



NOMAD – Nations of Migration Awakening the Diaspora Annual Report & Accounts 31st March 2023

REPORT OF THE BOARD OF TRUSTEES FOR THE YEAR ENDED 31 March 2023

REPORT OF THE DIRECTORS / TRUSTEES

STRUCTURE, GOVERNANCE AND MANAGEMENT

NOMAD – Nations of Migration Awakening the Diaspora, is a Charitable Incorporated Organisation (CIO) operating in the UK under a Constitution adopted on 22 July 2016, which states the objectives of NOMAD as follows:

For the public benefit to act as a resource for young people (primarily but without limitation) who are currently residing in London and across the UK as a result of breaches of human rights, war or civil disturbance, public calamity (including famine, earthquake or pestilence), the immediate or continuing effects of lack of natural or other resources or any other cause of poverty, distress, suffering and oppression in their countries or origin by providing advice, support, assistance and organising programmes of physical, educational and other activities as a means of:

- (a) Advancing them in life and helping them by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;**
- (b) Advancing their education and learning in particular through the use of the arts;**
- (c) Preventing or relieving their poverty including financial need, hardship, distress and suffering, and relieving the effects of oppression;**
- (d) Promoting their physical, emotional, and mental good health and wellbeing; (e) Relieving unemployment; and**
- (f) Providing or supporting the provision of recreational and leisure time activity in the interest of social welfare with a view to improving their conditions of life.**

NOMAD has developed into a vibrant network of young people who originate from all parts of the world taking initiatives to make positive change in their own lives and the wider community.

Trustees

The Constitution states there must be at least three charity trustees. If the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee.

Operational Management

The day-to-day management of the CIO is through the two co-founders of the charity, who report to the Board of Trustees. Four members of staff provide specialised services to the CIO, and there are 25 young leaders involved as volunteers.

Policies

NOMAD has the following policies regulating its operations, which will be regularly updated:

- Child Protection

- Health and Safety
- Equal Opportunities
- Financial Policy and Procedures

Risk Management

The Trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Nomad this year has worked in partnership with Clear Thinking Consultancy to develop our 5-year strategy which has included reflecting on the impact our work has had over the last 10 years. We are fully committed to develop sustainably for the future which meant for a short period in 2022/23, we slowed down our projects in order to do some deeper thinking and evaluation. We wanted to create a strategy which is not confined to the pages of a document but is a living, breathing testament to the dynamic nature of Nomad. It anticipates challenges, embraces change, and harnesses the energy of a passionate team and community to dream big! who all share lived experiences and understanding of what it means to be young people growing up in the UK from refugee backgrounds. Nomad envisions a future where collaboration transcends boundaries. Our strategy hopes to foster partnerships that go beyond the ordinary, creating a network where the sum is truly greater than its parts. We are not just building a strategy; we are cultivating a movement, a force for change that echoes far beyond our immediate sphere. Together, with our dedication to social change, we are poised to redefine the landscape of community-led impact, celebrating the richness of diversity and charting a course towards a future where the dreams of young people shape the reality of tomorrow. At the core of this transformative process have been the voices and stories of our community—people with lived experience and from refugee backgrounds—who, with courage and grace, worked to shape our collective future. With support and funding from Paul Hamlyn we spent this time of learning to create something that is tangible. We continue to pull in outside knowledge and expertise to guide us through this process, we want our systems and structures to represent us, not just to function in the charity sector but to truly enable people with lived experiences to thrive within a structure that is guided and informed by our realities. We worked closely with Kita Ikoku, Clear Thinking Consultancy, to develop Nomad's strategic plan for the next 5 years

International Women's Festival

Nomad's International Women's Festival at The Arc has left an enduring impact by providing a dynamic platform for 30 women to explore, create, and connect. The innovative use of clay sculpting during the festival served as a powerful medium for participants to delve into the multifaceted aspects of womanhood in contemporary society. The Festival, spanning two days, was a celebration of diversity, creativity, and shared experiences.

The clay sculpting sessions were a unique and hands-on approach to introspection, allowing participants to visually represent and express their individual perspectives on what it means to be a woman today. Through the tactile process of shaping clay, women engaged in a form of artistic dialogue, creating sculptures that embodied their personal narratives and reflections on womanhood. These tangible creations became symbolic representations of the collective experiences shared within the community. The Festival also provided a vibrant setting for meaningful conversations and story

exchanges issues that came up around body image, sexual assault and expectations from society. The communal table served as a focal point for dialogue, where women shared their diverse stories, challenges, and triumphs. This open exchange of experiences fostered a sense of solidarity, breaking down barriers and creating a supportive atmosphere for the participants. Breaking bread together enhanced the sense of community and connection, reinforcing the notion that the Festival was not just about individual expression but also about building a collective identity.

