



2023-24 ANNUAL REPORT



OUR VISION



- Be the leading charity providing support to Europeans in Greater Manchester.
- Be a champion of equality and celebrating diversity, challenging discrimination in all its forms wherever it is seen.
- Have strong links across Greater Manchester's communities.
- Have a leadership role representing European communities.
- Be self-sustainable, leading on receiving funds for European causes, with diverse income streams and supporting other, smaller groups.
- Be trusted and embedded in the community.

OUR MISSION

Reach out, support and empower European nationals to navigate life in the UK; improve wellbeing; promote cultural diversity and enhance & inspire communities.

EUROPEANS WILL:

01.

Feel included, connected and have a sense of belonging in Greater Manchester.

02.

Keep, cherish, celebrate and share their identity and values.

03.

Be empowered to contribute to shaping an inclusive, multicultural and equitable society.

04.

Have access to quality employment and educational opportunities.

05.

Have improved life chances, being financially secure and prospering.

OUR VALUES

1. Person-centred

Helping people adapt to life in the UK with empathetic, proactive and open-minded support to increase awareness, and take-up, of opportunities.

3. Respectful

Treat everyone with respect, ensuring everyone feels welcome and able to participate.

5. Accountable

Communicate clearly and openly about our decisions and actions and the reasons for them in a professional, responsive and approachable manner.

2. Valuing difference

Championing equality, inclusion and diversity, and undertaking work to make society more equitable for Europeans in the UK. Valuing the diverse background of people in communities and cherishing their heritage, enabling access to quality activities and services that meet their needs.

4. Community-led

Making sure that we engage all parts of our community, from the youngest to the oldest, and give them every chance to have their voice heard, influence decision-making and get involved in planning and delivering services.



Telephone: 0333 305 8570
Website: www.europia.org.uk
Email: support@europia.org.uk

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A note from our Chair and CEO



Over the past year, our organisation has shown resilience and commitment to serving European communities in Greater Manchester.

I want to highlight key milestones and express my gratitude to everyone involved.

A particularly proud moment was Europa's national recognition when our CEO, Kush, represented organisation at the King's Coronation Garden Party, showcasing our unwavering dedication to supporting European communities.

Key Achievements:

- **Advice & Advocacy:** Over 1,500 inquiries were addressed through drop-in sessions, assisting with housing, welfare, and immigration issues.
- **Health & Wellbeing:** The Roma Health Hub and mental health initiatives supported 152 individuals, and £15,600 was distributed to 52 households.
- **Immigration Support:** Europa submitted 80 immigration applications, helping vulnerable individuals secure their rights.
- **Volunteering:** 50 active volunteers contributed to services and community cohesion.

Strategic Focus:

- **Growth & Expansion:** We aim to enhance processes and expand volunteer engagement.
- **Inclusivity & Empowerment:** Europa remains committed to empowering European nationals to integrate while preserving their heritage.

Looking ahead, I remain optimistic about the opportunities for Europa and encourage continued collaboration. Thank you for your support and dedication.

With appreciation,
Sriharsha Neergundha Nagaraj
Chair, Europa

Message from Kush Chottera, CEO

This year has been transformative for our organisation, marked by a strong commitment to lived experience and organisational growth. We proudly promoted three senior managers who began their journeys with us in frontline and entry-level positions, reflecting our belief in internal development and the value of lived experience.

Our team also reached its highest number yet, with a total of nineteen dedicated staff members. We have placed particular emphasis on building our fundraising capabilities, focusing on grants and trusts to ensure that these skills are embedded across the organisation. This approach not only helps sustain our work but also ensures our frontline staff can co-create projects that are closely aligned with client needs. As a result, we secured our first-ever two-year Heritage Lottery grant—a significant milestone for us.

We also continued to amplify the voices of the Ukrainian community through our dedicated Ukrainian panel, keeping community perspectives at the core of our activities. This year, we welcomed two talented and professional staff members who were displaced by the ongoing conflict in Ukraine.



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Report of the Trustees

The trustees, who are the only members of the charity, present their report with the financial statements of the charity for the year ending 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).

Purpose of the charity:

Europaia empowers and supports European nationals in Greater Manchester to improve their wellbeing, access opportunities, and celebrate their cultural identity. Through advocacy, practical support, and community-led initiatives, we promote inclusion, equality, and social cohesion, helping individuals thrive and actively contribute to an equitable, multicultural society.

Structure, governance and management

Governing document

The charity is controlled by its CIO governing document: constitution. A CIO is a corporate body (like a company) that can own property, employ staff and enter into other contracts in its own name (rather than in the names of the trustees). Our registration number in England and Wales is 1161453.

Trustee selection

The Trustee board is derived from the larger community, including friends and supporters of Europaia.

The board seeks to reflect this diversity through its profile and enable its members to champion those communities. Currently the board has representatives from the Eastern European communities working in various business settings. They each enrich the board with their skills, local knowledge and experience. We also have client representatives on our trustee board who provide valuable insights on how we should shape our future vision in a client friendly manner.

Europaia has a robust trustee application process with a clear audit trail.

Policies

Europaia has clear policies and procedures to ensure a professional and safe working



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environment. Each of these policies are reviewed on a yearly basis firstly at the bi-monthly trustees meeting and then at the monthly staff meetings, they are then cascaded down to our volunteers and suppliers. Below are the policies and important documents which are available for everyone within the organisation to access and understand.

