



**NOMAD – Nations of Migration
Awakening the Diaspora
Annual Report & Accounts
31st March 2024**

The Board of Trustees presents its report and unaudited financial statements for the year ended 31 March 2024

REFERENCE AND ADMINISTRATIVE INFORMATION

Company / Charity Name **NOMAD – Nations of Migration Awakening the Diaspora**

Charity registration number 1168763

Registered Office and operational address

The Lodge - 64 Pinner Road
Harrow, HA1 4HZ

Directors & Trustees

A. Sheikh

O. Abati

P. Fitzpatrick

P. Vassie- Chair

M. Hale (appointed 23/1/2024)

Management of the CIO is through the Executive Director; A. Mohamed

Independent Examiner

Bell's Accountant
10a High Street
Chislehurst
Kent
BR7 5AN

Bank

The Co-operative Bank
Po box 250

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 co-founder of the charity, who reports to the Board of Trustees. Two 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.

A Year of Growth and Reflection

This year has been a significant one for Nomad. We've focused on building and strengthening our internal structures to ensure that we're well-positioned for sustainable growth. A big part of this has been investing in our team — through training, development, and providing coaching to support everyone in their roles. It's been a year of learning, growth, and transformation.

We're now in the first year of implementing our strategy, which we developed in collaboration with Clear Thinking Consultancy. This partnership has been a source of clarity and inspiration, helping us to align our efforts and stay focused on our long-term vision. The journey has come with both achievements to celebrate and challenges to navigate. Yet, through it all, we've learned so much about ourselves and our organization.

Every step we've taken this year has made us stronger, and we believe these lessons are helping us to create a more solid foundation for the future. While we acknowledge that there's always more to do, we are genuinely excited about the direction we're heading and the possibilities ahead.

As we look back on this year, we are deeply grateful for the support of our team, partners, and community. The challenges we've faced only strengthen our commitment to growing Nomad into a truly sustainable organization — one that can continue to make a meaningful impact for years to come. We look forward to the next chapter with a sense of purpose, optimism, and renewed energy.



Nomad Arc House Revamp: A Space for Young People by young people

The **Nomad Arc House** was recently revamped by **32 young people** who wanted to transform it into a warm, welcoming space they could truly call "home." During the refurbishment, we provided food and tea, using the time to engage in meaningful conversations about our **shared purpose** as a community. Young people shared, *"There's nowhere for us to go in Harrow. They opened an arcade, but they kick us out if we're not spending money. We used to hang out at the bus station because it was warm, but we'd always end up getting into fights with others."*

They continued, *"Nomad is like our second home. Nobody forces us to be here; we choose to be here. We choose to be part of this space."*

Nomad at the Ubele Agebero Conference

In December 2023, Nomad was honoured to be invited as **guest speakers** at the **Ubele Agebero Conference**, where we had the opportunity to share our unique journey, discuss the challenges of securing diverse funding, and showcase our upcoming documentary. The interest in learning about how we engage with **diverse funders** highlighted the value of the knowledge and expertise we've built over the years, as well as the importance of sharing these insights within the broader community.

Attending the conference not only allowed us to **network** and **build new connections**, but it also gave us a **broader perspective** on the significance of **Nomad's work** beyond the local context of Harrow. Being invited as guest speakers and seeing the recognition of our work on a **national** and **international scale** was both motivating and affirming. It reinforced the purpose and impact of **Nomad**, and reminded us of the broader relevance of our mission.

During the conference, we had the chance to build connections and share learning with over **20 Black-led national and international organizations**, strengthening our relationships within the sector and opening up opportunities for future collaboration.

Partnerships and Progress: Harrow Youth Violence Project - Call me by my Name.

Since **Nomad** called an emergency meeting back in December, **Harrow Young Foundation**, **Ignite**, **the Police**, and **Harrow Town Management** have been part of a collaborative project to address youth violence in Harrow. Despite already leading our own long-term project funded by **Awards for All**, we were invited to join this shared initiative, which aims to bring together key community stakeholders to tackle the challenges facing young people.

MOPAC Research

Additionally, MOPAC (**Mayor's Office for Policing and Crime**) has provided limited funding from **February to May** for conducting a piece of research into youth violence. While the MOPAC funding is short-term, we see it as a **starting point** for our broader, **two-year project** focused on **research** and **action**. Throughout this period, we will be engaging with **funders**, **youth organizations**, **policymakers**, and **the police** to ensure the project is driven by the needs and voices of young people.

A Different Approach to Partnerships

Our involvement in these partnerships comes with a renewed sense of hope, but also caution. Over the past **15 years**, our experiences with the services, and the police in Harrow have often been frustrating. We've encountered significant challenges and barriers that have highlighted the systemic issues affecting young people in our community. However, this time, we're committed to making sure our values and **ethos** remain at the core of everything we do. We have refused to negotiate on our principles, even when faced with difficult situations.

