



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	Day 06	Month April	Year 2021		Day 05	Month April	Year 2022

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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20				

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)

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

- 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.

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.

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.

Section C Objectives and activities

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

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.

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 2021-22, All Stars transitioned out of our adapted work in response to the COVID-19 pandemic and returned to limited in-person events. We also piloted a one-to-one mentorship scheme, which has since grown into a significant new offering for the young people we work with.

Typically, our charity offers a cycle of work conducted to help young people from London's poorest neighbourhoods to 'perform their lives' and gain access to enriching education and training opportunities that prepare them for success in the future world of work or further education:

Each cycle begins 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. In the initial months, the young people are led through workshops (which in 2021 took place via video conference) that build their confidence through performance-based training activities offering transferrable leadership skills that they can bring into future 'roles' 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 Cycle.

Additionally, during this year our Young Leaders were offered extended enrichment activities over the summer. Half of the group participated in a week of online work experience organised by the Financial Times, where they learned about business plans and journalism directly from working professionals and received feedback on pitch presentations. The remainder were paired with mentors from the financial firm Davidson Kempner European Partners, who offered them bespoke guidance on career and educational goals, meeting every two weeks across the summer via video call. This project was so successful, for both mentors and mentees, that the pilot was then expanded into a **Summer Mentorship Programme** to be offered to all participating Young Leaders in the next cycle (Summer 2022).

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. This year, as pandemic rules for public gatherings were gradually lifted, we extended the length of the cycle and conducted the Talent Show in October following the conclusion of FT Work Experience and DK Mentorship. We employed a hybrid model, e.g. a small, socially-distanced number of young people gathered for our performer Workshop and also recorded segments as announcers and hosts for the Talent Show. All of this material was then edited together into a video broadcast that was disseminated online to an even wider audience.

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 attend an ensemble-building **Audition/Workshop** (held in person this year at a community centre), 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 2021-22, the charity continued our arrangement 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.

Notable contributions were also made by the staff of the Financial Times, organised by Jacqui Dobson, who created and led a series of activities and presentations during the week of online Work Experience.

Additionally, our volunteer mentors from Davidson Kempner, organised by Antonia Bamford and Patrick Sherwen, trained with the charity and then met bi-weekly with the individual mentees across the months of July and August, offering individual guidance and feedback on work including CVs, university application essays and much more, all tailored to the individual young person's personal goals.

Summary of the main achievements of the charity during the year

The onset of the COVID pandemic in the previous year required the charity to quickly adapt our work to be delivered effectively online. 2021-22 was a transitional period, as we gradually returned to in-person working but also grew the activities we offer to young people, through new connections made over the pandemic period.

This year, as ever, 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:

- Community arts practitioner Tony Cealy
- Mental Health charity founder Sharnade George
- NHS cardiologists Dr Regina Mammen & Dr Hamza Rafique
- Copywriter & Digital Marketer Liberty Ip

As mentioned previously, we also expanded on our relationships with both the Financial Times and Davidson Kempner European Partners, to offer our cohort a summer experience of extended Work Experience at the FT or bespoke individual Mentorship with a DK staff member. These offers were a first for us, and provided even deeper education and development for our group.

23 Young Leaders participated in our Summer 2021 cycle, which stretched out longer than usual, beginning in April and the culminating in our hybrid Talent Show event in October.

With the extended length of this cycle, we inevitably had some drop off of participants; those who completed the entire cycle, however, gained from the richest variety of professional experiences we had yet offered:

- The October Talent Show was produced and hosted by 16 Young Leaders and featured performances by 17 other young people.

This response from one participant in the FT Work Experience highlights the impact of that project, following a year of anxiety-inducing schooling disrupted by lockdowns:

I had to do online school this time and it was very punishing and miserable. I would wake up late in the morning to go to class almost immediately then finishing school and finding out that I had nothing else to do apart from homework and studying. This affected me a lot more than the first lockdown... However, I was one of several Young Leaders offered a week-long work experience with the Financial Times, meeting many of their employees and working in teams to learn about business plans and presentation skills.

Meeting other Young Leaders and adult professionals has been a great experience after such a challenging year. I've learned many helpful transferable skills, like better communication and ability to work with varied people. It increases your self-confidence, too.