- Europaia Child Safeguarding Policy
- Europaia Code of Conduct
- Europaia Volunteer Handbook
- Europaia Constitution
- Europaia Diversity and Equal Opportunities Policy
- Europaia Health, Safety and Welfare Procedures Manual
- Europaia Recruitment, Selection and Induction Policy
- A Guide for New and Expectant Mothers Who Work
- Europaia Policy on the Appropriate Use of E-mail and the Internet at Work
- Europaia Safeguarding Policy for Children and Vulnerable Adults
- Europaia Travel and Expenses Claim Rates
- Europaia Complaints Policy

Wider networks

Europaia has significantly expanded its networks both within the UK and internationally. Regionally and nationally, we've strengthened relationships with key partners like The3Million and the EU Delegation to the UK, ensuring the voices of Central and Eastern European communities are heard at critical levels.

On an international scale, we are building strategic partnerships with leading European organisations such as the European Network Against Racism, the European Roma Grassroots Organisations Network, and the Council of Europe. These alliances amplify our work and position Europaia as an important advocate in the European movement for human rights, inclusion, and social justice.

Reference and administrative details

Registered Charity number: 1161453

Registered office: St Thomas Centre, Ardwick Green North, Manchester, M12 6FZ

Trustees

Paul Lajszczak , Sriharsha Nagaraj ,George Wright, Richard Harvey and Emma Clay

Independent Examiner

CWilliamson & Croft Audit Limited, York House, 20 York Street, Manchester, M2 3BB



The Europaia team

CEO • Kush Chottera

Staff • Cristina Leonte-Racu - Service Manager
• Karol Kochanowski - Operations Manager
• Dima Kulyk - Volunteer Coordinator
• Iryna Oliynyk - Advocacy Worker and Office Coordinator
• Elena Chivyska - Health and Wellbeing Coordinator
• Honor Johnstone - Business Development and Research Worker
• Lizzie Wilkinson - Immigration Adviser (OISC L1)
• Jwana Faraj - Immigration Advisor
• Magdalena Kij - Community Connector
• Ramona Constantin - Roma Project Coordinator
• Goda Karinauskaitė - Ukraine Data Support Worker
• Diana Brivniece - Generalist Advisor
• Tilda Salanki - Health and Wellbeing Roma Project Worker
• Philip Dovgopol - Ukraine Project Coordinator
• Chiara Framassi - Projects Coordinator
• Rozalie Kolinova - Communications and Events Coordinator
• Marlena Wawrzenczak - Partnership and Communications Manager

External consultants/contractors and freelancers

Jo Lake, Ruth Mullen, Mirosław Ogorzalek, Vicky Galligan, Karina Slovik, Jan Micha, Caroline Pollard, Alina Badescu.

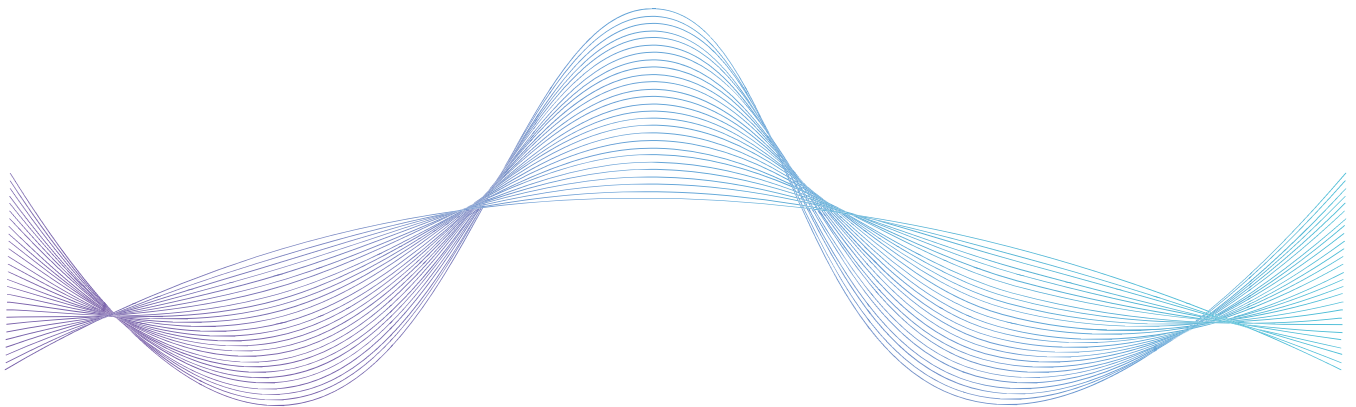


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VOLUNTEERS & INTERNS

Volunteers & interns are crucial in aiding Europaia to realise this vision. Our dedication involves engaging volunteers & interns in a safe, responsible, and efficient manner while acknowledging and honouring their contributions.

We aim to engage a broad spectrum of volunteers & interns and provide diverse roles that align with the organisation's needs. Simultaneously, we create opportunities for them to exchange and enhance a multitude of skills, knowledge, and experiences.



Our focus for includes:

- Streamlining: Processes are refined and streamlined.
- Innovation: The volunteering experience is digitised, innovative, and less constrained.
- Retention: Volunteers & interns are motivated, proud, and willing to commit to long-term engagement with Europaia.
- Expansion: The Project has a clear vision and action plan for growth.



VOLUNTEERS & INTERNS

50

Active, dedicated volunteers support the community services

01. Why do our volunteers want to help Europaia?

- Contributing to the community
- Being an integral part of the organisation
- Connecting with new people
- Acquiring new skills

02. How has volunteering with Europaia had a positive impact on our volunteers?

- Encourages openness to new experiences
- Heightens awareness of the impact of personal actions
- Fosters a sense of purpose
- Boosts motivation
- Enhances self-esteem

03. Skills and benefits volunteers obtained through volunteering with Europaia

- Perseverance
- Confidence
- Communication
- Exposure to new experiences
- Expanded network
- Inspiration



Get Together

An annual gathering organized by Europia to celebrate our accomplishments, create networking chances, and strengthen relationships among volunteers and team members.

