



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	Day 06	Month April	Year 2020		Day 05	Month April	Year 2021

Section A Reference and administration details

Charity name

Other names charity is known by

Registered charity number (if any)

Charity's principal address

1 Helena Place	
21 Church Street	
Hemel Hempstead	
Postcode	HP2 5AD

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Chantelle Burley	Chair		
2	Anjalika Bardalai			
3	Elena Dina Boukouvala			
4	Brian Mullin			
5	Gregory Pasco			
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Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity’s trusts

Type of governing document (eg. trust deed, constitution)	Foundation Constitution (last amended 25/2/2017)
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Elected by current members

Additional governance issues (Optional information)

<p>You may choose to include additional information, where relevant, about:</p> <ul style="list-style-type: none"> • policies and procedures adopted for the induction and training of trustees; • the charity’s organisational structure and any wider network with which the charity works; • relationship with any related parties; • trustees’ consideration of major risks and the system and procedures to manage them. 	<p>Day to Day running of our Young Leaders and Talent Show cycles is contracted on a part-time basis to the Programme Coordinator employed and overseen by the Board. The two founding Trustees, Chantelle Burley and Brian Mullin, serve as the overall Co-Organisers of the charity, supplementing the administrative work of the Coordinator through additional voluntary hours to expand the charity’s connections and oversee its operations.</p> <p>The other Trustees offer guidance and support on key matters based on their areas of expertise. The entire Board meets on a quarterly basis, at which point the Co-Organisers report to the Board on the programme activities.</p>
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Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

<p>For the public benefit, to help young people in Greater London aged 5 to 25, particularly those from disadvantaged backgrounds, by providing support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals through engaging a performance-based approach.</p>
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Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

In 2020-21, All Stars moved to adapt every aspect of our work in response to the COVID-19 pandemic and lockdown restrictions.

Although unable to meet in-person for much of the Spring and then Winter months of the year in question, the charity was able to offer adapted, online versions of our key programmes, ensuring that young people from poor communities across London benefitted from free access to developmental opportunities during one of the most disruptive and isolating times in their young lives.

Our revamped online activities consisted of two Cycles of work (Summer and Winter) conducted entirely online:

Each cycle began with recruitment of a new cohort of young people aged 14-20 for our **Young Leaders Programme**, who participate in a set of leadership trainings and activities intended to build their confidence at self-presentation, public speaking, teamwork and community organising. During the initial months of the cycle, the young people are led through workshops (via video conference) that build their confidence through performance-based training activities that offer transferrable leadership skills that they bring into future 'role' in the real world.

Each cycle also includes **Bridge-building visits** where they meet with and receive guidance from professionals across a range of fields such as finance, tech, journalism and the arts, building the skills necessary to enter the world of work. These meetings were also held via video conference, twice weekly during the first half of the Cycles.

Armed with developing confidence and new skills, the Young Leaders take on the task of producing a community **Talent Show**, which typically takes place in a community venue located in some of London's poorest boroughs. During the lockdowns, however, the Talent Shows were livestreamed online events which ended up receiving over one thousand views across our social media channels from audiences around the UK and internationally.

The process of recruitment and producing the Talent Shows was, as ever, led by our Young Leaders team, all of whom are required to participate in online outreach by sending emails, creating videos and social media posts etc to help spread the work to potential acts and audience for the Virtual Talent Show. Our Talent Shows are always inclusive and non-competitive, open to all performers aged 5-25, regardless of their abilities or experience level. They can share any range of skills, often including singing, dance, music, rap, poetry or other acts, which in this case were self-recorded and sent in to us.

Before performing, all recruited performers attended an ensemble-building online **Audition/Workshop**, where they work in groups to develop their confidence and collaborative skills. The Workshop is produced by the Young Leaders themselves, guiding and mentoring their peers to discuss issues of concern in the community and explore their visions for the future.

Leading up to the Virtual Talent Show, teams of Young Leaders take on roles as Hosts, Workshop Leaders, and Video-makers, learning to speak confidently to camera, building a supportive atmosphere for the young people who auditioned for the Talent Show and an exciting live engagement with audiences watching the Show from their homes and devices.

