

# Xenia Trustee Annual Report 2024-25



Reporting Period: April 2024 to March 2025

Charity Registration Number: 1188924

Registered address: Xenia

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## About Xenia

Xenia is a women's community organisation that brings women together through conversation. We work with women in the UK who may be socially excluded because of their gender, ethnic background, religion or belief, immigration status, language ability, education level, or family situation. Our purpose is to reduce this exclusion, support women's confidence and wellbeing, and help them participate more fully in community life.

Xenia exists as a feminist conversation. We don't only create space for dialogue – we use conversation as our method for social change, organisational practice, and collective action. Our approach is rooted in feminist and abolitionist principles of care, hospitality, and justice. We believe that conversation is a powerful way for women to connect, build confidence, and shape change together.

Our activities reflect this approach. Through our weekly workshops, community events, mentoring and individual support, peer learning, and collective governance, we demonstrate that another way of organising is not only possible but already happening. We do this by creating safe, welcoming spaces where women can build relationships, practise English, share knowledge, and take part in local community life. Xenia's operations are run by volunteers and freelancers and overseen by Trustees. The relationships and networks built at Xenia help women feel included, valued, and able to participate more actively in the wider community.

## Trustees Report

### 1. Objectives and Activities

Xenia's charitable purpose is to promote social inclusion for the public benefit among women in the UK who may be socially excluded because of their gender, ethnic background, religion or belief, immigration status, language ability, education or skills level, or family situation. Our aim is to relieve their needs, reduce social isolation, and support women to participate more fully in the wider community.



We achieve this by:

- Creating women-only community spaces where all women — regardless of background or immigration status — can connect, practise English, share knowledge, and take part in collective learning.
- Providing co-created sessions, leadership development, mentoring, and opportunities for women to develop confidence, public speaking, facilitation, and organising skills.
- Raising awareness of the issues experienced by women who face social exclusion, and highlighting the strengths, knowledge, and contributions of migrant, refugee, and asylum-seeking women.

Our work is rooted in feminist and abolitionist principles of care, hospitality, justice, and community power. Conversation is our method for social change and organisational practice — from workshops to decision-making, governance, and partnership-building.

## 2. Achievements and Performance in 2024–25

Across London and Sheffield, Xenia delivered a strong and growing programme of activities.

### Participation and Reach

- 242 women took part in Xenia sessions this year, aged 15–86.
- Women came from 57 countries, reflecting the diversity of our community.
- There are no eligibility criteria, referral processes or attendance requirements, ensuring accessibility for women with complex immigration situations, caring responsibilities, or limited resources.
- We provide informal childcare and travel reimbursement to overcome any barriers women may experience in coming to session.

### Hackney

- 67 Saturday sessions delivered across two venues: Newington Green Meeting House and Shoreditch Town Hall. The second Saturday session was launched in July 2024.
- Average weekly attendance increased from 18 (Q1) to 30.5 (Q4) as demand grew.
- 155 women attended Hackney sessions, representing 46 different countries.
- Activities included conversation-based workshops, creative sessions, cookery activities, museum visits, and photography walks.

### Sheffield

- 17 Saturday sessions delivered at the Millennium Galleries and through local outings.



- 87 women attended from 28 countries.
- Sheffield's volunteer Organising Team of 7 women became firmly established, leading facilitation, outreach, and community support.

## Impact on Women

Survey responses at the end of 2024 and case studies from April 2025 show that Xenia has a significant impact:

- 87% of women learning English felt more confident speaking English.
- 91% felt more confident and independent.
- 84% reported feeling more physically or mentally healthy.
- 96% enjoyed exploring London with others.
- 97% made new friends from different cultures.
- Women described feeling less isolated, more able to navigate life in the UK, and more connected to community.

## 3. Public Benefit Statement

The trustees confirm that Xenia has delivered clear public benefit in line with the Charity Commission's guidance.

Xenia's work directly advances social inclusion by removing barriers that commonly prevent women from accessing community spaces and support. We do not use eligibility criteria, referral pathways, sign-up requirements, proof of immigration status, or attendance demands. For many women, especially those facing insecure immigration situations, financial hardship, language barriers, caring responsibilities, or trauma. These processes act as significant barriers to participation.