Nearly 30 guests joined us, engaging in craft activities and sharing fond memories from our home countries!



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Europaia Advice & Advocacy

DROP-IN SESSIONS FOR ROMA AND UKRAINIAN COMMUNITIES DURING 2023-2024

261

ROMA MEMBERS WERE
SUPPORTED

250

UKRAINIANS MEMBERS WERE
SUPPORTED

Drop-in sessions are specialised support meetings tailored to the specific needs of the Roma and Ukrainian communities. These sessions are designed to provide direct assistance, guidance, and representation for individuals dealing with various issues such as welfare, benefits, housing, immigration, and more. They serve as a vital resource for individuals who require immediate and personalised help.

Support Inquiries:

- **1,200 emails and voicemails handled.**
- **More than 85 issues were successfully resolved.**
- **Over 1,500 inquiries and phone calls were made on clients' behalf.**

“

Those drop-in sessions were a lifesaver. I was having a nightmare trying to sort out my housing benefit. The forms were confusing, and my poor English language skills just doubled my stress and anxiety levels... The counsellor I saw was fantastic - and what a relief - she spoke Ukrainian! She listened patiently to all my worries, went through the forms with me and explained everything. Thanks to Europaia, I finally got my housing benefit sorted, and a huge weight lifted off my shoulders.

”

Europaia
 St Thomas Centre,
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 Manchester, M12 6FZ, UK.



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 Europaia OISC No. N2020000121



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Europaia **Advice & Advocacy**

TO RESPOND TO OUR MEMBERS NEEDS WE ORGANISED:

Talking Therapy Sessions

Employability Sessions

COHESION Event

“

I didn't know where to turn, but Europaia was there for me. You gave me the guidance I needed, connected me with helpful resources, and even introduced me to some amazing people. Now I feel informed, empowered, and so much less alone. Special thanks for inspiring me to start volunteering - now I do my bit to pay back for the kindness I received

”

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Winter Gala

The evening served as the grand finale for the #Photovoice #Project: Health Experiences of the Roma Community. Through captivating photos, we delved into the community's health experiences, gaining profound insights and sparking meaningful conversations.



Europaia Advice & Advocacy

£15,600

**WAS DELIVERED TO 27 ROMA AND 25
UKRAINIAN HOUSEHOLDS**

Europaia was offered to support the Community Health Equity Manchester (CHEM) fund with distributing £300 one-off payments among Roma and Ukrainian people living in certain wards in the city of Manchester.

CHEM aimed to help households within specific “health inclusion” groupings that are coping with disproportionate inequalities and likely to be affected the most by the cost of living crisis.

Europaia’s responsibility was to spread the information about grants by word of mouth, check the addresses of potential beneficiaries, collect beneficiaries’ details, submit referrals, receive grants and transfer the payments.

“

For someone, £300 might not seem like much, but that charity grant came at the perfect time for me. It meant I could finally fix the washing machine and still have some left over to make my new home a comfortable place – thank you, Europaia, for thinking of me!

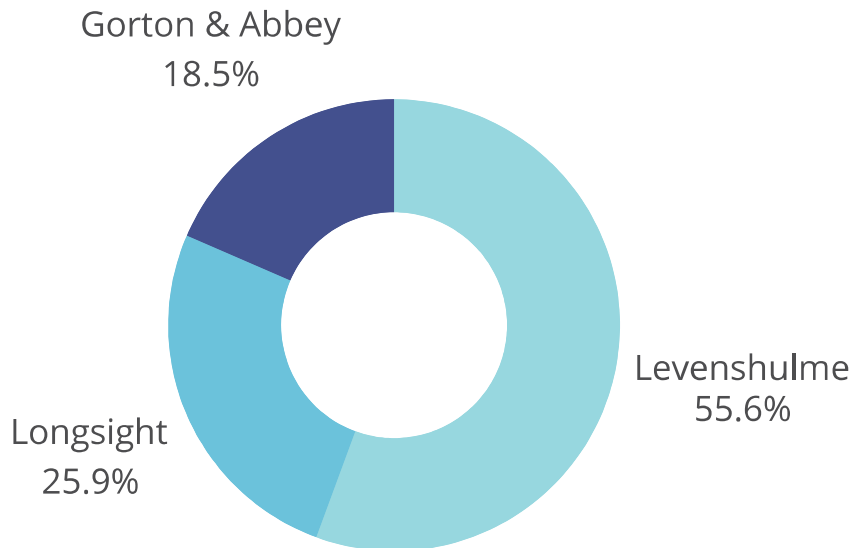
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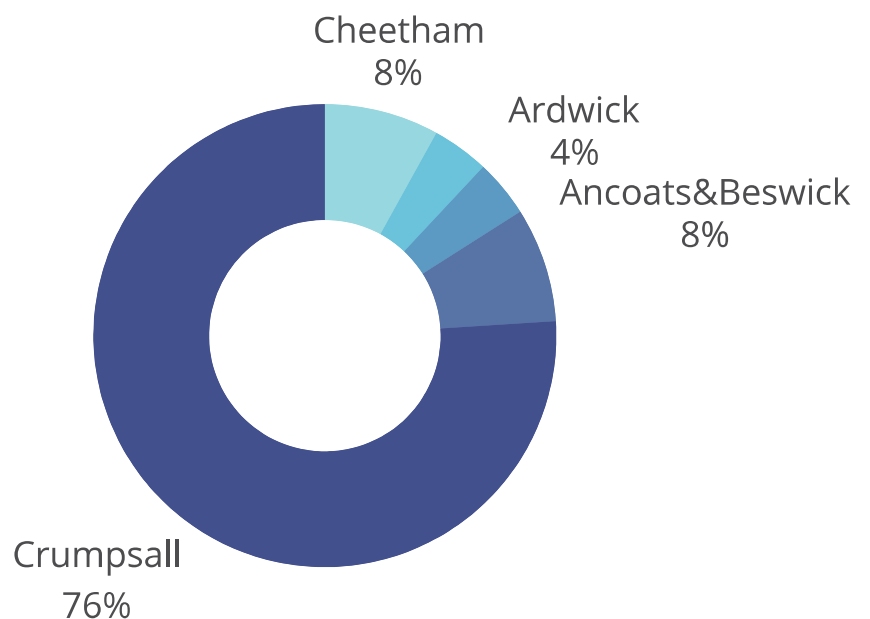
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Where are our **Communities:**