The safe space allowed meaningful conversations, and a diverse array of activities, the Festival celebrated the richness of women's experiences, fostering a sense of empowerment, unity, and creativity within the community. The enduring impact of this Festival resonates in the tangible sculptures, shared stories, and strengthened connections among the women who participated.

Girls Group

NOMAD successfully implemented the Young Women's Safe Space project, building on the impactful work conducted with Somali women over the past year. This transformative initiative centred around fostering a non-judgmental environment for a group of 45 young women, contributing significantly to NOMAD's overarching 'Journey to Justice' pillars. The project's primary objective was to establish a safe space that celebrated individualism and bridged existing gaps in support. This space proved to be a crucial platform for connecting, exploring, and expressing the fears young Somali women currently experience. By addressing these concerns openly and empathetically, NOMAD successfully created an atmosphere where the participants felt heard and understood.

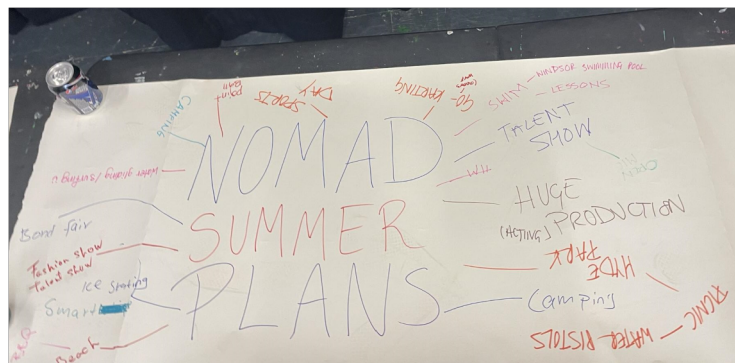
The impact of the project extended beyond the immediate group of young women, as it evolved into a powerful campaign. The ripple effect of the safe space resonated within the community, fostering a greater awareness of the challenges faced by young Somali women. This not only contributed to breaking down stereotypes and stigmas but also initiated a broader conversation on the importance of providing safe spaces for marginalized groups. We were delighted to see young women going to university and studying courses which inspired them rather forced upon them by their parents.

One outcome of the project was its success in establishing connections with parents. By creating a dialogue that encouraged understanding and empathy, NOMAD effectively engaged with parents who may have been projecting their own fears and values onto the young women. This proved to be a pivotal step in fostering a more supportive and inclusive community, ultimately contributing to the empowerment of young Somali women.

As NOMAD's Young Women's Safe Space project unfolded, it became a beacon of positive change, emphasizing the organization's commitment to social justice and empowerment. The lasting impact of this initiative continues to resonate, creating a lasting legacy that extends well beyond the confines of the project timeline. Through this project came our intergenerational project which aims to engage parents and elders who feel invisible in society

NOMAD employs participatory action research (PAR) as a fundamental approach, emphasizing the engagement of young individuals in all phases of our

projects. Prior to developing our summer trips, we conducted a brief meeting with the young participants to collaborate and explore their aspirations. During this session, we encouraged them



to share their desires for summer activities, and together, we charted out a comprehensive map of ideas. We hope to expand our team, cultivating a consistent group of volunteers dedicated to supporting NOMAD's mission. The inclusion of a larger team and regular volunteers would significantly enhance our capacity to bring more of the envisioned activities to life during the summer program.

Summer Projects

London museum

The first summer trip of the year was to 'The Museum of London' where we supported **15 young people** to visit the Museum. We did a tour of the gallery looking at London's ancient and modern history. We came across old coins, buried treasure, and religious items that some of the young people were surprised by. We learnt about Black history in London and looked at many costumes and Victorian style shops. As well as explored an exhibition on the roots of Grime music for some of our young people that love to make music and rap.

Southend Adventure Island

We took **25 young people** to 'Adventure Island' Theme park in Southend. It was wonderful to have such a great turn out, the young people had paid wrist bands and so were free to get off and on as many rides as they wanted. They enjoyed being by



the seaside and had the opportunity to have strolls and a fish and chip lunch. It was great fun and good to know we can accommodate such a large group. Some of the young people have never left Harrow because of lack of resources and support, this trip provided fun and respite. **Harrow**

College Arts and Crafts

Harrow College Arts and Crafts project, in collaboration with NOMAD, has made a profound impact by providing a creative outlet for 200 ESOL (English for Speakers of Other Languages) students. The initiative, centred around art sessions at Arc House, not only served as a platform for artistic expression but also became a catalyst for building connections, fostering friendships, and promoting cultural exchange. One of the notable impacts of this project is the creation of an open space for ESOL students to engage with NOMAD. The art sessions served as a gateway for these students to get to know the organization, its values, and its commitment to fostering community bonds. Through the shared experience of artistic expression, the students were introduced to NOMAD's ethos, creating a sense of belonging and community. Beyond the artistic endeavours, the project significantly contributed to building friendships among the ESOL students. The collaborative nature of arts and crafts sessions provided a relaxed and

enjoyable atmosphere, breaking down language barriers and promoting interaction. This not only enhanced the students' social skills but also created a supportive network within the community.

