

NICODEMUS

England & Wales · Charity number 1170143

Details

Status	Registered
Legal form	Charitable company
Company number	10300111
Registered	2016-11-14
Register	View on the Charity Commission register

Contact

Address	Manor Stables Beech Road Oxhill CV35 0QE
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Activities

Objects: TO ADVANCE THE CHRISTIAN FAITH IN ACCORDANCE WITH THE CHARITY'S STATEMENT OF FAITH; TO RELIEVE THOSE IN NEED, HARDSHIP OR DISTRESS OF ANY KIND; TO ADVANCE EDUCATION IN ACCORDANCE WITH CHRISTIAN PRINCIPLES; TO FULFIL SUCH OTHER CHARITABLE PURPOSES AS THE TRUSTEES THINK FIT.

Activities: NICODEMUS WORKS WITH YOUNG PEOPLE WHO ARE MARGINALISED AND LIVING IN EXTREME POVERTY IN THE UK AND GUATEMALA. WE PROVIDE TAILOR-MADE SOLUTIONS FOR YOUTH TO RESCUE FIRSTLY, THEN RESTORE AND REBUILD THEIR LIVES LIVING ON THE STREETS, HOMELESS AND/OR IN EXTREME POVERTY. WE EQUIP AND EMPOWER YOUNG PEOPLE THROUGH OUR TRANSFORM YOUTH LEADERSHIP PROGRAMME & PROVIDE MENTOR TRAINING TO MANY ORGANISATIONS.

Classification

- **How:** Provides Other Finance, Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, The General Public/mankind

Geography

- Guatemala
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£150,314	£146,708	-	-
2023-12-31	£132,666	£139,252	-	-
2022-12-31	£184,148	£202,197	-	-
2021-12-31	£331,146	£325,818	-	-
2020-12-31	£461,431	£466,839	-	-

Trustees

Name	Role	Appointed
ALASTAIR WILLIAM WELFORD	Chair	2004-02-15
Christopher Adlam		2020-06-05
DEBORAH MARY WELFORD		2004-02-15
Daniel Holden		2016-11-18
Hannah Margaret Skaife		2017-04-26

NICODEMUS

England & Wales - Charity number 1170143

Accounts



ANNUAL REPORT 2024



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CEO'S STATEMENT

At Nicodemus, our core values of youth empowerment, trust, and integrity guide our mission to cultivate trusting mentoring relationships with vulnerable and at-risk individuals. This year, we have made significant strides in expanding our reach and impact through strategic networking and the continued use of technology.

In 2024, our strategic networking efforts have significantly strengthened our reach, particularly in the UK, Latin America, and the Caribbean. We have witnessed the fruit of leaders working together in various ways, using our gifts to fulfill the Great Commission. This collaboration has enabled us to extend our mission of cultivating trusting mentoring relationships to new regions and communities.

Our online platform has been instrumental in reaching a global English-speaking audience, with growth into South Africa and India. We are excited to announce the upcoming launch of our Spanish online platform, which will resource Latin America, the Caribbean, and Spain. By the end of 2026, we will have completed a three-part Spanish Youth Mentoring series of courses, with the first course set to launch at the beginning of 2025. This expansion will allow us to provide culturally relevant training and support to mentors in these regions, furthering our mission.

This year, we have also deepened our relational partnerships with our three Guatemala partners: Time of Rescue, My Special Treasure Girls Residential Home, and My Special Treasure Education Centre. Through building strategy and planning together, we have experienced the profound impact of trust and appreciation in fulfilling our mission and reaching vulnerable communities effectively. These partnerships have reinforced the importance of collaboration and mutual support in achieving our goals.

We are exploring the possibility of bringing our experience to the community of Oxhill in Warwickshire, UK, through a potential new initiative – Manor Music Mentoring. This early-stage concept would aim to connect musicians from local schools with experienced music mentors who can support their personal and musical development. As we investigate the feasibility of this programme, we hope to build on the power of trusting mentoring relationships to encourage and empower young musicians.

As we look to the future, we remain dedicated to our mission of cultivating trusting mentoring relationships with vulnerable and at-risk individuals. Your support and faith in our cause are crucial to our continued success, and we are deeply grateful for your ongoing commitment and prayers.

Grace and Peace,

Jonathan Welford
CEO





VISION

**TO SEE COMMUNITIES
STANDING TOGETHER TO
RELIEVE POVERTY SO
EVERY INDIVIDUAL CAN
EXPERIENCE LIFE IN ALL
IT'S FULLNESS.**

MISSION

**INSPIRED BY OUR CHRISTIAN
FAITH, NICODEMUS RESCUES AND
RESTORES MARGINALISED YOUNG
PEOPLE BY EQUIPPING AND
EMPOWERING THEM WITH THE
NECESSARY SKILLS AND
RESOURCES TO ACHIEVE A SAFE
AND SECURE TRANSITION INTO
YOUNG ADULTHOOD.**



Long-term mentoring relationships, built on trust and developed as part of professionally designed and delivered programmes that increase community engagement with disaffected youth, have helped us to support thousands of marginalised and at-risk youth. Since 2012, these programmes have helped marginalised young people in the UK, Latin America & The Caribbean, South Africa and India to achieve a safe and secure transition into young adulthood and mainstream society.

Our Program Aims:

RESCUE

Reducing the number of children and young people suffering from poverty and disadvantage by providing crisis support and practical care.

RESTORE

Enriching lives through cultivating trusting mentoring relationships, skills-based development and improving access to education and employment.

REVIVE

Empowering young people and vulnerable individuals to live interdependently and become community leaders getting involved in social action and becoming trained as mentors.



OUR STORY

In 2012, Nicodemus started with a mission to support young people in Guatemala transitioning from residential care and street life. Recognising their challenges, we launched a Youth Mentoring Program to provide guidance and support. This program now aids 120 youths, helping them navigate young adulthood and achieve independent living. We then saw the potential for a broader impact and began training churches and organisations in the UK, Latin America, the Caribbean, South Africa, and India to establish similar programs. By equipping these groups with the necessary tools and knowledge, we aim to create a global support network for young people facing similar challenges. Our ultimate goal is to ensure these young individuals have the resources and mentoring relationships they need to build a brighter future.

Conducting Local Research

Beginning in Guatemala, we developed partnerships with the My Special Treasure Girls Protection Home and Education Centre, and a street youth project, Time of Rescue. Together with the directors of these three projects and through interviews with local young adults, we collaboratively discussed the risks and lack of opportunities that older teenagers and young adults in Guatemala face, their principal needs, and potential solutions to these alarming issues. Around the same time, we also started a similar program in Banbury, UK. Our research identified four main areas of key support that young people transitioning to adulthood needed: a mentoring relationship, life skills workshops, education support, and opportunities for volunteering in their communities.