Roma households:



Ukrainian households:





Voices of Ukraine

LISTEN



Tune in to hear the stories of those who have had to leave everything behind to start a new life in Greater Manchester.

We listen to their journeys, the challenges they've faced and are facing, and the cultural differences they've encountered.



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Europa Advice & Advocacy

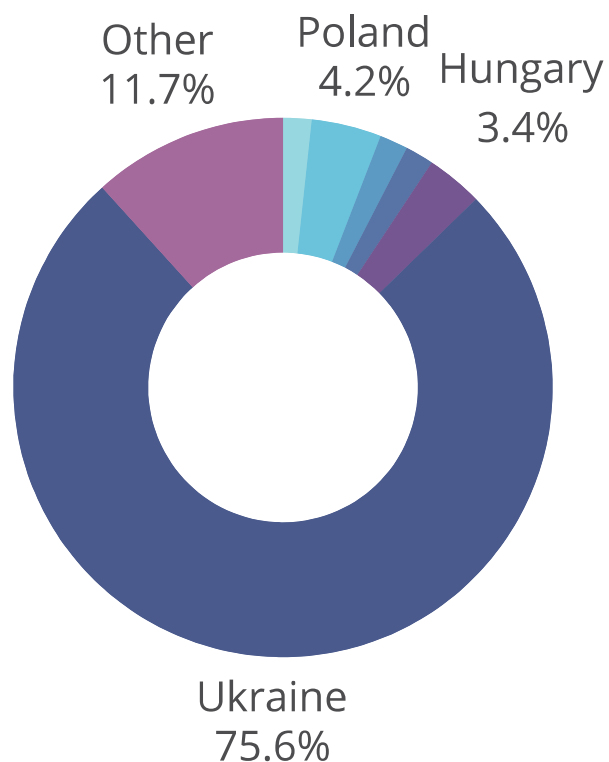
£6,000

WAS DELIVERED EMERGENCY FUND TO 119 BENEFICIARIES

The chart presents information about European country nationals receiving EEF payments:

Europa Emergency Fund (EEF) was set up to support the most vulnerable groups of Europeans residing in Greater Manchester.

From April to December 2023, 119 were granted one-off payments, having received in total £6,000.



“

For someone, £300 might not seem like much, but that charity grant came at the perfect time for me. It meant I could finally fix the washing machine and still have some left over to make my new home a comfortable place – thank you, Europa, for thinking of me!

”

Europa
St Thomas Centre,
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Harvets Fest

We celebrated the start of the autumn season with the Roma families in Oldham. The focus of the event was to celebrae the community, and introduce some exciting programs, sessions, and what Europaia can offer.



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Health & Wellbeing

152

The Roma community has received support for **mental health** services.

The Roma Health Project (CAF) focuses on improving mental health literacy and reducing the stigma surrounding mental health within the Roma community. The goal is to empower community members to confidently seek NHS services and overcome barriers to proper healthcare.

The project includes a Health Hub that operates alongside drop-in sessions. At the hub, clients can receive assistance with general and mental health queries, such as registering with GPs, setting appointments, obtaining information about specialized services, and attending workshops on various topics.

Additionally, we offer free one-to-one therapy sessions with a trained psychotherapist who speaks Romanian. To further support our clients, we have launched a mentoring program where community members work with clients in a 1-to-1 mentor/mentee capacity for 6-12 weeks. This program focuses on setting SMART goals to improve overall health and well-being.

“

I am really happy about them. I love that they are trying to include the Roma community and work with them and I'm also really excited to get to learn more about mentoring and mental health

”



Photo Voice

As part of an ongoing piece of work at Manchester City Council to put together a Joint Strategic Needs Assessment for the Gypsy, Roma and Traveller communities in Manchester.

Participants received cameras with SD cards and batteries to photograph what makes it easy or hard to be healthy in Manchester.

The final exhibition for the *Photovoice Project: Health Experiences of the Roma Community* showcased the photos taken, allowing various organisations and community leaders to gain insights.



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Health & Wellbeing

The Community Diagnostics Centres (CDC) Programme offers a fund to enhance service accessibility, patient experience, and address health inequalities.

75

Members engaged overall through surveys, interviews and focus groups

6

CDC Videos and Booklets in 5 languages delivered

The fund supports initiatives developed by communities and groups, including community engagement, accessible information creation, and recommendations for service improvements.

We managed to complete all 5 focus groups and give the opportunity to the CEE communities to share their experiences about diagnostic testing.

“

Sharing our discussion and learning new things about the NHS was a good experience for me.

Important, relatable topics and very safe atmosphere

The information given was very good, and people were encouraged to join, and interesting questions

”

Europa
St Thomas Centre,
Ardwick Green North,
Manchester, M12 6FZ, UK.





