

SHEPHERD'S STAR

England & Wales · Charity number 1196520

Details

Status Registered

Legal form CIO

Registered 2021-11-11

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

Contact

Address 49 Richmond Hill
Richmond
TW10 6RE

Phone 07803832339

Email desiree.shepherd@shepherdsstar.org

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Activities

Objects: THE RELIEF OF THOSE IN NEED, BY REASON OF YOUTH, AGE, ILL-HEALTH, DISABILITY, FINANCIAL HARDSHIP OR OTHER SOCIAL OR ECONOMIC DISADVANTAGE FOR THE PUBLIC BENEFIT IN RICHMOND BOROUGH AND THE SURROUNDING AREA BY RUNNING PERSONAL DEVELOPMENT PROGRAMMES TO HELP DEVELOP THEIR LIFE SKILLS, IMPROVE THEIR CONDITION OF LIFE AND ENABLE THEM TO PARTICIPATE MORE FULLY IN SOCIETY AND THROUGH SUCH OTHER SUPPORT, GRANTS, ITEMS AND SERVICES AS THE TRUSTEES DEEM APPROPRIATE.

Activities: To bring communities together, supporting those in need through connections, friendships and development programmes.

Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Disability, The Prevention Or Relief Of Poverty
- **Who:** Other Defined Groups

Geography

- Richmond Upon Thames

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£88,260	£83,169	-	-
2024-05-31	£88,255	£72,829	-	-
2023-05-31	£56,191	£67,485	-	-
2022-05-31	£23,412	£5,852	-	-

Trustees

Name	Role	Appointed
Justin Wingfield	Chair	2021-11-23
Brenton Booth		2025-02-18
Judith Evelyn King BSc		2021-11-23
Marianne Welsh		2021-11-23

SHEPHERD'S STAR

England & Wales - Charity number 1196520

Accounts



SHEPHERD'S STAR

(Charitable Incorporated Organisation)

CHARITY REGISTRATION NUMBER - 1196520

CIO-Foundation Registered 11th November 2021

Trustees Annual Report for the Financial Year

1st June 2024 to 31st May 2025



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LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1196520
LEGAL STATUS	Charitable Incorporated Organisation
DATE OF REGISTRATION	11 th November 2021
START OF FINANCIAL PERIOD	1 st June 2024
END OF FINANCIAL PERIOD	31 st May 2025
TRUSTEES	Brenton Booth (October 2024) Judith King (Secretary) Marianne Welsh Justin Wingfield (Chair)
DIRECTOR	Desiree Shepherd
BANKERS	Metro Bank 64-66 Clarence Street Kingston-upon-Thames KT1 1NP
ADMINISTRATION ADDRESS	49 Richmond Hill Richmond TW10 6RE
E-MAIL AND WEBSITE	connect@shepherdsstar.org www.shepherdsstar.org



INTRODUCTION TO SHEPHERD'S STAR AND OUR ACTIVITIES

Our story began during the 2020 pandemic, when six Richmond residents volunteered their time to serve in a crisis that had reduced frontline services.

As restrictions lifted, we reflected on the gaps we had identified and the encouragement we had received from residents, businesses, and organisations.

We began to wonder whether there was an opportunity to continue serving and build on this momentum. That opportunity became our mission: to empower people who have faced life's challenges to build confidence, connections, and skills for new opportunities and from there, we grew.

Looking ahead, our aim is clear: to continue reducing isolation, nurturing confidence, and creating pathways to opportunity for adults facing hardship across South West London.

1 MISSION

At Shepherd's Star, our mission is to empower people who have faced life's challenges to build confidence, connections, and skills for new opportunities.

Who we serve:

Our beneficiaries are adults who've experienced life challenges due to being socially or economically dis-advantaged. They include people living with disabilities, people from black and minority ethnic backgrounds, single mothers, refugees, "harder to reach" individuals and those facing financial hardship.

Many present with mental fragility, diminished work capacity, loss of confidence or lack of self-worth. Their challenges include social anxiety and exclusion, abuse, criminal past, homelessness or at risk of homelessness, long-term unemployment, drug/alcohol dependence, mental ill health and financial distress.

Through our key services, beneficiaries develop positive social networks and cultivate relationships that provide emotional support and encouragement,



increasing their resilience and reducing isolation enabling them to re-engage with the community.

2. MAIN ACTIVITIES

Shepherd's Star in collaboration with volunteers, local businesses and statutory and charitable partner organisations, is committed to promoting greater social inclusion and empowering individuals to reach their full potential.

Shepherd's Star does this through a number of projects: **Explore** (personal development and skills programme), **Shine** (barista and hospitality training), **Good Friday** (weekly community space), **Table of Hope** (seasonal community lunch at a communal table) and **Christmas Holiday Box** (supporting families in need over Christmas).

3. EXPLORE

Explore is a one day a week, socially-engaging **personal development and skills programme**, run over six weeks.

Launched in February 2022, Explore is our flagship programme, uniquely designed for those who are often the hardest to reach. It offers a first step on the development pathway.

We do this through running skills introduction, wellbeing and personal development workshops, once-a-week, for six weeks, during three terms a year. Many of our participants live with social anxiety, low confidence, or barriers to learning and employment.

For this reason, Explore is not about numbers, it's about journeying alongside those who need it most. Graduates are supported beyond the programme, with opportunities to stay connected through ongoing social activities and via our network of dedicated partners.

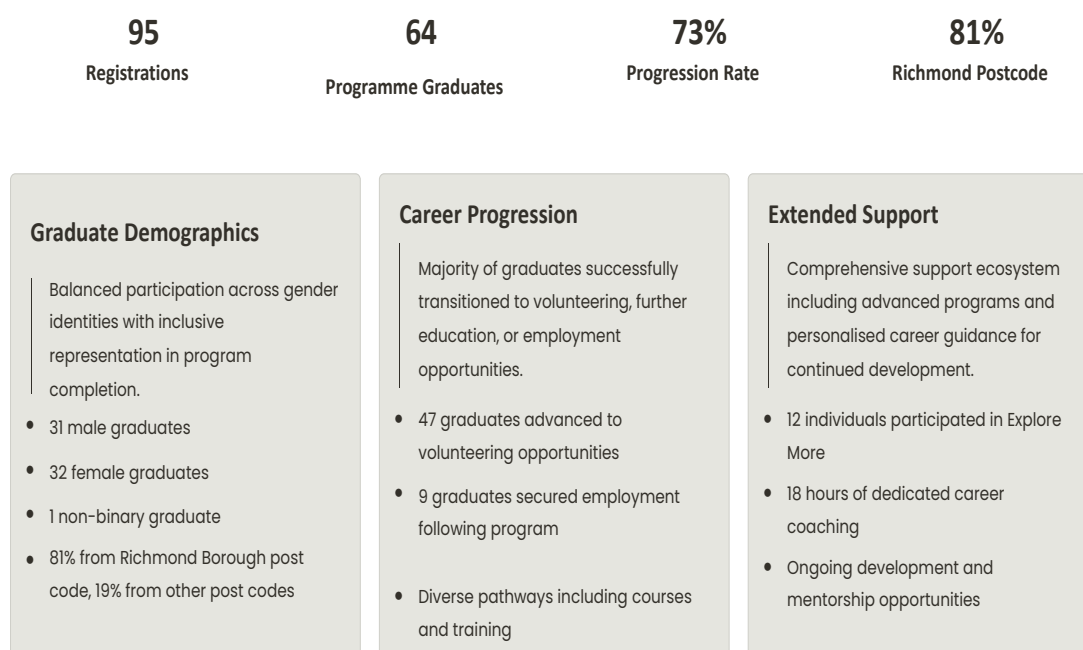
Since the launch of Explore in February 2022, the program has seen impressive engagement and success over ten terms, including Spring 2025. We have received 95 registrations, with a commendable 64 participants graduating after successfully completing 5 or 6 out of 6 sessions. Among



these graduates, the gender distribution was fairly balanced, comprising 31 males, 32 females, and one non-binary individual.

An inspiring 47 of these graduates, which accounts for 73%, have progressed to volunteering or further personal development through courses, training, or continued study. Additionally, 9 graduates have successfully transitioned into employment.

Explore Program Key Achievements - 10 Terms



"One of the few organisations working at the earliest stages of the developmental pathway" - **Ursula Johnston, Reed in Partnership**

"The Explore programme is unique because of the people who run it. The passion, generosity of spirit and devotion to each person is remarkable. We know at RFS how much social interaction and forming meaningful relationships makes a fundamental difference for people's well being. Recognising and accepting everyone's differences is one of the things that Explore does so well. Humility is a word which sums this up." - **Simon Westgarth, CEO RFS**



Through the Explore journey, individuals begin to see possibility again: rebuilding confidence, discovering hidden potential, and taking progressive steps towards a hopeful future.

"Explore provided me with a supportive community and meaningful volunteering opportunities. Volunteering and engaging in personal development workshops helped me reconnect with my values and discover new passions. A personal values workshop was a turning point: I discovered my core value was empathy which has inspired me to enrol in a clinical psychology programme at Kings College, London." - **Sabya**

Shepherd's Star is extremely thankful and fortunate to be working alongside organisations who refer individuals to the Explore programme.

Spear	Look Ahead Mental Health
DWP - Job Centre	Reed in Partnership
Riverbank Trust	St. Mungo's
Ruils	Work Match
RWCDAS	United Response

The combination of socially engaging activities, skills training, peer support, confidence building, mental wellbeing workshops and improved nutrition, contributes towards increased resilience and improved wellbeing.

Explore Partners involved in delivering and supporting Explore include local businesses, charities and educational providers. All speakers are experienced and knowledgeable in teaching/training the topic and skill of their workshop. Our partners include - The Richmond Furniture Scheme, Kew Gardens, Bhuti, Harrington Design & Build, Relish & Grace, The Social Drinking Company, Crosslight Advice, Maia Rushby Consulting, Work Match, Shine Barista Training, Cooking Up, RHACC and Richmond Council for Voluntary Service.

Upon completion of our programme, graduates are supported with signposting to find volunteer roles, further training and study or work opportunities to improve their income, reducing poverty and economic disadvantage. Additionally, opportunities to stay connected through ongoing social activities and via our network of dedicated partners including The Richmond Furniture Scheme, Kew Gardens, RHACC and Richmond Council for Voluntary Service.



Case Study - Jono

From addiction and breakdown to a new career in hospitality, Jono's journey shows the power of community, purpose, and belief.

A story of restoration...

Jono's journey with Shepherd's Star began when his brother Daniel, visiting from overseas, brought him along to our Good Friday community space. At the time, Jono was living in the UK and struggling with addiction and the aftermath of a mental breakdown following the loss of his job.

His brother was looking for a supportive community that could walk alongside Jono as he began rebuilding his life.

Through Good Friday, Jono was introduced to our skills and personal development programme, Explore. For the first time, he found a safe space to open up, share his story, and discover he wasn't alone.

From Explore, Jono was signposted to opportunities in food and hospitality with Beyond Food. He was supported by his Job Centre Employment Advisor and Work Match Employment Officer.

Since graduating from Beyond Food, Jono continued to volunteer with our hospitality team at Good Friday while searching for employment. Jono has recently celebrated a new chapter: accepting a role at The Ivy Restaurant and is ambitious for future opportunities.

"Explore gave me an opportunity to discover who I was again... I discovered I wasn't alone. I've enjoyed the exchange and the journey of doing it with others.

It reminded me I was good at what I did... I was given a chance to shine again.

That Shepherd's Star believed in me, that I am finding my feet and the reality of what is in front of me is only possible because of the foundation Shepherd's Star has set for me in this brand-new life - it's been crucial in giving me a sense of purpose." - Jono



In May 2024 Shepherd's Star began a six week pilot of our Explore to More programme. The idea for the group was birthed by our Explore graduates: *"we started Explore to More because we did not want Explore to end."* The aim of the monthly meet up is to offer a regular space to support and encourage those who have graduated from Explore on their next steps.

Explore to More has attracted 12 unique individuals, highlighting the program's appeal and effectiveness. To support our participants in their career paths, we have offered 18 hours of personalized career coaching post-Explore.

Explore to More has been described by participants as:

"supportive and encouraging"

"a place to practice conversation in a safe place"

"friendship, connections and community."

Explore to More is open to all of our Explore programme graduates.

Some partners offer potential for beneficiaries to participate in longer term opportunities e.g. volunteering, apprenticeships, further training, social support and mentoring.

"It is an amazing stepping stone, it gives clients confidence, a sense of purpose, achievement, and offers a path to self development."

Jenny Strickland – Ruils Lead Well-being Co-ordinator

"All of my referrals have responded positively, showing enthusiasm and motivation to take their next steps. Whether pursuing volunteering opportunities or moving towards employment, each individual has engaged proactively with the support offered and expressed appreciation for the guidance provided." **Sharon Hearn – Kingston Job Centre**



3.1 Activities and benefits of Explore

Workshop activities include introductions to practical money, cooking, baking, barista, gardening and woodwork skills. Other workshops include personal values, personal profiles, meeting planning, wellbeing and introductions to further study, training and volunteering providers.

The benefit of trying out new skills in a supportive, empathetic, low pressure environment alongside peer support, helps raise participants' motivation, confidence, self-esteem and sense of purpose and belonging.

The main output is evidence of participants taking steps towards developing one or more skills i.e. signing up for a specific skill e.g. Gardeners sign up to Kew Gardens Discover Horticulture; cooking learners sign up for Cooking with Confidence or Baking Skills for Beginners at Richmond Adult Community College, Cooking with Cooking Up, aspiring Baristas join the SHINE project and keen woodworkers join a volunteer team at the Richmond Furniture Scheme, all of which contribute towards increasing social inclusion.

Communal lunch: each day of Explore includes a delicious and nutritious lunch. The participants help set up the table, serve one another and together, enjoy a meal around a communal table. Relationships develop around the casual, safe, welcoming environment of a shared meal and friendships become mutually supportive.

The outcome of the shared lunches around a communal table gives a sense of belonging, of social inclusion, of being seen, heard and appreciated. This builds our participants' confidence, encourages friendships, inspires hope and supports social inclusion.

Personal surveys: at the start and end of the Explore programme we invite participants to complete a self-assessment, scoring their skills, confidence development and social inclusion on a rating scale. This supports their personal progression, helps them track their growth and boosts their confidence to continue on their journey to becoming more independent and a contributing member of the local community.







4. GOOD FRIDAY : WEEKLY COMMUNITY SPACE

Launched in March 2023, Good Friday is a weekly gathering where those facing hardship, food poverty, or social exclusion can find connection, creativity and hope.

Good Friday runs out of the side hall of Twickenham United Reformed Church, on the edge of Twickenham Green, every Friday from 11am-2pm.

It is a vibrant community space with a focus on social connection and reducing food poverty through the provision of a light lunch and surplus food provision from Gail's Bakery in Twickenham. In 2025 we began receiving regular donations of surplus food from charity Surplus to Supper. From January 2025 to May 2025 we have received and distributed almost 1.944 kilograms of surplus food.

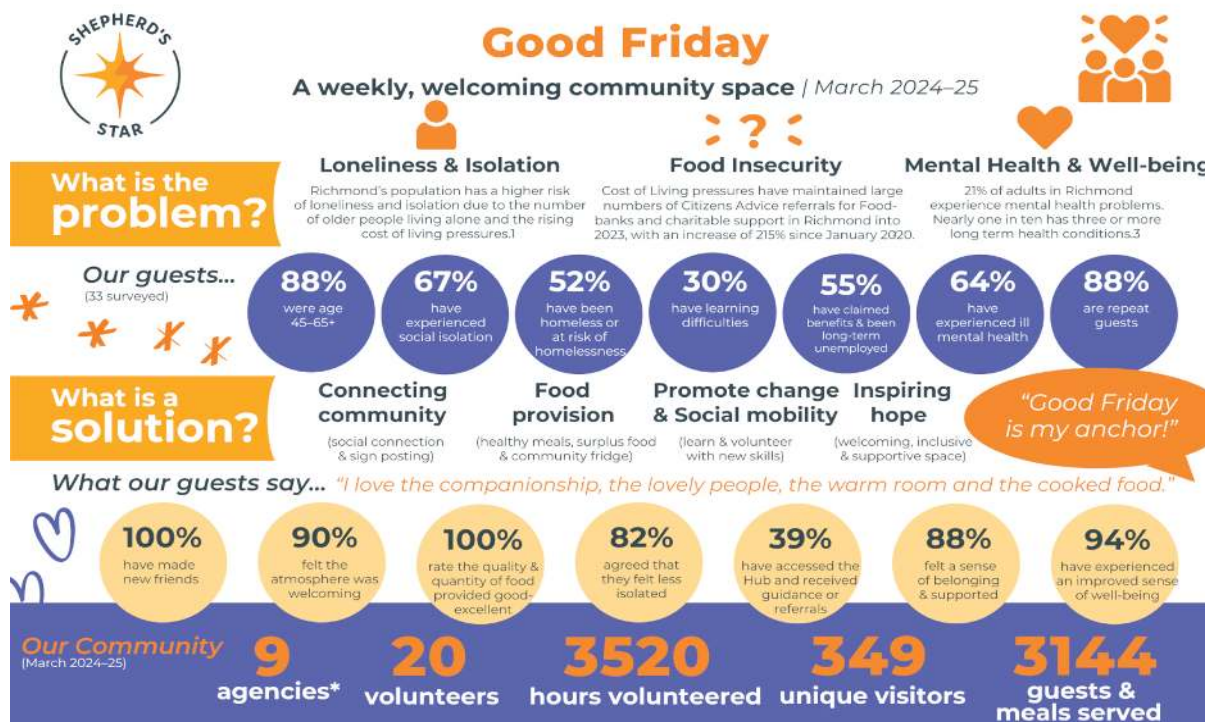
Each week, guests enjoy wellbeing activities, creative workshops and shared reading groups, alongside the opportunity to connect with specialist agency support through the All-in- One Hub (SPEAR Healthlink, RWCDAS and Job Centre Plus DWP).

From barista-crafted coffee by Shine trainees to shared reading groups with The Reader, Good Friday provides a welcoming hub for connection and friendship. We also partner with organizations like SPEAR Healthlink and the NHS to offer wellbeing days, helping our community grow in confidence together.

"My emergency food ration is stocked full because of Good Friday."

"You don't know how grateful I am to be in a warm space. I just needed to be warm."

"Good Friday is a place I can come when I am feeling very low and very down, where I am not judged or pushed away. I can chat with others and find a little piece of hope in the dark."



www.shepherdsstar.org Registered charity: 1196520

4.1 Activities and benefits of Good Friday

Connecting communities: we help strengthen and build resilient communities by bringing people together in a warm, welcoming space, where advice and social connection is offered with the aim of building supportive relationships, reducing hardship and promoting inclusion.

Reducing food insecurity and surplus food: Take food destined for the bin and turn it into healthy lunches for the community or offered freely to the community to collect from our community fridge.

Promote change: provide a space to learn and volunteer with new skills. From barista / hospitality training to craft and baking workshop.

Inspiring hope: support mental health, wellbeing and reduce loneliness by creating a welcoming space where people from all backgrounds and walks of life can have connections, sharing in conversations over a delicious cup of coffee - something that for many in need, is a real luxury.



4.2 All-in-one Hub

Good Friday serves as a hub for information sharing and specialist advice, providing updates on relevant services, benefits, and support programmes.

Guests have the benefit of accessing specialist advice under one roof (All-in-One Hub). We also link and signpost to other agencies – and invite them to visit. I.e. United Response, Hampton Fund and Healthwatch Richmond.

Accessing resources in a communal setting can have the added benefit of helping reduce the stigma associated with seeking help, encouraging individuals to reach out for support they may otherwise hesitate to seek.





5. SHINE

Brewing confidence, creating opportunities.

Launched in November 2024 and officially starting in February 2025, Shine offers participants the opportunity to complete an AQA UAS-accredited Working in a Café: Basic Barista Skills course within our Good Friday community space.

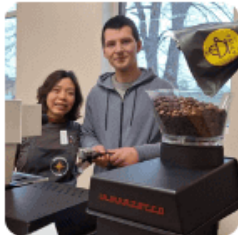
The course is supported by our unique Mobile Coffee Unit - a community-built project crafted from recycled materials by an Explore graduate and a Richmond Furniture Scheme volunteer.

Beyond Good Friday, Shine is already opening doors. Our Mobile Coffee Unit has been invited to external events - including a networking event hosted by Hampton Fund - giving trainees valuable opportunities to engage with the public, gain confidence, and take steps towards employment in hospitality.

Thanks to a capital grant from The Clothworkers Foundation, the unit is fitted with a La Marzocco coffee machine and professional barista equipment, and Arise Coffee Roasters supply the beans that bring each session to life. This creates an authentic café environment in a safe and nurturing space, allowing trainees to learn, practice, and grow.

"Being in a small group really helped the quality of training as I was able to use the grinder and coffee machine several times which helped with my confidence. The trainer was really accommodating and helpful making sure I felt comfortable". **Shine Coffee Barista trainee**

The word "Shine" in a stylized, orange, cursive font with a yellow leaf-like shape above the 'i'.



6. TABLE OF HOPE

Begun during the pandemic, Table of Hope brings people together over shared meals, nurturing connection and community. Where everyone has a seat at the table

Supported by monthly sponsorship, we have hosted 42 community meals (July 21-Dec 24) welcoming between 60-80 guests at each event. In late 2024, Table of Hope evolved into seasonal celebrations at Easter, Summer, and Christmas, as our Good Friday project now provides regular connections throughout the year.

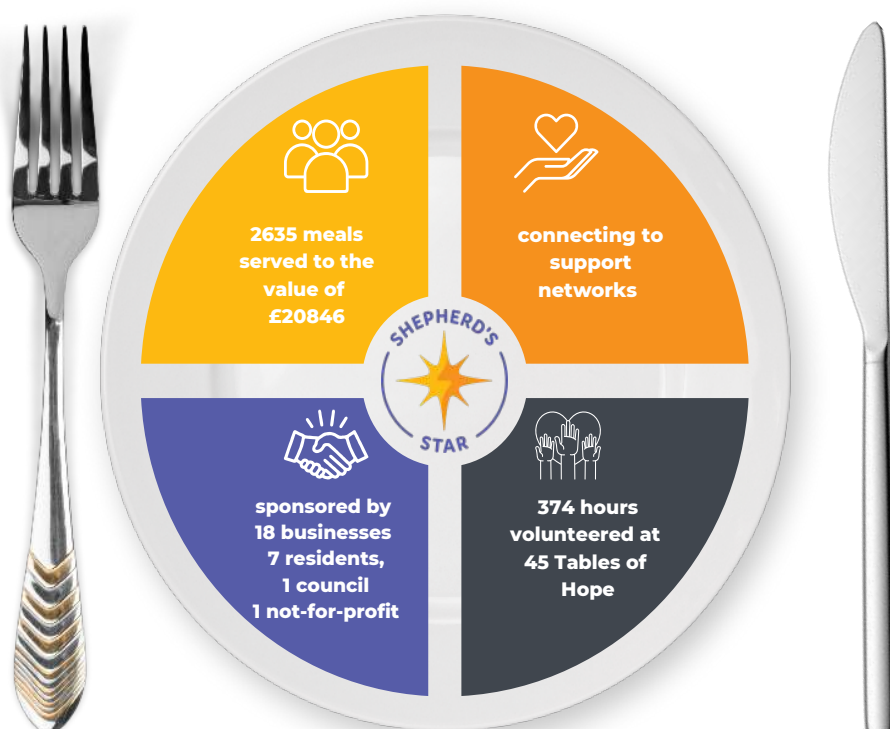
Today, Table of Hope remains a special gathering where everyone has a seat at the table, friendships are built, and hope is renewed.