Whether 'performing' on Bridge-Building sessions with professionals or in the Workshops or Talent Show, the entire corps of Young Leaders develop their capacity for self-presentation, as well as their skills for working collaboratively. The Young Leaders conclude their entire cycle with a graduation ceremony and receive certificates acknowledging the completion of their leadership development work. Our Programme Coordinator tracks the young people's attendance and records feedback about their development over the course of the cycle, which is duly reported to our funders.

The Trustees have had due regard that these activities meet the Charity Commission's guidance on public benefit.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

In 2020-21, the charity continued in its second year of contracted work by a part-time Programme Coordinator to oversee the administration of the Young Leaders/Talent Show cycles, assisted by Intern Assistants, paid on a per diem basis.

A large amount of additional support, however, was carried out by volunteers. In addition to the work of the Trustees, the charity has benefitted from the contributions of adult volunteers who organised and facilitated sessions for the young people at our various Bridge-Building sessions online

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

After the forced cancellation of our Winter 2020 Talent Show in Newham, which had been scheduled to take place in March of the last financial year just as the lockdown hit, the Trustees and Program Coordinator moved quickly to adapt the charity's work for online delivery in the Summer Cycle of 2020 and the Winter Cycle of 2021.

We quickly skilled ourselves in communications and safeguarding procedures for working with young people via online video conferencing platforms and consulted with many other facilitators from our networks to adapt our performance-based methods so that they could be delivered effectively on remote video calls.

In addition, the Programme Coordinator reached out to a wide range of professionals across many industries and scheduled a slate of online Bridge-Building sessions that represented a diverse and appealing range of workshops for our Young Leaders. Some highlights during this year included:

- Career skills and CV-writing guidance from staff at Davidson Kempner Capital Management (one of our longest-standing partners)
- sessions in Tech and Marketing with representatives from Google
- design classes with New York firm Soluri Architecture
- sessions with Interserve Facilities Management focused on fulfilling contracts to build Nightingale Hospitals
- sessions with an Olivier Award-winning actress and Tony-winning theatre producer about careers in the arts

The offer proved enticing and we ended up recruiting some of our largest cohorts of Young Leaders ever in the first Virtual Cycle. Due to the virtual delivery, participants were now able to join us from all across the London boroughs. In Summer 2020, 30 Young Leaders completed the programme, including eight who emceed the Summer Virtual Talent Show, featuring 25 acts. During the Winter 2021 cycle, when the exhaustion and isolation of remote schooling was at its height, All Stars offered much-needed development opportunities to a core group of 15 Young Leaders, who produced and hosted a Talent Show featuring 15 acts.

A real highlight of the Virtual Cycles across this entire year was the way that the Young Leaders adapted to the challenge of creating virtual safe spaces where they could connect with and support each other during otherwise isolating times. In addition to developing leadership and career skills, the All Stars workshops became venues for Young Leaders to discuss their own ideas around racial injustice and the restructuring of education that were live and immediate issues during the height of the pandemic. They quickly grew adept at participating in complex group conversations online, both with their peers and with adult professionals. These skills were then clearly demonstrated when teams of Young Leaders took charge of the online Workshop Days, as Performance Games and Discussion Leaders. All of the Young Leaders developed facility in virtual organising and marketing, learning from a professional a copywriter about creating effective promotional materials to spread the word about their work. The teams of Virtual Talent Show hosts gained enormous confidence in public speaking, helping to write the scripts for our Shows and then delivering it live from their individual remote locations to an audience watching and responding from all over the world.

In our evaluations, it was clear that the Young Leaders appreciated the insights they gained about the world of work and the chance to practice leadership skills. Perhaps most importantly, though, the cycles had a significant impact on the young people's well-being. Amongst our 2020 Young Leaders cohort:

- 80% said they had an 'increased ability to collaborate'
- 92% said they'd 'gained new skills'

Section D

Achievements and performance

- 100% said they were 'more confident in speaking & leading'

At a time of record levels of anxiety were at record highs amongst UK young people, All Stars Young Leaders actually reported increases in feelings of wellbeing after our 2020 programmes:

- 'I've been feeling optimistic for the future' (+44.8%),
- 'I've been dealing with problems well' (+48%)
- 'I've been feeling close to other people' (+52%)

As the charity enters a year of more change and uncertainty, continuing to cope with the ongoing challenges of the pandemic whilst building on the successes of our online adaptations, these outcomes remind us of the importance of the work we're doing and encourage us to build further on these achievements.