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Health & Wellbeing

By Violence Reduction Unit (VRU) we aimed to create a positive impact in our community

30

Members took part in VRU sessions

Throughout the project, we organized a variety of enriching sessions to address holistic well-being. Gong therapy sessions provided a unique and relaxing experience, promoting mental and emotional balance. Yoga sessions were open to everyone, encouraging physical health and mindfulness in a communal setting.

Our community also enjoyed an art picnic, fostering creativity and connection among participants. Additionally, we hosted a session featuring a Polish psychologist who provided insights on coping with emotions, especially the challenging ones.

“

I have never been in a similar session before. I enjoyed it so much. It was so good to close my eyes and relax for an hour without thinking about anything.

As a single mother, I'm going through a lot right now. The sound made me a bit sensitive, and I cried a little bit. But it was good to release all those negative emotions.

”



Immigration & Social Enterprise

The Home Office funding to assist with EUSS

102

Drop-ins in Levenshulme Old Library and Oldham Honeywell Centre.

We supported clients online from:

London

Blackpool

South Wales

Birmingham

Europaia has been granted a fund from the Home Office to assist with EUSS complex cases that are Level 2 and above. The main objective is to reach as many vulnerable people and assist them with their EUSS applications.

We have had clients with criminal backgrounds who have not received the right advice. With the assistance received from Europaia, they have been granted status in a timely manner.

We have engaged with elderly clients with no support to apply on time and with our assistance they received a right residency.



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Immigration & Social Enterprise

The Home Office funding to assist with EUSS

We have submitted and supported 80 applications and a number of post application supports. In addition, we have also done nearly 30 referrals.

Nationalities:

Romanian
Polish
French
Italian
Slovakian
Hungarian
Portuguese
Spanish
Greek

“

Very helpful I recommend, because I have tried to make her application a couple of times and she has been refused, I've got referred here by my friend and she applied only once and got her EU SETTLEMENT.

I'm very happy with the help I received from Europia. Jwana Hama Faraj was helping my mother with a late EU Settlement application. She gave us good advice about the evidence we can use, where to get more evidence, she assisted us with the submitting application to the Home Office, and helped to explain why the application is late. We didn't have to wait long for the decision, it was successful.

I was looking for legal aid immigration help from different organisations. Nine of them wanted to take on the case. Except Europia. I would highly recommend them. Those are the people who really care

”



Romanian Blouse Day.

On Wednesday, 28th June, we came together to celebrate the Romanian Blouse Day. The day was an absolute success thanks to all of you who joined us!

Our event kicked off with welcomes and an insightful introduction to our event, to Europa and importantly the significance and history of the Romanian Blouse Day. We had a talented young lady singing Romanian songs and a raffle for prizes!



Europaia in collaboration

Domestic Abuse Support for Polish Women and Men in Manchester

Europaia, in collaboration with Vesta - Specialist Family Support CIC, provided emotional support and advice in Polish, the clients' native language. Over the course of 12 months, we supported **46 clients** who were victims of domestic abuse. These individuals faced a range of challenges, including care proceedings and child protection issues involving their children, as well as difficulties related to mental health, parenting, housing, benefits, alcohol misuse, and poor physical health.

Client's location	Total
Manchester	16
Salford	6
Wythenshawe	4
Stockport	4
Rochdale	4
Eccles	3
Bury	3
Wigan	2
Altrincham	1
Little Hulton	1
Oldham	1
Swinton	1
Trafford	1
Grand Total	47

“

The group helped me fight for myself, my family, and my children. Listening to other women in similar situations gave me strength. I thought to myself—if they can do it, so can I!

”



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Immigration & Social Enterprise

Europaia Immigration Services

76

Private clients

Europaia Immigration Service was launched in November 2023 with an aim to expand our service to ensure we have the department continue to work in a situation where no funding is available to rely on our earnings completely.

We support with:

- Work Skilled Visa
- Spouse Visa
- Sponsor Licence
- Family Permits
- Naturalization
- Human Rights Final Submission Applications
- Document Checks

“

I want to thank Jwana Hama Faraj and Europaia for their great help with my asylum and private life application. Our complex case went smoothly under her guidance, and we were granted the right to remain in the UK. I highly recommend their service. Thank you!

I 100% recommend Europaia! Jwana and Ruth are true professionals. The contact was excellent, and I felt well taken care of throughout. Despite my complex case and initial rejection, Europaia's application resulted in a visa, which I received this week from Warsaw! Thank you!

”

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Immigration & Social Enterprise

Europaia Translation & Interpreting services (ECHO)

London School of
Hygiene

Tropical Medicine

Salford Living Well

Private clients

Echo is a **culturally** appropriate translation and interpreting services in the most spoken European languages. Echo works with a team of multilingual talented freelance interpreters and translators.

As part of the project we deliver trainings and support social responsible business

“

The quality of the interpretation was excellent. She was very flexible, willing to travel to Liverpool on 2 occasions to support my research project. She was also very perceptive of the needs of the interviewees, who were marginalised displaced women. I would without hesitation recommend the ECHO Translation service.

”



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Immigration & Social Enterprise

Europa Roma Awareness Training (ECHO)

As part of ECHO's services, we offer comprehensive, **culturally appropriate training** on the European Roma community. This training is designed for services that engage with and support Roma clients.

Each session includes the following core topics, and additional content can be tailored to meet specific needs:

- **History:** The migration from India, years of slavery, and the forgotten Holocaust, alongside the story of resilience and hope.
- **Culture & Tradition:** Family dynamics, traditions, education, food, music, and arts within Roma communities.
- **Welfare:** Understanding community needs and rights, including access to justice, housing, healthcare, and immigration.
- **Working with the Community:** Practical advice and tips for engaging with Roma communities

“

Participants have described the training as "especially useful and engaging, with tons of great info I never knew before."