"Table of Hope is a place to meet people and because I have cancer, I like to come somewhere that gives me hope." **Bernard**

"The setting was gorgeous, and the food delicious...As the [Table of Hope] lunch was love themed, we were also entertained to a beautiful poem by Kofyah Remmington, specially written for the occasion. I was deeply moved and felt very privileged to have been invited to such a wonderful and inspiring event." - **Deputy Mayor, Councillor Fiona Sacks.**



Table of Hope - where everyone has a seat at the table...



July 2021 - March 2025

A very special thanks to all of our Table of Hope sponsors :

Richmond Council (Active Fund)	Harrington Design & Build
Relish & Grace	Mortlake Community Centre
Bingham Riverhouse	Madhu's
Cambrian Community Centre	St Thomas Aquinas Church, Ham
Shiuli	Cafe Mamma
Greek Cook & Grill	Franco Manca
The United Reformed Church, Twickenham	Da Alfredo
East Sheen Baptist Church	Kew Gardens
The Social Drinking Company	Richmond Thai Cafe
Pots & Co	Angel & Crown community pub
Spice Up, Whitton	



7. CHRISTMAS BOX : OUR ANNUAL SPECIAL EVENT

Each year, Shepherd's Star brings the community together through volunteer-led initiatives that go beyond our regular projects.

In 2024, for the third year running, we partnered with Achieving for Children, Cambrian Community Centre, Richmond Furniture Scheme, The Twickenham Hygiene Bank and Root Canal Dental Referral Centre, along with local families, schools, and businesses, to spread Christmas cheer where it was needed most.

Together, we raised over £6,000, enabling us to provide Christmas Dinner JOY Boxes to 80 families - identified through a local school and Achieving for Children - ensuring they could celebrate the season with warmth, dignity, and hope.

"The Christmas Box was amazing. We were struggling and thought we wouldn't even have a Christmas, but you made it possible. Just seeing my daughters' faces enjoying a lovely dinner and sweets, words can't describe how special you made it for us." - **Christmas Box recipient**

"The festive season is often filled with warmth, abundance and celebration. Whilst many of us gather around festive tables, other families in our community face the season with empty cupboards and uncertainty. By being a part of our 'Christmas Boxes' project, we can help ensure that no one in our neighbourhood goes hungry during the Christmas holidays. We come together to show the true spirit of Christmas: compassion, generosity and community" - **Jasmin, Root Canal Dental Referral Centre**

"I am writing to send you and your team at Shepherd's Star my heartfelt thanks for delivering such a large number of Christmas food hampers to families this year. I know this will have taken a huge amount of fundraising, organisation, volunteer time and sheer hard work, but I also know the joy that it will have brought to the families who received them. Thank you." - **Ian Dodds, Director of Children's Services Royal Borough of Kingston upon Thames & London Borough of Richmond upon Thames**



Shepherd's Star is incredibly grateful to all our supporters, volunteers and community partners for their involvement in our campaign - we could not have done it without them. In particular, we thank:

Cambrian Community Centre	Local families
Richmond Furniture Scheme	Rumsey & Sons
Twickenham Hygiene Bank	Our wonderful volunteers
Sainsbury's Richmond	Express Signs
Rent-a-fridge (Steve)	Root Canal Dental Referral Centre
Achieving for Children	



8. ROATARY FAIR – FUNDRAISING EVENT

For the past three years Shepherd's Star has been fortunate to have a presence at the annual Twickenham Rotary Fair. It represents an opportunity to not only raise funds but also make new connections, friends and represent the community in which we actively serve. 2025 was once again a wonderful success.

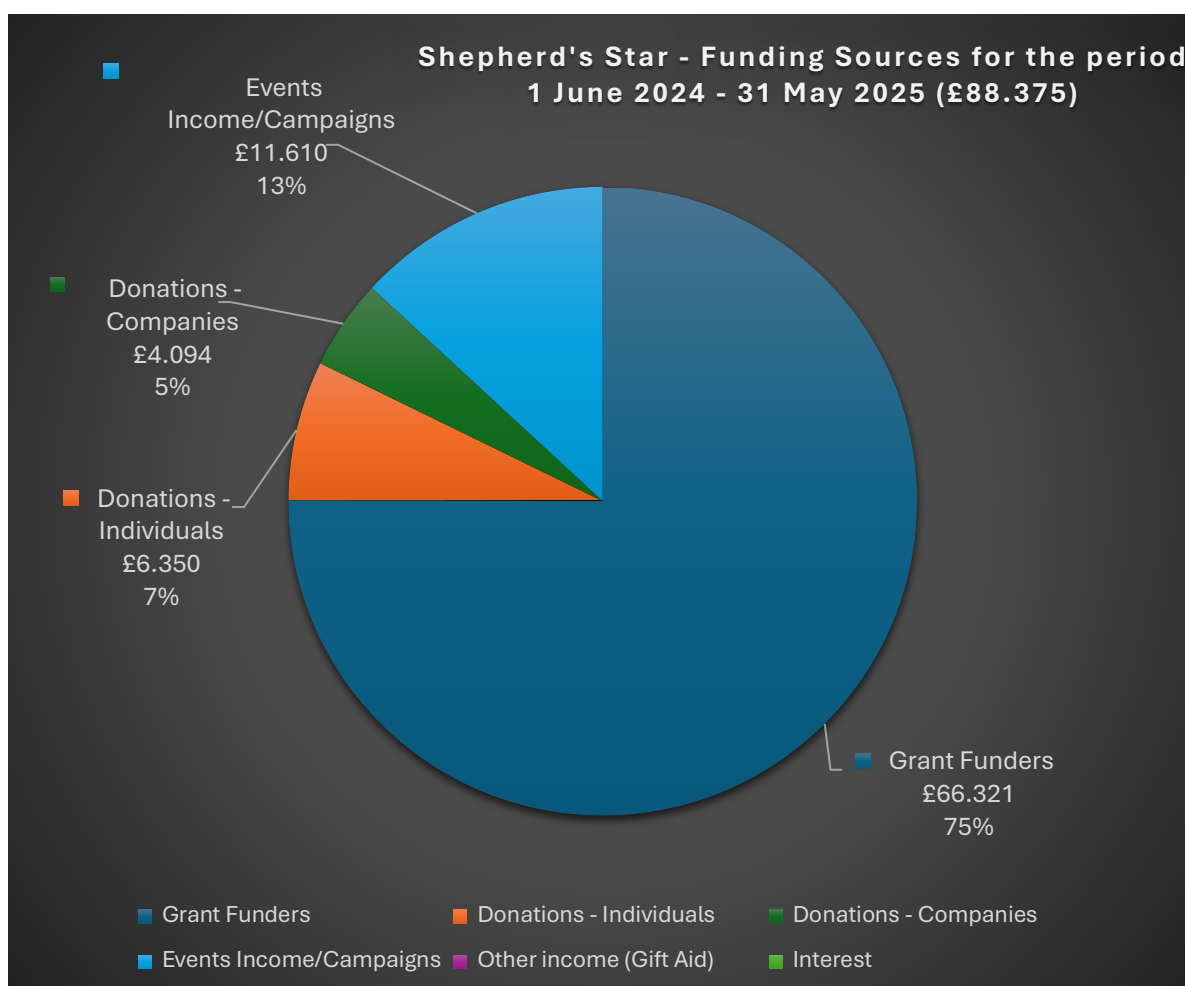




9. PARTNERS, FUNDERS & SUPPORTERS

To our partners: thank you for helping us build spaces of hope, where lives are changed and everyone has a place to belong. To our volunteers: your time, kindness, and commitment create the heartbeat of our community. To our donors and funders: your generosity enables us to walk alongside those who might otherwise slip through the cracks. To our community: you inspire us daily with your courage, resilience, and willingness to take each next step.

Shepherd's Star has been fortunate enough to be supported by a number of private donors and grant funders. This has allowed Shepherd's Star to fund both direct project costs as well as much needed core funding without which these projects are not possible.





Our deepest and sincere thanks to these main funders:

	Donor	Purpose
	Hampton Fund	Core funding / Explore
	The National Lottery	Explore
	Active Richmond Fund	Explore / Table of Hope
	Clothworkers Foundation	Capital Goods
	Grace Trust	Core Funding
	Chapman Charitable Trust	Core Funding
	Ludlow's Charitable Trust	Core Funding

<i>Peter Stebbings Memorial Charity</i>	Peter Stebbings Memorial Charity	Good Friday
London  Catalyst	London Catalyst	Good Friday
STEPHEN ROBERTS MEMORIAL TRUST	Stephen Roberts Memorial Trust	Core Funding
	Vintners' Foundation	Good Friday
 Garfield Weston FOUNDATION	Garfield Weston Foundation	Core Funding



10. VOLUNTEER CONTRIBUTION

Volunteers play a vital role in the running of Shepherd's Star - without their input and support, the Charity would not be able to accomplish their objectives. A team of Shepherd's Star volunteers have been active in the local community since 2020. A number of our volunteers have signed up to volunteer after being a participant or guest at various activities (i.e. Explore, Steps, Table of Hope and Good Friday).

Shepherd's Star values and appreciates its volunteer contributions and invests in their development and skills. In February 2025 thirteen Shepherd's Star volunteers were trained in safe-guarding vulnerable adults.

Two local businesses offered their staff to volunteer at one of our Table of Hope meals, arranged through Be Richmond. One of the corporate companies went on to contribute additional voluntary hours by assisting with the development of a social media playbook.

Every term we offer an opportunity for an Explore Graduate to return as an Ambassador - someone who has completed Explore and who is able to support our project leads by creating a warm, welcoming environment for all participants and guests. This role also includes befriending and supporting participants and guests during our social inclusive activities.

We invite the individual to share their thoughts, experience and insight with regards to feedback, direction and next steps. We highly value lived experience and have benefited greatly from having this input into our Explore project.

We recognise having an appreciation of the challenges through a lived experience can provide help and reassure people in crisis / experiencing poor mental health and at Shepherd's Star, we welcome the insight and compassion our volunteers are able to bring to the team.

This shared experience contributes towards a culture of empathy and compassion, helps foster understanding, build relationships and reduce social isolation.





11. MARKETING & REPORTING

During the 2024/25 financial year Shepherd's Star continued its development of a strategic framework to better market its activities. The database system development continued and is now fully implemented and operational. Shepherd's Star now has the ability to accurately capture and report on initiatives and events and as a direct result, the director and trustees are able to gain focus and clarity on directional matters including:

- Effective communication, promotion, marketing, engagement and administrative support.
- Analysis of data relating to programmes, events, volunteers' and much more. Shepherd's Star owes a huge thanks to volunteer IT specialist Derek Papworth for all his hard work and continued investment of time and expertise.
- Utilisation of a full Microsoft 365 suite (free to charity organisations).

As a direct result of and in conjunction with the aforementioned, Shepherd's Star applied to the Clothworkers' Foundation for capital grant funding. We were delighted to receive the news that our application had been successful in the amount of £8,000. These funds were received in June 2024 and are therefore reflected in the 2024/25 financial year. This amount was utilised for the purchase of a unique Mobile Coffee Unit fitted with a La Marzocco coffee machine and professional barista equipment, as well as computer equipment to further support the digitalisation and data analysis process.

12. STRUCTURE, GOVERNANCE & MANAGEMENT

12.1 Organisation

The Shepherd's Star Trustees meet at a quarterly Trustees meeting. The director also provides the Trustees with a quarterly Director's report which updates the Trustees on progress, challenges and the day to day matters of the charity. The Director ensures that the Trustees are kept abreast of important issues and regularly communicates with the Chair by email and telephone with updates and information. The Director attends Trustee meetings. The Trustees are unpaid and receive no benefit from their work with the Charity. There is no relationship between any Trustee and employees or suppliers.



12.2 Financial Reserves

Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.

12.3 Decision making

The Director is responsible to the Trustees for managing the day-to-day operations of the Charity. To facilitate effective operations, the Director has delegated authority, with terms of delegation, agreed by the Trustees. Trustees are made aware of the seriousness of their responsibilities and obligations under charity law. They are encouraged to understand these obligations by reading relevant Charity Commission publications. Trustees are made aware of training courses and conferences and encouraged to extend their knowledge of matters pertaining to their role in the Charity.

12.4 Risk Management

Shepherd's Star has in place the below listed policies. These have been approved by the Trustees but are continuously updated to keep these in line with procedural and circumstantial changes. The Trustees recognise the importance of the correct implementation of a financial reserves policy and along with the Director remain committed to securing further reserve funds.

Safeguarding Adults at Risk policy	Sustainability policy
Safeguarding Children policy	Eligibility policy
Data Protection policy	Whistleblowing policy
Privacy policy	Anti-harassment and Bullying policy
Health and Safety policy	Feedback Complaints policy
Equality, Diversity and Inclusion policy	Financial and Reserves policy



12.5 Trustees

Brenton Booth	-	Trustee (October 2024)
Judith King	-	Trustee, Secretary
Marianne Welsh	-	Trustee
Justin Wingfield	-	Trustee, Treasurer

12.6 Key People

Desiree Shepherd	-	Co-founder, Director
Laura Stone	-	Co-founder, Communications & Project Lead

13 FINANCIALS

The financial statements are prepared under the “Receipts and payments” method. They contain a statement summarising all money received and paid out by the charity in the financial year (Statement of Financial Activities), a statement of assets and liabilities at the end of the year as well as a record of cash liquidity. The accounts have been independently examined.

13.1 Financial Notes

31st May 2025 saw the conclusion of the third full financial year for Shepherd’s Star. The budget forecasted income for the year was £97.100 with actual raised funds of £88.260.

In respect of expenditure, Shepherd’s Star had a forecast budget expenditure of £92.795 with actual expenditure coming in lower at £83.169.

No employees received remuneration amounting to more than £60,000 in the year. Trustees received no remuneration and were not reimbursed for any expenses in the year (2024/25).



Shepherd's Star has not given any guarantees and has no debt secured by an express charge on assets as at the date of the Statement of assets and liabilities.

Shepherd's Star continues to conduct all of its projects and events from the lowest possible cost base. Core costs form a large part of the total annual expenditure. These are in the main wage costs, however without these, none of our projects or events could be carried out. Against the aforementioned, Shepherd's Star keeps operating costs to a minimum through:

- Sourcing community venues to conduct activities (Good Friday, Table of Hope & Explore) with a very special thanks to the Twickenham United Reformed Church.
- Sourcing local restaurants to provide venues and catering at no charge (Good Friday, Table of Hope & Explore)
- The employment of only one permanent staff member (Director), and one additional contracted part-time staff member (Communications & Project Lead).
- Finding partners and creating partnerships which greatly reduce the running costs of all projects. A big thanks to Gail's, Neighbourly Surplus to Supper and numerous other suppliers.
- Remaining geographically focused within the Richmond Borough and its surrounds.
- The recruitment of specialised volunteer's (finance, marketing, IT and strategy) who offer their skills, advice and time.



SHEPHERD'S STAR
STATEMENT OF FINANCIAL ACTIVITIES as at 31 May 2025

	Unrestricted Funds		Restricted Funds		Total Funds	
	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023
<i>in pounds</i>						
Income from:						
Grants - Funders						
Heathrow Community Fund (Explore)				2,377	-	2,377
Hampton Fund (Explore)				10,500	10,500	10,500
National Lottery (Explore)	19,911			9,956	19,911	9,956
Albert Hunt		3,000			-	3,000
Souter Charitable Trust		3,000			-	3,000
Richmond Parish Lands (Explore)					-	-
Richmond Council				14,028	-	14,028
Active Richmond Fund			4,109		4,109	-
Community Donor					-	-
Richmond Rotary Club					-	-
H & P Association (Shine)					-	-
Clothworkers Foundation (Capital Goods)			8,000		8,000	-
Grace Trust			1,000		1,000	-
Chapman Charitable Trust			1,000		1,000	-
Ludlow Charitable Trust			5,000		5,000	-
The Peter Stebbings Memorial Charity			3,063		3,063	-
London Catalyst			3,675		3,675	-
Stephen Roberts Memorial Trust			2,000		2,000	-
Vintners Foundation			3,063		3,063	-
Garfield Weston Foundation			5,000		5,000	-
Donations - Individuals	6,350	16,161		9,188	6,350	25,349
Donations - Companies	4,094	2,081			4,094	2,081
Events Income/Campaigns	11,610	12,843			11,610	12,843
Other income (G/Aid)	(115)	5,121			(115)	5,121
Interest	-	-			-	-
Total Income	41,850	42,206	46,410	46,049	88,260	88,255
Expenditure on:						
Salaries & Wages	16,250	34,124	26,700	21,545	42,950	55,669
HMRC	2,828	-	4,359	-	7,187	-
Pension Contributions	1,237	-	1,904	-	3,141	-
Insurance	349	335	709	519	1,058	854
Telephone	87	-	177	-	264	-
Printing and stationery	406	740	825	888	1,231	1,628
Rent	333	475	677	735	1,010	1,210
Website and Media	551	612	1,118	946	1,669	1,558
Advertising & Publicity	-	-	-	-	-	-
Courses & Conferences	-	-	-	-	-	-
Subscriptions	261	302	-	-	261	302
Bank charges	-	-	-	-	-	-
Travel	669	557	-	-	669	557
Gifts and donations	-	-	-	-	-	-
Benevolent fund payments	-	-	-	-	-	-
Volunteer expenses	197	438	399	677	596	1,115
DBS Checks	150	-	-	-	150	-
Training	428	-	868	-	1,296	-
Event Supplies	3,980	8,624	8,081	912	12,061	9,536
Miscellaneous expenses	473	157	961	243	1,434	401
Depreciation	-	-	-	-	-	-
Capital Goods	-	-	8,192	-	8,192	-
Total Expenditure	28,199	46,364	54,970	26,465	83,169	72,830
Net Income/(Expenditure)	13,651	(4,158)	(8,560)	19,584	5,091	15,426
Total Funds brought forward	2,107	6,265	19,584	-	21,691	6,265
Total Funds carried forward	15,758	2,107	11,024	19,584	26,782	21,691



SHEPHERD'S STAR
STATEMENT OF CASH FLOWS for the year ended 31 May 2025



	Total Funds 31 May 2025	Total Funds 31 May 2024
<i>in pounds</i>		
Net (expenditure)/Income for 2024/5	5.091	15.425
Adjusted for:		
(Increase)/decrease in debtors	115	130
Increase/(decrease) in creditors	(951)	(90)
Net cash provided by/(used in) operating activities	<u>4.255</u>	<u>15.465</u>
Net cash provided by (used in) investing activities	-	-
Change in cash in the reporting period	4.255	15.465
Cash at the beginning of the reporting period	22.527	7.062
Cash at the end of the reporting period	<u><u>26.782</u></u>	<u><u>22.527</u></u>



SHEPHERD'S STAR
STATEMENT OF ASSETS & LIABILITIES as at 31 May 2025

	Unrestricted Funds		Restricted Funds		Total Funds	
	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023
<i>in pounds</i>						
Fixed Assets	-	-	-	-	-	-
Current Cash Assets						
Debtors	-	115	-	-	-	115
Cash at bank - current account	15.758	2.943	1.836	10.396	17.594	13.339
Cash at bank - reserve account	-	-	9.188	9.188	9.188	9.188
Total Current Cash Assets	<u>15.758</u>	<u>3.058</u>	<u>11.024</u>	<u>19.584</u>	<u>26.782</u>	<u>22.642</u>
Liabilities						
Creditors	-	951	-	-	-	951
Total Current Liabilities	<u>-</u>	<u>951</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>951</u>
Total Net Assets	<u>15.758</u>	<u>2.107</u>	<u>11.024</u>	<u>19.584</u>	<u>26.782</u>	<u>21.691</u>
The funds of the Charity:						
Restricted income funds	-	-	11.024	19.584	11.024	19.584
Unrestricted income funds	15.758	2.107	-	-	15.758	2.107
Total Charity Funds	<u>15.758</u>	<u>2.107</u>	<u>11.024</u>	<u>19.584</u>	<u>26.782</u>	<u>21.691</u>
Assets Retained for Charity's Own Use					Cost of Purchase	
Shine Barista & Hospitality Programme					2025/2024	
La Marzocco Coffee Machine & Grinder					4.924	
Mobile Unit					200	
Charity Digitalisation Programme						
Laptop					503	
Tablets (5)					622	
Printer					344	
Good Friday						
Coffee Maker					250	
Kitchen Equipment					911	
					<u>7.754</u>	



SHEPHERD'S STAR
Notes on the financial statements



General accounting policy

Financial Statements are prepared on the receipts and payments method.

Incoming Resources

These are included when the charity received them.

Resources Expended

Expenditure is included on a payment basis.

Analysis of charitable funds

a) Analysis of restricted fund movements

	Fund balance brought forward 1 June		Income		Expenditure		Fund balance carried forward 31 May	
	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023
<i>In Pounds</i>								
2025/2024								
Heathrow Community Fund	-	-		2,377	-	2,377	-	-
Hampton Fund	-	-	10,500	10,500	10,500	10,500	-	-
National Lottery	-	-	-	9,956	-	9,956	-	-
Richmond Council (Cost of Living Grant Fund)	10,396	-	-	14,028	10,396	3,632	-	10,396
Active Richmond Fund	-	-	4,109		4,109	-	-	-
Clothworkers Foundation (Capital Goods)	-	-	8,000		8,000	-	-	-
Grace Trust	-	-	1,000		1,000	-	-	-
Chapman Charity	-	-	1,000		1,000	-	-	-
Ludlow's Charitable Trust	-	-	5,000		3,750	-	1,250	-
The Peter Stebbings Memorial Charity	-	-	3,063		3,063	-	-	-
London Catalyst	-	-	3,675		3,675	-	-	-
Stephen Roberts Memorial	-	-	2,000		2,000	-	-	-
Vintners Foundation	-	-	3,063		3,063	-	-	-
Garfield Weston Foundation	-	-	5,000		4,414	-	586	-
Reserve Amount	9,188	-	-	9,188		-	9,188	9,188
General Fund								
	<u>19,584</u>	<u>-</u>	<u>46,410</u>	<u>46,049</u>	<u>54,970</u>	<u>26,465</u>	<u>11,024</u>	<u>19,584</u>

The objects of each of the restricted funds are to fund the Explore program.

The Explore program is the flagship project. Launched in February 2022 to fill a training and skills gap through a variety of carefully selected workshops with the aim to build confidence, self esteem and re-ignite potential, improving emotional and mental wellbeing.

b) Analysis of unrestricted fund movements

	Fund balance brought forward 1 June		Income		Expenditure		Fund balance carried forward 31 May	
	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023
<i>In Pounds</i>								
2025/2024								
Albert Hunt Charitable Trust	-	-	-	3,000	-	3,000	-	-
Souter Charitable Trust	-	-	-	3,000	-	3,000	-	-
National Lottery		-	19,911	-	11,632	-	8,279	-
General Fund	2,107	6,266	21,939	36,206	16,567	40,364	7,479	2,107
	<u>2,107</u>	<u>6,266</u>	<u>41,850</u>	<u>42,206</u>	<u>28,199</u>	<u>46,364</u>	<u>15,758</u>	<u>2,107</u>

14 DECLARATIONS

The Trustees declare that they have approved the Trustees report above.

