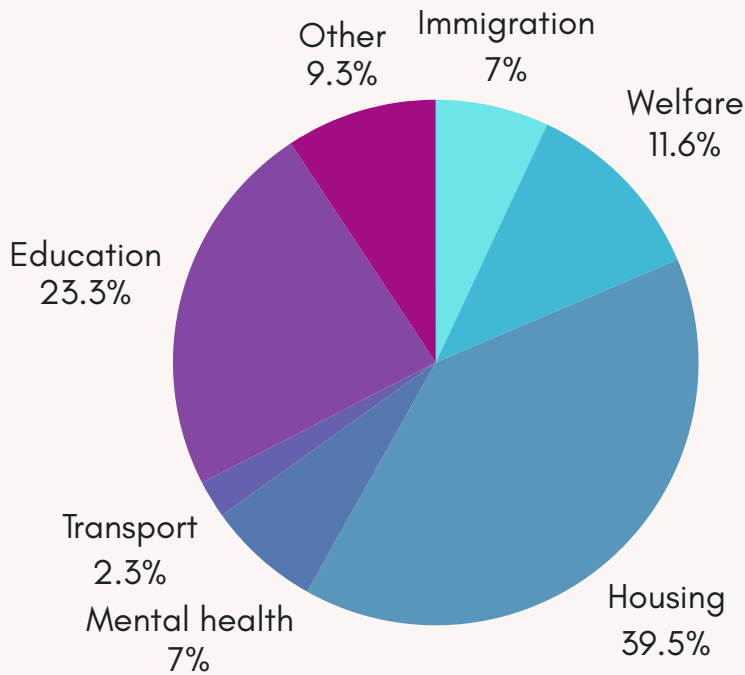
We’ve welcomed young people from over 45 different countries.



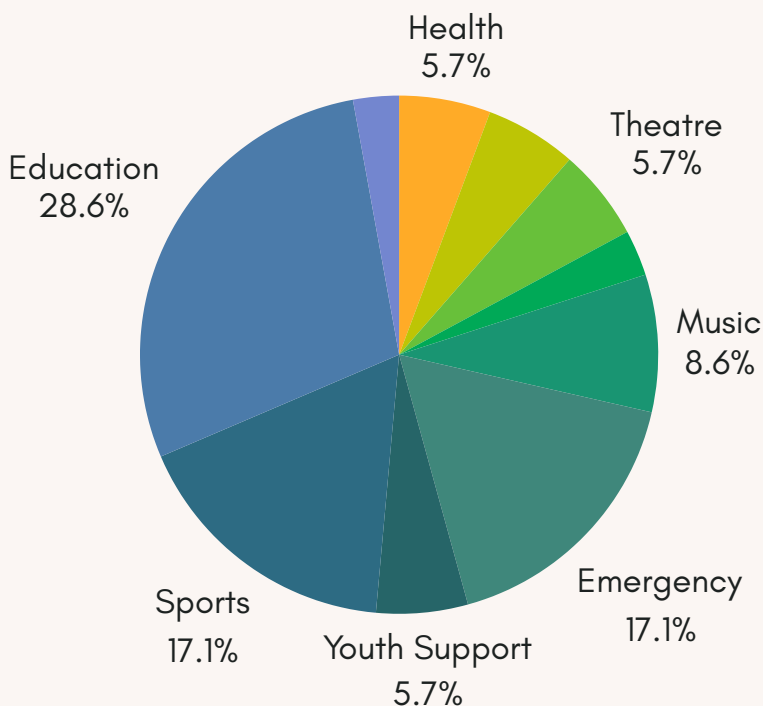


## WELFARE SUPPORT

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



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



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

# FINANCIAL OVERVIEW – 2024

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

## INCOME: JANUARY – DECEMBER 2024

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

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

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

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

We are represented by Castle View Accounting.

# LOOKING AHEAD

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

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

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



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

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



# SUPPORTERS AND PARTNERS

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

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

## THANK YOU TO OUR VALUED PARTNERS:

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

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

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

## COMPASS COLLECTIVE

(Charitable Incorporated Organisation)

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

#### Trustees' Responsibilities

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

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

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

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

Approved by the Trustees on 15/9/2025 .....

Signed on their behalf by Trustee W.Solesbury .....