”

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Special mention

Joint Strategic Needs Assessment (JSNA)

The Manchester Health and Wellbeing Board published JSNA on Health and Homelessness in January 2024. **The report** highlights significant disparities in health outcomes, access to healthcare, and social services among Roma, Gypsy, and Traveller communities.

The assessment emphasises that many individuals experience barriers in accessing healthcare due to a combination of cultural, social, and language barriers, alongside past experiences of discrimination and exclusion.

Europaia took on the crucial role of supporting the creation of the JSNA through data collection and engaging the CEE Roma communities we support, ensuring their needs were represented. Through initiatives like Photovoice, Europaia emphasised the importance of culturally sensitive service delivery and better data to comprehensively address Roma's health needs.

“

Europaia have shown themselves to be a willing and supportive partner in the work of the Department of Public Health and the collective efforts of system partners to improve the health of the population and tackle health inequalities in Manchester through the Making Manchester Fairer action plan and Community Health Equity Manchester (CHEM).

”

Neil Bendel
 Public Health Specialist (Health Intelligence)
 Manchester City Council



King's Garden Party.

I have been delighted to work with Europa over several years and see the hugely positive impact of their activities and support for so many people who have come to the UK from across Europe and beyond. What they have achieved was recently recognised with an invitation to the King's Garden Party and it was wonderful to see this taken up by their Chief Executive Officer who represents the charity so ably. Going forward, I am confident that Europa will continue to deliver high quality support for hundreds of people.

“

”

Jonny Wineberg
Founder and Director, COMMUNITY FUTURES TRUST CIC)
Director of Operations, We Stand Together



Telephone: 0333 305 8570
 Website: www.europia.org.uk
 Email: support@europia.org.uk

Concluding remarks

Public Benefit

The Trustees have had regard to the Charity Commission's guidance on public benefit and have acted in the public benefit as outlined in the activities reported in the preceding section.

Going Concern

The trustees have considered the current and future activities of the charity and known levels of income and expenditure and are satisfied that the charity is a going concern.

Financial Review

In the year to March 2024, the total income was £528,161 (2023: £356,189). Expenditure was £539,852 (2023: £395,569), resulting in a deficit of £11,691 (2023: £39,380). The charity continues to operate through its existing banking facilities as well as the Social Investment Loan from Access to Growth.

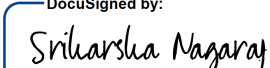
Reserves Policy

The charity held unrestricted reserves as of 31 March 2024, which represented approximately one month of unrestricted expenditure based on results for the year then ended. The Trustees have continued to monitor the unrestricted funds on an ongoing basis and through discussions at regular Board meetings since the balance sheet date and these have increased in the subsequent financial period to date and so the Trustees consider the current level of funds to be sufficient in the interim to support the activities of the charity based on planned expenditure in the next financial year.

As of 31 March 2024, the charity had total funds of £97,779 (2023: £109,470), including fixed assets totalling £2,107 (2023: £7,212); However, £74,971 of these total reserves are restricted funds, leaving £22,808 (2023: £68,967) as free unrestricted reserves.

Future Plans

We plan to continue working towards a stronger financial planning and forecasting to create financial stability and sustainability. And also develop our paid services and develop a stronger organisation strategy.

Signature: 
 DocuSigned by:
 Sriharsha Nagaraj

Name: _____

Signed by: 
 892805A6D902479...

George Wright

Europa
 St Thomas Centre,
 Ardwick Green North,
 Manchester, M12 6FZ, UK.



Europaia (Charitable Incorporated Organisation)

Independent Examiner's Report to the Trustees of Europaia

Year Ended 31 March 2024

I report to the charity Trustees on my examination of the accounts of the charity for the year ended 31 March 2024 which comprises the Statement of Financial Activities, Balance Sheet and Notes to the Financial Statements.

Responsibilities and basis of report

As the Trustees of Europaia 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 charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

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



Tor Stringfellow FCA, ICAEW

Williamson & Croft Audit Ltd
York House
20 York Street
Manchester
M2 3BB

Date: 21st October 2024

Europa (Charitable Incorporated Organisation)**Statement of Financial Activities****Year Ended 31 March 2024**

		2024			2023
	Note	<i>Restricted funds</i>	<i>Unrestricted funds</i>	Total	Total
		£	£	£	£
Income and endowments from:					
Donations and legacies	2	277,389	96,200	373,589	185,189
Charitable activities	3	28,322	126,250	154,572	171,000
Total income and endowments		305,711	222,450	528,161	356,189
Expenditure on:					
Raising funds	4	-	8,806	8,806	7,032
Charitable activities	5	271,243	259,803	531,046	388,537
Total expenditure		271,243	268,609	539,852	395,569
Net movement in funds	13	34,468	(46,159)	(11,691)	(39,380)
Reconciliation of funds:					
Total funds brought forward	13	40,503	68,967	109,470	148,850
Total funds carried forward	13	74,971	22,808	97,779	109,470

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised during the year.

The notes on pages 40 to 49 form part of these financial statements.