Signed on behalf of the charity's Trustees.

Signature

A handwritten signature in blue ink, appearing to read "Justin Wingfield".

Justin Wingfield
Chair

Date

3rd November 2025



Notes (When required)

SHEPHERD'S STAR
STATEMENT OF FINANCIAL ACTIVITIES as at 31 May 2025



	Unrestricted Funds		Restricted Funds		Total Funds	
	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023
<i>in pounds</i>						
Income from:						
Grants - Funders						
Heathrow Community Fund (Explore)				2,377	-	2,377
Hampton Fund (Explore)			10,500	10,500	10,500	10,500
National Lottery (Explore)	19,911			9,956	19,911	9,956
Albert Hunt		3,000			-	3,000
Souter Charitable Trust		3,000			-	3,000
Richmond Parish Lands (Explore)					-	-
Richmond Council				14,028	-	14,028
Active Richmond Fund			4,109		4,109	-
Community Donor					-	-
Richmond Rotary Club					-	-
H & P Association (Shine)					-	-
Clothworkers Foundation (Capital Goods)			8,000		8,000	-
Grace Trust			1,000		1,000	-
Chapman Charitable Trust			1,000		1,000	-
Ludlow Charitable Trust			5,000		5,000	-
The Peter Stebbings Memorial Charity			3,063		3,063	-
London Catalyst			3,675		3,675	-
Stephen Roberts Memorial Trust			2,000		2,000	-
Vintners Foundation			3,063		3,063	-
Garfield Weston Foundation			5,000		5,000	-
Donations - Individuals	6,350	16,161		9,188	6,350	25,349
Donations - Companies	4,094	2,081			4,094	2,081
Events Income/Campaigns	11,610	12,843			11,610	12,843
Other income (G/Aid)	(115)	5,121			(115)	5,121
Interest	-	-			-	-
Total Income	41,850	42,206	46,410	46,049	88,260	88,255
Expenditure on:						
Salaries & Wages	16,250	34,124	26,700	21,545	42,950	55,669
HMRC	2,828	-	4,359	-	7,187	-
Pension Contributions	1,237	-	1,904	-	3,141	-
Insurance	349	335	709	519	1,058	854
Telephone	87	-	177	-	264	-
Printing and stationery	406	740	825	888	1,231	1,628
Rent	333	475	677	735	1,010	1,210
Website and Media	551	612	1,118	946	1,669	1,558
Advertising & Publicity	-	-	-	-	-	-
Courses & Conferences	-	-	-	-	-	-
Subscriptions	261	302	-	-	261	302
Bank charges	-	-	-	-	-	-
Travel	669	557	-	-	669	557
Gifts and donations	-	-	-	-	-	-
Benevolent fund payments	-	-	-	-	-	-
Volunteer expenses	197	438	399	677	596	1,115
DBS Checks	150	-	-	-	150	-
Training	428	-	868	-	1,296	-
Event Supplies	3,980	8,624	8,081	912	12,061	9,536
Miscellaneous expenses	473	157	961	243	1,434	401
Depreciation	-	-	-	-	-	-
Capital Goods	-	-	8,192	-	8,192	-
Total Expenditure	28,199	46,364	54,970	26,465	83,169	72,830
Net Income/(Expenditure)	13,651	(4,158)	(8,560)	19,584	5,091	15,426
Total Funds brought forward	2,107	6,265	19,584	-	21,691	6,265
Total Funds carried forward	15,758	2,107	11,024	19,584	26,782	21,691

SHEPHERD'S STAR
STATEMENT OF CASH FLOWS for the year ended 31 May 2025



	Total Funds 31 May 2025	Total Funds 31 May 2024
<i>in pounds</i>		
Net (expenditure)/Income for 2024/5	5.091	15.425
Adjusted for:		
(Increase)/decrease in debtors	115	130
Increase/(decrease) in creditors	(951)	(90)
Net cash provided by/(used in) operating activities	4.255	15.465
Net cash provided by (used in) investing activities	-	-
Change in cash in the reporting period	4.255	15.465
Cash at the beginning of the reporting period	22.527	7.062
Cash at the end of the reporting period	26.782	22.527

SHEPHERD'S STAR
STATEMENT OF ASSETS & LIABILITIES as at 31 May 2025



	Unrestricted Funds		Restricted Funds		Total Funds	
	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023
<i>in pounds</i>						
Fixed Assets	-	-	-	-	-	-
Current Cash Assets						
Debtors	-	115	-	-	-	115
Cash at bank - current account	15.758	2.943	1.836	10.396	17.594	13.339
Cash at bank - reserve account	-	-	9.188	9.188	9.188	9.188
Total Current Cash Assets	<u>15.758</u>	<u>3.058</u>	<u>11.024</u>	<u>19.584</u>	<u>26.782</u>	<u>22.642</u>
Liabilities						
Creditors	-	951	-	-	-	951
Total Current Liabilities	<u>-</u>	<u>951</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>951</u>
Total Net Assets	<u><u>15.758</u></u>	<u><u>2.107</u></u>	<u><u>11.024</u></u>	<u><u>19.584</u></u>	<u><u>26.782</u></u>	<u><u>21.691</u></u>
The funds of the Charity:						
Restricted income funds	-	-	11.024	19.584	11.024	19.584
Unrestricted income funds	15.758	2.107	-	-	15.758	2.107
Total Charity Funds	<u><u>15.758</u></u>	<u><u>2.107</u></u>	<u><u>11.024</u></u>	<u><u>19.584</u></u>	<u><u>26.782</u></u>	<u><u>21.691</u></u>
Assets Retained for Charity's Own Use					Cost of Purchase	
Shine Barista & Hospitality Programme					2025/2024	
La Marzocco Coffee Machine & Grinder					4.924	
Mobile Unit					200	
Charity Digitalisation Programme					503	
Lsptop					622	
Tablets (5)					344	
Printer						
Good Friday					250	
Coffee Maker					911	
Kitchen Equipment					<u>7.754</u>	

SHEPHERD'S STAR
Notes on the financial statements



General accounting policy
Financial Statements are prepared on the receipts and payments method.

Incoming Resources
These are included when the charity received them.

Resources Expended
Expenditure is included on a payment basis.

Analysis of charitable funds

a) Analysis of restricted fund movements

	Fund balance brought forward 1 June		Income		Expenditure		Fund balance carried forward 31 May	
	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023
<i>in Pounds</i> 2025/2024								
Heathrow Community Fund	-	-		2,377	-	2,377	-	-
Hampton Fund	-	-	10,500	10,500	10,500	10,500	-	-
National Lottery	-	-	-	9,956	-	9,956	-	-
Richmond Council (Cost of Living Grant Fund)	10,396	-	-	14,028	10,396	3,632	-	10,396
Active Richmond Fund	-	-	4,109		4,109		-	-
Clothworkers Foundation (Capital Goods)	-	-	8,000		8,000	-	-	-
Grace Trust	-	-	1,000		1,000	-	-	-
Chapman Charity	-	-	1,000		1,000	-	-	-
Ludlow's Charitable Trust	-	-	5,000		3,750	-	1,250	-
The Peter Stebbings Memorial Charity	-	-	3,063		3,063	-	-	-
London Catalyst	-	-	3,675		3,675	-	-	-
Stephen Roberts Memorial	-	-	2,000		2,000	-	-	-
Vintners Foundation	-	-	3,063		3,063	-	-	-
Garfield Weston Foundation	-	-	5,000		4,414	-	586	-
Reserve Amount	9,188	-	-	9,188		-	9,188	9,188
General Fund								
	19,584	-	46,410	46,049	54,970	26,465	11,024	19,584

The objects of each of the restricted funds are to fund the Explore program.
The Explore program is the flagship project. Launched in February 2022 to fill a training and skills gap through a variety of carefully selected workshops with the aim to build confidence, self esteem and re-ignite potential, improving emotional and mental wellbeing.

b) Analysis of unrestricted fund movements

	Fund balance brought forward 1 June		Income		Expenditure		Fund balance carried forward 31 May	
	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023	2025/2024	2024/2023
<i>in Pounds</i> 2025/2024								
Albert Hunt Charitable Trust	-	-	-	3,000	-	3,000	-	-
Souter Charitable Trust	-	-	-	3,000	-	3,000	-	-
National Lottery		-	19,911	-	11,632	-	8,279	-
General Fund	2,107	6,266	21,939	36,206	16,567	40,364	7,479	2,107
	2,107	6,266	41,850	42,206	28,199	46,364	15,758	2,107



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Shepherd's Star

On accounts for the year
ended

31 May 2025

Charity no
(if any)

1196520

Set out on pages

33-36 (Statement of financial activities, statement of assets and liabilities,
cash flow, notes)

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above
charity ("the Trust") for the year ended 31/05/2025.

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation
of the accounts in accordance with the requirements of the Charities Act
2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out
under section 145 of the 2011 Act and in carrying out my examination, I
have followed the applicable Directions given by the Charity Commission
under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have
come to my attention in connection with the examination which gives me
cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of
the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection
with the examination to which attention should be drawn in order to enable a
proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:

Rachel Farris

Date:

1/11/2025

Name:

Rachel Farris

Relevant professional
qualification(s) or body
(if any):

Chartered Accountant - ICAEW

Address:

3 Cotterell Gardens

Twyford

Berkshire, RG10 0XP

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

No material matters noted.

SHEPHERD'S STAR

England & Wales - Charity number 1196520

Accounts



SHEPHERD'S STAR

(Charitable Incorporated Organisation)

CHARITY REGISTRATION NUMBER - 1196520

CIO-Foundation Registered 11th November 2021

Trustees Annual Report for the Financial Year

1st June 2023 to 31st May 2024



CONTENTS

Page 3	-	Legal and Administrative Information
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Page 25-26	-	Volunteer Contribution
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Page 28-29	-	Structure, Governance & Management
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LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1196520
LEGAL STATUS	Charitable Incorporated Organisation
DATE OF REGISTRATION	11 th November 2021
START OF FINANCIAL PERIOD	1 st June 2023
END OF FINANCIAL PERIOD	31 st May 2024
TRUSTEES	Judith King Marianne Welsh Justin Wingfield (Chair)
DIRECTOR	Desiree Shepherd
BANKERS	Metro Bank 64-66 Clarence Street Kingston-upon-Thames KT1 1NP
ADDRESS	49 Richmond Hill Richmond TW10 6RE
E-MAIL AND WEBSITE	connect@shepherdsstar.org www.shepherdsstar.org



INTRODUCTION TO SHEPHERD'S STAR AND OUR ACTIVITIES

Shepherd's Star is a charity operating in the London Borough of Richmond upon Thames. We encourage self-development and a sense of purpose by bringing communities together through specific projects.

In a collective effort, Shepherd's Star strives to rebuild confidence, develop skills and reignite the potential of those in need, to accomplish our objective of bringing relief to those in need.

1 MISSION, VISION AND VALUES

Our Mission - is to bring communities together, supporting those in need through connections, friendships and development programmes.

Our vision - is for a world where everyone has the opportunity to be a connected, valued and contributing member of society.

Our values - at the heart of everything we do, is our belief in people, inclusivity, collaboration and empathy for all. We are inspired by Christian values, inclusive in our reach and in doing social good.

Who we serve:

Our beneficiaries are adults who've experienced life challenges due to being socially or economically dis-advantaged. They include people living with disabilities, people from black and minority ethnic backgrounds, single mothers, refugees, "harder to reach" individuals and those facing financial hardship.

Many present with mental fragility, diminished work capacity, loss of confidence or lack of self-worth. Their challenges include social anxiety and exclusion, abuse, criminal past, homelessness or at risk of homelessness, long-term unemployment, drug/alcohol dependence, mental ill health and financial distress.



Through our key services, beneficiaries develop positive social networks and cultivate relationships that provide emotional support and encouragement, increasing their resilience and reducing isolation enabling them to re-engage with the community.

2 MAIN ACTIVITIES (with a focus on Explore)

Shepherd's Star together with volunteers, local businesses, statutory and charitable partner organisations, supports greater social inclusion and the empowering of individuals.

Shepherd's Star does this through a number of projects: Explore (personal development and skills programme), Shine (barista and hospitality training), Good Friday (weekly community space), Steps (inclusive community activities) and Table of Hope (monthly communal meal to reduce isolation and enhance wellbeing).

2.1 Explore – Bridging the gap

Explore is a socially-engaging personal development programme, run over six weeks, with practical skills and confidence development.

We recognised the need for a socially inclusive peer support group, enabling beneficiaries to progress in a safe and welcoming, nurturing and low pressure environment. An opportunity to gain motivation, grow and develop personal and life skills.

Since launching Explore in February 2022 we have:-

- run seven terms, with 42 participants having completed the programme (Feb 2022-March 2024)
- supported 86% participants who progressed to further volunteering, study, employment and apprenticeship opportunities (Feb 2022 - March 2024)



- received 56 Explore registrations, 70% from London Borough of Richmond upon Thames residents and 30% from surrounding boroughs.
- come alongside harder to reach individuals through referral partners, these include: -
 - Spear
 - DWP - Job Centre
 - Ruils
 - RWCDAS
 - Look Ahead
 - Reed in Partnership
 - Work Match

"The work of the Shepherd's Star Project is indispensable in its provision of an holistic and respectful environment where vulnerable rough sleepers can safely navigate their re-engagement with the local community and gain lost skills." Mark Taylor, Spear – Operations Director

Upon completion of our programme, beneficiaries are supported with signposting to find volunteer roles, further training and study or work opportunities to improve their income, reducing poverty and economic disadvantage.

The combination of socially engaging activities; skills training; peer support, confidence building, mental wellbeing workshops and improved nutrition, contributes towards increased resilience and improved wellbeing.

Explore Partners involved in delivering and supporting Explore include local businesses, charities and educational providers. All speakers are experienced and knowledgeable in teaching/training the topic and skill of their workshop.

Many are formally qualified as trainers (for example Citizen's Advice trainers for money management and budgeting). Partners include: Citizens Advice Richmond, The Richmond Furniture Scheme, Kew Gardens, Bhuti, Bingham Riverhouse Hotel, Harrington Design & Build, Relish & Grace, Take 7 Simple Steps, The Social Drinking Company, Therefore Strategy and Insight, Crosslight Advice, Live Well Kew, Maia Rushby Consulting, RHACC and Richmond Council for Voluntary Service.



Explore to More: In May 2024 we began a six week pilot of our Explore to More programme. The idea for the group was birthed by our Explore graduates: *"we started Explore to More because we did not want Explore to end."* The aim of the fortnightly meet up is to offer a regular space to support and encourage those who have graduated from Explore on their next steps.

Following a successful six-week pilot, Explore to More will start up again in September, following a unanimous decision by the group to continue meeting up after the summer. Currently, there are 6-8 regular participants.

Explore to More has been described by participants as:

"supportive and encouraging"

"a place to practice conversation in a safe place"

"friendship, connections and community."

Explore to More is open to all of our Explore programme graduates.

Some partners offer potential for beneficiaries to participate in longer term opportunities e.g. volunteering, apprenticeships, further training, social support and mentoring.

"One of the few organisations working at the earliest stages of the development pathway" Ursula Johnston, Reed in Partnership.

"We have partnered with Desiree and Shepherd's Star from the start, with our team carrying out workshops for their clients. It has been a real joy to see people, initially shy and nervous, try new things and feel a sense of achievement. It's great to see these positive steps being made." - Lucy, from Richmond Furniture Scheme



2.1.1 Activities and benefits of Explore

Workshop activities include introductions to practical money, cooking, baking, barista, gardening and woodwork skills. Other workshops include personal values, personal profiles, meeting planning, wellbeing and introductions to further study, training and volunteering providers.

Change or benefits include:

- The benefit of trying out new skills in a supportive, empathetic, low pressure environment alongside peer support, helps raise participants' motivation, confidence, self-esteem and sense of purpose and belonging.
- The main output is evidence of participants taking steps towards developing one or more skills i.e. signing up for a specific skill e.g. Gardeners sign up to Kew Gardens Discover Horticulture; cooking learners sign up for Cooking with Confidence or Baking Skills for Beginners at Richmond Adult Community College; Cooking with Cooking Up; aspiring Baristas join the SHINE project and keen woodworkers join a volunteer team at the Richmond Furniture Scheme, all of which contribute towards increasing social inclusion.
- Communal lunch: each day of Explore includes a delicious and nutritious lunch. The participants help set up the table, serve one another and together, enjoy a meal around a communal table. Relationships develop around the casual, safe, welcoming environment of a shared meal and friendships become mutually supportive.

The outcome of the shared lunches around a communal table gives a sense of belonging, of social inclusion, of being seen, heard and appreciated. This builds our participants' confidence, encourages friendships, inspires hope and supports social inclusion.

- Personal surveys: at the start and end of the Explore programme we invite participants to complete a self-assessment, scoring their skills, confidence development and social inclusion on a rating scale. This supports their personal progression, helps them track their growth and boosts their confidence to continue on their journey to becoming more independent and a contributing member of the local community.

Feedback from Remmington, one of our Explore graduates referred by Look Ahead charity.

"The courses gave me a reason to get out of bed in the mornings and helped to motivate me during the days I attended. "During the Discover Horticulture Course at Kew Gardens I discovered I knew more about botany and plants than I thought I did before. I also enjoyed the tours at Kew Gardens. I learnt to work in groups and explain in detail succinctly. At the Richmond Furniture Scheme, I learnt practical skills like hand-eye coordination in building a planter box. It was challenging but I was grateful for the help received from the staff there. I would like to take this moment to thank the aforementioned organisations and Shepherd's Star for the opportunity to participate in the activities offered. I would also like to thank my support worker, Lauria and Jane Ballinger for referring me."





Jamie's journey with Shepherd's Star: *"I wasn't confident at all... and now I am improving and doing things I never thought I would do"*

Jamie, a former music student, experienced a significant personal and social transformation through his involvement with Shepherd's Star. Introduced to the charity through a job centre, Jamie's journey with Shepherd's Star began with the Good Friday social hub, where he found a welcoming and supportive community.

As he participated in the Explore and Good Friday programmes, Jamie discovered new interests and skills beyond music, such as cooking. He commented, *"I'm learning something new every week at Good Friday."*

His confidence levels soared, making him more comfortable in social settings and enabling him to interact with a diverse group of people. Jamie now sees multiple career paths, including potential in cooking. This broader perspective has opened new possibilities for his future.

Jamie's consistent participation and growth exemplify the positive change that Shepherd's Star aims to bring to individuals. His story is a testament to how the support of Shepherd's Star has led to newfound confidence and broader career perspectives.

Jamie's advice for others is *"coming here is a good start, even if you're nervous or worried about what it's going to be like, everyone is always friendly and nice"*.

2.2 Shine

Shine provides barista and hospitality training for those experiencing isolation and worklessness, enabling them to explore options towards employment within the hospitality industry whilst building their skills and confidence.



“Being in a small group really helped the quality of training as I was able to use the grinder and coffee machine several times which helped with my confidence. The trainer was really accommodating and helpful making sure I felt comfortable”. Shine Coffee Barista trainee

2.3 Steps

Regular, socially engaging activities including outings and trips to local places of interest e.g. The Holly Lodge Centre. Steps also invites participants to “give back” to our local community and have included Be Richmond litter picking days, Habitats & Heritage clean up days and Kew Gardens work parties – painting and re-organising their community allotment.



2.4 Table of Hope (TOH)

Table of Hope is a monthly invitation to gather together as a community, around a communal table and enjoy a delicious meal in the company of friends. Together breaking down the barriers to social exclusion, connecting community and inspiring hope.

Why Table of Hope?

- Increased community engagement: Table of Hope provides a regular opportunity for individuals and businesses to connect and invest in their local community, strengthening social bonds and enhancing community spirit.
- Enhanced well-being: Table of Hope promotes a sense of well-being and happiness, reducing feelings of isolation and loneliness, contributing towards an improved mental and emotional health for our guests.
- Support network development: Table of Hope invites invitations of support, resources, advice and befriending to those in need, leading to the development of a strong support network within the community.
- Strengthened community identity: Table of Hope helps foster a shared sense of identity and pride within the community, enhancing community spirit, inspiring hope and a sense of belonging making people feel they belong.

“Table of Hope is a place to meet people and because I have cancer, I like to come somewhere that gives me hope.” – guest

“The setting was gorgeous, and the food delicious...As the [Table of Hope] lunch was love themed, we were also entertained to a beautiful poem by Kofyah Remmington, specially written for the occasion. I was deeply moved and felt very privileged to have been invited to such a wonderful and inspiring event.” - Deputy Mayor, Councillor Fiona Sacks.

Celebrating Table of Hope



July 2021 - May 2024



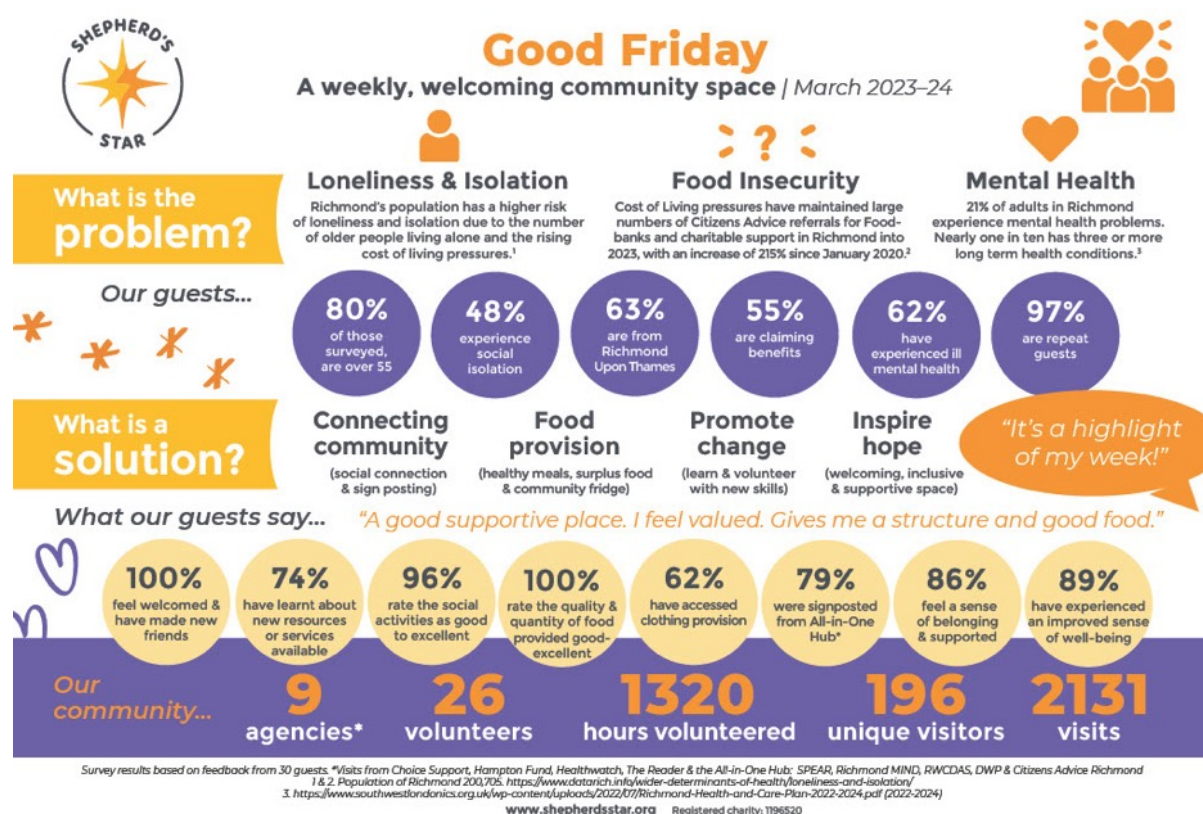


A very special thanks to all of our Table of Hope sponsors:

Richmond Council (Active Fund)
Relish & Grace
Bingham Riverhouse
Cambrian Community Centre
Shiuli
Greek Cook & Grill
The United Reformed Church, Twickenham
East Sheen Baptist Church
The Social Drinking Company
Pots & Co
Harrington Design & Build
Mortlake Community Centre
Madhu's
St Thomas Aquinas Church, Ham
Cafe Mamma
Franco Manca
Da Alfredo
Kew Gardens
Richmond Thai Cafe
Angel & Crown community pub
Spice Up, Whitton

2.5 Good Friday (GF)

This financial year saw the completion of the first full year of Good Friday. The weekly social community space launched on 3rd March 2023 has grown from strength to strength with an average monthly attendance of approximately 200 individuals. Shepherd's Star Communications Lead Laura Stone was employed on a contract basis to co-ordinate the project with its ever increasing demand for volunteer coordination and logistical requirements.