Acquiring Practical Experience

In 2012, we launched our Youth Mentoring Programme with 15 young adults, some of whom had left residential care while others had lived on the streets. During this initial phase, we were amazed by this first group of young people. Not only were they grateful for the support received, but they also showed a strong desire and willingness to help others in need within their communities. We quickly realised that our mission extended beyond rescuing and restoring their lives; it also involved empowering them to make a difference for the next generation. We understood that the life experiences of these young people had a purpose and that God calls those who have been hurt to help others who are hurting. Similarly, at this time, our program in Banbury provided valuable insights and practical experience that informed our approach.

Developing Mentor Training Programs

Over time, we observed that achieving a safe and secure transition into young adulthood for young people was largely due to the cultivation of trusting and close relationships with their mentors. For this reason, we developed mentor training that focusses on the importance of a relational approach. This includes starting relationships effectively, building trust, and being active listeners. Many young people suffer from economic and relational poverty, which can be alleviated through the formation of meaningful relationships. We see the power of mentoring in two key areas: first, building a foundation of trust and respect, and second, providing the opportunity to work on goals and behavioural change.

Broadening Our Impact

In addition to developing materials for training mentors in relationship building and life skills workshops, we recognised the need to equip community program managers to conduct needs-based analyses in their communities or local projects, recruit and prepare mentors, provide ongoing support, workbook resources and supervision, and effectively monitor and evaluate their mentoring programs. To address this need, we have developed additional courses as part of our Project Management training series. To ensure accessibility, we offer these courses on our online platform, available globally on both our English and Spanish training websites. We strive to keep our courses affordable, thanks to the generosity of our supporters.



WHY MENTORING

THE NEED FOR MENTORING

Mentoring is crucial for vulnerable individuals as it helps mitigate various challenges they face. Without mentors, they are more likely to engage in risky behaviours like substance abuse and crime, struggle with emotional and social difficulties, and lack support for building self-esteem and healthy relationships. They are also more vulnerable to negative influences, exploitation, and abuse, and often have limited life skills, making it difficult to navigate adulthood successfully. Additionally, they face higher risks of academic failure, which can limit their future opportunities.

WHAT IS MENTORING

Mentoring is a one-to-one relationship where a mentor invests their knowledge, experience and time to support a marginalised individual in their social, spiritual, physical, and professional development. Once trained, mentors are equipped with the skills needed to build intentional, trust-based relationships with young people and marginalised individuals. This supportive relationship involves the mentor providing guidance, encouragement, and advice to help the mentee develop skills, build confidence, and navigate challenges. From a Christian perspective, mentoring is modelled by Jesus Christ, who exemplified deep, personal connections with His disciples, teaching and nurturing their faith and character through love, patience, and humility. Through regular interactions, mentors act as positive role models, fostering the mentee's growth and helping them achieve their potential.

HOW WE HELP

In the UK, South Africa and India, we equip churches and community groups with training and one-to-one support through our 'Specialist Mentoring' and 'Community Programme Management' series, helping participants develop strategies, implement initiatives, and achieve sustainable growth. Similarly, in Guatemala, Latin America, and the Caribbean, we engage churches and community projects with mentoring courses, resources, and an online mentoring community to empower local leaders and volunteers in supporting marginalised and at-risk youth. Our Guatemala Youth Mentoring Program also provides crisis support, mentoring, skills training, and education scholarships to young adults transitioning to adulthood, in partnership with Time of Rescue, the My Special Treasure Girls Protection Home, and the My Special Treasure Education Centre, which informs and refines our mentor training.

SINCE HAVING MENTORING SESSIONS, I FEEL SO MUCH BETTER AND SO MUCH MORE CONFIDENT IN MYSELF. HAVING SOMEONE TO TALK TO AND DEBRIEF WITH HAS HELPED MY MENTAL WELL-BEING AND I COULDN'T BE MORE THANKFUL.

JENNIFER,
MENTEE (NAME CHANGED)



OUR STRATEGY

APPROACHES

DIRECT DELIVERY

We run coordinated support to isolated individuals living in poverty by providing mentoring, refuge and crisis support, practical care, group interventions and education scholarships.

INFLUENCE

We champion the needs of the people we serve, seeking to influence and challenge attitudes of stereotypes, prejudices, discrimination, marginalisation, and inequality.

MOBILISATION

We mobilise individuals to become active in their churches and communities; propelling change in their own lives and in the lives of the people around them.

PARTNERSHIPS

In collaboration with organisations and services in the UK, Latin America and the Caribbean, together we are working to relieve poverty across the most overlooked communities. Driven by our Christian faith and shared vision, we walk with multi-agencies to rescue the most marginalised, restore broken and damaged lives, and to raise beneficiaries up to become community leaders.

CONNECT

We equip churches and community groups through bespoke training in mentoring, coaching and programme management whilst accompanying them as they acquire learning, develop their strategy, and implement their initiatives through effective project planning; enabling them to obtain growth and sustainability as they go on to make a lasting change in their communities.

WHO IS INVOLVED?

BENEFICIARIES & COMMUNITIES

We adopt a person and community-led approach that engages our beneficiaries and communities in the ongoing design and development of our services; while enriching our projects to become models of best practice.

PARTNERS

We dedicate ourselves to strengthening multi-agency working. As we devote time and energy to consulting with our communities and beneficiaries, we are invited in to see and understand their realities, including their joys and successes as well as their sorrows and struggles.

TRAINING & RESOURCE CENTRES

Our two Training and Resource Centres in the UK and Guatemala provide welcoming spaces and enriching opportunities where organisations, volunteers and our staff can connect and receive training, while becoming refreshed and re-inspired.

OUR STRATEGY

TRUSTEES

Our work is governed by confident leaders and decision-makers who are experienced in the third sector.

DONORS

Donors are kept engaged throughout our work to communicate progress and celebrate impact.

STAFF & VOLUNTEERS

Fundamental to our work are our highly skilled staff and volunteers: supported and trained by Nicodemus to confidently carry out their roles to meet the individual needs of the people we serve.

FULFILLING OUR MISSION

01

To see communities standing together to relieve poverty: so, every individual can experience life in all its fullness.

02

By equipping and empowering young people with the necessary skills and resources to achieve a safe and secure transition into young adulthood.

03

To rescue, restore, and revive the lives of those most overlooked, marginalised and excluded.

IMPACT

01

Increasing community leader's skills and confidence to serve and lead in their communities.

02

Improving sustainability and longevity of community projects, by helping them to build their capacity, and develop community resilience.

03

Strengthening multi-agency working across communities: reducing prejudices, stereotypes and inequalities leading to improved community cohesion.