The incorporation of fun, food, and friendship into the project further intensified its impact. Shared meals and enjoyable activities during the art sessions fostered a sense of camaraderie among the participants. This holistic approach not only enriched the students' experience but also promoted a positive and inclusive community environment.

Sudanese Community Build Project

The Sudanese Community Build Project, addressing a crucial need for a dedicated focus on the Sudanese community. This initiative, inspired by one of our Sudanese members at NOMAD - a devoted long-time supporter - emerged in response to the lack of a distinct space for Sudanese voices within Harrow.

NOMAD, driven by its core values of amplifying voices that struggle to be heard, recognized the importance of creating a platform for the Sudanese community to express themselves. The project was designed with a commitment to fostering a sense of belonging and empowerment, particularly among the young people in the Sudanese community. NOMAD facilitated the creation of a space that not only acknowledged the unique challenges faced by the Sudanese community but also provided avenues for individuals to share their experiences and perspectives. This newfound platform allowed for the articulation of voices that had previously been marginalized or overlooked. Moreover, the project's focus on the younger generation within the Sudanese community has yielded positive outcomes. It has provided opportunities for personal and cultural growth, empowering young people to embrace and celebrate their identity. The expression of their voices within a supportive environment has not only enhanced their self-esteem but has also contributed to the development of a strong and resilient community.

UK Trauma Council

Nomad worked in partnership with UK Trauma Council to share our expertise as a youth-led charity working with vulnerable young people and dealing with trauma. This mission has led us to actively contribute to the development of crucial resources aimed at making their services and trauma and mental health support more accessible. In the pursuit of this goal, we dedicated our efforts to enhancing the effectiveness of organizational training within the Trauma Council. A significant milestone in this collaborative journey has been the co-designing of an app set to be launched by the UK Trauma Council. This innovative application aims to serve a dual purpose; catering to both professionals and service users, with a central focus on promoting mental wellbeing. Our collaborative work on this app signifies a comprehensive approach to mental health support. Professionals within the field will find a valuable resource that aids in their work, providing them with the tools and information needed to enhance their services.

Acknowledgements

There are many people to thank for their contributions over the past year. We would like to say a massive thank you to Fatma, founder and co-director, who has made tremendous contributions to Nomad's legacy. In 2023, she stepped down from her role to explore the world! Thank you Bonnie, our project worker who played a key role in creating safe and creative spaces with young people, we

wish you both well in your future. Thank you to Asha, founder and co-director, for your unwavering passion and dedication to supporting young people to achieve their dreams and build a better place.

We are grateful to Paul Hamlyn Foundation for funding the appointment of Clear Thinking Consultancy to facilitate this strategic review process, and to its Director, Kita Ikoku, for producing our Strategic Plan. We would like to thank our funders: John Lyon's Charity, Paul Hamlyn Foundation, Sainsbury's Foundation, Big Lottery, Trust for London, Tudor Trust, Awards for All as well as all the individuals who have donated to NOMAD. We would also like to thank all the organisations and volunteers who have contributed to NOMAD to continue to build and strengthen our community. Thank you to all our trustees for all the continuous support and hard work. Last but not least to all the amazing Young People who share their talent, passion and skills who make NOMAD the unique organisation it is. Thank you!

Nomad

Statement of Financial Activities

For the Year Ended 31st March 2023

	Note	Total 22/23	Total 21/22
Income	1		
Restricted grants		£65,490	£150,000
Unrestricted grants		£10,000	£10,000
Other income		£4,071	£4,831
Total Income		£79,561	£164,831
Expenditure	2		
Charitable activities		£8,813	£12,975
Movement in reserves		£10,741	-
Operating expenses		£142,205	£96,744
Total Expenditure		£161,759	£109,719
Net (Expenditure)/Income		(£82,198)	£55,112
Carried forward reserves		£6,090	£81,871
Total Funds of the Charity and Reserves		£51,356	£122,813

To explain excess expenditure over income for year 2022/23

One off exceptional circumstance - Since Covid 19 (2020/21 & 2021/22) Nomad has been unable to spend funding in-year as per normal practise, this was due restrictions and lockdown environment linked to the COVID19 pandemic, this meant funding from previous years was unspent and brought forward and spent in the year 2022/23.