Good Friday runs out of the side hall of Twickenham United Reformed Church, on the edge of Twickenham Green, every Friday from 11am-2pm.

It is a vibrant community space with a focus on social connection and reducing food poverty through the provision of a light lunch and surplus food provision from Gail's Bakery in Twickenham.

Guests are encouraged to bring along a craft or a board game, to learn a skill and make new friends.



Good Friday community hub was originally birthed through conversations and feedback received from our Table of Hope and Explore service users, who requested a regular space in which to connect, socialise, share a communal meal and receive advice if needed.

Since its inception, we have fed lunch to individuals every week, made by our volunteers, using surplus food, pastries and bread donated by Neighbourly and Gail's Bakery in Twickenham.



Rocketing food prices and widespread loneliness with many people facing increased hardship and isolation, has meant Good Friday has become a valuable meeting space and lifeline for our guests.

Good Friday offers beneficiaries a warm space where they are able to enjoy a nutritious lunch, conversation (with other guests and our volunteer befrienders) and socialise.

The main benefit is to offer a warm inclusive space to those experiencing hardship, food poverty or exclusion driven by income reduction or crisis; those impacted by the effects of COVID-19 on their financial situation, mental wellbeing, or social interaction.

We are looking to increase and scale our offering in response to the growing need from our community to provide further benefits.

Good Friday benefits include:

- 2.5.1 Connecting communities: we help strengthen and build resilient communities by bringing people together in a warm, welcoming space, where advice and social connection is offered with the aim of building supportive relationships, reducing hardship and promoting inclusion.
- 2.5.2 Reducing food insecurity and surplus food: Take food destined for the bin and turn it into healthy lunches for the community or offered freely to the community to collect from a community fridge.
- 2.5.3 Promote change: provide a space to learn and volunteer with new skills. From barista / hospitality training to craft and baking workshops.
- 2.5.4 Inspiring hope: support mental health, wellbeing and reduce loneliness by creating a welcoming space where people from all backgrounds and walks of life can have connections, sharing in conversations over a delicious cup of coffee - something that for many in need, is a real luxury.



2.6 All-in-one Hub

Good Friday serves as a hub for information sharing and specialist advice, providing updates on relevant services, benefits, and support programmes.

Guests have the benefit of accessing specialist advice under one roof (All-in-One Hub). We also link and signpost to other agencies – and invite them to visit. I.e. United Response, Hampton Fund and Healthwatch Richmond.

Accessing resources in a communal setting can have the added benefit of helping reduce the stigma associated with seeking help, encouraging individuals to reach out for support they may otherwise hesitate to seek.

“Shepherd’s Star showed me the impact of kindness, acceptance and encouragement. How being part of a community can make you feel a lot more confident and proud. Also, that being in a new environment can positively change your perspective in a short time.” - Explore graduate and Good Friday guest.

“I used to be homeless, I’ve been in recovery for a year now and my life has completely changed. I love coming to [Good Friday] once a week - it gets me out of the house so I am not on my own. I love being with people and connecting. I especially love cooking with Mary - chopping up vegetables and making soup - and helping. It makes me feel good about myself.” Good Friday volunteer and Richmond Community Drug & Alcohol Service (RWCDAS) referral.

3 EVENTS

3.1 Christmas Box

In 2022, Shepherd's Star was encouraged by local residents and business owners, to begin a Christmas crowdfunding campaign through Just Giving, to support families in need over Christmas.



The aim behind the funding was to gift a local family a delicious Christmas food hamper that includes a selection of pantry items to stock their store

cupboard over the Christmas holidays, a Christmas roast - with all the trimmings - dessert, chocolates, biscuits, a selection of vegetable & fruits in season and of course, Christmas Crackers!

In order to identify families in need, Shepherd's Star partnered with Achieving For Children who selected 70 families across the borough of Richmond upon Thames to benefit from Project Christmas Holiday Box. In 2022 our target was to raise £5000 and we raised £5864.50 (our expenditure for the project was: £5695.83).

Following the overwhelming success (and happy recipients) of our first Project Christmas Holiday Box in 2022, we re-ran the campaign again in 2023. As in 2022, our target was £5000 and we raised: £5039 (our expenditure for the project was: £5450.96). Again we worked in partnership with Achieving For Children who identified beneficiaries through their children centres across the Borough of Richmond upon Thames.

The cost of each box works out at £65 however we have learnt from the last two years, to raise the amount to include remuneration for the administration and delivery of the project. This will be reflected in our Project Christmas Box appeal for 2024.

Shepherd's Star is incredibly grateful to all our supporters, volunteers and community partners for their involvement in our campaign - we could not have done it without them. In particular, we thank:

Cambrian Community Centre Richmond Furniture Scheme Twickenham Hygiene Bank Sainsbury's Richmond Rent-a-fridge (Steve) Root Canal Dental Centre Mortlake Community Association	Local families Rumsey & Sons The Alligator's Mouth Richmond Rotary Our wonderful volunteers Express Signs Achieving for Children
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Christmas Box Testimonials

"The Christmas box was amazing, me and my family enjoyed all the foods you had sent and was overwhelmed with delight that we was able to celebrate a lovely Christmas dinner as we have been struggling and you and Laura made that possible. A huge thank you to you all who made it possible for me and my family who have been hit bad with the financial crisis that's going on. Just seeing my daughter's faces having a amazing dinner and sweets. Words can't describe how you made us feel. Honestly I thought we was not even going to have a Christmas for my girls who have been so excited and was helping prepare dinner. Thank you so much for making Christmas so special for us." Christmas Box recipient

"We were so grateful and delighted for receiving Christmas Treats and prayers from you. My girls are so happy and had a great time playing Christmas cracker as it is their first time having this and they loved gift cards treat from you. I am so lucky to have met such a good hearted people like you. Thank you for giving us joy and your prayers for us." Christmas Box recipient

"Thank you to all of you at Shepherd's Star for your amazing generosity, hard work and kindness. The hampers were absolutely bursting with wonderful treats and goodies and were so well received by the families who they were gifted to. Most of the families couldn't believe how big the boxes were and had never anticipated how many delicious items would be contained within." Christmas Box recipient

"This is a huge operation for the Shepherd Star team and we understand just how much work goes into every step of the process. From the fundraising, to logistics to reaching out to local organisations- and not forgetting, the hard physical labour of putting the boxes together! Thank you to each and everyone of you. And lastly, but certainly not least, thank you to all of those who donated to the fundraiser to make all of this possible. Without your generosity this couldn't become a reality so thank you all so much for your kindness."

Laura Edbrooke, Lead Outreach Worker, Achieving for Children



3.2 Rotary Fair

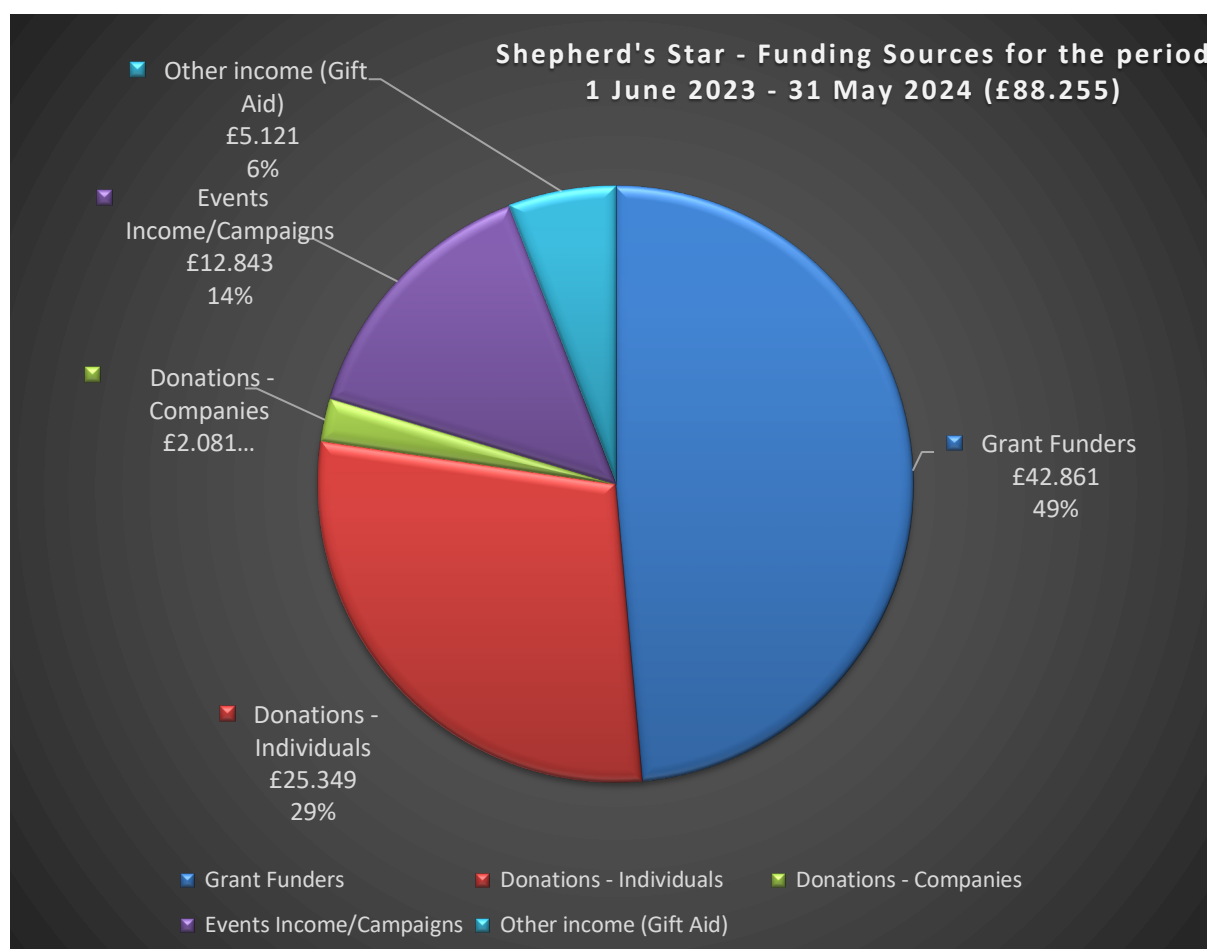
For the past two years Shepherd's Star has been fortunate to have a presence at the annual Twickenham Rotary Fair. It represents an opportunity to not only raise funds but also make new connections, friends and represent the community in which we actively serve. This year was once again a wonderful success, despite the rain! The amount raised before expenses was £853.00.



4 PARTNERS, FUNDERS & SUPPORTERS

From experiences gained in its first full year of operation and facing steady headwinds towards the end of 2023, the Director and Trustees recognised the need for a more focused and professional approach to grant funding. In January 2024 Shepherd's Star was very fortunate to receive an initial six month commitment from Volunteer Fundraiser Peter Kelly. Peter was immediately able to secure a number of successes and we are delighted that Peter continues to work with us. A huge thank you to Peter for his tireless efforts.

During this financial year Shepherd's Star received total funding in the amount of £88.255 representing a 61% increase from the previous financial year. This increase was the result of an increase across all funding sources but most particularly from 3 new grant funders (Hampton Fund, Souter Charitable Trust & Albert Hunt Trust) and one significant private donor.





Shepherd's Star has been fortunate enough to be supported by a number of private donors and grant funders. This has allowed Shepherd's Star to fund both direct project costs as well as much needed core funding without which these projects are not possible.

Our deepest and sincere thanks to these main funders:

	Donor	Purpose
 THE ALBERT HUNT TRUST	The Albert Hunt Trust	Core Funding
 Hampton Fund	Hampton Fund	Explore
 COMMUNITY FUND	The National Lottery	Explore
 HEATHROW COMMUNITY TRUST	Heathrow Community Trust	Explore
	Richmond Parish Lands	Explore
	Souter Charitable Trust	Core Funding



5 VOLUNTEER CONTRIBUTION

Volunteers play a vital role in the running of Shepherd's Star - without their input and support, the Charity would not be able to accomplish their objectives. A team of Shepherd's Star volunteers have been active in the local community since 2020. A number of our volunteers have signed up to volunteer after being a participant or guest at various activities (i.e. Explore, Steps, Table of Hope and Good Friday).

In particular, we have created a number of volunteer roles following graduation from our Explore programme - one such role is that of an Explore Ambassador.

Every term we offer an opportunity for an Explore Graduate to return as an Ambassador - someone who has completed Explore and who is able to support our project leads by creating a warm, welcoming environment for all participants and guests. This role also includes befriending and supporting participants and guests during our social inclusive activities.

We invite the individual to share their thoughts, experience and insight with regards to feedback, direction and next steps. We highly value lived experience and have benefited greatly from having this input into our Explore project.

We recognise having an appreciation of the challenges through a lived experience can provide help and reassure people in crisis / experiencing poor mental health and at Shepherd's Star, we welcome the insight and compassion our volunteers are able to bring to the team.

This shared experience contributes towards a culture of empathy and compassion, helps foster understanding, build relationships and reduce social isolation.





6 MARKETING & REPORTING

During the 2023/24 financial year Shepherd's Star embarked on the development of a strategic framework to better market its activities and create a database system to accurately capture and report on initiatives and events. We were fortunate enough to be given an immense amount of voluntary time by JAD Strategy and Consulting, who facilitated a number of strategic sessions during 2023. As a direct result of these, the director and Trustees were able to gain focus and clarity on directional matters including:

- Shepherd's Star Communications Lead Laura Stone was appointed on a contract basis to ensure effective communication, promotion, marketing, engagement and administrative support.
- Initial development of a digital capturing system with the capability to report and analyse data relating to programmes, events, volunteers' and much more has been created by volunteer IT specialist Derek Papworth. Shepherd's Star owes a huge thanks to Derek for all his hard work and continued investment of time and expertise.
- Initiation of a full Microsoft 365 implementation (free to charity organisations). Again, set up and guided by IT specialist Derek Papworth. Thank you again Derek.

As a direct result of and in conjunction with the aforementioned, Shepherd's Star applied to the Clothworkers' Foundation for capital grant funding.

We were delighted to receive the news that our application had been successful in the amount of £8,000. These funds were received in June of 2024 and do not therefore reflect in the 2023/24 financial year. This amount will be utilised (as well as some exciting new charity development opportunities) to enhance Shepherd's Star's digital processes across all our projects and events.



7 STRUCTURE, GOVERNANCE & MANAGEMENT

7.1 Organisation

The Shepherd's Star Trustees meet at a quarterly Trustees meeting. The director also provides the Trustees with a quarterly Director's report which updates the Trustees on progress, challenges and the day to day matters of the charity. The Director ensures that the Trustees are kept abreast of important issues and regularly communicates with the Chair by email and telephone with updates and information. The Director attends Trustee meetings. The Trustees are unpaid and receive no benefit from their work with the Charity. There is no relationship between any Trustee and employees or suppliers.

7.2 Financial Reserves

Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.

7.3 Decision making

The Director is responsible to the Trustees for managing the day-to-day operations of the Charity. To facilitate effective operations, the Director has delegated authority, with terms of delegation, agreed by the Trustees. Trustees are made aware of the seriousness of their responsibilities and obligations under charity law. They are encouraged to understand these obligations by reading relevant Charity Commission publications. Trustees are made aware of training courses and conferences and encouraged to extend their knowledge of matters pertaining to their role in the Charity.



7.4 Risk Management

Shepherd's Star has the policies listed below in place. These have been approved by the Trustees but are continuously updated to keep these in line with procedural and circumstantial changes.

The Trustees recognised the importance of the correct implementation of a financial reserves policy and along with the Director set about securing these funds. This was partly achieved in the latter part of the financial year with a single donation of over £9000. The Trustees remain committed to securing further reserve funds.

- Safeguarding Adults at Risk policy
- Safeguarding Children policy
- Data Protection policy
- Privacy policy
- Health and Safety policy
- Equality, Diversity and Inclusion policy
- Sustainability policy
- Eligibility policy
- Whistleblowing policy
- Anti-harassment and Bullying policy
- Feedback Complaints policy
- Financial and Reserves policy

7.5 Trustees

Judith King	-	Trustee, Secretary
Marianne Welsh	-	Trustee
Justin Wingfield	-	Trustee, Treasurer

7.6 Key People

Desiree Shepherd	-	Director
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8 FINANCIALS

The financial statements are prepared under the “Receipts and payments” method. They contain a statement summarising all money received and paid out by the charity in the financial year (Statement of Financial Activities), a statement of assets and liabilities at the end of the year as well as a record of cash liquidity. The accounts have been independently verified.

Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.

8.1 Financial Notes

31st May 2024 saw the conclusion of the second full financial year for Shepherd's Star. The budget forecasted income for the year was £88.800 with actual raised funds of £88.255.

In respect of expenditure, Shepherd's Star had a forecast budget expenditure of £79.642 with actual expenditure coming in slightly lower at £72.829.

No employees received remuneration amounting to more than £60,000 in the year. Trustees received no remuneration and were not reimbursed for any expenses in the year (23/24).

Shepherd's Star has not given any guarantees and has no debt secured by an express charge on assets as at the date of the Statement of assets and liabilities.

Shepherd's Star continues to conduct all of its projects and events from the lowest possible cost base. Core costs form a large part of the total annual expenditure. These are in the main wage costs, however without these,



none of our projects or events could be carried out. Against the aforementioned, Shepherd's Star keeps operating costs to a minimum through:

- Sourcing community venues to conduct activities (Good Friday, Table of Hope & Explore) with a very special thanks to the Twickenham United Reformed Church.
- Sourcing local restaurants to provide venues and catering at no charge (Good Friday, Table of Hope & Explore)
- The employment of only one permanent staff member (Director), and one additional contracted part-time staff member (Communications Lead).
- Finding partners and creating partnerships which greatly reduce the running costs of all projects. A big thanks to Gail's, Neighbourly and numerous other suppliers.
- Remaining geographically focused within the Richmond Borough and its surrounds.
- The recruitment of specialised volunteer's (finance, marketing, IT and strategy) who offer their skills, advice and time.



SHEPHERD'S STAR
STATEMENT OF FINANCIAL ACTIVITIES as at 31 May 2024



	Unrestricted Funds		Restricted Funds		Total Funds	
Note	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022
<i>in pounds</i>						
Income from:						
Grants - Funders						
Heathrow Community Fund (Explore)			2.377	-	2.377	
Hampton Fund (Explore)			10.500	-	10.500	
National Lottery (Explore)		9.866	9.956	-	9.956	9.866
Albert Hunt	3.000	-	-	-	3.000	
Souter Charitable Trust	3.000	-	-	-	3.000	
Richmond Parish Lands (Explore)		10.000	-	-		10.000
Richmond Council			14.028	-	14.028	
Richmond Civic Pride Fund		984	-	-		984
Community Donor		2.904	-	-		2.904
Richmond Rotary Club		2.500	-	-		2.500
H & P Association (Shine)		200	-	-		200
Clothworkers Foundation (Capital Goods)			-	-		
Grace Trust						
Chapman Charity						
Ludlow's Charitable Trust						
The Peter Stebbings Memorial Charity						
London Catalyst						
Stephen Roberts Memorial						
Vintners Foundation						
Garfield Weston Foundation						
Donations - Individuals	16.161	18.246	9.188	-	25.349	18.246
Donations - Companies	2.081	1.336	-	-	2.081	1.336
Events Income/Campaigns	12.843	9.092	-	-	12.843	9.092
Other income (G/Aid)	5.121	1.063	-	-	5.121	1.063
Interest	-	-	-	-	-	-
Total Income	42.206	56.191	46.049	-	88.255	56.191
Expenditure on:						
Salaries & Wages	34.124	49.884	21.545	-	55.669	49.884
HMRC	-	-	-	-	-	-
Pension Contributions	-	-	-	-	-	-
Insurance	335	675	519	-	855	675
Telephone	-	376	-	-	-	376
Printing and stationery	740	995	888	-	1.628	995
Rent	475	1.500	735	-	1.210	1.500
Website and Media	612	2.324	946	-	1.558	2.324
Subscriptions	302	162	-	-	302	162
Travel	557	256	-	-	557	256
Gifts and donations	-	-	-	-	-	-
Volunteer expenses	438	885	677	-	1.115	885
DBS Checks	-	-	-	-	-	-
Training	-	-	-	-	-	-
Event Supplies	8.624	9.387	912	-	9.536	9.387
Miscellaneous expenses	157	1.041	243	-	401	1.041
Depreciation	-	-	-	-	-	-
Capital Goods	-	-	-	-	-	-
Total Expenditure	46.364	67.485	26.465	-	72.829	67.485
Net Income/(Expenditure)	(4.158)	(11.294)	19.584	-	15.426	(11.294)
Total Funds brought forward	6.266	17.560	-	-	6.266	17.560
Total Funds carried forward	2.107	6.266	19.584	-	21.691	6.266



SHEPHERD'S STAR
STATEMENT OF ASSETS & LIABILITIES as at 31 May 2024

	Unrestricted Funds		Restricted Funds		Total Funds	
	2024/23	2023/22	2024/23	2023/22	2024/23	2023/22
<i>in pounds</i>						
Fixed Assets						
Current Assets						
Debtors	115	245			115	245
Cash at bank - current account	2.943	7.062	10.396		13.340	7.062
Cash at bank - reserve account			9.188	-	9.188	-
Total Current Assets	3.058	7.307	19.584	-	22.643	7.307
Liabilities						
Creditors	952	1.042	-	-	952	1.042
Total Current Liabilities	952	1.042	-	-	952	1.042
Total Net Assets	2.107	6.266	19.584	-	21.691	6.266
The funds of the Charity:						
Restricted income funds		-	19.584	-	19.584	-
Unrestricted income funds	2.107	6.266		-	2.107	6.266
Total Charity Funds	2.107	6.266	19.584	-	21.691	6.266



SHEPHERD'S STAR
STATEMENT OF CASH FLOWS for the year ended 31 May 2024

	Total Funds 31 May 2024	Total Funds 31 May 2023
<i>in pounds</i>		
Net (expenditure)/Income for 2023/4	15.425	(11.294)
Adjusted for:		
(Increase)/decrease in debtors	130	(163)
Increase/(decrease) in creditors	(90)	118
Net cash provided by/(used in) operating activities	<u>15.466</u>	<u>(11.339)</u>
Net cash provided by (used in) investing activities	-	-
Change in cash in the reporting period	15.465	(11.339)
Cash at the beginning of the reporting period	7.062	18.401
Cash at the end of the reporting period	<u><u>22.528</u></u>	<u><u>7.062</u></u>



SHEPHERD'S STAR
Notes on the financial statements

General accounting policy

Financial Statements are prepared on the receipts and payments method.