Section E

Financial review

Brief statement of the charity's policy on reserves

Our funding for this financial year came from the three-year YLI grant, supplemented by additional fundraising from private donors. The reserve of funds on hand at the end of the financial year are all earmarked to carry out our cycles for the coming year.

Details of any funds materially in deficit

N/A

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any

We were pleased to receive ongoing funding from certain private donors for the third year in a row, which supplemented the core grant from the YLI funds. This financial year saw us, reallocating funds in response to the changing needs of our work: for instance, giving up our office space and investing more in online resources, including contracts with a production company to help support the delivery of our Virtual Talent Show.

The fundraising landscape during the pandemic was challenging for us, it has been for many charities during this period. Our first Virtual Talent Show provided an opportunity for us to conduct an online funding campaign centred around the livestreamed show, which helped to

ethical investment policy adopted.

supplement our regular funding.



We have been lucky to benefit from the continued support of the YLI fund, who allowed us to be flexible about our outcomes and delivery in response to the unseen challenges of the COVID lockdowns. Looking ahead to the financial year 2021-22, the charity began to investigate and apply for funding streams from other Trusts and Foundations as well as to begin conversations with new individual and corporate donors.

Section F Other optional information

Section G Declaration

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Chantelle Burley	Brian Mullin
Position (eg Secretary, Chair, etc)	Chair	Trustee
Date	24/01/2022	





Receipts and payments accounts

For the period from	Period start date 6/4/20	To	Period end date 5/4/21
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	7,158	-	-	7,158	4,000
Fundraising Events	-	-	-	-	-
Government Funding	11,617	-	-	11,617	11,617
Donation Buckets	-	-	-	-	-
Pandemic Refunded Costs	1,786	-	-	1,786	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	20,561	-	-	20,561	15,617
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	20,561	-	-	20,561	15,617
A3 Payments					
Insurance	-	-	-	-	286
Banking Service Fees	96	-	-	96	72
Fundraising Fees & Costs	162	-	-	162	-
Web Hosting & Social Media Maintenance	1,189	-	-	1,189	207
Royal Mail P.O. Box	-	-	-	-	-
Office/Storage Space Rent	1,570	-	-	1,570	2,331
Mobile Phones	485	-	-	485	398
Database Software/Upkeep	264	-	-	264	1,803
Stationary/Office Supplies	29	-	-	29	724
Postage	72	-	-	72	57
Graphic Design	1,310	-	-	1,310	808
Publicity Printing (Talent Shows)	-	-	-	-	33
Photo/Video Documentation	2,880	-	-	2,880	260
Printing (Talent Show Cycle)	75	-	-	75	229
Venue Hire (Talent Shows)	-	-	-	-	1,722
Event Supplies (Talent Show Cycle)	490	-	-	490	433
Food	-	-	-	-	388
Room Hire (Trainings)	-	-	-	-	1,495
Travel Costs	151	-	-	151	40
Membership & Training Fees	10	-	-	10	165
Program Manager Salary	12,583	-	-	12,583	10,000
Intern Assistant Salary	399	-	-	399	1,018
Sub total	21,766	-	-	21,766	22,469
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	21,766	-	-	21,766	22,469
Net of receipts/(payments)	- 1,205	-	-	- 1,205	- 6,852
A5 Transfers between funds					
A6 Cash funds last year end	10,203	-	-	10,203	17,054
Cash funds this year end	8,998	-	-	8,998	10,203

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		-	-	-
		-	-	-
		-	-	-
	Total cash funds	-	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
B2 Other monetary assets	Details	-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	-	-
		-	-	-
		-	-	-
		-	-	-
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	 	Brian Mullin Chantelle Burley	25/01/2022 25/01/2022	