Printed Name: WENDY SOLESBURY MBE

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

	<b>Notes</b>	<b>Unrestricted Funds £</b>	<b>Designated Funds £</b>	<b>Restricted Funds £</b>	<b>TOTAL 2024/25 £</b>	<b>TOTAL 2023/24 £</b>
<b>INCOMING RESOURCES</b>						
<b>Incoming Resources from Generated Funds</b>						
Donations, Grants & Legacies	<b>3a</b>	12,384	46,946	85,168	144,497	232,054
Charitable Activities	<b>3b</b>	24,276	25,414	15,859	65,549	5,784
Activities for Generating Funds	<b>3c</b>	776	-	-	776	1,014
Investment Income	<b>3d</b>	-	-	-	-	-
Other Incoming Resources	<b>3e</b>	2,588	189	971	3,748	-
<b>TOTAL INCOMING RESOURCES</b>		<b>40,023</b>	<b>72,549</b>	<b>101,998</b>	<b>214,570</b>	<b>238,852</b>
<b>RESOURCES EXPENDED</b>						
<b>Costs of Generating Funds</b>						
Cost of Charitable Activities	<b>4a</b>	16,733	91,925	79,494	188,153	185,222
Governance Costs	<b>4b</b>	180	1,140	-	1,320	1,140
<b>TOTAL RESOURCES EXPENDED</b>		<b>16,913</b>	<b>93,065</b>	<b>79,494</b>	<b>189,473</b>	<b>186,362</b>
<b>NET INCOMING (OUTGOING) RESOURCES</b>		<b>23,109</b>	<b>(20,516)</b>	<b>22,504</b>	<b>25,097</b>	<b>52,490</b>
Funds Brought Forward		25,389	42,543	40,929	108,861	56,371
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>48,498</b>	<b>22,027</b>	<b>63,433</b>	<b>133,958</b>	<b>108,861</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 36 to 45 form part of these financial statements.



**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

**BALANCE SHEET**  
**AS AT 31ST MARCH 2025**

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

Approved by the Trustees on 13/9/2025

Signed on their behalf by Trustee W.S. Salesbury

Printed Name: WENDY SALESBURY MBE

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**1. ACCOUNTING POLICIES**

**Basis of Preparation & Assessment of Going Concern**

**Basis of Preparation**

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

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

**Assessment of Going Concern**

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

**Incoming Resources**

***Recognition of Incoming Resources***

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

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

***Incoming Resources with Related Expenditure***

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

***Grants and Donations***

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

***Tax Reclaims on Donations and Gifts***

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

***Contractual Income and Performance Related Grants***

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

***Gifts in Kind***

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

***Donated Services and Facilities***

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

***Volunteer Help***

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

***Investment Income***

This is included in the accounts when receivable.

***Investment Gains and Losses***

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

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**1. ACCOUNTING POLICIES (continued)**

**Expenditure and Liabilities**

***Liability Recognition***

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

***Governance Costs***

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

***Grants with Performance Conditions***

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

***Grants Payable without Performance Conditions***

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

***Investments***

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

***Unrestricted funds***

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

***Restricted funds***

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

***Designated funds***

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

***Fixed Assets***

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

***Depreciation Expense***

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

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

**2. TANGIBLE FIXED ASSETS**

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

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

31st March 2025: None

31st March 2024: None



**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**3. INCOMING RESOURCES**

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

**b) Charitable Activities**

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

**c) Activities for Generating Funds**

Ticket Sales	776	-	-	776	1,014
	<b>776</b>	<b>-</b>	<b>-</b>	<b>776</b>	<b>1,014</b>

**d) Investment Income**

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

**e) Other Incoming Resources**

Sundry Income	2,588	189	971	3,748	-
	<b>2,588</b>	<b>189</b>	<b>971</b>	<b>3,748</b>	<b>-</b>

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**4. RESOURCES EXPENDED**

	<b>Note</b>	<b>Unrestricted Funds £</b>	<b>Designated Funds £</b>	<b>Restricted Funds £</b>	<b>TOTAL 2024/25 £</b>	<b>TOTAL 2023/24 £</b>
<b>a) Cost of Charitable Activities</b>						
Accommodation Costs		15	-	-	15	1,189
Activities & Events		4	2,457	1,597	4,057	2,128
Bank Charges		2	-	3	5	22
Insurance Costs		42	480	-	522	292
Licenses & Subscriptions		132	191	529	851	809
Office Costs		30	174	80	284	1,289
Staff Costs	<b>13</b>	15,148	70,404	66,198	151,749	150,985
Sundry Expenses		751	412	1,001	2,163	1,283
Telephone Costs		16	814	577	1,407	835
Training Costs		-	6,938	-	6,938	1,063
Travel & Subsistence		356	9,442	8,422	18,219	23,914
Young Ambassadors		239	615	1,089	1,943	1,413
		<b>16,733</b>	<b>91,925</b>	<b>79,494</b>	<b>188,153</b>	<b>185,222</b>

**b) Governance Costs**

Independent Examiners Fees	<b>10</b>	180	1,140	-	1,320	1,140
		<b>180</b>	<b>1,140</b>	<b>-</b>	<b>1,320</b>	<b>1,140</b>