Incoming Resources

These are included when the charity received them.

Resources Expended

Expenditure is included on a payment basis.

Analysis of charitable funds

a) Analysis of restricted fund movements

	Fund balance brought forward 1 April		Income		Expenditure		Fund balance carried forward 31 May	
	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022
<i>in Pounds</i>								
2024/2023								
Heathrow Community Fund	-	-	2,377	-	2,377	-	-	-
Hampton Fund	-	-	10,500	-	10,500	-	-	-
National Lottery	-	-	9,956	-	9,956	-	-	-
Richmond Council (Cost of Living Grant Fund)	-	-	14,028	-	3,632	-	10,396	-
Reserve Amount			9,188				9,188	
	<u>-</u>	<u>-</u>	<u>46,049</u>	<u>-</u>	<u>26,465</u>	<u>-</u>	<u>19,584</u>	<u>-</u>

The objects of each of the restricted funds are to fund the Explore program.

The Explore program is the flagship project. Launched in February 2022 to fill a training and skills gap through a variety of carefully selected workshops with the aim to build confidence, self esteem and re-ignite potential, improving emotional and mental wellbeing.

b) Analysis of unrestricted fund movements

	Fund balance brought forward 1 April		Income		Expenditure		Fund balance carried forward 31 May	
	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022
<i>in Pounds</i>								
2024/2023								
Albert Hunt Charitable Trust	-	-	3,000	-	3,000		-	-
Souter Charitable Trust	-	-	3,000	-	3,000		-	-
General Fund	6,266	17,560	36,206	56,191	40,364	67,485	2,108	6,266
	<u>6,266</u>	<u>17,560</u>	<u>42,206</u>	<u>56,191</u>	<u>46,364</u>	<u>67,485</u>	<u>2,108</u>	<u>6,266</u>

9 DECLARATIONS

The Trustees declare that they have approved the Trustees report above.

Signed on behalf of the charity's Trustees.

Signature

A handwritten signature in blue ink, appearing to read "Justin Wingfield".

Justin Wingfield
Chair

Date

19th August 2024



Notes (When required)



SHEPHERD'S STAR

(Charitable Incorporated Organisation)

CHARITY REGISTRATION NUMBER - 1196520

CIO-Foundation Registered 11th November 2021

Trustees Annual Report for the Financial Year

1st June 2023 to 31st May 2024



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LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1196520
LEGAL STATUS	Charitable Incorporated Organisation
DATE OF REGISTRATION	11 th November 2021
START OF FINANCIAL PERIOD	1 st June 2023
END OF FINANCIAL PERIOD	31 st May 2024
TRUSTEES	Judith King Marianne Welsh Justin Wingfield (Chair)
DIRECTOR	Desiree Shepherd
BANKERS	Metro Bank 64-66 Clarence Street Kingston-upon-Thames KT1 1NP
ADDRESS	49 Richmond Hill Richmond TW10 6RE
E-MAIL AND WEBSITE	connect@shepherdsstar.org www.shepherdsstar.org



INTRODUCTION TO SHEPHERD'S STAR AND OUR ACTIVITIES

Shepherd's Star is a charity operating in the London Borough of Richmond upon Thames. We encourage self-development and a sense of purpose by bringing communities together through specific projects.

In a collective effort, Shepherd's Star strives to rebuild confidence, develop skills and reignite the potential of those in need, to accomplish our objective of bringing relief to those in need.

1 MISSION, VISION AND VALUES

Our Mission - is to bring communities together, supporting those in need through connections, friendships and development programmes.

Our vision - is for a world where everyone has the opportunity to be a connected, valued and contributing member of society.

Our values - at the heart of everything we do, is our belief in people, inclusivity, collaboration and empathy for all. We are inspired by Christian values, inclusive in our reach and in doing social good.

Who we serve:

Our beneficiaries are adults who've experienced life challenges due to being socially or economically dis-advantaged. They include people living with disabilities, people from black and minority ethnic backgrounds, single mothers, refugees, "harder to reach" individuals and those facing financial hardship.

Many present with mental fragility, diminished work capacity, loss of confidence or lack of self-worth. Their challenges include social anxiety and exclusion, abuse, criminal past, homelessness or at risk of homelessness, long-term unemployment, drug/alcohol dependence, mental ill health and financial distress.



Through our key services, beneficiaries develop positive social networks and cultivate relationships that provide emotional support and encouragement, increasing their resilience and reducing isolation enabling them to re-engage with the community.

2 MAIN ACTIVITIES (with a focus on Explore)

Shepherd's Star together with volunteers, local businesses, statutory and charitable partner organisations, supports greater social inclusion and the empowering of individuals.

Shepherd's Star does this through a number of projects: Explore (personal development and skills programme), Shine (barista and hospitality training), Good Friday (weekly community space), Steps (inclusive community activities) and Table of Hope (monthly communal meal to reduce isolation and enhance wellbeing).

2.1 Explore – Bridging the gap

Explore is a socially-engaging personal development programme, run over six weeks, with practical skills and confidence development.

We recognised the need for a socially inclusive peer support group, enabling beneficiaries to progress in a safe and welcoming, nurturing and low pressure environment. An opportunity to gain motivation, grow and develop personal and life skills.

Since launching Explore in February 2022 we have:-

- run seven terms, with 42 participants having completed the programme (Feb 2022-March 2024)
- supported 86% participants who progressed to further volunteering, study, employment and apprenticeship opportunities (Feb 2022 - March 2024)



- received 56 Explore registrations, 70% from London Borough of Richmond upon Thames residents and 30% from surrounding boroughs.
- come alongside harder to reach individuals through referral partners, these include: -
 - Spear
 - DWP - Job Centre
 - Ruils
 - RWCDAS
 - Look Ahead
 - Reed in Partnership
 - Work Match

"The work of the Shepherd's Star Project is indispensable in its provision of an holistic and respectful environment where vulnerable rough sleepers can safely navigate their re-engagement with the local community and gain lost skills." Mark Taylor, Spear – Operations Director

Upon completion of our programme, beneficiaries are supported with signposting to find volunteer roles, further training and study or work opportunities to improve their income, reducing poverty and economic disadvantage.

The combination of socially engaging activities; skills training; peer support, confidence building, mental wellbeing workshops and improved nutrition, contributes towards increased resilience and improved wellbeing.

Explore Partners involved in delivering and supporting Explore include local businesses, charities and educational providers. All speakers are experienced and knowledgeable in teaching/training the topic and skill of their workshop.

Many are formally qualified as trainers (for example Citizen's Advice trainers for money management and budgeting). Partners include: Citizens Advice Richmond, The Richmond Furniture Scheme, Kew Gardens, Bhuti, Bingham Riverhouse Hotel, Harrington Design & Build, Relish & Grace, Take 7 Simple Steps, The Social Drinking Company, Therefore Strategy and Insight, Crosslight Advice, Live Well Kew, Maia Rushby Consulting, RHACC and Richmond Council for Voluntary Service.



Explore to More: In May 2024 we began a six week pilot of our Explore to More programme. The idea for the group was birthed by our Explore graduates: *"we started Explore to More because we did not want Explore to end."* The aim of the fortnightly meet up is to offer a regular space to support and encourage those who have graduated from Explore on their next steps.

Following a successful six-week pilot, Explore to More will start up again in September, following a unanimous decision by the group to continue meeting up after the summer. Currently, there are 6-8 regular participants.

Explore to More has been described by participants as:

"supportive and encouraging"

"a place to practice conversation in a safe place"

"friendship, connections and community."

Explore to More is open to all of our Explore programme graduates.

Some partners offer potential for beneficiaries to participate in longer term opportunities e.g. volunteering, apprenticeships, further training, social support and mentoring.

"One of the few organisations working at the earliest stages of the development pathway" Ursula Johnston, Reed in Partnership.

"We have partnered with Desiree and Shepherd's Star from the start, with our team carrying out workshops for their clients. It has been a real joy to see people, initially shy and nervous, try new things and feel a sense of achievement. It's great to see these positive steps being made." - Lucy, from Richmond Furniture Scheme



2.1.1 Activities and benefits of Explore

Workshop activities include introductions to practical money, cooking, baking, barista, gardening and woodwork skills. Other workshops include personal values, personal profiles, meeting planning, wellbeing and introductions to further study, training and volunteering providers.

Change or benefits include:

- The benefit of trying out new skills in a supportive, empathetic, low pressure environment alongside peer support, helps raise participants' motivation, confidence, self-esteem and sense of purpose and belonging.
- The main output is evidence of participants taking steps towards developing one or more skills i.e. signing up for a specific skill e.g. Gardeners sign up to Kew Gardens Discover Horticulture; cooking learners sign up for Cooking with Confidence or Baking Skills for Beginners at Richmond Adult Community College; Cooking with Confidence; aspiring Baristas join the SHINE project and keen woodworkers join a volunteer team at the Richmond Furniture Scheme, all of which contribute towards increasing social inclusion.
- Communal lunch: each day of Explore includes a delicious and nutritious lunch. The participants help set up the table, serve one another and together, enjoy a meal around a communal table. Relationships develop around the casual, safe, welcoming environment of a shared meal and friendships become mutually supportive.

The outcome of the shared lunches around a communal table gives a sense of belonging, of social inclusion, of being seen, heard and appreciated. This builds our participants' confidence, encourages friendships, inspires hope and supports social inclusion.

- Personal surveys: at the start and end of the Explore programme we invite participants to complete a self-assessment, scoring their skills, confidence development and social inclusion on a rating scale. This supports their personal progression, helps them track their growth and boosts their confidence to continue on their journey to becoming more independent and a contributing member of the local community.

Feedback from Remmington, one of our Explore graduates referred by Look Ahead charity.

"The courses gave me a reason to get out of bed in the mornings and helped to motivate me during the days I attended. "During the Discover Horticulture Course at Kew Gardens I discovered I knew more about botany and plants than I thought I did before. I also enjoyed the tours at Kew Gardens. I learnt to work in groups and explain in detail succinctly. At the Richmond Furniture Scheme, I learnt practical skills like hand-eye coordination in building a planter box. It was challenging but I was grateful for the help received from the staff there. I would like to take this moment to thank the aforementioned organisations and Shepherd's Star for the opportunity to participate in the activities offered. I would also like to thank my support worker, Lauria and Jane Ballinger for referring me."





Jamie's journey with Shepherd's Star: *"I wasn't confident at all... and now I am improving and doing things I never thought I would do"*

Jamie, a former music student, experienced a significant personal and social transformation through his involvement with Shepherd's Star. Introduced to the charity through a job centre, Jamie's journey with Shepherd's Star began with the Good Friday social hub, where he found a welcoming and supportive community.

As he participated in the Explore and Good Friday programmes, Jamie discovered new interests and skills beyond music, such as cooking. He commented, *"I'm learning something new every week at Good Friday."*

His confidence levels soared, making him more comfortable in social settings and enabling him to interact with a diverse group of people. Jamie now sees multiple career paths, including potential in cooking. This broader perspective has opened new possibilities for his future.

Jamie's consistent participation and growth exemplify the positive change that Shepherd's Star aims to bring to individuals. His story is a testament to how the support of Shepherd's Star has led to newfound confidence and broader career perspectives.

Jamie's advice for others is *"coming here is a good start, even if you're nervous or worried about what it's going to be like, everyone is always friendly and nice"*.

2.2 Shine

Shine provides barista and hospitality training for those experiencing isolation and worklessness, enabling them to explore options towards employment within the hospitality industry whilst building their skills and confidence.



“Being in a small group really helped the quality of training as I was able to use the grinder and coffee machine several times which helped with my confidence. The trainer was really accommodating and helpful making sure I felt comfortable”. Shine Coffee Barista trainee

2.3 Steps

Regular, socially engaging activities including outings and trips to local places of interest e.g. The Holly Lodge Centre. Steps also invites participants to “give back” to our local community and have included Be Richmond litter picking days, Habitats & Heritage clean up days and Kew Gardens work parties – painting and re-organising their community allotment.



2.4 Table of Hope (TOH)

Table of Hope is a monthly invitation to gather together as a community, around a communal table and enjoy a delicious meal in the company of friends. Together breaking down the barriers to social exclusion, connecting community and inspiring hope.

Why Table of Hope?

- Increased community engagement: Table of Hope provides a regular opportunity for individuals and businesses to connect and invest in their local community, strengthening social bonds and enhancing community spirit.
- Enhanced well-being: Table of Hope promotes a sense of well-being and happiness, reducing feelings of isolation and loneliness, contributing towards an improved mental and emotional health for our guests.
- Support network development: Table of Hope invites invitations of support, resources, advice and befriending to those in need, leading to the development of a strong support network within the community.
- Strengthened community identity: Table of Hope helps foster a shared sense of identity and pride within the community, enhancing community spirit, inspiring hope and a sense of belonging making people feel they belong.

“Table of Hope is a place to meet people and because I have cancer, I like to come somewhere that gives me hope.” – guest

“The setting was gorgeous, and the food delicious...As the [Table of Hope] lunch was love themed, we were also entertained to a beautiful poem by Kofyah Remmington, specially written for the occasion. I was deeply moved and felt very privileged to have been invited to such a wonderful and inspiring event.” - Deputy Mayor, Councillor Fiona Sacks.

Celebrating Table of Hope



July 2021 - May 2024



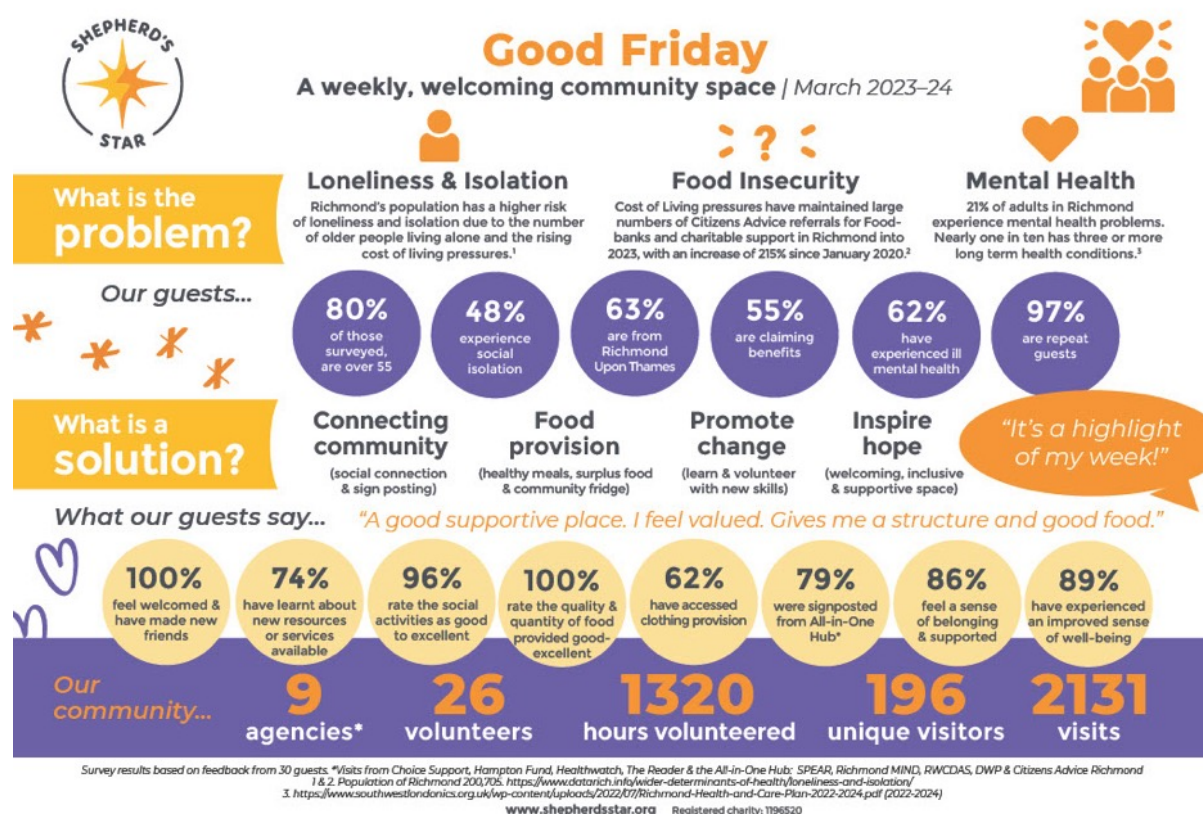


A very special thanks to all of our Table of Hope sponsors:

Richmond Council (Active Fund)
Relish & Grace
Bingham Riverhouse
Cambrian Community Centre
Shiuli
Greek Cook & Grill
The United Reformed Church, Twickenham
East Sheen Baptist Church
The Social Drinking Company
Pots & Co
Harrington Design & Build
Mortlake Community Centre
Madhu's
St Thomas Aquinas Church, Ham
Cafe Mamma
Franco Manca
Da Alfredo
Kew Gardens
Richmond Thai Cafe
Angel & Crown community pub
Spice Up, Whitton

2.5 Good Friday (GF)

This financial year saw the completion of the first full year of Good Friday. The weekly social community space launched on 3rd March 2023 has grown from strength to strength with an average monthly attendance of approximately 200 individuals. Shepherd's Star Communications Lead Laura Stone was employed on a contract basis to co-ordinate the project with its ever increasing demand for volunteer coordination and logistical requirements.



Good Friday runs out of the side hall of Twickenham United Reformed Church, on the edge of Twickenham Green, every Friday from 11am-2pm.

It is a vibrant community space with a focus on social connection and reducing food poverty through the provision of a light lunch and surplus food provision from Gail's Bakery in Twickenham.

Guests are encouraged to bring along a craft or a board game, to learn a skill and make new friends.



Good Friday community hub was originally birthed through conversations and feedback received from our Table of Hope and Explore service users, who requested a regular space in which to connect, socialise, share a communal meal and receive advice if needed.

Since its inception, we have fed lunch to individuals every week, made by our volunteers, using surplus food, pastries and bread donated by Neighbourly and Gail's Bakery in Twickenham.



Rocketing food prices and widespread loneliness with many people facing increased hardship and isolation, has meant Good Friday has become a valuable meeting space and lifeline for our guests.

Good Friday offers beneficiaries a warm space where they are able to enjoy a nutritious lunch, conversation (with other guests and our volunteer befrienders) and socialise.

The main benefit is to offer a warm inclusive space to those experiencing hardship, food poverty or exclusion driven by income reduction or crisis; those impacted by the effects of COVID-19 on their financial situation, mental wellbeing, or social interaction.

We are looking to increase and scale our offering in response to the growing need from our community to provide further benefits.

Good Friday benefits include:

- 2.5.1 Connecting communities: we help strengthen and build resilient communities by bringing people together in a warm, welcoming space, where advice and social connection is offered with the aim of building supportive relationships, reducing hardship and promoting inclusion.
- 2.5.2 Reducing food insecurity and surplus food: Take food destined for the bin and turn it into healthy lunches for the community or offered freely to the community to collect from a community fridge.
- 2.5.3 Promote change: provide a space to learn and volunteer with new skills. From barista / hospitality training to craft and baking workshops.
- 2.5.4 Inspiring hope: support mental health, wellbeing and reduce loneliness by creating a welcoming space where people from all backgrounds and walks of life can have connections, sharing in conversations over a delicious cup of coffee - something that for many in need, is a real luxury.



2.6 All-in-one Hub

Good Friday serves as a hub for information sharing and specialist advice, providing updates on relevant services, benefits, and support programmes.

Guests have the benefit of accessing specialist advice under one roof (All-in-One Hub). We also link and signpost to other agencies – and invite them to visit. I.e. United Response, Hampton Fund and Healthwatch Richmond.

Accessing resources in a communal setting can have the added benefit of helping reduce the stigma associated with seeking help, encouraging individuals to reach out for support they may otherwise hesitate to seek.

“Shepherd’s Star showed me the impact of kindness, acceptance and encouragement. How being part of a community can make you feel a lot more confident and proud. Also, that being in a new environment can positively change your perspective in a short time.” - Explore graduate and Good Friday guest.

“I used to be homeless, I’ve been in recovery for a year now and my life has completely changed. I love coming to [Good Friday] once a week - it gets me out of the house so I am not on my own. I love being with people and connecting. I especially love cooking with Mary - chopping up vegetables and making soup - and helping. It makes me feel good about myself.” Good Friday volunteer and Richmond Community Drug & Alcohol Service (RWCDAS) referral.

3 EVENTS

3.1 Christmas Box

In 2022, Shepherd's Star was encouraged by local residents and business owners, to begin a Christmas crowdfunding campaign through Just Giving, to support families in need over Christmas.



The aim behind the funding was to gift a local family a delicious Christmas food hamper that includes a selection of pantry items to stock their store

cupboard over the Christmas holidays, a Christmas roast - with all the trimmings - dessert, chocolates, biscuits, a selection of vegetable & fruits in season and of course, Christmas Crackers!

In order to identify families in need, Shepherd's Star partnered with Achieving For Children who selected 70 families across the borough of Richmond upon Thames to benefit from Project Christmas Holiday Box. In 2022 our target was to raise £5000 and we raised £5864.50 (our expenditure for the project was: £5695.83).

Following the overwhelming success (and happy recipients) of our first Project Christmas Holiday Box in 2022, we re-ran the campaign again in 2023. As in 2022, our target was £5000 and we raised: £5039 (our expenditure for the project was: £5450.96). Again we worked in partnership with Achieving For Children who identified beneficiaries through their children centres across the Borough of Richmond upon Thames.

The cost of each box works out at £65 however we have learnt from the last two years, to raise the amount to include remuneration for the administration and delivery of the project. This will be reflected in our Project Christmas Box appeal for 2024.

Shepherd's Star is incredibly grateful to all our supporters, volunteers and community partners for their involvement in our campaign - we could not have done it without them. In particular, we thank:

Cambrian Community Centre Richmond Furniture Scheme Twickenham Hygiene Bank Sainsbury's Richmond Rent-a-fridge (Steve) Root Canal Dental Centre Mortlake Community Association	Local families Rumsey & Sons The Alligator's Mouth Richmond Rotary Our wonderful volunteers Express Signs Achieving for Children
--	--



Christmas Box Testimonials

"The Christmas box was amazing, me and my family enjoyed all the foods you had sent and was overwhelmed with delight that we was able to celebrate a lovely Christmas dinner as we have been struggling and you and Laura made that possible. A huge thank you to you all who made it possible for me and my family who have been hit bad with the financial crisis that's going on. Just seeing my daughter's faces having a amazing dinner and sweets. Words can't describe how you made us feel. Honestly I thought we was not even going to have a Christmas for my girls who have been so excited and was helping prepare dinner. Thank you so much for making Christmas so special for us." Christmas Box recipient

"We were so grateful and delighted for receiving Christmas Treats and prayers from you. My girls are so happy and had a great time playing Christmas cracker as it is their first time having this and they loved gift cards treat from you. I am so lucky to have met such a good hearted people like you. Thank you for giving us joy and your prayers for us." Christmas Box recipient

"Thank you to all of you at Shepherd's Star for your amazing generosity, hard work and kindness. The hampers were absolutely bursting with wonderful treats and goodies and were so well received by the families who they were gifted to. Most of the families couldn't believe how big the boxes were and had never anticipated how many delicious items would be contained within." Christmas Box recipient

"This is a huge operation for the Shepherd Star team and we understand just how much work goes into every step of the process. From the fundraising, to logistics to reaching out to local organisations- and not forgetting, the hard physical labour of putting the boxes together! Thank you to each and everyone of you. And lastly, but certainly not least, thank you to all of those who donated to the fundraiser to make all of this possible. Without your generosity this couldn't become a reality so thank you all so much for your kindness."