BENEFICIARIES

- Rescuing individuals from immediate crisis: reducing poorer life outcomes associated with poverty.
- Improving the emotional wellbeing and mental health of vulnerable individuals: restoring their self-esteem, building their support networks, and empowering them to realise and achieve their potentials as they access education and employment.
- Raising beneficiaries to become active in their communities as they invest back into programmes that previously helped them; taking roles of leadership, becoming mentors of the next generation, and contributing towards developing ongoing solutions.

OUR TEAM

TRUSTEES



ALASTAIR & DEBBIE WELFORD - Founders, Trustees & Volunteer Advocates

Nicodemus was founded in 2012 by Alastair and Debbie Welford, who bring a wealth of experience in business and youth support. Their background in running businesses enhances their ability to advocate for and promote Nicodemus effectively. For over 25 years, they have been dedicated to supporting marginalised young people in both the UK and Guatemala. Before launching Nicodemus, Alastair served as a board trustee for an international NGO working in Latin America, including six years as chair. Alastair and Debbie are passionate about sharing their knowledge to create a greater impact in young people's lives. They believe that training and equipping others is one of the most effective ways to apply their experience and extend their reach.



CHRIS ADLAM

Chris provides corporate finance and advisory services to a wide range of projects in the UK and worldwide. As our treasurer, Chris brings accountability and financial planning expertise to our operational budget and overall charity activities. With 12 months hands-on experience of working with at-risk youth and street children in Guatemala, Chris combines his financial skills with valuable field experience.



HANNAH SKAIFE

Hannah is a Senior Children's Care teacher leading child development programs for families in the 0-10% most deprived areas of the UK. With three years of experience in Guatemala working on prevention programs for at-risk families, Hannah brings valuable expertise and guidance to Nicodemus' community-led initiatives.



DANIEL HOLDEN

Daniel is Head of a Financial Adviser Academy and has experience in leadership management training, digital course development and marketing, coaching and communication. His skills and qualifications bring valuable input and accountability to Nicodemus in the areas of training, recruitment, and course marketing.



OUR TEAM



JONATHAN WELFORD, CEO

Living in Guatemala since 2012, Jonathan serves as the CEO of Nicodemus overseeing our operations and strategic initiatives. Jonathan holds a BA in International Development, an MA in Social Development, and an MBA in Coaching, Mentoring, and Leadership. His expertise includes specialising in the development of Nicodemus' mentor training curricula as well as the ongoing development of our online platforms.



ROS KELLING, FINANCE AND RESOURCE MANAGER

In 2016, Ros joined Nicodemus as our Accounts Manager providing up to date management accounts and payroll. Since then, Ros' role has grown to also overseeing our charity grant fundraising. She has loved being part of a small team and seeing the difference each part of our work makes in the UK, Latin America and other parts of the world.



SAIRA DE PRADO, YOUTH MENTORING PROGRAM MANAGER

Saira, with a degree in Administrative Education, coordinates our Youth Mentoring Program in Guatemala. She trains and supervises our team of Head Mentors and mentors, coordinates crisis support through collaboration with other organisations, oversees ministerial placements, and conducts training workshops for youth in our Skills for Youth in Transition course at partner projects.



KIM WELFORD, DIRECTOR OF MENTOR TRAINING

Living in Guatemala, Kim holds a BA in Education specialising in Inclusive Education. Beginning as a mentor in 2012, Kim now leads the strategic expansion of our initiatives into Latin America and The Caribbean. She manages our networking and collaboration efforts with churches and projects, offering one-to-one support, workshops, and training in our Youth Mentoring and Mentor Program Management courses.



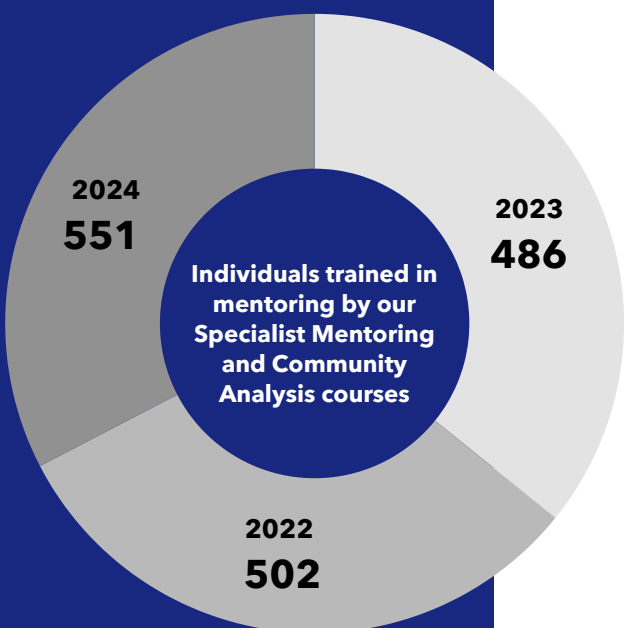
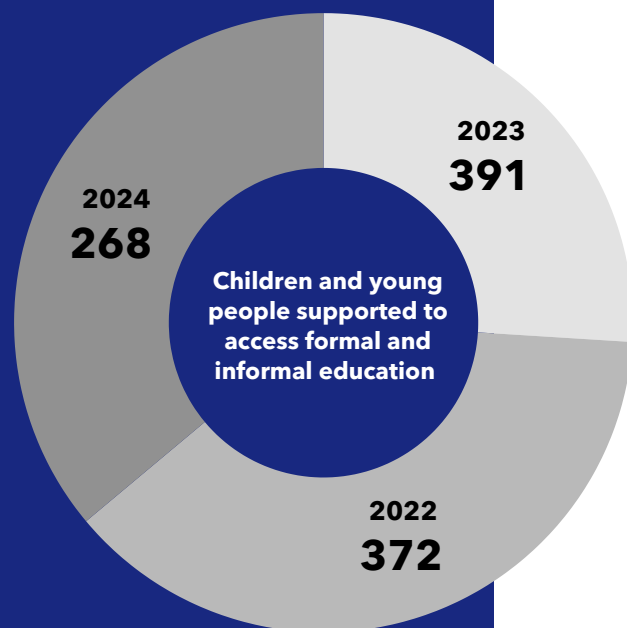
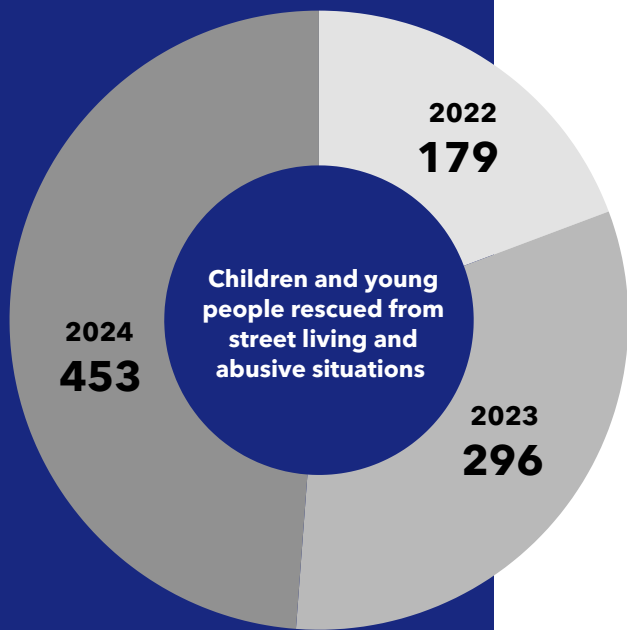
JENNY JOHNSON, TRANSITION PROGRAM, GUATEMALA