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**5. RESTRICTED FUNDS**

**CURRENT FINANCIAL YEAR**

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



**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**5. RESTRICTED FUNDS (Continued)**

**PREVIOUS FINANCIAL YEAR**

	<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 Awards Fund	(581)	-	-	581	-
Arts Council	-	13,280	-	-	13,280
Awards For All	2,789	-	-	-	2,789
Calling Across Borders	(3)	-	-	3	-
Coop 23 Fund	30,440	-	29,638	-	802
COOP Fund	6	-	-	-	6
Creative without borders	(14)	-	-	14	-
Diaspora Fund	-	29,987	29,583	-	404
Fund For Human Need	120	860	980	-	-
Good Chance/ London Youth - The Walk	(14)	-	-	14	-
Jack Petchey	-	1,500	-	-	1,500
Leeds x NYT	6	20,374	16,195	-	4,185
London Youth - Summer City Leaders	1	-	-	-	1
Lush Fund	(893)	-	-	893	-
Mental Health Fund	105	-	-	-	105
Mercers Fund	-	5,000	-	-	5,000
Nottingham University Fund	-	11,250	8,822	-	2,428
Osbourne Parke	-	750	40	-	710
Pappy Show	-	200	170	-	30
Red Cross Strategy	(1,034)	2,366	795	-	537
REUK Fund	(100)	-	-	100	-
Split Initiative - Leeds	(4)	-	-	4	-
Surrey University Fund	-	961	959	-	2
Swan Mountain- Leeds	(1)	-	-	1	-
Trust for London	(8,560)	11,000	879	-	1,561
Trust For London 21/22	(1,897)	-	-	1,897	-
Wandsworth Council	-	2,440	1,066	-	1,374
Youth Music Fund	-	26,937	25,247	-	1,690
	<b>20,367</b>	<b>131,705</b>	<b>114,650</b>	<b>3,507</b>	<b>40,929</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 2025**

**6. DESIGNATED FUNDS**

**CURRENT FINANCIAL YEAR**

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

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**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**6. DESIGNATED FUNDS**

**PREVIOUS FINANCIAL YEAR**

	<b>Balance</b> <b>01-Apr-23</b> £	Income £	Expenditure £	Transfers £	<b>Balance</b> <b>31-Mar-24</b> £
British Red Cross	(3,281)	-	16	-	(3,297)
Chicken Shed Fund	14	-	14	-	-
Clowning Workshop	(68)	-	2	-	(70)
Counterpoints Arts	842	760	1,546	-	56
Esmée Fund	16,553	38,473	24,552	-	30,474
Fore Fund	(4,428)	-	-	-	(4,428)
Getting Active - LY	692	-	692	-	-
GFM - Connect Fund	(652)	-	743	-	(1,395)
Hilden Fund	2,221	-	735	-	1,486
Hillingdon Council	3,575	33,292	24,745	-	12,122
Hillingdon -Taste of Home	(5,155)	8,000	-	-	2,845
Kent College Fund	-	644	650	-	(6)
Legacy Fund	173	-	-	-	173
Lush Fund	1,020	-	245	-	775
LY - Summer 22 Fund	8	-	6	-	2
LY/Emergency Party Fund	2,035	-	782	-	1,253
Magic Little Grant	410	500	155	-	755
MAHome Project	(3,053)	-	657	-	(3,710)
MAI Fund	308	-	401	-	(93)
NHS ( Napiers Barracks)	708	-	309	-	399
One Off Donation	(638)	2,221	36	-	1,547
Royal Victoria Hall Foundation	1,056	-	50	-	1,006
Somerset Fund	-	2,500	2,381	-	119
Somerset House Fund	400	-	470	-	(70)
UK Youth	(1,509)	-	15	-	(1,524)
UK Youth Fund	3,361	5,000	4,236	-	4,125
	<b>14,591</b>	<b>91,390</b>	<b>63,438</b>	<b>-</b>	<b>42,543</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 2025**

**7. INVESTMENTS**

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

**8. CASH AT BANK AND IN HAND**

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

**9. DEBTORS AND PREPAYMENTS**

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

**10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	Unrestricted Fund £	Restricted Fund £	<b>TOTAL 31-Mar-25 £</b>	<b>TOTAL 31-Mar-24 £</b>
Independent Examiners Fees	1,320	-	1,320	1,140
	<b>1,320</b>	<b>-</b>	<b>1,320</b>	<b>1,140</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 £	<b>TOTAL 31-Mar-25 £</b>	<b>TOTAL 31-Mar-24 £</b>
Fixed Asset Investments	-	-	-	-
Net Current Assets	70,525	63,433	133,958	108,861
Long Term Liabilities	-	-	-	-
	<b>70,525</b>	<b>63,433</b>	<b>133,958</b>	<b>108,861</b>

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

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

**13. STAFF COSTS AND NUMBERS**

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

Consultants who were engaged in each of the following activities:

	<b>TOTAL 2024/25</b>	<b>TOTAL 2023/24</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 (2023/24:None).

**14. TRUSTEES AND OTHER RELATED PARTIES**

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

**15. RISK ASSESSMENT**

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

**16. RESERVES POLICY**

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

**17. PUBLIC BENEFIT**

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

**COMPASS COLLECTIVE**  
(Charitable Incorporated Organisation)

**INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS**

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

**Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

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

**Basis of independent examiner's statement**

My examination was carried out in accordance with general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

**Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect, the requirements:
  - to keep accounting records in accordance with section 130 of the Charities Act; and
  - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met; or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

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



Date: 22nd September 2025