Laura Edbrooke, Lead Outreach Worker, Achieving for Children



3.2 Rotary Fair

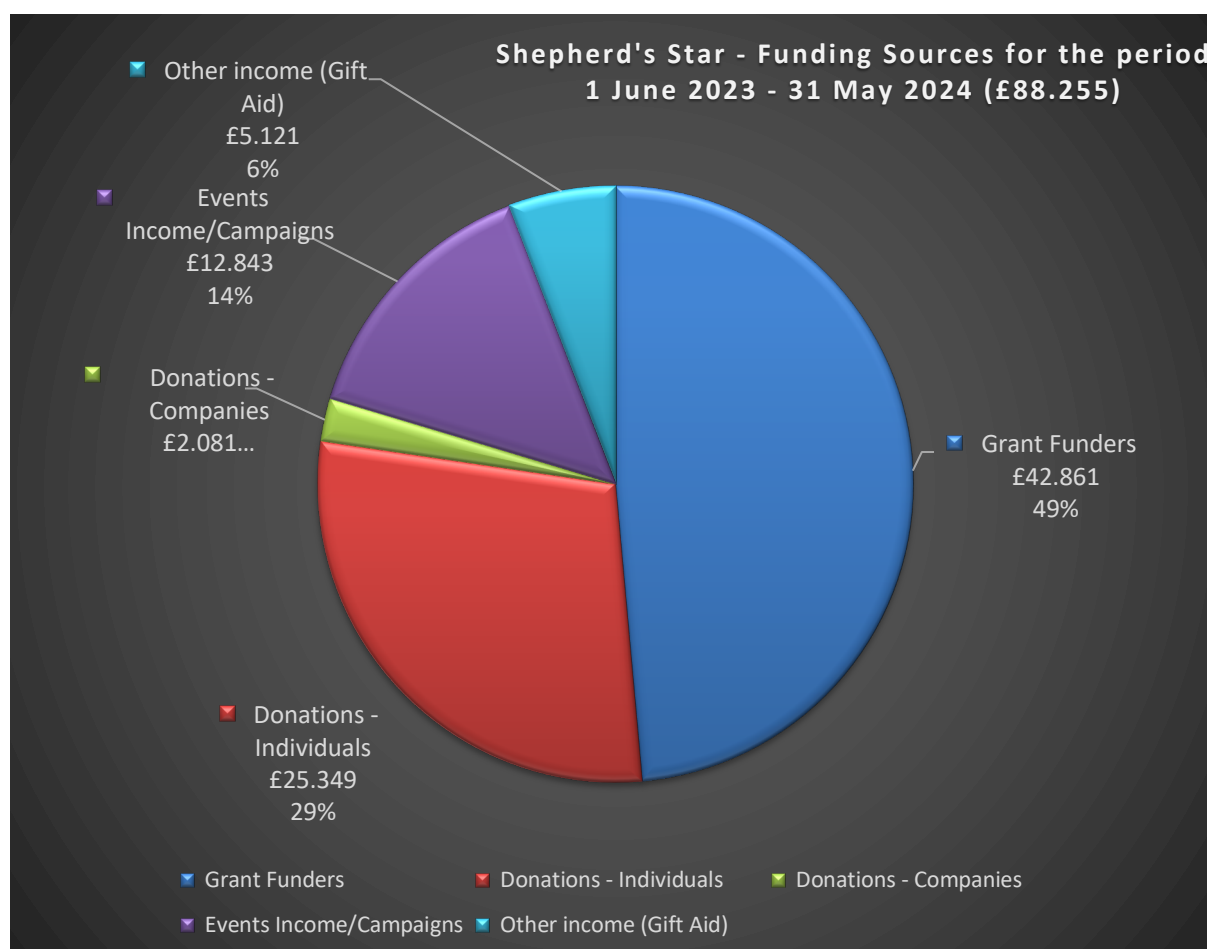
For the past two years Shepherd's Star has been fortunate to have a presence at the annual Twickenham Rotary Fair. It represents an opportunity to not only raise funds but also make new connections, friends and represent the community in which we actively serve. This year was once again a wonderful success, despite the rain! The amount raised before expenses was £853.00.



4 PARTNERS, FUNDERS & SUPPORTERS

From experiences gained in its first full year of operation and facing steady headwinds towards the end of 2023, the Director and Trustees recognised the need for a more focused and professional approach to grant funding. In January 2024 Shepherd's Star was very fortunate to receive an initial six month commitment from Volunteer Fundraiser Peter Kelly. Peter was immediately able to secure a number of successes and we are delighted that Peter continues to work with us. A huge thank you to Peter for his tireless efforts.

During this financial year Shepherd's Star received total funding in the amount of £88.255 representing a 61% increase from the previous financial year. This increase was the result of an increase across all funding sources but most particularly from 3 new grant funders (Hampton Fund, Souter Charitable Trust & Albert Hunt Trust) and one significant private donor.





Shepherd's Star has been fortunate enough to be supported by a number of private donors and grant funders. This has allowed Shepherd's Star to fund both direct project costs as well as much needed core funding without which these projects are not possible.

Our deepest and sincere thanks to these main funders:

	Donor	Purpose
 THE ALBERT HUNT TRUST	The Albert Hunt Trust	Core Funding
 Hampton Fund	Hampton Fund	Explore
 COMMUNITY FUND	The National Lottery	Explore
 HEATHROW COMMUNITY TRUST	Heathrow Community Trust	Explore
	Richmond Parish Lands	Explore
 Souter CHARITABLE TRUST	Souter Charitable Trust	Core Funding



5 VOLUNTEER CONTRIBUTION

Volunteers play a vital role in the running of Shepherd's Star - without their input and support, the Charity would not be able to accomplish their objectives. A team of Shepherd's Star volunteers have been active in the local community since 2020. A number of our volunteers have signed up to volunteer after being a participant or guest at various activities (i.e. Explore, Steps, Table of Hope and Good Friday).

In particular, we have created a number of volunteer roles following graduation from our Explore programme - one such role is that of an Explore Ambassador.

Every term we offer an opportunity for an Explore Graduate to return as an Ambassador - someone who has completed Explore and who is able to support our project leads by creating a warm, welcoming environment for all participants and guests. This role also includes befriending and supporting participants and guests during our social inclusive activities.

We invite the individual to share their thoughts, experience and insight with regards to feedback, direction and next steps. We highly value lived experience and have benefited greatly from having this input into our Explore project.

We recognise having an appreciation of the challenges through a lived experience can provide help and reassure people in crisis / experiencing poor mental health and at Shepherd's Star, we welcome the insight and compassion our volunteers are able to bring to the team.

This shared experience contributes towards a culture of empathy and compassion, helps foster understanding, build relationships and reduce social isolation.





6 MARKETING & REPORTING

During the 2023/24 financial year Shepherd's Star embarked on the development of a strategic framework to better market its activities and create a database system to accurately capture and report on initiatives and events. We were fortunate enough to be given an immense amount of voluntary time by JAD Strategy and Consulting, who facilitated a number of strategic sessions during 2023. As a direct result of these, the director and Trustees were able to gain focus and clarity on directional matters including:

- Shepherd's Star Communications Lead Laura Stone was appointed on a contract basis to ensure effective communication, promotion, marketing, engagement and administrative support.
- Initial development of a digital capturing system with the capability to report and analyse data relating to programmes, events, volunteers' and much more has been created by volunteer IT specialist Derek Papworth. Shepherd's Star owes a huge thanks to Derek for all his hard work and continued investment of time and expertise.
- Initiation of a full Microsoft 365 implementation (free to charity organisations). Again, set up and guided by IT specialist Derek Papworth. Thank you again Derek.

As a direct result of and in conjunction with the aforementioned, Shepherd's Star applied to the Clothworkers' Foundation for capital grant funding.

We were delighted to receive the news that our application had been successful in the amount of £8,000. These funds were received in June of 2024 and do not therefore reflect in the 2023/24 financial year. This amount will be utilised (as well as some exciting new charity development opportunities) to enhance Shepherd's Star's digital processes across all our projects and events.



7 STRUCTURE, GOVERNANCE & MANAGEMENT

7.1 Organisation

The Shepherd's Star Trustees meet at a quarterly Trustees meeting. The director also provides the Trustees with a quarterly Director's report which updates the Trustees on progress, challenges and the day to day matters of the charity. The Director ensures that the Trustees are kept abreast of important issues and regularly communicates with the Chair by email and telephone with updates and information. The Director attends Trustee meetings. The Trustees are unpaid and receive no benefit from their work with the Charity. There is no relationship between any Trustee and employees or suppliers.

7.2 Financial Reserves

Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.

7.3 Decision making

The Director is responsible to the Trustees for managing the day-to-day operations of the Charity. To facilitate effective operations, the Director has delegated authority, with terms of delegation, agreed by the Trustees. Trustees are made aware of the seriousness of their responsibilities and obligations under charity law. They are encouraged to understand these obligations by reading relevant Charity Commission publications. Trustees are made aware of training courses and conferences and encouraged to extend their knowledge of matters pertaining to their role in the Charity.



7.4 Risk Management

Shepherd's Star has the policies listed below in place. These have been approved by the Trustees but are continuously updated to keep these in line with procedural and circumstantial changes.

The Trustees recognised the importance of the correct implementation of a financial reserves policy and along with the Director set about securing these funds. This was partly achieved in the latter part of the financial year with a single donation of over £9000. The Trustees remain committed to securing further reserve funds.

- Safeguarding Adults at Risk policy
- Safeguarding Children policy
- Data Protection policy
- Privacy policy
- Health and Safety policy
- Equality, Diversity and Inclusion policy
- Sustainability policy
- Eligibility policy
- Whistleblowing policy
- Anti-harassment and Bullying policy
- Feedback Complaints policy
- Financial and Reserves policy

7.5 Trustees

Judith King	-	Trustee, Secretary
Marianne Welsh	-	Trustee
Justin Wingfield	-	Trustee, Treasurer

7.6 Key People

Desiree Shepherd	-	Director
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8 FINANCIALS

The financial statements are prepared under the “Receipts and payments” method. They contain a statement summarising all money received and paid out by the charity in the financial year (Statement of Financial Activities), a statement of assets and liabilities at the end of the year as well as a record of cash liquidity. The accounts have been independently verified.

Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.

8.1 Financial Notes

31st May 2024 saw the conclusion of the second full financial year for Shepherd's Star. The budget forecasted income for the year was £88,800 with actual raised funds of £88,255.

In respect of expenditure, Shepherd's Star had a forecast budget expenditure of £79,642 with actual expenditure coming in slightly lower at £72,829.

No employees received remuneration amounting to more than £60,000 in the year. Trustees received no remuneration and were not reimbursed for any expenses in the year (23/24).

Shepherd's Star has not given any guarantees and has no debt secured by an express charge on assets as at the date of the Statement of assets and liabilities.

Shepherd's Star continues to conduct all of its projects and events from the lowest possible cost base. Core costs form a large part of the total annual expenditure. These are in the main wage costs, however without these,



none of our projects or events could be carried out. Against the aforementioned, Shepherd's Star keeps operating costs to a minimum through:

- Sourcing community venues to conduct activities (Good Friday, Table of Hope & Explore) with a very special thanks to the Twickenham United Reformed Church.
- Sourcing local restaurants to provide venues and catering at no charge (Good Friday, Table of Hope & Explore)
- The employment of only one permanent staff member (Director), and one additional contracted part-time staff member (Communications Lead).
- Finding partners and creating partnerships which greatly reduce the running costs of all projects. A big thanks to Gail's, Neighbourly and numerous other suppliers.
- Remaining geographically focused within the Richmond Borough and its surrounds.
- The recruitment of specialised volunteer's (finance, marketing, IT and strategy) who offer their skills, advice and time.



SHEPHERD'S STAR
STATEMENT OF FINANCIAL ACTIVITIES as at 31 May 2024



	Unrestricted Funds		Restricted Funds		Total Funds	
Note	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022
<i>in pounds</i>						
Income from:						
Grants - Funders						
Heathrow Community Fund (Explore)			2.377	-	2.377	
Hampton Fund (Explore)			10.500	-	10.500	
National Lottery (Explore)		9.866	9.956	-	9.956	9.866
Albert Hunt	3.000	-	-	-	3.000	
Souter Charitable Trust	3.000	-	-	-	3.000	
Richmond Parish Lands (Explore)		10.000	-	-		10.000
Richmond Council			14.028	-	14.028	
Richmond Civic Pride Fund		984	-	-		984
Community Donor		2.904	-	-		2.904
Richmond Rotary Club		2.500	-	-		2.500
H & P Association (Shine)		200	-	-		200
Clothworkers Foundation (Capital Goods)			-	-		
Grace Trust						
Chapman Charity						
Ludlow's Charitable Trust						
The Peter Stebbings Memorial Charity						
London Catalyst						
Stephen Roberts Memorial						
Vintners Foundation						
Garfield Weston Foundation						
Donations - Individuals	16.161	18.246	9.188	-	25.349	18.246
Donations - Companies	2.081	1.336	-	-	2.081	1.336
Events Income/Campaigns	12.843	9.092	-	-	12.843	9.092
Other income (G/Aid)	5.121	1.063	-	-	5.121	1.063
Interest	-	-	-	-	-	-
Total Income	42.206	56.191	46.049	-	88.255	56.191
Expenditure on:						
Salaries & Wages	34.124	49.884	21.545	-	55.669	49.884
HMRC	-	-	-	-	-	-
Pension Contributions	-	-	-	-	-	-
Insurance	335	675	519	-	855	675
Telephone	-	376	-	-	-	376
Printing and stationery	740	995	888	-	1.628	995
Rent	475	1.500	735	-	1.210	1.500
Website and Media	612	2.324	946	-	1.558	2.324
Subscriptions	302	162	-	-	302	162
Travel	557	256	-	-	557	256
Gifts and donations	-	-	-	-	-	-
Volunteer expenses	438	885	677	-	1.115	885
DBS Checks	-	-	-	-	-	-
Training	-	-	-	-	-	-
Event Supplies	8.624	9.387	912	-	9.536	9.387
Miscellaneous expenses	157	1.041	243	-	401	1.041
Depreciation	-	-	-	-	-	-
Capital Goods	-	-	-	-	-	-
Total Expenditure	46.364	67.485	26.465	-	72.829	67.485
Net Income/(Expenditure)	(4.158)	(11.294)	19.584	-	15.426	(11.294)
Total Funds brought forward	6.266	17.560	-	-	6.266	17.560
Total Funds carried forward	2.107	6.266	19.584	-	21.691	6.266



SHEPHERD'S STAR
STATEMENT OF ASSETS & LIABILITIES as at 31 May 2024

	Unrestricted Funds		Restricted Funds		Total Funds	
	2024/23	2023/22	2024/23	2023/22	2024/23	2023/22
<i>in pounds</i>						
Fixed Assets						
Current Assets						
Debtors	115	245			115	245
Cash at bank - current account	2.943	7.062	10.396		13.340	7.062
Cash at bank - reserve account			9.188	-	9.188	-
Total Current Assets	3.058	7.307	19.584	-	22.643	7.307
Liabilities						
Creditors	952	1.042	-	-	952	1.042
Total Current Liabilities	952	1.042	-	-	952	1.042
Total Net Assets	2.107	6.266	19.584	-	21.691	6.266
The funds of the Charity:						
Restricted income funds		-	19.584	-	19.584	-
Unrestricted income funds	2.107	6.266		-	2.107	6.266
Total Charity Funds	2.107	6.266	19.584	-	21.691	6.266



SHEPHERD'S STAR
STATEMENT OF CASH FLOWS for the year ended 31 May 2024

	Total Funds 31 May 2024	Total Funds 31 May 2023
<i>in pounds</i>		
Net (expenditure)/Income for 2023/4	15.425	(11.294)
Adjusted for:		
(Increase)/decrease in debtors	130	(163)
Increase/(decrease) in creditors	(90)	118
Net cash provided by/(used in) operating activities	15.466	(11.339)
Net cash provided by (used in) investing activities	-	-
Change in cash in the reporting period	15.465	(11.339)
Cash at the beginning of the reporting period	7.062	18.401
Cash at the end of the reporting period	22.528	7.062



SHEPHERD'S STAR
Notes on the financial statements

General accounting policy

Financial Statements are prepared on the receipts and payments method.

Incoming Resources

These are included when the charity received them.

Resources Expended

Expenditure is included on a payment basis.

Analysis of charitable funds

a) Analysis of restricted fund movements

	Fund balance brought forward 1 April		Income		Expenditure		Fund balance carried forward 31 May	
	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022
<i>in Pounds</i>								
2024/2023								
Heathrow Community Fund	-	-	2,377	-	2,377	-	-	-
Hampton Fund	-	-	10,500	-	10,500	-	-	-
National Lottery	-	-	9,956	-	9,956	-	-	-
Richmond Council (Cost of Living Grant Fund)	-	-	14,028	-	3,632	-	10,396	-
Reserve Amount			9,188				9,188	
	<u>-</u>	<u>-</u>	<u>46,049</u>	<u>-</u>	<u>26,465</u>	<u>-</u>	<u>19,584</u>	<u>-</u>

The objects of each of the restricted funds are to fund the Explore program.

The Explore program is the flagship project. Launched in February 2022 to fill a training and skills gap through a variety of carefully selected workshops with the aim to build confidence, self esteem and re-ignite potential, improving emotional and mental wellbeing.

b) Analysis of unrestricted fund movements

	Fund balance		Income		Expenditure		Fund balance	
	brought forward 1 April						carried forward 31 May	
	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022	2024/2023	2023/2022
<i>in Pounds</i>								
2024/2023								
Albert Hunt Charitable Trust	-	-	3,000	-	3,000		-	-
Souter Charitable Trust	-	-	3,000	-	3,000		-	-
General Fund	6,266	17,560	36,206	56,191	40,364	67,485	2,108	6,266
	<u>6,266</u>	<u>17,560</u>	<u>42,206</u>	<u>56,191</u>	<u>46,364</u>	<u>67,485</u>	<u>2,108</u>	<u>6,266</u>

9 DECLARATIONS

The Trustees declare that they have approved the Trustees report above.

Signed on behalf of the charity's Trustees.

Signature

A handwritten signature in blue ink, appearing to read "Justin Wingfield".

Justin Wingfield
Chair

Date

19th August 2024



Notes (When required)



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Shepherd's Star

On accounts for the year
ended

31 May 2024

Charity no
(if any)

1196520

Set out on pages

29-32 (Statement of financial activities, statement of assets and liabilities,
cash flow, notes)

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above
charity ("the Trust") for the year ended 31/05/2024.

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation
of the accounts in accordance with the requirements of the Charities Act
2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out
under section 145 of the 2011 Act and in carrying out my examination, I
have followed the applicable Directions given by the Charity Commission
under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have
come to my attention in connection with the examination which gives me
cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of
the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection
with the examination to which attention should be drawn in order to enable a
proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:

Rachel Farris

Date:

17/7/24.

Name:

Rachel Farris

Relevant professional
qualification(s) or body
(if any):

Chartered Accountant - ICAEW

Address:

3 Cotterell Gardens

Twyford

Berkshire, RG10 0XP

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

No material matters noted.

SHEPHERD'S STAR

England & Wales - Charity number 1196520

Accounts



SHEPHERD'S STAR

(Charitable Incorporated Organisation)

CHARITY REGISTRATION NUMBER - 1196520

CIO-Foundation Registered 11th November 2021

Trustees Annual Report for the Financial Year

1st June 2022 to 31st May 2023



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LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1196520
LEGAL STATUS	Charitable Incorporated Organisation
DATE OF REGISTRATION	11 th November 2021
START OF FINANCIAL PERIOD	1 st June 2022
END OF FINANCIAL PERIOD	31 st May 2023
TRUSTEES	Judith King Marianne Welsh Justin Wingfield
DIRECTOR	Desiree Shepherd
BANKERS	Metro Bank 64-66 Clarence Street Kingston-upon-Thames KT1 1NP
ADDRESS	49 Richmond Hill Richmond TW10 6RE
E-MAIL AND WEBSITE	connect@shepherdsstar.org www.shepherdsstar.org



INTRODUCTION TO SHEPHERD'S STAR AND OUR ACTIVITIES

Shepherd's Star is a charity operating in the borough of Richmond Upon Thames. We encourage self-development and a sense of purpose by bringing communities together through specific projects.

In a collective effort, Shepherd's Star strives to rebuild confidence, develop skills and reignite the potential of those in need, to accomplish our objective of bringing relief to those in need.

1 MISSION, VISION AND VALUES

Our Mission - is to bring communities together, supporting those in need through connections, friendships and development programmes.

Our vision - is for a world where everyone has the opportunity to be a connected, valued and contributing member of society.

Our values - at the heart of everything we do, is our belief in people, inclusivity, collaboration and empathy for all.

2 MAIN ACTIVITIES (with a focus on Explore)

Shepherd's Star collaborates with volunteers, local businesses, and charitable partner organisations, to support greater social inclusion, inspire hope and empower individuals. Shepherd's Star does this through a number of activities: Explore, Shine (a barista and hospitality training programme), Good Friday (GF), Steps (regular socially inclusive activities within the community) and Table of Hope (TOH) which seeks to inspire hope and build friendships.

2.1 Explore

Explore is our flagship project. Launched in February 2022 to fill a training and skills gap in the Borough of Richmond through a variety of carefully selected workshops, our aim is to build confidence, self esteem and re-ignite potential; improving emotional and mental wellbeing.



We recognised the need for a socially inclusive peer support group, enabling beneficiaries progress, in a welcoming, nurturing and low stress environment, growing and developing their personal and life skills.

Our Explore programme provides training and support for people looking to reach their personal potential and progression on their life's journey. Explore aims to build their confidence, support their mental wellbeing and reconnect and reintegrate within the local community in the hopes of fulfilling their human potential.

We help people who are economically or socially disadvantaged including those on a low income or unemployed; racially excluded; need support with rehabilitation from substance misuse; facing a personal or family crisis such as homelessness; ex-offending or domestic violence, or experiencing physical or mental ill-health.

Explore helps people feel socially included, builds their resilience through a variety of workshops and peer support. We enable our beneficiaries to find volunteer roles, work or improve their income with new skills, reducing poverty and economic disadvantage.

2.1.1 Activities and benefits of Explore

Workshop activities include introductions to budgeting, cooking, barista, gardening and woodwork. The change or benefit of this includes:

- The benefit of trying out new skills in a supportive, empathetic, low pressure environment alongside peer support, helps raise participants' motivation, confidence, self esteem and sense of purpose and belonging.
- The main output is evidence of participants taking steps towards developing one or more skills i.e. signing up for a specific skill eg Gardeners sign up to Kew Gardens Discover Horticulture; cooking learners sign up for Cooking with Confidence or Baking Skills for Beginners at RHACC; aspiring Baristas join the SHINE project and keen woodworkers join a volunteer team at the Richmond Furniture Scheme, all of which contribute towards increasing social inclusion.