We want to take our negative experiences and transform them into something positive—**real** recommendations for change that will help to address the ongoing issues in Harrow. The problems we are tackling may not be the same as 10 years ago, but they still exist today. **We must do better.**

Training Young People for Participatory Research

As part of the **MOPAC-funded project**, we trained **three young people** in **participatory research methods**—equipping them with the skills to conduct surveys, focus groups, and interviews. This training is an important part of our upcoming documentary on **youth violence** in Harrow and young people's **lived experiences**. Over two months, we worked closely with a **filmmaker** to help the young

people learn how to **edit** and **interview** community members, giving them the tools to create a meaningful, community-driven narrative around the issue of violence.

Awards for All Grant

We have secured a **one-year grant** of **£19,450** from **Awards for All**, specifically dedicated to creating **safe spaces** and **projects for young people** in Harrow due to the rise in violence. This funding will allow us to run several initiatives focused on providing support, safe spaces, and opportunities for young people to build community and resilience in the face of these challenges.



Iftar at Nomad

Nomad was fortunate to secure free food from two local restaurants in Harrow, who generously donated meals for over 40 young people during Ramadan.

We hosted **4 Iftars at the Arc**, bringing together **45 young people**, 8 of whom were living in local hostels, isolated and alone. Thanks to the support of existing Nomad members, we were able to identify young people who would truly benefit from the sense of community that our Iftars provide.

These young people will also be included in our **sports project** and **youth sessions**, continuing to build connections and access support in a welcoming environment.

Nomad's Young Girls and Women's Project



At Nomad, we're creating a **safe space** for young women to come together, share their stories, and explore the challenges they face today. This is a space for **friendship**, **support**, and a true sense of **belonging**—where young women can find community, strengthen their voices, and reflect on what it means to be a woman in today's world.

The project is all about **identity**, **culture**, and the evolving role of women. It's a place where we can ask tough questions, challenge stereotypes, and find strength in one another's experiences.

What We Explored Together:

- **Getting to Nomad Outside of School and College:** How do we make sure young women can access Nomad when schools and colleges are closed? We know how isolating it can feel, and we're here to support you.
- **Challenging Sexism in Our Families:** Many young women face barriers at home, like being restricted from going outside or being held back by old-fashioned ideas. At Nomad, we want to talk about how we can challenge this and create space for young women to take up more room in their own lives.
- **Consent and Peer Pressure:** What does consent mean? How do we navigate pressure in relationships and understand our rights in a world that often makes it complicated? We'll explore these topics together, supporting each other to build confidence and clarity.
- **What It Means to Be a Woman Today:** What does it mean to be **female** in today's world? How do we balance tradition and modern life, identity and expectation? We'll talk about the good and the difficult parts of being a woman today.

Belonging, Identity, and Finding Ourselves: Where do we truly belong? How do we carve out our own space in a world that often tries to define us? This is a space where we explore identity, culture, and how we can own our stories.

Friday Creative Writing Sessions / Youth Group

Our **Friday Creative Writing sessions** have grown into a vibrant and supportive space for young people to come together, build friendships, and explore their creativity. What began as an open drop-in session has blossomed into a strong **community hub**, where connection, expression, and support are at the core of everything we do.

This year, we've been fortunate to work with **Nomadic Libax**, a renowned **artist, poet, and creative**. Nomadic Libax has played a pivotal role in **facilitating our creative writing sessions**, helping the young people explore themes like **identity, migration, and dreams**—topics that resonate deeply with their personal experiences. Through writing, they've been able to reflect on their journeys, challenges, and aspirations.

Beyond just writing, Nomadic Libax has been instrumental in **building confidence** within the group, helping the young people find the courage to **perform their poems** and share their voices. With guidance and encouragement, they've not only honed their writing skills but have also gained the self-assurance to express themselves in front of others, something that many of them previously found intimidating.



We've also incorporated **cooking and sharing food** into the sessions, using the act of preparing meals together as a way to bond, relax, and nurture a sense of community. It's become a meaningful part of the process, reminding everyone that creativity is about connection and shared experiences, both through words and through food.

So far, **25 young people** have actively participated, and we're working towards a **performance** that will showcase the powerful voices and stories that have emerged from our creative writing process. This performance will be a celebration of their personal growth, creativity, and the

strength of their community, and we're excited to see them step into the spotlight with the confidence they've built along the way.

As we continue this journey, we look forward to further nurturing this space where creativity and confidence can flourish, helping our young people find their voices and take pride in sharing them with the world.

Shaah and Sheeko Project Goals:

A Safe Space for Elders:

This project is about creating a safe, **welcoming space** for elders to come together, share their stories, their challenges, and their hopes for the future. It's a place where they can connect, share wisdom, and reflect on the journey they've taken. We also want to listen to and capture their experiences since coming to the UK—stories that have too often been left untold.

Creating a Bridge Between Generations:

Our vision is to foster a **communication channel** between elders and young people, helping them connect with one another across generations. This will help ensure that the wisdom of the past is passed on to the next generation, while also allowing young people to share their experiences and challenges.

Progress So Far:

Over the past year weeks, we've brought together **60 elders** from across Northwest London. We've created a space for them to connect, share their wisdom, and reflect on the unique challenges they've faced since arriving in the UK.