Europa (Charitable Incorporated Organisation)

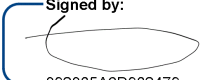
Balance Sheet

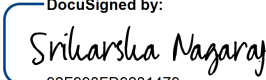
Year Ended 31 March 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	9	2,107	7,212
		<hr/> 2,107	<hr/> 7,212
Current assets			
Debtors	10	20,679	24,013
Cash at bank and in hand		110,525	127,874
		<hr/> 131,204	<hr/> 151,887
Creditors: amounts falling due within one year	11	19,637	26,105
		<hr/> 111,567	<hr/> 125,782
Net current assets			
Creditors: amounts falling due after more than one year	12	15,895	23,524
		<hr/> 97,779	<hr/> 109,470
Net assets			
Charity Funds			
Restricted funds	13	74,971	40,503
Unrestricted funds	13	22,808	68,967
		<hr/> 97,779	<hr/> 109,470
Total charity funds	13		

The financial statements were approved and authorised for issue by the Board of Trustees on 21st October 2024.

Signed on behalf of the board of Trustees

Signed by:

892805A6D902479...
Mr. George Wright
Trustee

DocuSigned by:

92F998FD9231479...
Mr Sriharsha Nagaraj
Trustee

The notes on pages 40 to 49 form part of these financial statements.

Europaia (Charitable Incorporated Organisation)

Notes to the Financial Statements

Year Ended 31 March 2024

1 Summary of significant accounting policies

(a) General information and basis of preparation

Europaia is a Charitable Incorporated Organisation registered in England and Wales. The address of the registered office is given in the charity information on page 8 of these financial statements. The nature of the charity's operations and principal activities are included on page 7.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

(b) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

(c) Income recognition

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

No amount is included in the financial statements for volunteer time in line with the SORP.

Income from trading activities includes income earned from fundraising events and trading activities to raise funds for the charity. Income is received in exchange for supplying goods and services in order to raise funds and is recognised when entitlement has occurred.

Income from government and other grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met then these amounts are deferred.

Europa (Charitable Incorporated Organisation)

Notes to the Financial Statements

Year Ended 31 March 2024

1 Summary of significant accounting policies

(d) Expenditure recognition

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

Expenditure on charitable activities

Comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Expenditure on raising funds

Comprises costs which are directly attributable to the charity's fund-raising activities for its charitable purposes and includes costs of all fundraising events and non-charitable trading.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

Grants payable to third parties are within the charitable objectives. Where unconditional grants are offered, this is accrued as soon as the recipient is notified of the grant, as this gives rise to a reasonable expectation that the recipient will receive the grants. Where grants are conditional relating to performance then the grant is only accrued when any unfulfilled conditions are outside of the control of the charity.

(e) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer equipment	33% straight line
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(f) Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

(g) Concessionary loans

Concessionary loans include those payable to a third party which are interest free or below market interest rates and are made to advance charitable purposes. All loans are measured at cost, less impairment. Where the loan is repayable more than one year, the loan is initially measured at fair value and subsequently measured at amortised cost using the effective interest rate method, less impairment.

(h) Foreign currency

Foreign currency transactions are initially recognised by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction.

Monetary assets and liabilities denominated in a foreign currency at the balance sheet date are translated using the closing rate.

Europaia (Charitable Incorporated Organisation)

Notes to the Financial Statements

Year Ended 31 March 2024

1 Summary of significant accounting policies

(i) Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

(j) Tax

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

(k) Going concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2 Income from donations and legacies

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total 2024 £</i>
Donations	-	2,710	2,710
Grants	277,389	93,490	370,879
	277,389	96,200	373,589

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Donations	-	9,169	9,169
Grants	47,988	128,032	176,020
	47,988	137,201	185,189

Europaia (Charitable Incorporated Organisation)

Notes to the Financial Statements

Year Ended 31 March 2024

3 Income from charitable activities

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total 2024 £</i>
Community support	3,872	126,250	130,122
Other income	24,450	-	24,450
	28,322	126,250	154,572

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Community support	117,160	45,844	163,004
Other income	4,117	3,879	7,996
	121,277	49,723	171,000

4 Analysis of expenditure on raising funds

	<i>Unrestricted funds 2024 £</i>	<i>Total 2024 £</i>
Advertising and marketing	8,806	8,806

	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Advertising and marketing	7,032	7,032

Europaia (Charitable Incorporated Organisation)**Notes to the Financial Statements****Year Ended 31 March 2024****5 Analysis of expenditure on charitable activities**

	<i>Activities undertaken directly 2024 £</i>	<i>Support costs 2024 £</i>	<i>Total 2024 £</i>
Staff costs	347,992	-	347,992
Training	16,572	-	16,572
Freelance workers	48,389	-	48,389
Meeting costs	7,251	-	7,251
Staff travel	17,748	-	17,748
Contractors	33,455	-	33,455
Donations	41	-	41
Depreciation	-	5,105	5,105
Interest and fees payable on loans	-	2,392	2,392
Computer & website	-	13,373	13,373
Professional fees	-	7,099	7,099
Telephone	-	1,812	1,812
Rent & rates	-	19,424	19,424
Insurance	-	1,983	1,983
Post, printing & stationery	-	2,192	2,192
Other	-	6,218	6,218
	471,448	59,598	531,046

	<i>Activities undertaken directly 2023 £</i>	<i>Support costs 2023 £</i>	<i>Total 2023 £</i>
Staff costs	242,511	-	242,511
Training	15,113	-	15,113
Freelance workers	25,631	-	25,631
Meeting costs	4,454	-	4,454
Staff travel	2,757	-	2,757
Contractors	42,697	-	42,697
Depreciation	-	5,202	5,202
Interest and fees payable on loans	-	2,646	2,646
Computer & website	-	11,658	11,658
Professional fees	-	7,478	7,478
Telephone	-	2,747	2,747
Rent & rates	-	15,933	15,933
Insurance	-	1,223	1,223
Post, printing & stationery	-	1,967	1,967
Other	-	6,520	6,520
	333,163	55,374	388,537

£271,243 (2023: £154,625) of the above costs were attributable to restricted funds. £259,803 (2023: £233,912) of the above costs were attributable to unrestricted funds.