Based in Guatemala since 2011, Jenny joined Nicodemus in 2022 with a degree in Mathematics education. She helps develop and implement our Skills for Youth in Transition course for partner projects, visits a residential protection home weekly, and trains on our Youth Mentoring course.

VOLUNTEERS

We would like to say a thank you to all our volunteers who kindly contributed their time and efforts to help Nicodemus this year; namely our team of 95 who helped make Music At The Manor 2024 a success, our 18 volunteer mentors in Guatemala, 7 who contributed to areas of work in advocacy and technical support, as well as the 551 individuals in the UK, South Africa, India, Latin America and the Caribbean who we had the privilege to train as mentors.

OUR IMPACT IN NUMBERS



- 69** Young adults in our Guatemala Youth Mentoring Programme supported to access employment.
- 18** Young adults in our Guatemala Youth Mentoring Programme receiving emergency assistance together with mentoring as part of our crisis support programme.
- 551** Mentors trained and equipped with essential mentoring skills to make a direct impact in the lives of marginalised young people in their community.
- 117** Leaders from Churches and Community Groups trained to successfully develop and deliver mentoring programmes and community interventions.

OUR IMPACT IN NUMBERS

24

Bringing 24 young girls to refuge and safety.

87

Supporting 87 street youth through court cases.

26

Providing funeral support for the deaths of 26 young people.

827

827 vulnerable individuals mentored.

69

Through our Youth Mentoring Programme in Guatemala we supported 69 vulnerable young adults through major life transitions: including pregnancy and parenthood; grief and trauma; entry into education and employment; and resettlement into care placements in assisted or independent housing.

268

Providing 268 school places to children excluded from education.

453

Rescuing 453 young people from life on the streets and abusive situations.

300

Administering first aid to 300 homeless young people.



GUATEMALA

PARTNERS

Nicodemus collaborates with three key partners in Guatemala: Time of Rescue, My Special Treasure Girls Residential Home, and My Special Treasure Education Centre. These partnerships are crucial in providing comprehensive support to at-risk youth in Guatemala.

Time of Rescue:

- This project focuses on rescuing street youth, providing them with immediate care and support. The youth entering our mentoring program from Time of Rescue often come from challenging backgrounds, including homelessness and exposure to street violence.

My Special Treasure Girls Residential Home:

- This special place provides a safe and nurturing environment for severely abused, neglected, or abandoned teenage girls. The girls entering our mentoring program have often faced significant trauma and require a stable, supportive environment to heal and grow.

My Special Treasure Education Centre:

- The Education Centre serves children whose parents work on the local rubbish dump in Chimaltenango. These children often face extreme poverty and lack access to basic educational resources. The Education Centre provides not only education but also spiritual, nutritional and medical support.

Goals and Desired Outcomes

Through these partnerships, we aim to achieve the following:

- **Personal Development:** Equip youth with skills and confidence to navigate life's challenges and transition into adulthood successfully.
- **Educational Support:** Ensure that all youth have access to quality education and the resources necessary to succeed academically.
- **Emotional Healing:** Provide a safe space for youth to process their experiences and build trusting relationships with mentors.
- **Spiritual Development:** We encourage young people to explore faith and think about what gives life meaning. Our approach is shaped by a Christian perspective, but everyone is welcome—whatever they believe. We're here to offer support to any young person who wants to grow in this area.
- **Community Engagement:** Encourage youth to give back to their communities through volunteer work and social action.

By working together, Nicodemus and its partners in Guatemala strive to create a brighter future for these young individuals, helping them to overcome their past and build a successful, fulfilling life.

**CULTIVATING
TRUSTING
MENTORING
RELATIONSHIPS**

*"GIVE THANKS IN ALL
CIRCUMSTANCES;
FOR THIS IS THE WILL
OF GOD IN CHRIST
JESUS FOR YOU."*

**1 THESSALONIANS
5:18**



YOUTH MENTORING PROGRAMME, GUATEMALA

In 2012, we initiated our Guatemala Youth Mentoring Program with a group of 15 young adults. Some had previously lived in residential care, while others had experienced life on the streets. We cultivated partnerships with My Special Treasure Girls Protection Home and Education Centre, as well as a street youth project, Time of Rescue. Alongside the directors of these projects, and through conversations with young adults from the local community, we explored the challenges facing older teenagers and young adults in Guatemala. Together, we identified key risks, the primary obstacles they faced, and practical ways to address these pressing concerns. From our research, four critical areas of support emerged as essential for 18-year-olds stepping into adulthood: mentoring relationships, life skills development, access to education, and community-based volunteering opportunities.

As we engaged with this first group of young people, we were deeply moved by their response. Not only did they appreciate the support and guidance they received, but they also demonstrated a remarkable eagerness to help others facing similar struggles. It became clear that our purpose extended beyond simply providing aid; we were equipping them to become agents of change in their own communities. We came to understand that their life experiences were not without meaning; God calls those who have endured hardship to bring hope and healing to others in pain.



Over time, we observed a pattern: those who navigated the transition to adulthood most successfully were those who had stable, trusting relationships with mentors. Recognising this, we created specialised mentor training materials emphasising the power of relational mentoring. Many young people experience both financial hardship and a lack of meaningful personal connections. We have witnessed how intentional, supportive relationships can help bridge these gaps, fostering a sense of security and belonging.

The Youth Mentoring Program was born out of a pressing need – too many young people were slipping through the cracks. While various organizations, including our partners, provide support for vulnerable children, most interventions stop once they turn 18. Without ongoing guidance, many are left to navigate adulthood alone. Our program exists to ensure that young adults at the highest risk receive continued mentorship, empowering them to build stable and fulfilling lives.