Meanwhile, the other group of Young Leaders benefitted from personalised guidance offered by the working professionals in our DK Mentorship scheme, as attested to in this feedback:

I'm not gonna lie to you, at the start I had no idea what [my mentor] was talking about! But because of the experience that I had with him, it became very clear to me that banking was the route I want to take in life. With him, I talked through my university choices as well as the option of degree apprenticeships, which can be a very good way to kick-start your career even if you choose not to go to university.

Section D

Achievements and performance

I think all the skills I've learned at All Stars have really helped me to branch out into new skills and meet new people in the world.

The year required a great deal of adaptation and adjustment, for the young people themselves and also for us as a charity. We were grateful for all the professional connections that were made and received positive feedback not only from the Young Leaders but also from the adults they worked with.

For instance, in their final evaluation report, Davidson Kempner summarised the experiences of their staff members who volunteered with us: "The mentors have given their time but equally they feel that they get something out of it, too. In effect, a bit of a reverse mentorship!"

All Stars has been proud to facilitate these mutually beneficial relationships, across barriers of social disadvantage and education, especially coming out of one of the most challenging periods for young people entering the workforce. We are particularly thrilled that the efforts we made this year to pilot the Summer Mentorship scheme have resulted in the establishment of Mentorship as a regular offering in our 2022 cycle for all the Young People who work with us.

Section E

Financial review

Brief statement of the charity's policy on reserves

The charity's funds this year came from a combination of government grants from the London Assembly, private donations and, for the first time, a grant from a charitable foundation.

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

This year, ASL continued to offer a cycle of events with a large charitable benefit, conducted with a relatively small budget. Expenditure helped pay for the salary of our Programme Coordinator, who conducts recruitment of the participants and coordinates all operations that bring the young people together with our adult volunteers. Other costs include those associated with digital delivery of our work, including graphic design, online meeting platforms, video editing and much more.

As our work returns to in-person delivery, we began to spend more on costs such as venue rental, food and supplies, as well as travel assistance for those young people in need of funds to attend our events.

ethical investment policy adopted.

This year, ASL came to the end of a three-year grant from the London Assembly's Young London Inspired Fund. As this period of funding concluded, we were pleased to continue relationships with our previous private and corporate donors who have helped support our work and also to receive our first ever grant from the Garfield Weston Foundation, which has helped to fund the 2022 cycle.



Section F Other optional information

[Empty box for 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	28/02/2023	



Receipts and payments accounts

For the period from	Period start date 6/4/21	To	Period end date 5/4/22
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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	6,944	-	-	6,944	7,158
Fundraising Events	-	-	-	-	-
Government Funding	2,323	-	-	2,323	11,617
Donation Buckets	-	-	-	-	-
Refunded Costs	424	-	-	424	1,786
Trust & Foundation Grants	6,500	-	-	6,500	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	16,191	-	-	16,191	20,561
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	16,191	-	-	16,191	20,561
A3 Payments					
Insurance	130	-	-	130	-
Banking Service Fees	72	-	-	72	96
Fundraising Fees & Costs	511	-	-	511	162
Web Hosting & Social Media Maintenance	241	-	-	241	1,189
Royal Mail P.O. Box	-	-	-	-	-
Office/Storage Space Rent	1,079	-	-	1,079	1,570
Mobile Phones	344	-	-	344	485
Database Software/Upkeep	288	-	-	288	264
Stationary/Office Supplies	42	-	-	42	29
Postage	-	-	-	-	72
Graphic Design	455	-	-	455	1,310
Publicity Printing (Talent Shows)	-	-	-	-	-
Photo/Video Documentation	650	-	-	650	2,880
Printing (Talent Show Cycle)	-	-	-	-	75
Venue Hire (Talent Shows)	265	-	-	265	-
Event Supplies (Talent Show Cycle)	15	-	-	15	490
Food	91	-	-	91	-
Room Hire (Trainings)	375	-	-	375	-
Travel Costs	50	-	-	50	152
Membership & Training Fees	141	-	-	141	10
Program Manager Salary	9,750	-	-	9,750	12,583
Intern Assistant Salary	563	-	-	563	399
Sub total	15,060	-	-	15,060	21,766
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	15,060	-	-	15,060	21,766
Net of receipts/(payments)	1,131	-	-	1,131	1,205
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	8,998	-	-	8,998	10,203
Cash funds this year end	10,129	-	-	10,129	8,998

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
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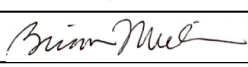

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
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 liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
	Brian Mullin	28/02/2023
	Chantelle Burley	28/02/2023