Developing personal profiles following a workshop on understanding personal values. The change or benefit of this includes:

- The benefit of building personal profiles and understanding one's own personal values helps participants' sense of self worth, value and builds confidence in their skills and ability as well as providing a sense of potential direction for the future.
- With Explore's individual-centred approach, the main output is each beneficiary develops their own pathway and development plan: building self-belief and confidence.
- The personal profiles created are used to match Explore graduates with community partners for volunteering, work or community hours served i.e. gardening.
- Evidence of personal profile matching and influencing the next steps to change and improving aspects of lives is recorded. Personal and professional network development is offered to help with social inclusion, and engagement is monitored.

Communal lunch: each day of Explore includes a delicious and nutritious lunch. The participants help set up the table, serve one another and together, enjoy a meal around a communal table. The change or benefit of this includes:

- As relationships develop around the casual, safe, welcoming environment of a shared meal, friendships become mutually supportive.
- Participants are providing peer support to one another - both practically and emotionally. The outcome of the shared lunches around a communal table is a sense of belonging, of social inclusion, of being seen, heard and appreciated.
- This builds our participants' confidence, encourages friendships, inspires hope and supports social inclusion.



Personal surveys: at the start and end of the Explore programme we invite participants to complete a self assessment, scoring their skills, confidence development and social inclusion on a rating scale. The change or benefit of this includes:

- The benefits of these self assessments are two-fold: not only do they provide a wonderful expression of personal progression for our participants (100% of participants reflected a growth in their progression at the end of Explore) but also for impact reporting and capturing successful outcomes.
- The desired outcome is for a positive result from the nine objectives including (a) social inclusion and self-belief (b) confidence and motivation to maintain a positive way of life and to be interviewed by course instructors and potential employers (c) personal organisation and time management.
- This supports their personal progression, helps them track their growth and boosts their confidence to continue on their journey to becoming more independent and a contributing member of the local community.

We introduce our cooking workshop with an introduction to healthy eating. Emphasising the importance of good nutrition, introducing more fruit and vegetables into one's diet whilst reducing the intake of saturated fats, added sugar and salt levels in the diet (based on the Eatwell Plate model). The change or benefit of this includes:

- Participants will then have the opportunity to follow a recipe and cook a meal together. This will then be enjoyed over a communal table, encouraging conversation and connection, whilst reducing loneliness and feelings of social exclusion.
- Participants are all given a Cook Box (funded by Richmond Active Fund) - a bag containing the ingredients and recipe of the meal they have just made to encourage cooking at home with familiar ingredients and recipes.
- Participants also complete a self-assessment on understanding how to cook a nutritional meal.
- The small group environment is ideal for participants suffering from social isolation who may feel overwhelmed by a large group.

- Cooking together promotes a positive activity, can help relieve depression, increases goal-orientated actions and can motivate participants to an active role in their health and wellbeing.

2.2 Shine

Shine provides barista and hospitality training for those experiencing isolation and worklessness, enabling them to explore options towards employment within the hospitality industry whilst building their skills and confidence.





2.3 Steps

Regular, socially engaging activities including outings and trips to local places of interest under the banner of our Explore programme. Steps also invites participants to “give back” to our local community and have included Be Richmond litter picking days, Habitats & Heritage clean up days and Kew Gardens work parties – painting and re-organising their community allotment.

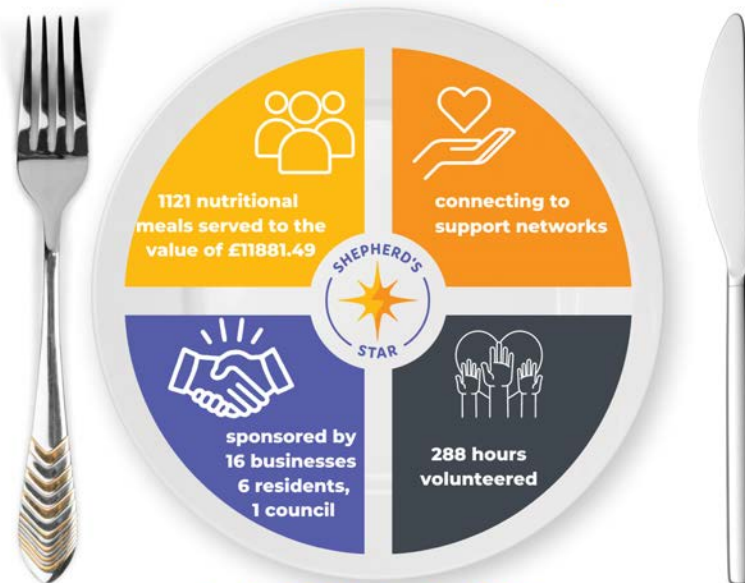
2.4 Table of Hope (TOH)

Table of Hope is a monthly invitation to gather together as a community, around a communal table and enjoy a delicious meal in the company of friends. Together breaking down the barriers to social exclusion, connecting community and inspiring hope.

Why Table of Hope?

- Increased community engagement: Table of Hope provides a regular opportunity for individuals and businesses to connect and invest in their local community, strengthening social bonds and enhancing community spirit.
- Enhanced well-being: Table of Hope promotes a sense of well-being and happiness, reducing feelings of isolation and loneliness, contributing towards an improved mental and emotional health for our guests.
- Support network development: Table of Hope invites invitations of support, resources, advice and befriending to those in need, leading to the development of a strong support network within the community.
- Strengthened community identity: Table of Hope helps foster a shared sense of identity and pride within the community, enhancing community spirit, inspiring hope and a sense of belonging making people feel connected.

Celebrating Table of Hope



July 2021 - July 2023



2.5 Good Friday (GF)

Good Friday (GF) runs (out of the side hall) of Twickenham United Reformed Church (side hall), on the edge of Twickenham Green, every Friday from 11am-2pm. It is a social pop-in hub where we focus on food and friendship! Participants are encouraged to bring along a craft or a board game, to learn a skill and make new friends.



Good Friday community hub was originally birthed through conversations and feedback received from our TOH and Explore service users, who requested a regular space in which to connect, socialise, share a communal meal and receive advice if needed.

Since our inception, we have fed lunch to 30-45 individuals every week, made by our volunteers, using surplus food, pastries and bread donated by Gail's Bakery in Twickenham.

Rocketing food prices and widespread loneliness with many people facing increased hardship and isolation, has meant GF has become a valuable meeting space and lifeline for our guests.



GF offers beneficiaries a warm space where they are able to enjoy a nutritious lunch, conversation (with other guests and our volunteer befrienders) and socialise.

The main benefit is to offer a warm inclusive space to those experiencing hardship, food poverty or exclusion driven by income reduction or crisis; those impacted by the effects of COVID-19 on their financial situation, mental wellbeing, or social interaction.

We are looking to increase and scale our offering in response to the growing need from our community to provide further benefits.

The work of that will take place will include:

- 2.5.1 Connecting communities: we help strengthen and build resilient communities by bringing people and service users together in a warm, welcoming space, where advice and social connection is offered with the aim of building supportive relationships, reducing hardship and promoting inclusion.
- 2.5.2 Nourishing the hungry: cooking healthy meals for those in need, improving nutrition and reducing hunger for those in need, leading to improved food knowledge and changes in behaviour.
- 2.5.3 Reducing food poverty and surplus food: Take food destined for the bin and turn it into healthy lunches for the community or offered freely to the community to collect from a community fridge.
- 2.5.4 Inspiring hope: support mental health, wellbeing and reduce loneliness by creating a welcoming space where people from all backgrounds and walks of life can have connections, sharing in conversations over a delicious cup of coffee - something that for many in need, is a real luxury.
- 2.5.5 Promote change: provide a space to learn new skills: from signing up to our six-week personal development Explore programme, to our SHINE coffee barista / hospitality training, to craft and baking days.



3 PARTNERS

The Charity has good working relationships with a large number of organisations with a similar vision. Partners involved in delivering and supporting Explore include local businesses, charities and educational providers. All speakers are experienced and knowledgeable in teaching/training the topic and skill of their workshop. Many are formally qualified as trainers (for example Citizen's Advice trainers for money management and budgeting). Partners include: Citizens Advice Bureau Richmond, The Richmond Furniture Scheme, Kew Gardens, Good Life Designed UK, Bhuti, Bingham Riverhouse Hotel, Harrington Design & Build, Relish & Grace, Take 7 Simple Steps, Kapucin and RHACC. Some partners offer potential for beneficiaries to participate in longer term opportunities eg. volunteering, apprenticeships, further training, social support and mentoring.

3.1 Referring Partners

Our recruitment process is largely dependent on referral partners working alongside hard-to-reach clients.

Referral agencies include:- Spear, DWP Twickenham Job Centre, RCDAS, Look Ahead Mental Health and Reed in Partnership.

4 VOLUNTEER CONTRIBUTION

Volunteers play a vital role in the running of Shepherd's Star - without their input and support, the Charity would not be able to accomplish their objectives. A team of Shepherd's Star volunteers have been active in the local community since 2020. A number of our volunteers have signed up to volunteer after being a participant or guest at various activities (i.e. Explore, Steps, Table of Hope and Good Friday).

In particular, we have created a number of volunteer roles following graduation from our Explore programme - one such role is that of an Explore Ambassador.

Every term we offer an opportunity for an Explore Graduate to return as an Ambassador - someone who has completed Explore and who is able to support our project leads by creating a warm, welcoming environment for



all participants and guests. This role also includes befriending and supporting participants and guests during our social inclusive activities.

We invite the individual to share their thoughts, experience and insight with regards to feedback, direction and next steps. We highly value lived experience and have benefited greatly from having this input into our Explore project.

We recognise having an appreciation of the challenges through a lived experience can provide help and reassure people in crisis / experiencing poor mental health and at Shepherd's Star, we welcome the insight and compassion our volunteers are able to bring to the team.

This shared experience contributes towards a culture of empathy and compassion, helps foster understanding, build relationships and reduce social isolation.

5 STRUCTURE, GOVERNANCE & MANAGEMENT

5.5 Organisation

The Shepherd's Star trustees meet at a quarterly Trustees meeting. The director also provides the Trustees with a monthly directors report which updates the Trustees on progress, challenges and the day to day matters of the charity. The Director ensures that the Trustees are kept abreast of important issues and regularly communicates with the Chair by email and telephone with updates and information. The Director attends Trustee meetings. The Trustees are unpaid and receive no benefit from their work with the Charity. There is no relationship between any trustee and employees or suppliers.

5.6 Financial Statements

The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2019 (FRSI02)) and the Financial Reporting Standard. Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.



5.7 Decision making

The Director is responsible to the Trustees for managing the day-to-day operations of the Charity. To facilitate effective operations, the Director has delegated authority, with terms of delegation, agreed by the Trustees. Trustees are made aware of the seriousness of their responsibilities and obligations under charity and company law. They are encouraged to understand these obligations by reading relevant Charity Commission publications. Trustees are made aware of training courses and conferences and encouraged to extend their knowledge of matters pertaining to their role in the Charity.

5.8 Risk Management

Shepherd's Star has the following policies in place. These have been approved by the Trustees but are continuously updated to keep these in line with procedural and circumstantial changes.

- Safeguarding policies for vulnerable adults risk policy
- Safeguarding children's risk policy
- Data Protection policy
- Privacy policy
- Health and safety policy
- Eligibility policy
- Financial and Reserves policy

5.9 Trustees

Judith King	-	Trustee, Secretary
Marianne Welsh	-	Trustee
Justin Wingfield	-	Trustee, Treasurer

5.10 Key People

Desiree Shepherd	-	Director
------------------	---	----------



6 FINANCIALS

The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2019 (FRSI02)) and the Financial Reporting Standard.

Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.



SHEPHERD'S STAR
BALANCE SHEET as at 31 May 2023

	31 May 2022	31 May 2023
<i>in pounds</i>		
Fixed Assets	-	-
Current Assets		
Debtors	83	245
Cash at bank	18.402	7.062
Total Current Assets	18.484	7.307
Liabilities		
Creditors	924	1.042
Total Current Liabilities	924	1.042
Total Net Assets	17.560	6.266
The funds of the Charity:		
Restricted income funds	-	-
Unrestricted income funds	17.560	6.266
Total Charity Funds	17.560	6.266



SHEPHERD'S STAR
STATEMENT OF FINANCIAL ACTIVITIES
for the period ending 31 May 2023

	11 November 2021 - 31 May 2022	1 June 2022 - 31 May 2023
<i>in pounds</i>		
Income from:		
Grants - Funders	16.662	26.454
Donations - Individuals	1.412	18.246
Donations - Companies	4.970	1.336
Events Income/Campaigns	287	9.092
Other income (G/Aid)	83	1.063
Interest	-	-
Total Income	23.412	56.191
Expenditure on:		
Salaries (incl. social costs)	3.503	49.884
Insurance	804	675
Telephone	60	377
Printing and stationery	-	995
Rent	512	1.500
Website and Media	307	2.324
Subscriptions	8	162
Travel	320	256
Volunteer expenses	23	885
Event Supplies	147	9.387
Miscellaneous expenses	170	1.041
Total Expenditure	5.852	67.485
Net Income/(Expenditure)	17.560	(11.294)
Total Funds brought forward	-	17.560
Total Funds carried forward	17.560	6.266



SHEPHERD'S STAR
STATEMENT OF CASH FLOWS
for the period ending 31 May 2023

	Total funds 31 May 2022	Total Funds 31 May 2023
<i>in</i>		
<i>pounds</i>		
Net Income/(expenditure) for 2023	17.560	(11.294)
Adjusted for:		
Increase in debtors	(83)	(163)
Increase in creditors	924	118
Net cash provided by/(used in) operating activities	18.402	(11.339)
Net cash provided by (used in) investing activities	-	-
Change in cash in the reporting period	18.402	(11.339)
Cash at the beginning of the reporting period	-	18.402
Cash at the end of the reporting period	18.402	7.062



7. Declarations

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

Signed on behalf of the charity's trustees.

Signature

Justin Wingfield
Chair

Date

23rd November 2023



SHEPHERD'S STAR

(Charitable Incorporated Organisation)

CHARITY REGISTRATION NUMBER - 1196520

CIO-Foundation Registered 11th November 2021

Trustees Annual Report for the Financial Year

1st June 2022 to 31st May 2023



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LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1196520
LEGAL STATUS	Charitable Incorporated Organisation
DATE OF REGISTRATION	11 th November 2021
START OF FINANCIAL PERIOD	1 st June 2022
END OF FINANCIAL PERIOD	31 st May 2023
TRUSTEES	Judith King Marianne Welsh Justin Wingfield
DIRECTOR	Desiree Shepherd
BANKERS	Metro Bank 64-66 Clarence Street Kingston-upon-Thames KT1 1NP
ADDRESS	49 Richmond Hill Richmond TW10 6RE
E-MAIL AND WEBSITE	connect@shepherdsstar.org www.shepherdsstar.org



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Shepherd's Star is a charity operating in the borough of Richmond Upon Thames. We encourage self-development and a sense of purpose by bringing communities together through specific projects.

In a collective effort, Shepherd's Star strives to rebuild confidence, develop skills and reignite the potential of those in need, to accomplish our objective of bringing relief to those in need.

1 MISSION, VISION AND VALUES

Our Mission - is to bring communities together, supporting those in need through connections, friendships and development programmes.

Our vision - is for a world where everyone has the opportunity to be a connected, valued and contributing member of society.

Our values - at the heart of everything we do, is our belief in people, inclusivity, collaboration and empathy for all.

2 MAIN ACTIVITIES (with a focus on Explore)

Shepherd's Star collaborates with volunteers, local businesses, and charitable partner organisations, to support greater social inclusion, inspire hope and empower individuals. Shepherd's Star does this through a number of activities: Explore, Shine (a barista and hospitality training programme), Good Friday (GF), Steps (regular socially inclusive activities within the community) and Table of Hope (TOH) which seeks to inspire hope and build friendships.

2.1 Explore

Explore is our flagship project. Launched in February 2022 to fill a training and skills gap in the Borough of Richmond through a variety of carefully selected workshops, our aim is to build confidence, self esteem and re-ignite potential; improving emotional and mental wellbeing.



We recognised the need for a socially inclusive peer support group, enabling beneficiaries progress, in a welcoming, nurturing and low stress environment, growing and developing their personal and life skills.

Our Explore programme provides training and support for people looking to reach their personal potential and progression on their life's journey. Explore aims to build their confidence, support their mental wellbeing and reconnect and reintegrate within the local community in the hopes of fulfilling their human potential.

We help people who are economically or socially disadvantaged including those on a low income or unemployed; racially excluded; need support with rehabilitation from substance misuse; facing a personal or family crisis such as homelessness; ex-offending or domestic violence, or experiencing physical or mental ill-health.

Explore helps people feel socially included, builds their resilience through a variety of workshops and peer support. We enable our beneficiaries to find volunteer roles, work or improve their income with new skills, reducing poverty and economic disadvantage.

2.1.1 Activities and benefits of Explore

Workshop activities include introductions to budgeting, cooking, barista, gardening and woodwork. The change or benefit of this includes:

- The benefit of trying out new skills in a supportive, empathetic, low pressure environment alongside peer support, helps raise participants' motivation, confidence, self esteem and sense of purpose and belonging.
- The main output is evidence of participants taking steps towards developing one or more skills i.e. signing up for a specific skill eg Gardeners sign up to Kew Gardens Discover Horticulture; cooking learners sign up for Cooking with Confidence or Baking Skills for Beginners at RHACC; aspiring Baristas join the SHINE project and keen woodworkers join a volunteer team at the Richmond Furniture Scheme, all of which contribute towards increasing social inclusion.



Developing personal profiles following a workshop on understanding personal values. The change or benefit of this includes:

- The benefit of building personal profiles and understanding one's own personal values helps participants' sense of self worth, value and builds confidence in their skills and ability as well as providing a sense of potential direction for the future.
- With Explore's individual-centred approach, the main output is each beneficiary develops their own pathway and development plan: building self-belief and confidence.
- The personal profiles created are used to match Explore graduates with community partners for volunteering, work or community hours served i.e. gardening.
- Evidence of personal profile matching and influencing the next steps to change and improving aspects of lives is recorded. Personal and professional network development is offered to help with social inclusion, and engagement is monitored.

Communal lunch: each day of Explore includes a delicious and nutritious lunch. The participants help set up the table, serve one another and together, enjoy a meal around a communal table. The change or benefit of this includes:

- As relationships develop around the casual, safe, welcoming environment of a shared meal, friendships become mutually supportive.
- Participants are providing peer support to one another - both practically and emotionally. The outcome of the shared lunches around a communal table is a sense of belonging, of social inclusion, of being seen, heard and appreciated.
- This builds our participants' confidence, encourages friendships, inspires hope and supports social inclusion.



Personal surveys: at the start and end of the Explore programme we invite participants to complete a self assessment, scoring their skills, confidence development and social inclusion on a rating scale. The change or benefit of this includes:

- The benefits of these self assessments are two-fold: not only do they provide a wonderful expression of personal progression for our participants (100% of participants reflected a growth in their progression at the end of Explore) but also for impact reporting and capturing successful outcomes.
- The desired outcome is for a positive result from the nine objectives including (a) social inclusion and self-belief (b) confidence and motivation to maintain a positive way of life and to be interviewed by course instructors and potential employers (c) personal organisation and time management.
- This supports their personal progression, helps them track their growth and boosts their confidence to continue on their journey to becoming more independent and a contributing member of the local community.

We introduce our cooking workshop with an introduction to healthy eating. Emphasising the importance of good nutrition, introducing more fruit and vegetables into one's diet whilst reducing the intake of saturated fats, added sugar and salt levels in the diet (based on the Eatwell Plate model). The change or benefit of this includes:

- Participants will then have the opportunity to follow a recipe and cook a meal together. This will then be enjoyed over a communal table, encouraging conversation and connection, whilst reducing loneliness and feelings of social exclusion.
- Participants are all given a Cook Box (funded by Richmond Active Fund) - a bag containing the ingredients and recipe of the meal they have just made to encourage cooking at home with familiar ingredients and recipes.
- Participants also complete a self-assessment on understanding how to cook a nutritional meal.
- The small group environment is ideal for participants suffering from social isolation who may feel overwhelmed by a large group.

- Cooking together promotes a positive activity, can help relieve depression, increases goal-orientated actions and can motivate participants to an active role in their health and wellbeing.

2.2 Shine

Shine provides barista and hospitality training for those experiencing isolation and worklessness, enabling them to explore options towards employment within the hospitality industry whilst building their skills and confidence.





2.3 Steps

Regular, socially engaging activities including outings and trips to local places of interest under the banner of our Explore programme. Steps also invites participants to “give back” to our local community and have included Be Richmond litter picking days, Habitats & Heritage clean up days and Kew Gardens work parties – painting and re-organising their community allotment.

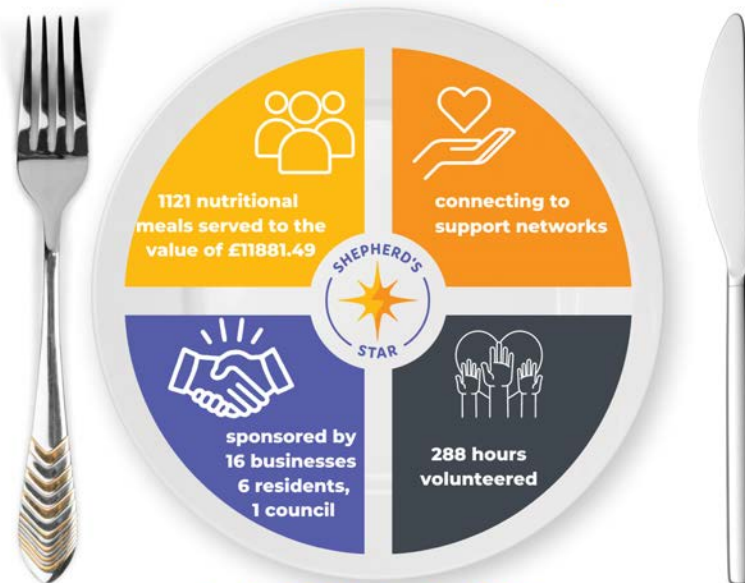
2.4 Table of Hope (TOH)

Table of Hope is a monthly invitation to gather together as a community, around a communal table and enjoy a delicious meal in the company of friends. Together breaking down the barriers to social exclusion, connecting community and inspiring hope.

Why Table of Hope?

- Increased community engagement: Table of Hope provides a regular opportunity for individuals and businesses to connect and invest in their local community, strengthening social bonds and enhancing community spirit.
- Enhanced well-being: Table of Hope promotes a sense of well-being and happiness, reducing feelings of isolation and loneliness, contributing towards an improved mental and emotional health for our guests.
- Support network development: Table of Hope invites invitations of support, resources, advice and befriending to those in need, leading to the development of a strong support network within the community.
- Strengthened community identity: Table of Hope helps foster a shared sense of identity and pride within the community, enhancing community spirit, inspiring hope and a sense of belonging making people feel connected.