At the core of our work is a long-term, one-on-one mentoring model. Our dedicated volunteer mentors, some of whom are former program participants, undergo extensive training through our Youth Mentoring course. This training equips them with key skills, such as establishing strong relationships, fostering trust, practicing active listening, challenging limiting beliefs, and using coaching techniques in their conversations. To provide ongoing support, all mentors attend monthly supervision sessions led by our program coordinator. These sessions focus on four primary aspects: 1) The mentor's personal well-being and church support system, 2) The quality of mentoring provided to their mentee, 3) Their time commitment to mentoring, and 4) Goal-setting for the next six months. To further strengthen mentorship, we have appointed three experienced mentors as 'Head Mentors.' These leaders facilitate online training and oversee two mentees each, offering additional guidance and accountability.

We firmly believe that effective mentoring rests on two fundamental pillars: building trust and respect, and equipping mentees with the tools to set and achieve personal goals while making positive behavioural changes.

YOUTH MENTORING PROGRAMME, GUATEMALA - CONTINUED

In addition to mentoring, we organise monthly activities for our mentees and their mentors. These activities are centred around youth empowerment, providing spaces for young adults to voice their needs, ideas, and solutions. We believe strongly in the power of allowing young people to take ownership of their development, supported by their mentors and our program. By facilitating group exercises, we gain valuable insights into how we can best serve the young people in our program. As part of these activities, we conduct workshops as part of our Skills for Youth in Transition course. These workshops cover essential topics such as housing, budgeting and saving, interview techniques and CV writing, gang and grooming awareness, circles of influence, and managing emotions, among others. Each participant receives participant guides for these topics, enabling them to work on further exercises and reflective questions during their mentoring sessions. We also include times of Bible study, group reflection and prayer.

We offer scholarships for those wishing to continue their studies and provide crisis support such as food parcels, medical assistance, and rental support for those facing short-term difficulty. Our goal is to help our young people navigate their paths into adult society, whether through further education, securing employment, or building strong, stable family bonds. Additionally, we provide an annual residential camp outside Guatemala City; a unique experience for many of the young adults we work with. There is significant demand for our program from local partners and organisations seeking training and support to start similar initiatives. While we deliver our Youth Mentoring training to other organisations in Latin America to help them establish their own programs, a lack of funding currently limits the number of individuals and organisations we can assist.



**60 WORKSHOPS AND
SOCIAL ACTIVITIES IN
2024 FOR 69
MARGINALISED
YOUNG PEOPLE**

Impact during 2024:

- 69 young people receiving support through a combination of mentoring, group social activities, and crisis support.
- 18 education scholarships.
- 2 young people supported with paid apprenticeships working for our local partner projects - Time of Rescue and My Special Treasure Education Centre.
- Indirect reach of 1500 individuals (number of people supported and reached through the young people and mentors volunteering).
- 60 activities provided. These activities included delivering topics from our Skills for Youth in Transition course, team building exercises, Bible study devotionals, group mentoring sessions and social outings.

“Since I started receiving mentoring, I feel much better and much more confident in myself. Having someone to talk to has helped with my mental well-being. I am very grateful.”

Laura, 23 (name changed)

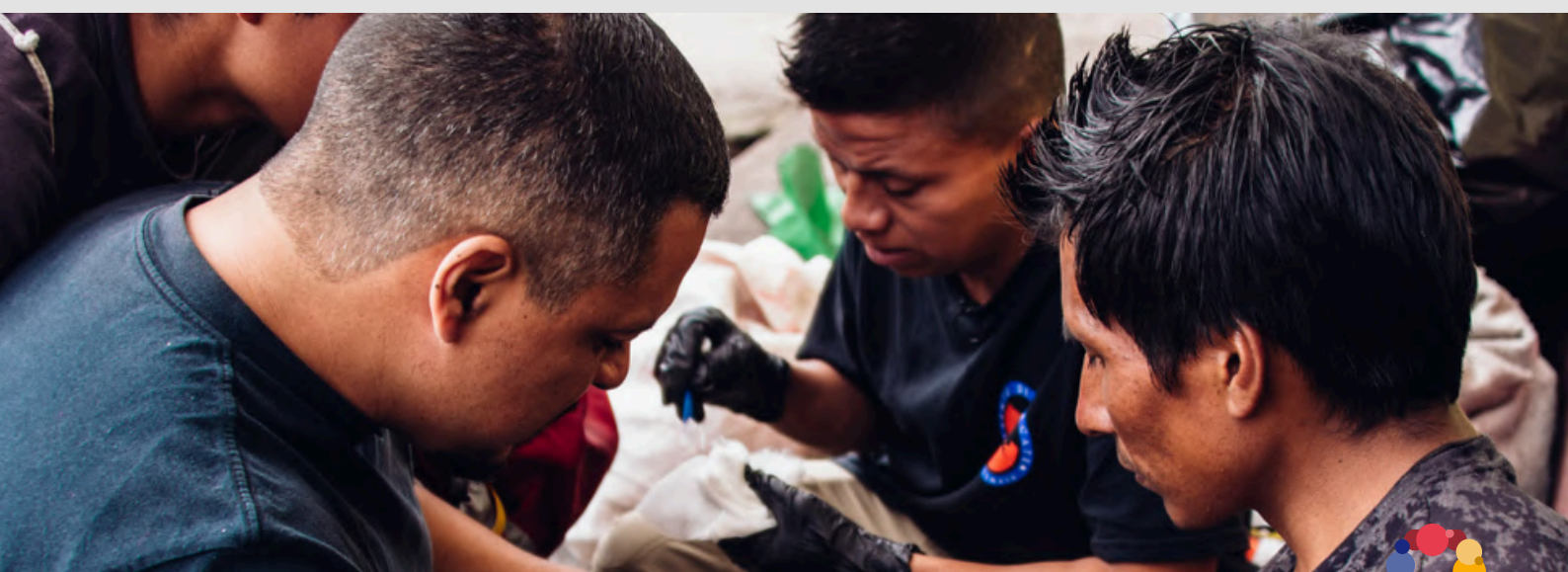
TIME OF RESCUE

Time of Rescue provides free emergency assistance to children and young people living on the streets. Their comprehensive services include a 24-hour medical care helpline, staffed by fully trained paramedics known locally as 'bomberos'. These paramedics offer critical transportation to hospitals, which is often inaccessible to homeless youth, ensuring they receive the urgent medical attention they need. Beyond medical aid, Time of Rescue offers practical support with legal issues, prison visits, and bereavement care. The team regularly visits youth in prison, providing emotional support and guidance during their incarceration. They also work closely with the families of these young people, preparing them to receive them when they are released, ensuring a smoother transition back into society. This holistic approach helps to reduce reoffending and supports the reintegration process.