We're also in discussions with **SOAS University** to explore a potential partnership to create an **archive** of individual stories from Somali elders. This will include an **unseen photo gallery** and will be the third part of our ongoing project, "**Unwritten Tales of the Tongue**"—a project dedicated to capturing and preserving the voices and experiences of our elders.

Website Redesign – A True Reflection of Our Work

At Nomad, we've always been deeply committed to the work we do on the ground, engaging with young people, advocating for refugee and migration issues, and building meaningful community connections. However, we've realized that our online presence didn't fully reflect the impact and breadth of our work. Our old website had become a **barrier** to showcasing our achievements, as we were so focused on frontline efforts that the digital space didn't align with our growing mission.

That's why we decided it was time for a **redesign**. We collaborated with a talented **website designer** to create a platform that would more effectively tell the story of **Nomad's work** and **engage our community**. This redesign has been a long time coming, and it's not just about aesthetics—it's about building a website that truly captures the **heart** of what we do.

The new website is a **reflection of our values** and our commitment to empowering young people, supporting refugees, and advocating for social change. We've ensured that it highlights our **projects, events, and impact**, providing a space where people can connect with our work, learn more about our mission, and get involved.

We're excited to share this new chapter with you and hope that the website will become a tool for greater **visibility** and **engagement**—one that fully represents the incredible work being done at Nomad every day.

AMPACC financial tool

We have been working with Olivia Smith and Clearthinking Consultancy, using the AMPAAC tool to develop an approach to full cost recovery. This collaboration has provided Nomad with valuable insights into our financial model and helped refine our cost allocation process. In April, we will review the progress made over the past six months and assess how the tool has contributed to improving our financial sustainability."

Coaching

Asha's dedication to professional growth, exemplified by her participation in a year-long group coaching course focused on Black leadership, has greatly influenced her leadership approach at NOMAD. This experience has not only strengthened her skills in navigating complex challenges faced by Black leaders but has also been instrumental in helping her find her own voice and resilience as a Black female CEO. Working within oppressive systems can often present profound personal and professional challenges, and this space has allowed her to reflect, build resilience, and challenge these systems in a constructive way.

The coaching has equipped Asha with strategies to approach these systems productively, ensuring she is both seen and heard, and enabling her to guide NOMAD's team with empathy and strength. Her growth in this area has also fostered a deeper commitment to creating an inclusive, empowering environment within the organization.

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 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. Thank you, Ismail who has joined NOMAD as project worker.

We are grateful to Paul Hamlyn Foundation for continuing funding Clear Thinking Consultancy to facilitate the strategic review process. 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 2024**

	Note	Total 23/24	Total 22/23
Income			
Restricted grants	1	£118,705	£65,490
Unrestricted grants		£77,000	£10,000
Other income		£1,616	£4,071
Total Income		£197,321	£79,561
Expenditure			
Charitable activities	2	£31,489	£8,813
Movement in reserves		£-	10,741
Operating expenses		£92,592	£142,205
Total Expenditure		£124,081	£161,759
Net Income/(Expenditure)		£73,240	(£82,198)

Balance Sheet**As of 31st March, 2024**

	Note	Mar 31, 2024	Mar 31, 2023
Assets			
Fixed Assets			
Tangible Assets	3	£108	£534
Current Assets			
Cash at Bank and in Hand		£126,748	£56,336
Prepayments		£377	£355
Total Current Assets		£127,125	£56,691
Total Assets		£127,233	£57,225
Current liabilities			
Other creditors		£2,637	£5,869
Net assets		£124,596	£51,356
Total Funds of the Charity			
Restricted Prepaid Income	4	£45,266	£45,266
		£45,266	£45,266
Reserves			
Brought forward reserves		£6,090	£81,871
Additional reserves		£-	£6,417
Net income/(expenditure)		£73,240	(£82,198)
Carried forward reserves		£79,330	£6,090
Total Funds of the Charity and Reserves		£124,596	£51,356

Notes to the Financial Statements for the year ended 31st March 2024

1. Income

The key charitable grants utilised in FY 23/24 were as follows:

	Restricted funding
Young Harrow	£10,255
Awards For All	£19,450
John Lyons	£54,000
Paul Hamlyn	£35,000

2. Expenditure

Charitable Activities	£31,489	£8,813
Rent Expense	£12,280	£12,341
Insurance- property	£624	£1,064
Office Supplies	£2,788	£5,081
Telephone and internet	£2,416	£1,865
Utilities	£5,979	£5,388
Depreciation	£427	£427
Travel Expenses	£2,272	£891
Payroll	£48,796	£103,659
Professional Fees	£12,246	£9,762
Repairs and security	£4,764	£1,727
Total Operating Expenses	£124,081	£151,018

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
FY-24 charge	12 months	£333
	NBV	£84

Furniture	Cost	£280
Jul-21	Annual	£93
FY-22 charge	9 months	£70
FY-23 charge	12 months	£93
FY-24 charge	12 months	£93
	NBV	£24

NBV	£108
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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 2024

**Company
no.**

CIO 1168763

Set out on pages

**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.

**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 Act
 have 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.

Signed:



Date: 9/9/24

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