Our drop-in model allows women to attend when they can, without judgement or pressure. This flexibility is essential for women with intersecting needs and unpredictable circumstances. It also creates a space where women from different backgrounds including those who are not typically classified as "beneficiaries" of charitable services can meet, learn from one another, and practise the kind of society they want to live in: one rooted in care, justice, solidarity, and equality.

Women come to Xenia through word of mouth, community connections, and referrals from social prescribers, ESOL tutors, and community organisations who cannot find equivalent services available to the women they support.

We minimise data collection to avoid creating barriers or reinforcing systems that exclude women. Our work is accessible, free, inclusive, and open to all women, demonstrating a clear public benefit through increased confidence, wellbeing, community connection, and social participation.





## 4. Structure, Governance and Management

Xenia is a Charitable Incorporated Organisation (CIO).

### Trustees

Trustees serving during 2024–25:

- Emma Jones (Co-Chair)
- Samantha Shaw (Co-Chair)
- Lelah Palmer (Treasurer)
- Dawn Plimmer
- Lois Simes
- Natalie Brooke (resigned June 2025)
- Mamataj Begum (resigned January 2025)

### Trustee Recruitment and Appointment

Trustees are recruited via open advertisement through our community networks and social media. Candidates are interviewed by the existing trustee board and appointed based on skills, lived experience, and commitment to Xenia's values.

### Governance and Committees

The Board meets four times per year. In addition, trustees oversee three subcommittees:

- People & Structures Committee – meets every two months
- Finance & Fundraising Committee – meets quarterly
- Strategy & Scaling Group – convened when needed, focused on growth and sustainability

Ad-hoc meetings may be called to address any matters of special interest outside of the scheduled meetings.

Xenia held its first public AGM in June 2025, where participants were invited to hold trustees and staff to account for our impact in 2024-25, and share input on priorities for the next year. This was an important development in Xenia's community-led governance model which we will continue to build on e.g. in future we may align the timing with the signing off of annual accounts.

### Safeguarding

- All freelancers involved with delivery and childcare volunteers are DBS-checked.



- Annual safeguarding training is offered to all participants, freelancers and volunteers.
- The Safeguarding Lead completed specialist lead safeguarding training.
- No serious incidents were reported during the year.

## 5. Volunteers

Volunteers are central to Xenia's work.

### Volunteer Roles

- 7 trustees, providing governance and oversight.
- 7 members of the Sheffield Organising Team, supporting facilitation, childcare, outreach, and session delivery.
- 22 participants in London volunteered as facilitators and session helpers.
- 5 childcare volunteers in London supported families and enabled mothers to fully take part.

### Training and Support

Volunteers received:

- Safeguarding training
- Facilitation training and mentoring
- Regular facilitation meetings
- One-to-one support from staff and experienced volunteers
- Informal childcare training, including support from an experienced childcare volunteer via Happy Baby

### Developments this Year

- Consolidation of the Sheffield Organising Team.
- Increased leadership opportunities for participants, with many women co-facilitating or leading sessions.
- Strengthening of collective governance through the public AGM and community involvement.
- Planning and preparation completed to move from a freelance staffing model to becoming an employer in 2025-26, to offer greater stability and continuity.



## 6. Risk Management

The trustees reviewed organisational risks throughout the year. Key risks included:

### 1. Staff capacity and organisational growth

Demand increased significantly in both London and Sheffield, placing pressure on team.

Mitigation: Trustees supported work to transition to becoming an employer, strengthen HR processes, and develop clear staffing structures.

### 2. Funding uncertainty

As a small charity, Xenia remains vulnerable to short-term grants.

Mitigation: Focus on diversifying income, strengthening fundraising systems, and positioning the charity for multi-year funding.

### 3. Managing expansion responsibly

Increasing numbers of women travelling across London to attend sessions created practical and sustainability challenges.

Mitigation: Developing a growth strategy centred on feminist principles, participant consultation, and sustainable travel support and policies.

### 4. Maintaining deep impact while scaling

Rapid growth risks diluting quality.

Mitigation: Strengthening leadership pathways, building volunteer capacity, and embedding reflective practice across teams.