*Note the increase in payroll expense Year on Year this represents;

- 1) A strategic review of resource planning undertaken and hiring more employees became imperative as Nomad plans to deliver on its ambitious plans in 2023/24 and beyond.

*2x part-time colleagues to full time

*1x part-time colleague employed

2) Key changes to internal processes namely establishing a pay review process.

Nomad

Balance Sheet

As of 31st March, 2023

	Note	Mar 31, 2023	Mar 31, 2022
Assets			
Fixed Assets			
Tangible Assets		£534	£960
	3		
Current Assets			
Cash at Bank and in Hand		£56,336	£121,042
Prepayments		£355	£811
Total Current Assets		£56,691	£121,853
Total Assets		£57,225	£122,813
Current liabilities			
Other creditors		£5,869	-
Net assets		£51,356	£122,813
Total Funds of the Charity			
Restricted Prepaid Income		£45,266	£40,942
	4	£45,266	£40,942
Reserves			
Brought forward reserves		£81,871	£26,759

Additional reserves	£6,417	-
Net (expenditure)/income	£(82,198)	£55,112
Carried forward reserves	£6,090	£81,871
Total Funds of the Charity and Reserves	£51,356	£122,813

Notes to the Financial Statements for the year ended 31st March 2023

1 Income

The key charitable grants utilised in FY 22/23 were as follows:

	Restricted funding
Tudor Trust	£30,000
Trust for London	£21,500
Awards For All	£9,990
John Lyons	£4,000

2 Expenditure

Expenditure

Charitable Activities	£8,813	£12,975
Rent Expense	£12,341	£14,492
Insurance- property	£1,064	£841
Office Supplies	£5,081	£2,384
Telephone and internet	£1,865	£1,230
Utilities	£5,388	£3,681
Depreciation	£427	£778
Travel Expenses	£891	£583
Payroll	£103,659	£66,828
Professional Fees	£9,762	£2,131
Repairs and security	£1,727	£3,796
Total Operating Expenses	£151,018	£109,719

3 Tangible Assets

Depreciation is recognised on a straight-line basis over 3 years.

IMAC 1

	Cost	£1,259
May-17 Annual		£420
FY-18 charge	11 months	£385
FY-19 charge	12 months	£420
FY-20 charge	12 months	£420
FY-21 charge	1 month	£34
NBV		£0

Camera 1

	Cost	£599
Mar-18 Annual		£200
FY-18 charge	1 month	£17
FY-19 charge	12 months	£200
FY-20 charge	12 months	£200
Fy-21 charge	11 months	£182
NBV		£0

IMAC 2

	Cost	£1,079
Apr-19 Annual		£360
FY-20 charge	12 months	£360
FY-21 charge	12 months	£360
FY-22 charge	12 months	£359
NBV		£0

Camera 2

	Cost	£299
Apr-19 Annual		£100
FY-20 charge	12 months	£100
FY-21 charge	12 months	£100
FY-22 charge	12 months	£99
NBV		£0

Coffee machine

	Cost	£1,000
Jul-21 Annual		£333
FY-22 charge	9 months	£250
FY-23 charge	12 months	£333
NBV		£417

Furniture

	Cost	£280
Jul-21 Annual		£93

FY-22 charge	9 months	£70
FY-23 charge	12 months	£93
	NBV	£117
NBV		£534

4 Funds of the Charity

Restricted

Tudor Trust	£9,773
Awards for All	£7,730
Paul Hamlyn	£2,716
John Lyon	£3,411
Trust For London	£21,613
Sainsbury	£22
	£45,266

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

**Report to the
directors of**

Nomad

**On accounts for the
year ended**

31 March 2023	Compan y no.	
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Set out on pages

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**Respective
responsibilities of
directors and
examiner**

The company's trustees are responsible for the preparation of the accounts. The company's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the Charities Act,
- to follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act, and
- to state whether particular matters have come to my attention.

**Basis of independent
examiner's
statement**

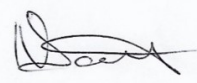
My examination was carried out in accordance with general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

21/12/23

**Independent
examiner's
statement**

In connection with my examination, no matter has come to my attention

1. which gives me reasonable cause to believe that in, any material respect, the requirements:
 - to keep accounting records in accordance with section 130 of the Charities Act; and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Acthave not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Date:
Signed:

Name: Helen Attack

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

FCA

Address: 10a High Street, Chislehurst, Kent BR7 5AN

Section B

Disclosure

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

None