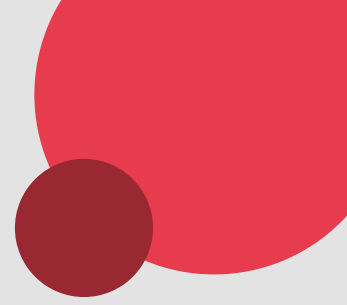
Time of Rescue is committed to restoring dignity and health through personal care services such as foot care and haircuts. Each staff member is a Christian who engages with street-living youth by discussing faith and God's love, often reading the Bible with them and cultivating close, trust-based relationships. Building these relationships is central to Time of Rescue's work, as it helps to establish trust and encourages young people to re-evaluate their lives and consider leaving the streets. This faith-based relational approach not only provides immediate relief but also fosters long-term transformation, guiding children and youth towards a more hopeful and stable future. In addition to immediate assistance, Time of Rescue is committed to long-term support. In collaboration with Nicodemus' Youth Mentoring Program, one-to-one mentoring is provided by trained mentors, many of whom have lived similar experiences.

Those who decide to leave the streets are referred to child protection homes, education projects, drug rehabilitation centres, or return to family, while continuing to receive mentoring. Some who have successfully transitioned to adulthood and conventional society return to Time of Rescue through supported job apprenticeships, contributing to the community and inspiring others. Our Youth Mentoring Program seeks to support youth to escape the cycle of poverty and deprivation, thus, we see 'success,' for example, as continuing in education, joining a stable family unit, or obtaining secure employment.

In 2024, Time of Rescue administered first-aid to 255 homeless young people and rescued 439 from street living, placing them in residential rehabilitation centres, back into their families, or into independent living. Additionally, 68 street youth were supported through court cases, funeral support was provided following the tragic deaths of 23 street-living children and young people, and 22 prison visits were made. Time of Rescue's ongoing efforts aim to create a safer, healthier, and more hopeful future for all street-living youth.



ERNESTO'S STORY



Ernesto, 23, has faced immense challenges throughout his life. Having spent most of his childhood on the streets and intermittently living in a residential home for children, Ernesto's journey has been anything but easy. Now 23 years old, he has spent his entire adult life homeless.

A year ago, Ernesto managed to leave the streets and rent a small room in a dangerous area of Guatemala City, near the city rubbish dump. Five months ago, he found work at a butcher shop, making deliveries. However, three months ago, Ernesto was evicted from his room due to discrimination from the owner, who did not want a former homeless person living there. With no other options, Ernesto returned to the streets, now sleeping near a McDonald's close to the rubbish dump.

Despite these harsh conditions, Ernesto has shown remarkable resilience. He has kept his job, working every day and sleeping on the streets at night. Each morning, he goes to a petrol station nearby who kindly allow Ernesto to shower and clean himself with a hose before heading to work, often without breakfast. Ernesto's earnings are modest, and he spends them on food and clothes, admirably avoiding drugs and alcohol entirely.

Ernesto maintains daily contact with Cesar, the director of the Time of Rescue project, sharing updates about his day and well-being. Time of Rescue supports Ernesto by providing food, clothes, hygiene kits, and medicine. They are also helping him find a new place to live and encouraging him to apply for better-paying jobs.

During 2025, Ernesto will participate in Nicodemus' Skills for Youth in Transition course where he will learn about housing, job searching, creating a CV, job interview techniques, and building positive social circles. Ernesto's determination and the support from Time of Rescue and Nicodemus' Youth Mentoring Program offer hope for a brighter future.





MY SPECIAL TREASURE GIRLS PROTECTION HOME

There is a significant need for residential protection homes for children in Guatemala due to the high number of reported abuse cases. Many young girls are born into abusive households and dangerous neighbourhoods and have been rescued from perilous situations and gone through government court cases to determine their immediate future. In 2022, over 4,000 children and adolescents were housed in more than 120 residential care facilities across Guatemala (US AID). The overwhelming demand for such homes highlights the dire need for more resources and support to ensure the safety and well-being of these vulnerable children.

My Special Treasure is one of the few residential care homes in Guatemala specifically tailored to receive teenage girls. In Guatemala, younger children are more likely to be placed in children's homes, while teenagers are often overlooked. Founded in 2008 by a Guatemalan Christian couple, My Special Treasure works with State Children's Courts to assess and authorise admissions. The home takes in girls who are often homeless, malnourished, physically or sexually abused, substance abusers, or sex workers. Many of these girls also have significant psychological issues from their past or recent experiences. The home provides nutritious food, medical care, access to education, and a safe, supervised environment with a small group of other girls, with additional support from psychologists and special needs educators.

“Hi, I'm Layla (name changed) and I'm 18. I've been living at My Special Treasure for seven years. Recently, I've struggled with school assignments and I feel anxiety about balancing my job and studies. It's been stressful, but I'm very grateful to have amazing support. I've grown spiritually and academically, and I'm graduating this year! My dreams are to serve God, live independently, speak English, and become an Accountant.”

In addition to providing residential care and education, My Special Treasure's mission is deeply rooted in teaching the girls about the hope and truth found in Jesus Christ. Each morning, the girls participate in worship songs, prayer, and devotionals with the onsite 'tías' (aunties) to help them find their true worth and identity in the love of Christ, which aids the deep healing they greatly need. The home collaborates closely with its partner church, Iglesia Sendero de Amor (Path of Love Church), led by one of My Special Treasure's board members. This church provides Bible teaching for the girls and staff.

My Special Treasure limits its capacity to around 20 girls to maintain an intimate family environment. In partnership with Nicodemus since 2011, the home established an onsite transition program to prepare girls aged 18-20 for independence. At age 17, girls move to the transition house, where they have their own bedrooms and share common areas. They gain independence and personal responsibility by handling finances, buying groceries, cooking, and budgeting for future expenses.

Nicodemus' Youth Mentoring Program provides a pathway for the girls at My Special Treasure, equipping them with tools to navigate their transition into young adulthood as they leave the home. The girls receive one-on-one mentoring support and life skills training to prepare them for their immediate future. Since 2011, 23 of the 26 girls who left the home at age 18+ have joined our Youth Mentoring Program, with 17 of these benefiting from long-term one-on-one mentoring relationships. Five of these girls are now serving as mentors of others within the program.





MY SPECIAL TREASURE EDUCATION CENTRE

The Education Centre in Chimaltenango provides vital support to children and families working in the local rubbish dump, where they endure harsh and hazardous conditions. These families, including children, spend up to 14 hours a day collecting and sorting recyclables amid toxic waste, sharp objects, and disease. Children are especially vulnerable to respiratory illnesses, infections, and malnutrition as their families struggle to afford nutritious food. Many children are unable to attend school due to financial barriers and instead work at the dump to help support their families. Social exclusion and discrimination further limit their opportunities for a better future.