## 7. Plans for 2025–26

Key priorities for the coming year include:

- Becoming an employer and moving away from freelance contracts, creating a stable staff team.
- Developing a 3-year organisational strategy grounded in feminist principles, sustainability, and community leadership.
- Strengthening and empowering the Sheffield Organising Team, conducting participant consultations to plan sustainable future growth.
- Strengthening the second London session and impact of Xenia groups in North and East London.



- Laying the groundwork for longer-term expansion into South and West London, led by participant capacity and community demand.
- Securing multi-year funding to support careful, sustainable growth.

## Financial Review

During the year ended 31 March 2025, Xenia received total income of £158,972, an increase compared to the previous year's income of £123,699. Income was generated from a combination of grant funding, donations, and charitable activities.

Income comprised:

- £32,159 from donations and legacies
- £125,713 from charitable activities and project funding
- £1,100 from investment income

Of the income received, £32,159 related to unrestricted funds and £125,713 to restricted project funding.

Total expenditure for the year was £130,955, resulting in a net surplus of £28,016 for the year.

The balance brought forward on 1 April 2024 was £90,622, and the balance carried forward at 31 March 2025 was £118,638. This reflects the overall growth of the organisation during the year and the increased scale of our activities.

Xenia was supported by a diverse range of funders in 2024–25. Significant grants were received from:

- Allen Lane Foundation
- Another Way
- City Bridge Foundation
- Comic Relief
- Hackney Cultural Fund
- Garfield Weston Foundation
- George Cadbury Trust
- Greater London Authority (Skills for Londoners)
- Hackney Refugee Week
- Maingot Trust
- Merchant Taylors' Foundation
- Trust House
- Voluntary Action Sheffield



- National Lottery Community Fund
- East End Community Fund
- Workers Educational Association
- Women's Foundation
- Hilton Charitable Trust
- Local Giving

## **Restricted and Unrestricted Funds**

Restricted funding was received primarily to support project delivery in Hackney and Sheffield and specific programmes such as our Leadership and Voice project, aimed at supporting more participants to facilitate and lead Xenia sessions, our Connect, Share, Learn project increasing opportunities for women to engage with adult learning opportunities and small projects such as a photography project in Hackney with UrbanLens3.

Unrestricted funding was used to support core activities and infrastructure, including organisational development, governance, and freelancer costs.

## **Exceptional Items**

During the year, the trustees approved an exceptional payment in relation to a freelance team member taking maternity leave. Although not required under contractual terms, the trustees agreed this payment in line with Xenia's feminist values and commitment to supporting women's participation in the workforce. The payment was made to ensure continuity of support and reflects the organisation's ethical approach to staff wellbeing.

## **Financial Risks and Outlook**

The trustees recognise that Xenia remains dependent on short-term funding cycles and continues to prioritise diversification of income and the pursuit of multi-year funding.

Key financial risks include:

- maintaining sufficient reserves
- increasing costs associated with growth in both London and Sheffield
- the organisation's transition to becoming an employer

## Summary

Overall, the financial position of the charity at year end is strong, with a year-end balance of £118,638. This will support continued delivery, planned organisational development, and the progression towards employing staff. The trustees recognise the importance of securing stable, multi-year funding to support the charity's next phase of growth.

## Reserves Policy

The charity holds reserves to provide financial protection against fluctuations in income and to ensure that Xenia can continue to operate in the event of an unexpected funding shortfall. The trustees have set a target to maintain unrestricted reserves equivalent to at least three months of operating expenditure (25%), with the long-term aim of increasing this to six months (50%) as the organisation continues to grow.

At 31 March 2025, the charity held total funds of £118,638, compared with £90,622 at the beginning of the year. Based on annual operating expenditure of £130,955, the current unrestricted reserves of £89,183 represent approximately 68% of annual running costs.

The trustees acknowledge that current reserves are above the minimum target level. This reflects a year of strong income and prudent financial management during a period of organisational development. The Board anticipates that reserves will be drawn down in a planned and strategic manner during 2025–26 to support key priorities, including strengthening the charity's funding model, investing in core capacity, and managing the transition to becoming an employer. Maintaining a higher reserve level at this point provides essential stability during this planned period of change.

This policy is reviewed annually.

# Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Annual Report and financial statements in accordance with applicable law and the Charity Commission's requirements.