Europaia (Charitable Incorporated Organisation)

Notes to the Financial Statements

Year Ended 31 March 2024

6 Independent examiner’s remuneration

The independent examiner’s remuneration amounts to an independent examination fee of £1,050 (2023: £1,000) and fees for preparation of the financial statements of £675 (2023: £650).

7 Staff costs and employee benefits

The average monthly number of employees and full time equivalent (FTE) during the year was as follows:

	2024 Number	2023 Number
Support staff	15	13

The total staff costs and employee benefits were as follows:

	2024 £	2023 £
Wages and salaries	320,535	227,000
Social security	20,884	11,576
Defined contribution pension costs	6,573	3,935
	347,992	242,511

No employees received total employee benefits (excluding employer pension costs) of more than £60,000.

8 Trustees' and key management personnel remuneration and expenses

The key management personnel of the charity comprised the Chief Executive Officer, Operations Manager, Service Manager and Partnership & Communications Manager.

The total employee benefits of the key management personnel of the charity for the year were £105,754 (2023: £115,097).

The Trustees neither received nor waived any remuneration during the year (2023: £Nil).

The Trustees did not have any expenses reimbursed during the year (2023: £Nil).

Europa (Charitable Incorporated Organisation)**Notes to the Financial Statements****Year Ended 31 March 2024****9 Tangible fixed assets**

	Computer equipment £	Total £
<i>Cost or valuation:</i>		
At 1 April 2023	15,737	15,737
Additions	-	-
At 31 March 2024	15,737	15,737
<i>Depreciation:</i>		
At 1 April 2023	8,525	8,525
Charge for the year	5,105	5,105
At 31 March 2024	13,630	13,630
<i>Net book value:</i>		
At 31 March 2024	2,107	2,107
At 31 March 2023	7,212	7,212

10 Debtors

	2024 £	2023 £
Trade receivables	4,529	24,013
Accrued income	16,150	-
	20,679	24,013

11 Creditors: amounts falling due within one year

	2024 £	2023 £
Other loans	7,629	7,630
Trade payables	5,067	9,378
Other taxation and social security	4,218	6,128
Pension creditor	998	1,319
Other creditors	-	-
Accruals and deferred income	1,725	1,650
	19,637	26,105

Europaia (Charitable Incorporated Organisation)**Notes to the Financial Statements****Year Ended 31 March 2024****12 Creditors: amounts falling due after more than one year**

	2024 £	2023 £
Other loans	15,895	23,524
	15,895	23,524

Other loans represents a Social Investment Loan (SIL) of £36,240 from Access to Growth. The loan is provided unsecured and is repayable by 60 monthly instalments with the final payment due in April 2027. Interest is payable on the loan at a rate of 6.60% per annum.

13 Statement of funds

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2024 £</i>
Unrestricted funds				
General funds	68,967	222,450	268,609	22,808
Restricted funds				
Equalities Fund Europaia	13,015	5,579	18,594	-
GMCVO	19,988	-	19,988	-
Heritage Fund	-	74,971	-	74,971
Home Office	-	74,400	74,400	-
Our Manchester (MCC)	-	40,020	40,020	-
National Lottery - Reaching Communities	-	64,931	64,931	-
Salford CVS	4,500	20,000	24,500	-
Social Prescribing Fund (SPF)	-	3,000	3,000	-
Vesta	-	3,435	3,435	-
Violence Reduction Unit (VRU)	-	4,000	4,000	-
Voices of Ukrainians (VoU)	-	10,400	10,400	-
Walking Fund	-	4,975	4,975	-
We Love Mcr – Hardship Fund	3,000	-	3,000	-
	40,503	305,711	271,243	74,971
Total of funds	109,470	528,161	539,852	97,779

Europaia (Charitable Incorporated Organisation)**Notes to the Financial Statements****Year Ended 31 March 2024****13 Statement of funds (continued)****Fund descriptions***Unrestricted funds*

General funds are unrestricted income funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted funds

Restricted funds are used for community support projects involving the European expatriate community.

Analysis of net assets between funds**Analysis of net assets between funds – current year**

	<i>Restricted funds 2024 £</i>	<i>Unrestricted funds 2024 £</i>	<i>Total 2024 £</i>
Tangible fixed assets	-	2,107	2,107
Current assets	74,971	56,233	131,204
Creditors due within one year	-	(19,637)	(19,637)
Creditors due after more than one year	-	(15,895)	(15,895)
Total	74,971	22,808	97,779

Analysis of net assets between funds – prior year

	<i>Restricted funds 2023 £</i>	<i>Unrestricted funds 2023 £</i>	<i>Total 2023 £</i>
Tangible fixed assets	-	7,212	7,212
Current assets	40,503	111,384	151,887
Creditors due within one year	-	(26,105)	(26,105)
Creditors due after more than one year	-	(23,524)	(23,524)
Total	40,503	68,967	109,470

14 Pension commitments

The charity operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The pension cost charge represents contributions payable by the charity to the fund and amounted to £6,573 (2023: £3,935).

Amounts of £998 (2023: £1,319) which were payable to the fund at the balance sheet date and are included in creditors.

Europa (Charitable Incorporated Organisation)

Notes to the Financial Statements

Year Ended 31 March 2024

15 Related party transactions

During the prior year, the charity operated a loan account with the Executive Director. They are regarded as a related party due to their ability to influence policy and make operational decisions for the Charity. At 31 March 2024, Europa owed the individual £Nil (2023: £Nil; and 2022: £39).

There were no repayments terms on this loan and interest was not charged.

16 Taxation

The charity is a registered charity and is therefore exempt from taxation.