Founded in 2011, the Education Centre started as a small initiative when teenage girls from 'My Special Treasure Girls Protection Home' volunteered to teach 12 children in a tin shack. Since then, it has expanded to educate 350 children per year, offering high-quality primary and secondary education, including special needs support. The school partners with NGOs to provide meals, medical care, and emergency food aid to students and their families. Distance learning programs for adults focus on technical courses and entrepreneurship, allowing students to work while studying and continue supporting their families.

Beyond education, the school is deeply rooted in Christian faith, teaching children about Jesus Christ. Each morning begins with worship songs and devotionals, reinforcing values of hope and resilience. The school collaborates with Iglesia Sendero de Amor, a church led by a board member of My Special Treasure. The church provides Bible teaching, organises monthly life-skills training for parents, and offers continuous spiritual and practical support. While the school is faith-based, it welcomes students from all backgrounds, offering help based on need rather than religious affiliation.

Nicodemus' Youth Mentoring Program plays a crucial role in supporting students as they transition into adulthood. The 'Skills for Youth in Transition' course equips final-year students with essential life skills, including managing friendships, emotional well-being, budgeting, job applications, and independent living. Additionally, Nicodemus provides a Youth Mentoring course for teachers, training them in active listening, coaching techniques, and challenging limiting beliefs to better support students. Since 2011, Nicodemus has offered mentoring and life-skills training to young graduates from the school, helping them pursue further education, apprenticeships, and stable employment. Over the past three years, 16 out of 40 graduates have joined the program, receiving guidance and opportunities to break the cycle of poverty.

The Education Centre has made significant strides toward financial sustainability. In 2018, it purchased land for a permanent school building, which is now 60% complete as funding allows. A network of seven churches, organisations, and individual donors contributes to the school's ongoing costs. Local businesses in Chimaltenango donate construction materials, while churches provide food packages for families in need. The school also fosters community involvement by organising events, parenting workshops, and volunteer opportunities to create a sense of ownership and support among local families.

A key aspect of the school's long-term vision is fostering a culture of giving back. Teachers and students receive Youth Mentoring and Life-Skills training at no cost, and graduates are encouraged to return as mentors and volunteers, ensuring a sustainable cycle of support. Through education, faith, and mentorship, the Education Centre is helping children and families overcome extreme poverty, equipping them with the skills, knowledge, and hope needed for a better future.

"My name is Lily (name changed), and the Education Centre has been my lifeline for four years. As a mother of two, balancing school and our small market business is tough, often leaving us without income. In desperate times, I've trusted God, and the Centre's support; education, financial aid, and mentoring have been invaluable."



MENTOR TRAINING, LATIN AMERICA & THE CARIBBEAN

This year has been an incredible milestone for our mentor training across Latin America and the Caribbean. We celebrate meaningful collaborations with organisations, ministries, and churches committed to transforming their communities. These partnerships range from mentoring programs in child protection homes and supporting youth ageing out of care to mentoring in schools and after-school drop-in centres for marginalised youth in at-risk communities.

Kim, our Mentor Training Manager for the region, further strengthened our work by completing a course in Trust-Based Relational Intervention (TBRI) – an attachment-based, trauma-informed approach designed to meet the complex needs of vulnerable children and youth. This knowledge will continue to enhance our training approach, ensuring we provide mentors with the skills to build trust and offer effective support.

This year, we also attended two Alianza Cristiana Para Los Huérfanos summits in Peru and Costa Rica. These events offered valuable opportunities to reconnect with organisations, build new relationships, and expand our network. We led mentoring workshops and coaching roundtables, training a total of 60 individuals across both summits.

While in Costa Rica, we also delivered our Skills for Youth in Transition course to 20 participants from Centro Cristiano Heredia Church. This course equips young people with essential life skills, including emotional resilience, financial literacy, and goal-setting. We hope it will empower them to navigate adulthood with confidence and establish stable, fulfilling futures.

Our Approach

Practical field experience is at the heart of our mentor training. While we incorporate theoretical frameworks in mentoring and community program management, it is our hands-on work in Guatemala that makes our training dynamic and relevant.

Our courses are designed to inspire and equip mentors and program coordinators with real-world insights and strategies drawn from the challenges and successes of our Youth Mentoring Programme.

Our Training Courses

We offer two specialised courses to equip mentors and program coordinators with essential skills.

Youth Mentoring covers key aspects of mentoring, including trust-building, active listening, conversation techniques, and goal setting. It also addresses challenges in mentoring relationships and the different stages of mentorship. This year, we trained 208 participants across Latin America and the Caribbean through live Zoom sessions, using real-life case studies and interactive discussions.

Coordinating a Mentoring Programme is designed for those managing mentoring initiatives. It covers program coordination, team culture, volunteer recruitment, documentation, and reporting.

By training both mentors and coordinators, we aim to strengthen mentorship initiatives and expand their impact across the region.

"In Peru we are starting the mentoring parent project. I plan to implement what I have learned and their experiences in the work we are doing for children and adolescents, so that they are not institutionalised for a long time."

Kids Alive International, Peru

"As a Clinical Psychologist, this course really helps me understand the people I work with at my church and in the community. It makes me more compassionate and shows me how organisations that help the needy work, so I can join them with more knowledge and eagerness to learn. This course inspires me to keep researching and learning about mentoring, so I can be better prepared and help others more effectively."

La Fuente Church, Ecuador



MENTOR TRAINING, UK



In the UK, our 'Specialist Mentoring Training Series' equips volunteers, mentors in training, and church youth workers with the essential qualities and skills needed to become successful mentors, addressing critical social issues such as mental health, child sexual exploitation, domestic abuse, homelessness, and addiction. Additionally, our 'Program Management Training Series' provides community leaders, church youth workers, and programme managers with the practical skills necessary to effectively manage community projects, bringing clarity to their vision and inspiring purpose and passion. Together, these training programs and practical workbook resources aim to strengthen discipleship relationships and create a positive impact in churches and community programs by fostering meaningful and dependable mentoring relationships with vulnerable individuals facing challenges.

Our Courses:

- Foundational Specialist mentoring
- Child Sexual Exploitation
- 'Young People and Street Safety' guide
- 7 Free Downloadable Mentoring resources
- A Project Management Training series of 5 courses

Our training resources are developed by our staff who have academic expertise at the MBA, MA, Degree, and Diploma levels in fields such as Mentoring, Coaching, International and Social Development, Theology, Counselling, Pastoral Care, Psychology, Education, Trauma Competent Care, and Human Trafficking Awareness. In addition to their academic credentials, our staff have practical experience gained from working with young people through our Nicodemus Youth Mentoring Programs.

"The course has been fantastic at consolidating my understanding of how to support people in a Christian mentoring context and I feel a lot more confident in understanding the power of creating a set timeframe for a mentoring relationship. This course will allow me to work more effectively with students in school communities that I mentor and has given me an understanding of how a mentoring relationship throughout the course of a school year will work."