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of its incoming resources and application of resources for that period. In doing so, the trustees must:

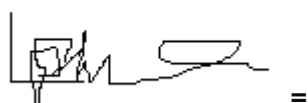
- select suitable accounting policies and apply them consistently
- make reasonable and prudent judgements and estimates
- state whether applicable accounting standards have been followed
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records which disclose, with reasonable accuracy, the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. The trustees are also responsible for safeguarding the assets of the charity and taking reasonable steps to prevent and detect fraud and other irregularities.

The financial statements have been prepared on the accruals basis, in accordance with the Charities Act 2011 and the Charities SORP (where applicable).

The trustees are responsible for ensuring that the charity can meet its obligations as they fall due, and for taking reasonable steps to identify and manage financial and operational risks.

These financial statements were approved by the Board of Trustees on 23rd January 2026 and signed on its behalf by:

A handwritten signature in black ink, appearing to read "Lelah Palmer", followed by an equals sign (=).

.....

**Lelah Palmer**  
Treasurer Xenia CIO

A handwritten signature in black ink, appearing to read "Samantha Shaw", followed by an equals sign (=).

.....

**Samantha Shaw**  
Co-chair Xenia CIO



# Independent Examiner Report

## **Report to the Trustees of the Xenia on the accounts for the year ended 31 March 2025 set out on pages 14 - 24**

I report to the trustees on my examination of the accounts of Xenia for the year ended 31 March 2025.

### **Responsibilities and basis of report**

As the charity's trustees, 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 2011 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**

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:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records or
- the accounts did 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.

*Aishat Idris*

A Idris FICB  
Bookkeeping, Accounting and  
Consultancy Services (T/A BAnC  
Services)  
Workspace House, Maxwell Road  
Peterborough, PE2 7JE

Date: 25 January 2026





# Statement of Financial Activity

For the year ended 31 March 2025

	Notes	Unrestricted Funds	Restricted Funds	2025	2024
				<b>Total</b>	<b>Total</b>
		£	£	£	£
<b>Income from</b>					
Donations and legacies	2	32,159		<b>32,159</b>	23,399
Charitable activities	3	-	125,713	<b>125,713</b>	96,508
Other trading activities					85
Investment Income		1,100		<b>1,100</b>	582
Other income			-		1,100
<b>Total income</b>		<b>33,259</b>	<b>125,713</b>	<b>158,972</b>	<b>123,699</b>
<b>Expenditure on</b>					
Raising funds		9,930	-	<b>9,930</b>	-
Charitable activities		21,112	99,913	<b>121,025</b>	101,317
<b>Total expenditure</b>	4	<b>31,042</b>	<b>99,913</b>	<b>130,955</b>	<b>101,317</b>
<b>Net income/(expenditure)</b>		<b>2,217</b>	<b>25,800</b>	<b>28,016</b>	<b>22,382</b>
<b>Reconciliation of Funds</b>					
Funds Brought forward		86,966	3,656	<b>90,622</b>	68,240
Net movement		2,217	25,800	<b>28,016</b>	22,382
Funds carried forward	11	<b>89,183</b>	<b>29,456</b>	<b>118,638</b>	<b>90,622</b>

All the above results are derived from continuing activities. There were no gains and losses recognised in the year. Movements in funds are disclosed in note 11 to the financial statements.



# Balance Sheet

As at 31 March 2025

		£	£
		2025	2024
Cash		122,337	121,366
Accrued income	8	6,471	
<b>Current assets</b>		<b>128,807</b>	<b>121,366</b>
Creditors		8,643	8,744
Deferred Income		-	21,000
Accruals		1,525	1,000
<b>Current liabilities</b>	9	<b>10,168</b>	<b>30,744</b>
<b>Net current assets</b>		<b>118,638</b>	<b>90,622</b>
Non-current liabilities		-	-
<b>Net assets</b>		<b>118,638</b>	<b>90,622</b>
<b>Funds</b>			
General Funds	11	89,183	86,966
Restricted Funds	11	29,456	3,656
<b>Total Funds</b>		<b>118,638</b>	<b>90,622</b>