Celebrating Table of Hope



July 2021 - July 2023



2.5 Good Friday (GF)

Good Friday (GF) runs (out of the side hall) of Twickenham United Reformed Church (side hall), on the edge of Twickenham Green, every Friday from 11am-2pm. It is a social pop-in hub where we focus on food and friendship! Participants are encouraged to bring along a craft or a board game, to learn a skill and make new friends.



Good Friday community hub was originally birthed through conversations and feedback received from our TOH and Explore service users, who requested a regular space in which to connect, socialise, share a communal meal and receive advice if needed.

Since our inception, we have fed lunch to 30-45 individuals every week, made by our volunteers, using surplus food, pastries and bread donated by Gail's Bakery in Twickenham.

Rocketing food prices and widespread loneliness with many people facing increased hardship and isolation, has meant GF has become a valuable meeting space and lifeline for our guests.



GF offers beneficiaries a warm space where they are able to enjoy a nutritious lunch, conversation (with other guests and our volunteer befrienders) and socialise.

The main benefit is to offer a warm inclusive space to those experiencing hardship, food poverty or exclusion driven by income reduction or crisis; those impacted by the effects of COVID-19 on their financial situation, mental wellbeing, or social interaction.

We are looking to increase and scale our offering in response to the growing need from our community to provide further benefits.

The work of that will take place will include:

- 2.5.1 Connecting communities: we help strengthen and build resilient communities by bringing people and service users together in a warm, welcoming space, where advice and social connection is offered with the aim of building supportive relationships, reducing hardship and promoting inclusion.
- 2.5.2 Nourishing the hungry: cooking healthy meals for those in need, improving nutrition and reducing hunger for those in need, leading to improved food knowledge and changes in behaviour.
- 2.5.3 Reducing food poverty and surplus food: Take food destined for the bin and turn it into healthy lunches for the community or offered freely to the community to collect from a community fridge.
- 2.5.4 Inspiring hope: support mental health, wellbeing and reduce loneliness by creating a welcoming space where people from all backgrounds and walks of life can have connections, sharing in conversations over a delicious cup of coffee - something that for many in need, is a real luxury.
- 2.5.5 Promote change: provide a space to learn new skills: from signing up to our six-week personal development Explore programme, to our SHINE coffee barista / hospitality training, to craft and baking days.



3 PARTNERS

The Charity has good working relationships with a large number of organisations with a similar vision. Partners involved in delivering and supporting Explore include local businesses, charities and educational providers. All speakers are experienced and knowledgeable in teaching/training the topic and skill of their workshop. Many are formally qualified as trainers (for example Citizen's Advice trainers for money management and budgeting). Partners include: Citizens Advice Bureau Richmond, The Richmond Furniture Scheme, Kew Gardens, Good Life Designed UK, Bhuti, Bingham Riverhouse Hotel, Harrington Design & Build, Relish & Grace, Take 7 Simple Steps, Kapucin and RHACC. Some partners offer potential for beneficiaries to participate in longer term opportunities eg. volunteering, apprenticeships, further training, social support and mentoring.

3.1 Referring Partners

Our recruitment process is largely dependent on referral partners working alongside hard-to-reach clients.

Referral agencies include:- Spear, DWP Twickenham Job Centre, RCDAS, Look Ahead Mental Health and Reed in Partnership.

4 VOLUNTEER CONTRIBUTION

Volunteers play a vital role in the running of Shepherd's Star - without their input and support, the Charity would not be able to accomplish their objectives. A team of Shepherd's Star volunteers have been active in the local community since 2020. A number of our volunteers have signed up to volunteer after being a participant or guest at various activities (i.e. Explore, Steps, Table of Hope and Good Friday).

In particular, we have created a number of volunteer roles following graduation from our Explore programme - one such role is that of an Explore Ambassador.

Every term we offer an opportunity for an Explore Graduate to return as an Ambassador - someone who has completed Explore and who is able to support our project leads by creating a warm, welcoming environment for



all participants and guests. This role also includes befriending and supporting participants and guests during our social inclusive activities.

We invite the individual to share their thoughts, experience and insight with regards to feedback, direction and next steps. We highly value lived experience and have benefited greatly from having this input into our Explore project.

We recognise having an appreciation of the challenges through a lived experience can provide help and reassure people in crisis / experiencing poor mental health and at Shepherd's Star, we welcome the insight and compassion our volunteers are able to bring to the team.

This shared experience contributes towards a culture of empathy and compassion, helps foster understanding, build relationships and reduce social isolation.

5 STRUCTURE, GOVERNANCE & MANAGEMENT

5.5 Organisation

The Shepherd's Star trustees meet at a quarterly Trustees meeting. The director also provides the Trustees with a monthly directors report which updates the Trustees on progress, challenges and the day to day matters of the charity. The Director ensures that the Trustees are kept abreast of important issues and regularly communicates with the Chair by email and telephone with updates and information. The Director attends Trustee meetings. The Trustees are unpaid and receive no benefit from their work with the Charity. There is no relationship between any trustee and employees or suppliers.

5.6 Financial Statements

The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2019 (FRSI02)) and the Financial Reporting Standard. Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.



5.7 Decision making

The Director is responsible to the Trustees for managing the day-to-day operations of the Charity. To facilitate effective operations, the Director has delegated authority, with terms of delegation, agreed by the Trustees. Trustees are made aware of the seriousness of their responsibilities and obligations under charity and company law. They are encouraged to understand these obligations by reading relevant Charity Commission publications. Trustees are made aware of training courses and conferences and encouraged to extend their knowledge of matters pertaining to their role in the Charity.

5.8 Risk Management

Shepherd's Star has the following policies in place. These have been approved by the Trustees but are continuously updated to keep these in line with procedural and circumstantial changes.

- Safeguarding policies for vulnerable adults risk policy
- Safeguarding children's risk policy
- Data Protection policy
- Privacy policy
- Health and safety policy
- Eligibility policy
- Financial and Reserves policy

5.9 Trustees

Judith King	-	Trustee, Secretary
Marianne Welsh	-	Trustee
Justin Wingfield	-	Trustee, Treasurer

5.10 Key People

Desiree Shepherd	-	Director
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6 FINANCIALS

The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2019 (FRSI02)) and the Financial Reporting Standard.

Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.



SHEPHERD'S STAR
BALANCE SHEET as at 31 May 2023

	31 May 2022	31 May 2023
<i>in</i>		
<i>pounds</i>		
Fixed Assets	-	-
Current Assets		
Debtors	83	245
Cash at bank	18.402	7.062
Total Current Assets	<u>18.484</u>	<u>7.307</u>
Liabilities		
Creditors	924	1.042
Total Current Liabilities	<u>924</u>	<u>1.042</u>
Total Net Assets	<u><u>17.560</u></u>	<u><u>6.266</u></u>
The funds of the Charity:		
Restricted income funds	-	-
Unrestricted income funds	17.560	6.266
Total Charity Funds	<u><u>17.560</u></u>	<u><u>6.266</u></u>



SHEPHERD'S STAR
STATEMENT OF FINANCIAL ACTIVITIES
for the period ending 31 May 2023

	11 November 2021 - 31 May 2022	1 June 2022 - 31 May 2023
<i>in pounds</i>		
Income from:		
Grants - Funders	16.662	26.454
Donations - Individuals	1.412	18.246
Donations - Companies	4.970	1.336
Events Income/Campaigns	287	9.092
Other income (G/Aid)	83	1.063
Interest	-	-
Total Income	23.412	56.191
Expenditure on:		
Salaries (incl. social costs)	3.503	49.884
Insurance	804	675
Telephone	60	377
Printing and stationery	-	995
Rent	512	1.500
Website and Media	307	2.324
Subscriptions	8	162
Travel	320	256
Volunteer expenses	23	885
Event Supplies	147	9.387
Miscellaneous expenses	170	1.041
Total Expenditure	5.852	67.485
Net Income/(Expenditure)	17.560	(11.294)
Total Funds brought forward	-	17.560
Total Funds carried forward	17.560	6.266



SHEPHERD'S STAR
STATEMENT OF CASH FLOWS
for the period ending 31 May 2023

	Total funds 31 May 2022	Total Funds 31 May 2023
<i>in</i>		
<i>pounds</i>		
Net Income/(expenditure) for 2023	17.560	(11.294)
Adjusted for:		
Increase in debtors	(83)	(163)
Increase in creditors	924	118
Net cash provided by/(used in) operating activities	18.402	(11.339)
Net cash provided by (used in) investing activities	-	-
Change in cash in the reporting period	18.402	(11.339)
Cash at the beginning of the reporting period	-	18.402
Cash at the end of the reporting period	18.402	7.062



7. Declarations

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

Signed on behalf of the charity's trustees.

Signature

Justin Wingfield
Chair

Date

23rd November 2023



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Shepherd's Star

**On accounts for the year
ended**

31 May 2023

**Charity no
(if any)**

1196520

Set out on pages

Page numbers TBC. Includes Income Statement, Balance Sheet and Cashflow.

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 May 2023.

**Responsibilities and
basis of report**

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent
examiner's statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:

Leanne Christmas

Date:

26 June 2023

Name:

Leanne Christmas

**Relevant professional
qualification(s) or body
(if any):**

ICAEW 1145113

Address:

6. REDROSSAN AVENUE
CAMBERLEY
SURREY, GU15 1DD

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

Nothing material to note.

SHEPHERD'S STAR

England & Wales - Charity number 1196520

Accounts



SHEPHERD'S STAR

(Charitable Incorporated Organisation)

CHARITY REGISTRATION NUMBER - 1196520

CIO-Foundation Registered 11th November 2021

Trustees Annual Report for the first period

11th November 2021 to 31st May 2022



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LEGAL AND ADMINISTRATIVE INFORMATION

CHARITY NUMBER	1196520
LEGAL STATUS	Charitable Incorporated Organisation
DATE OF REGISTRATION	11 th November 2021
START OF FINANCIAL PERIOD	11 th November 2021
END OF FINANCIAL PERIOD	31 st May 2022
TRUSTEES	Judith King Marianne Welsh Justin Wingfield
DIRECTOR	Desiree Shepherd
BANKERS	Metro Bank 64-66 Clarence Street Kingston-upon-Thames KT1 1NP
ADDRESS	49 Richmond Hill Richmond TW10 6RE
EMAIL AND WEBSITE	connect@shepherdsstar.org www.shepherdsstar.org



INTRODUCTION TO SHEPHERD'S STAR AND OUR ACTIVITIES

Shepherd's Star is a charity operating in the borough of Richmond Upon Thames. We encourage self-development and a sense of purpose by bringing communities together through specific projects.

In a collective effort, Shepherd's Star strives to rebuild confidence, develop skills and reignite the potential of those in need, to accomplish our objective of bringing relief to those in need.

1 MISSION, VISION, VALUES

Our Mission - is to bring communities together, supporting those in need through connections, friendships and development programmes.

Our Vision - is for a world where everyone has the opportunity to be a connected, valued and contributing member of society.

Our Values - at the heart of everything we do, is our belief in people, inclusivity, collaboration and empathy for all.

2 MAIN ACTIVITIES (with a focus on Explore)

Shepherd's Star collaborates with volunteers, local businesses, and charitable partner organisations, to support greater social inclusion, inspire hope and empower individuals. Shepherd's Star does this through a number of activities: Explore, Shine (a barista and hospitality training programme) Steps (regular socially inclusive activities within the community) and Table of Hope, a monthly communal meal which seeks to inspire hope and build friendships.

2.1 Explore

Explore is our flagship project. Launched in February 2022 to fill a training and skills gap in the Borough of Richmond through a variety of carefully selected workshops, our aim is to build confidence, self esteem and re-ignite potential; improving emotional and mental wellbeing.



We recognised the need for a socially inclusive peer support group, enabling beneficiaries progress, in a welcoming, nurturing and low stress environment, growing and developing their personal and life skills.

Our Explore programme provides training and support for people looking to reach their personal potential and progression on their life's journey. Explore aims to build their confidence, support their mental wellbeing and reconnect and reintegrate within the local community in the hopes of fulfilling their human potential.

We help people who are economically or socially disadvantaged including those on a low income or unemployed; racially excluded; need support with rehabilitation from substance misuse; facing a personal or family crisis such as homelessness; ex-offending or domestic violence, or experiencing physical disability or mental ill-health.

Explore helps people feel socially included, builds their resilience through a variety of workshops and peer support. We enable our beneficiaries to find volunteer roles, work or improve their income with new skills, reducing poverty and economic or social disadvantage.

2.1.1 Activities and benefits of Explore

Workshop activities include introductions to wellbeing, budgeting, cooking, barista, gardening and woodwork. The change or benefit of this includes:

- The benefit of trying out new skills in a supportive, empathetic, low pressure environment alongside peer support, helps raise participants' motivation, confidence, self esteem and sense of purpose and belonging.
- The main output is evidence of participants taking steps towards developing one or more skills i.e. signing up for a specific skill eg Gardeners sign up to Kew Gardens Discover Horticulture Course; cooking learners sign up for Cooking with Confidence or Baking Skills for Beginners at RHACC; aspiring Baristas join the SHINE project and keen woodworkers join a volunteer team at the Richmond Furniture Scheme, all of which contribute towards increasing social inclusion.



Developing personal profiles following a workshop on understanding personal values. The change or benefit of this includes:

- The benefit of building personal profiles and understanding one's own personal values helps participants' sense of self worth, value and builds confidence in their skills and ability as well as providing a sense of potential direction for the future.
- With Explore's individual-centred approach, the main output is each beneficiary develops their own pathway and development plan: building self-belief and confidence.
- The personal profiles created are used to match Explore graduates with community partners for volunteering, work or community hours served i.e. gardening.
- Evidence of personal profile matching and influencing the next steps to change and improving aspects of lives is recorded. Personal and professional network development is offered to help with social inclusion, and engagement is monitored.

Communal lunch: each day of Explore includes a delicious and nutritious lunch. The participants help set up the table, serve one another and together, enjoy a meal around a communal table. The change or benefit of this includes:

- As relationships develop around the casual, safe, welcoming environment of a shared meal, friendships become mutually supportive.
- Participants are providing peer support to one another - both practically and emotionally. The outcome of the shared lunches around a communal table is a sense of belonging, of social inclusion, of being seen, heard and appreciated.
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- The benefits of these self assessments are two-fold: not only do they provide a wonderful expression of personal progression for our participants (100% of participants reflected a growth in their progression at the end of Explore) but also for impact reporting and capturing successful outcomes.
- The desired outcome is for a positive result from the nine objectives including (a) social inclusion and self-belief (b) confidence and motivation to maintain a positive way of life and to be interviewed by course instructors and potential employers (c) personal organisation and time management.
- This supports their personal progression, helps them track their growth and boosts their confidence to continue on their journey to becoming more independent and a contributing member of the local community.

We introduce our cooking workshop with an introduction to healthy eating. Emphasising the importance of good nutrition, introducing more fruit and vegetables into one's diet whilst reducing the intake of saturated fats, added sugar and salt levels in the diet (based on the Eatwell Plate model). The change or benefit of this includes:

- Participants will then have the opportunity to follow a recipe and cook a meal together. This will then be enjoyed over a communal table, encouraging conversation and connection, whilst reducing loneliness and feelings of social exclusion.
- Participants are all given a Cook Box - a bag containing the ingredients and recipe of the meal they have just made to encourage cooking at home with familiar ingredients and recipes.
- Participants also complete a self-assessment on understanding how to cook a nutritional meal.
- The small group environment is ideal for participants suffering from social isolation who may feel overwhelmed by a large group.

- Cooking together promotes a positive activity, can help relieve depression, increases goal-oriented actions and can motivate participants to an active role in their health and wellbeing.

"The courses gave me a reason to get out of bed in the mornings and helped to motivate me during the days I attended." Participant Spring 2022

"Perfect bite sized chunks of information throughout the day makes for good learning" Explore Spring 2022 graduate

"I loved everything about my learning experience; mostly not being judged." - Rose, on completing the Explore programme.





2.2 Shine

Shine provides barista and hospitality training for those experiencing isolation and worklessness, enabling them to explore options towards employment within the hospitality industry whilst building their skills and confidence.

"Being in a small group really helped the quality of training as I was able to use the grinder and coffee machine several times which helped with my confidence. The trainer was really accommodating and helpful making sure I felt comfortable". Shine Coffee Barista trainee

2.3 Steps

Regular, socially engaging activities including outings and trips to local places of interest under the banner of our Explore programme. Steps also invites participants to "give back" to our local community and have included Be Richmond litter picking days, Habitats & Heritage clean up days and Kew Gardens work parties – painting and re-organising their community allotment.

2.4 Table of Hope

Table of Hope is Shepherd's Star's monthly community invitation to a nutritious lunch at a communal table within a safe, interactive space – reducing isolation and enhancing wellbeing.

"Table of Hope is a place to meet people and because I have cancer, I like to come somewhere that gives me hope." - Bernard

Celebrating a year of Table of Hope



July 2021 - June 2022

Building friendships, inspiring hope

3 PARTNERS

The Charity has good working relationships with a large number of organisations with a similar vision. Partners involved in delivering and supporting Explore include local businesses, charities and educational providers. All speakers are experienced and knowledgeable in teaching/training the topic and skill of their workshop. Many are formally qualified as trainers (for example Citizen's Advice trainers for money management and budgeting). Partners include: Citizens Advice Richmond, The Richmond Furniture Scheme, Relish & Grace, Kew Gardens, Good Life Designed UK, Bhuti, Bingham Riverhouse Hotel; Angel & Crown, The Real Junk Food Project Twickenham, Take 7 Simple Steps, Kapucin, Harrington Design and Build, Richmond Hillcroft Adult Community College, Maia Rushby Executive Coaching and Social Shrub. Some partners offer potential for beneficiaries to participate in longer term opportunities eg. volunteering, apprenticeships, further training, social support and mentoring.



"Richmond Furniture Scheme is delighted to be a part of the Shepherd's Star Explore programme. While our primary aim is to help those disadvantaged in our community access affordable furniture, it is also vitally important to reduce waste and create learning and development opportunities. Our workshops help us to achieve these last two aims. We have had fun doing them and have loved the positive feedback we've received. Thanks for the opportunity to work with great people". - Simon Westgarth, CEO Richmond Furniture Scheme





3.1 Referring Partners

Our recruitment process is largely dependent on referral partners working alongside hard-to-reach clients.

Referral agencies include:- Spear, DWP Twickenham Job Centre, RCDAS, Look Ahead Mental Health and Richmond Foodbank.

4 VOLUNTEER CONTRIBUTION

Volunteers play a vital role in the running of Shepherd's Star - without their input and support, the Charity would not be able to accomplish their objectives. A team of Shepherd's Star volunteers have been active in the local community since 2020. A number of our volunteers have signed up to volunteer after being a participant or guest at various activities (ie Explore, Steps, Table of Hope).

In particular, we have created a number of volunteer roles following graduation from our Explore programme - one such role is that of an Explore Ambassador.

Every term we offer an opportunity for an Explore Graduate to return as an Ambassador - someone who has completed Explore and who is able to support our project leads by creating a warm, welcoming environment for all participants and guests. This role also includes befriending and supporting participants and guests during our social inclusive activities.

We invite the individual to share their thoughts, experience and insight with regards to feedback, direction and next steps. We highly value lived experience and have benefited greatly from having this input into our Explore project.

We recognise having an appreciation of the challenges through a lived experience can provide help and reassure people in crisis / experiencing poor mental health and at Shepherd's Star, we welcome the insight and compassion our volunteers are able to bring to the team.



This shared experience contributes towards a culture of empathy and compassion, helps foster understanding, build relationships and reduce social isolation.

5 STRUCTURE, GOVERNANCE AND MANAGEMENT

5.1 Organisation

The Shepherd's Star trustees meet at a quarterly Trustees meeting. The director also provides the Trustees with a monthly directors report which updates the Trustees on progress, challenges and the day to day matters of the charity. The Director ensures that the Trustees are kept abreast of important issues and regularly communicates with the Chair by email and telephone with updates and information. The Director attends Trustee meetings. The Trustees are unpaid and receive no benefit from their work with the Charity. There is no relationship between any Trustee and employees or suppliers.

5.2 Financial Statements

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5.3 Decision making

The Director is responsible to the Trustees for managing the day-to-day operations of the Charity. To facilitate effective operations, the Director has delegated authority, with terms of delegation, agreed by the Trustees. New Trustees are made aware of the seriousness of their responsibilities and obligations under charity regulations. They are encouraged to understand these obligations by reading relevant Charity Commission publications. Trustees are made aware of training courses and conferences and encouraged to extend their knowledge of matters pertaining to their role in the Charity.



5.4 Risk Management

Shepherd's Star has the following policies in place. These have been approved by the Trustees but are continuously updated to keep these in line with procedural and circumstantial changes.

- Safeguarding adults at risk policy
- Safeguarding children's risk policy
- Data Protection policy
- Privacy policy
- Health and safety policy
- Eligibility policy
- Financial and Reserves policy
- Whistleblowing Policy
- Equality, Diversity and Inclusion Policy
- Anti-Harassment and Bullying Policy

5.5 Trustees

Judith King	-	Trustee, Secretary
Marianne Welsh	-	Trustee
Justin Wingfield	-	Trustee, Treasurer

5.6 Key People

Desiree Shepherd	-	Director
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6 FINANCIALS

The financial statements have been prepared in the format prescribed by the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP2019 (FRSI02)) and the Financial Reporting Standard.

Shepherd's Star has in place a Financial and Reserves Policy agreed by the Trustees. The Financial and Reserves Policy sets out the defined parameters by which the charity conducts its business financially. These include budgetary controls, internal financial controls, expenditure controls and the monetary reserves policy.



SHEPHERD'S STAR
BALANCE SHEET as at 31 May 2022

	31 May 2022
<i>in</i>	
<i>pounds</i>	
Fixed Assets	-
Current Assets	
Debtors	83
Cash at bank	18.402
Total Current Assets	18.484
Liabilities	
Creditors	924
Total Current Liabilities	924
Total Net Assets	17.560
The funds of the Charity:	
Restricted income funds	-
Unrestricted income funds	17.560
Total Charity Funds	17.560



SHEPHERD'S STAR
STATEMENT OF FINANCIAL ACTIVITIES
for the period ending 31 May 2022

11 November -
31 May 2022

*in
pounds*

Income from:

Grants - Funders	16.662
Donations - Individuals	1.412
Donations - Companies	4.970
Events Income/Campaigns	287
Other income (G/Aid)	83
Interest	-

Total Income	23.412
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Expenditure on:

Salaries (incl. social costs)	3.503
Insurance	804
Telephone	60
Printing and stationery	-
Rent	512
Website and Media	307
Subscriptions	8
Travel	320
Volunteer expenses	23
Event Supplies	147
Miscellaneous expenses	170

Total Expenditure	5.852
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Net Income/(Expenditure)	17.560
Total Funds brought forward	-
Total Funds carried forward	17.560



SHEPHERD'S STAR
STATEMENT OF CASH FLOWS
for the period ending 31 May 2022

	Total funds 31 May 2022
<i>in pounds</i>	
Net Income/(expenditure) for 2022	17,560
Adjusted for:	
Increase in debtors	(83)
Increase in creditors	924
Net cash provided by/(used in) operating activities	18,402
Net cash provided by (used in) investing activities	-
Change in cash in the reporting period	18,402
Cash at the beginning of the reporting period	-
Cash at the end of the reporting period	18,402



7. DECLARATION

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

Signed on behalf of the charity's trustees

Signature

Justin Wingfield
Chair

Date

20.03.2023