# Statement of Cash Flows

For the year ended 31 March 2025

	2025	2024
	£	£
<b>Net income</b>	<b>28,016</b>	22,382
Adjustments for:		
Interest income	<b>1,100</b>	582
(Increase)/Decrease in debtors	<b>(6,471)</b>	215
(Decrease)/Increase in creditors	<b>(20,656)</b>	(22,501)
<b>Net cash provided by operating activities</b>	<b>2,069</b>	<b>678</b>
<b>Cash flow from investing activities</b>		
Investment income—bank interest	<b>(1,100)</b>	(582)
<b>Net cash provided by investing activities</b>	<b>(1,100)</b>	<b>(582)</b>
<b>Change in cash and cash equivalents in the year</b>	<b>970</b>	(15,250)
Cash and cash equivalents at the beginning of the year	<b>121,366</b>	<b>121,270</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>122,336</b>	<b>121,366</b>



# Notes forming part of the financial statements

**For the year ended 31 March 2025**

## **1. Accounting policies**

The following accounting policies have been applied consistently in dealing with items which are material in relation to the financial statements.

### **a. Basis of preparation**

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 (FRS 102) (effective 1 April 2019)—(Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (April 2019) and the Companies Act 2006. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

### **b. Public Benefit Entity**

The charity meets the definition of a public benefit entity under FRS 102.

### **c. Income**

All income is included in the statement of financial activities (SOFA) when it is probable that the income will be received and the amount can be quantified with reasonable accuracy.

- Donations are recognised when received.
- Gifts are taken into account on a receivable basis, but only when capable of exact financial measurement.
- Restricted grants are recognised as income when they become receivable. Where unconditional entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions, the income is deferred.

### **d. Expenditure**

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 allocated to the particular activity where the cost relates directly to that activity, along with any associated irrecoverable VAT.

e. Expenditure on raising funds

Expenditure on funds relate to the costs incurred by the charity in developing relationships with third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

f. Fund accounting

Funds held by the charity are either restricted or unrestricted.

- Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.
- Unrestricted funds can be used in accordance with the charitable objects at the discretion of the trustees.

g. Taxation

The charity is exempt from taxation on its charitable activities.

h. Financial instruments

Financial assets, such as cash and debtors, are measured at their present value of the amounts receivable, less an allowance for the expected level of doubtful receivables. Financial liabilities, such as trade creditors are measured at the present value of the obligation.

i. Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.



j. Cash

Cash at bank and cash in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k. Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

n. Statutory information

Xenia is a charitable incorporated organisation. The registered office address is c/o Whitechapel Gallery, 77–82 Whitechapel High Street, London. E1 7QX.

## 2. Donations and legacies

	2025	2024
	£	£
Donations from or on behalf of trustees	-	-
Other donations	32,159	23,399
<b>Total donations and legacies</b>	<b>32,159</b>	<b>23,399</b>

All income from donations and legacies was unrestricted.



### 3. Restricted revenue

		<b>2025</b>	<b>2024</b>
		<b>£</b>	<b>£</b>
	Allen Lane Foundation	<b>3,000</b>	-
	Another Way	<b>2,500</b>	2,500
	City Bridge	<b>24,599</b>	6,030
	Comic Relief	<b>966</b>	8,692
	Garfield Weston	<b>10,000</b>	
	GLA Skills for Londoners	<b>18,947</b>	3,083
	GLA Skills for Untold Stories		19,708
	Groundwork		2,000
Charitable activities	Hilden Fund	<b>10,500</b>	3,500
	Magic Little Grants		500
	London Borough of Hackney	<b>4,000</b>	
	Maingot Trust	<b>15,000</b>	15,000
	Merchant Taylors	<b>5,000</b>	5,000
	National Lottery	<b>19,946</b>	9,995
	Trust House	<b>9,995</b>	
	VAS Sheffield	<b>800</b>	
	Ukraine Response Fund	<b>35,000</b>	10,000
	Other Grants	<b>500</b>	500
<b>Total restricted revenue</b>		<b>125,713</b>	<b>96,508</b>



#### 4. Expenditure

	Cost of raising funds	Charitable activities	<b>2025 Total</b>	<b>2024 Total</b>
<b><u>Project Delivery</u></b>	£	£	£	£
Volunteer expenses	-	344	<b>344</b>	282
Workshop materials	-	280	<b>280</b>	537
Training & Partnerships	-	5,750	<b>5,750</b>	3,244
Participants travel	-	4,857	<b>4,857</b>	1,704
Other Participants costs		372	<b>372</b>	535
Advertising & marketing		562	<b>562</b>	1,327
Scaling activities	-	-	-	6,524
<b><u>Governance</u></b>				
Audit & Accounting Service	-	2,367	<b>2,367</b>	429
Consultancy	-	3,266	<b>3,266</b>	2,682
Other Compliance cost	-	177	<b>177</b>	461
<b><u>Support costs</u></b>			-	-
Freelancers cost	9,930	90,487	<b>100,417</b>	81,261
Travel & subsistence	-	391	<b>391</b>	310
Team Training	-	1,011	<b>1,011</b>	503



Rent & room hire		2,873	<b>2,873</b>	287
Printing, Postage & Stationery		96	<b>96</b>	12
Telephone & Internet		248	<b>248</b>	120
Website, IT & Software cost		1,469	<b>1,469</b>	1,119
Office Equipment	-	1,017	<b>1,017</b>	-
Insurance	-	492	<b>492</b>	461
Exceptional cost	-	4,965	<b>4,965</b>	-
<b>Total expenditure</b>	<b>9,930</b>	<b>121,025</b>	<b>130,955</b>	<b>101,317</b>

5.



## 5. Independent examiner's remuneration

	2025	2024
	£	£
Independent examiner's fees	975	1,000
Accountancy services	550	-
	<b>1,525</b>	<b>1,000</b>

6.

## 6. Trustees' remuneration and expenses

The trustees neither received nor waived any emoluments during the year and no expenses were reimbursed to trustees.

## 7. Staff costs

Xenia did not employ any staff during the year. The charity engaged 8 paid contractors to provide professional services. The total fee paid to these individuals was £100,417 (2024: £81,261).

## 8. Related party transactions

Xenia had no related party transactions during the year.

## 9. Debtors and prepayments

	2025	2024
	£	£
Grant receivable	6,471	-
	<b>6,471</b>	<b>-</b>

## 10. Creditors

	2025	2024
	£	£
<b>Amounts falling due within one year</b>		
Trade creditors	8,643	8,739
Deferred Income	-	21,000
Accruals	1,525	1,000
	<b>10,168</b>	<b>30,739</b>

11.

## 11. Analysis of net assets between funds

	Unrestrict ed funds	Restrict ed funds	<b>Total</b>
	£	£	£
<b>Fund balances at 31 March 2025 are represented by:</b>			
Current assets	102,006	26,801	<b>128,807</b>



Current liabilities	(10,168)	-	<b>(10,168)</b>
Non-current liabilities	-	-	-
<b>Total net assets</b>	<b>91,839</b>	<b>26,801</b>	<b>118,638</b>
	-	-	-

**Fund balances at 31 March 2024  
are represented by:**

Current assets	117,710	3,656	<b>121,366</b>
Current liabilities	(30,744)	-	<b>(30,744)</b>
Non-current liabilities	-	-	-
<b>Total net assets</b>	<b>86,906</b>	<b>3,656</b>	<b>90,622</b>

12.

**12. Restricted & unrestricted funds**

The funds of the charity include restricted funds. These are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Unrestricted funds can be used in accordance with the charitable objects at the discretion of the trustees.

**Fund balances at 31 March 2025 are represented by:**

	At the start of the year	Income	Expendit ure	At the end of the year
	£	£	£	£
Restricted funds	3,656	126,714	(99,913)	<b>30,457</b>





Unrestricted funds	86,966	32,257	(31,042)	<b>88,182</b>
<b>Total funds</b>	<b>90,622</b>	<b>158,972</b>	<b>(130,95)</b>	<b>118,638</b>

**Fund balances at 31 March 2024 are represented by:**

	At the start of the year	Income	Expenditure	At the end of the year
	£	£	£	£
Restricted funds	2,590	96,508	(49,235)	<b>3,656</b>
Unrestricted funds	65,650	27,191	(18,709)	<b>86,966</b>
<b>Total funds</b>	<b>68,240</b>	<b>123,699</b>	<b>(101,317)</b>	<b>90,622</b>

### 13. Financial commitments

As at 31 March 2025 Xenia was not committed to making any payments under non-cancellable operating leases.

### 14. Post balance sheet events

The charity has evaluated and determined that no events occurred that would require adjustment to or disclosure in these financial statements.