Recent Impact

Since the Launch of our Foundational Specialist Mentoring course in September 2023, which includes 5 hours of training videos and 120 pages of participant guides, we have engaged 220 participants from 59 networks.

We have exhibited at conferences like Elim Church Leaders, Elim Limitless Youth Leaders, Christian Resources Exhibition, and New Wine Leaders, and continue our networking efforts to expand our reach. Our courses are featured on the Evangelical Alliance "Great Commission" online resource platform, and we collaborate extensively with church networks and organisations such as Elim churches, Transforming Lives for Good, New Frontiers, Open Doors, World Orphans (USA), several Anglican Dioceses, and Westminster Theology College. Additionally, we have recently seen participants from churches and organisations enroll on our courses from South Africa, India, the USA and Canada.

"The course has helped me recognise skills and qualities in myself that I can use in mentoring and that I am using through youth work and some personal relationships where I am supporting friends. We are looking to start mentoring our youth through our church and this has a very good structure and helps to show how to aim what we may be starting up."





MANOR BARN COMMUNITY HUB

Committed to improving the opportunities available for local people, Manor Barn seeks to empower our local people to take ownership in their community.

Manor Barn Community Hub provides support for locally organised community activities which are designed to reduce loneliness, improve mental and emotional wellbeing, and foster a sense of belonging within the community. Manor Barn, in south Warwickshire, boasts excellent community facilities and extensive grounds suitable for a wide range of activities and events aimed at bringing communities together, strengthening networks, and improving wellbeing and mental health.

Through our dedication to supporting rural communities, we have witnessed firsthand the profound impact of the cost of living crisis on the mental and emotional wellbeing of individuals in Warwickshire. The Warwickshire Public Health Annual Report 2022 highlights this crisis as a significant public health issue, potentially affecting more people for a longer period than the COVID-19 pandemic. The report also reveals that the proportion of households experiencing fuel poverty and the suicide rate (aged 10+) in Warwickshire are well above the national average. Loneliness is another significant issue in rural communities. The Community Life Survey 2023/24 found that 5% of adults in rural areas reported feeling lonely often or always. These statistics highlight the urgent need for community-focused activities to reduce isolation and improve social connections.

In 2024, we hosted 144 group activities that brought together 2,885 individuals from the local area, fostering a sense of community and positively impacting overall wellbeing. The range of group activities has included weekly pilates classes, flower arranging sessions, dog training programmes, local community training, away days, retreats, team building days, local school graduations, big screen major sporting events community gatherings, Music at The Manor Music Festivals, and wildlife groups. We have also had about 11,000 local walkers use our permissive walk over the last year, both as individuals and walking groups.

**"Awesome place to
practice. Thank
you."**

Youth Band





MUSIC AT THE MANOR 2024

Inspired by talented young local musicians eager to perform and make a positive impact, Music At The Manor's event motto is 'Celebrating Young Talent Supporting Young People.' Thanks to the enthusiastic involvement of 95 local volunteers in Oxhill, Warwickshire, and the surrounding area, this year's event was able to take place.

This event opened its gates to 720 people in August, creating an afternoon filled with fun, music and camaraderie. We celebrated the musical talents of our local young people and provided a friendly environment for friends and families to come together. The event was supported by 15 sponsors and local businesses making it a truly memorable occasion, showcasing the strength of our community spirit.

"A great family event to bring our children to and great music."

"I only started playing the piano 12 months ago. I never thought I would have this opportunity."



Funds raised at Music At The Manor 2024 allowed Nicodemus to give 390 marginalised and at-risk young people a trained mentor. This event was a wonderful success, both for our local community and for many young people we support!

"I am blind and I loved the music and could just feel the happiness here - the bands were great."

"Next year I will definitely help - this was an amazing event."



KEY OBJECTIVES FOR 2025

Next year, our work with our partners in Guatemala will focus our central theme on Youth Empowerment. Building on the success of our Skills For Youth In Transition course over the past two years, we now aim to facilitate workshops and create spaces where youth from Time of Rescue, My Special Treasure Girls Residential Home, and My Special Treasure Education Centre can express their needs, suggest group activities, and articulate how their mentors can best support them. Additionally, we will encourage these beneficiaries to lead parts of our group activities by sharing their skills and testimonies. The purpose of this initiative is to empower youth by giving them a voice and fostering leadership skills, ultimately enhancing their confidence, sense of ownership, and active participation in their personal development journey.

Demand for our Spanish Youth Mentoring course continues to grow across Latin America and the Caribbean. Over the past two years, we have trained more than 500 mentors and 60 mentoring program managers. In March 2025, we will launch our Spanish online platform, beginning with 'Youth Mentoring 1: Fundamentals and Principles.' Later in 2025, we plan to release 'Youth Mentoring 2 & 3.' We are excited about this expansion, as our online platform will make our training more accessible and flexible, allowing participants to learn at their own pace while deepening their impact in their communities.

In addition to our online mentor training, we remain committed to offering in-person training opportunities. Next year, the Alianza Cristiana para los Huérfanos will host its summit in Guatemala, and we are excited to participate once again. Having previously delivered intensive workshops at summits in Chile, Peru, and Costa Rica, we have greatly valued the opportunity to train and collaborate with Latin American organisations and churches. We look forward to continuing this engagement at upcoming events.

We are also in discussions to deliver our Youth Mentoring course in person at Casa de Gracia, Guatemala – a transition home supporting older girls ageing out of child protection homes. We are excited to equip their team with essential mentoring skills as they serve the girls to navigate this critical stage of life.

We receive increasing requests for training and support to develop mentoring programs. During 2025 we will continue to develop our English online Mentoring course series content for mentors and program managers, featuring reflective guides for ongoing support. These training resources will continue to provide individuals in the UK and other English speaking worldwide regions with valuable tools to cultivate trusting mentoring relationships with vulnerable young people.

To support those taking our English mentoring courses, we aim to approach 7 churches and organisations to offer each of them a series of three 1-1 online Coaching Consultations. Our 1-1 Coaching Consultations are designed to empower churches and organisations to effectively plan, implement, and manage a mentoring program that seamlessly integrates with current outreach activities, fostering growth and positive impact within their communities.

Inspired by the success of Music at the Manor in Oxhill, Warwickshire, we are exploring a new idea—Manor Music Mentoring. This potential initiative is in the early stages of development and is being considered as a response to needs we've heard from young musicians and their families, particularly around the lack of practice space and access to mentorship. We're currently investigating whether this concept could meaningfully support local young musicians and help them grow in confidence, skill, and community impact. We're excited to see where this exploration might lead in 2025.



FUNDRAISING STRATEGY

We continually devote time and resources into our fundraising strategy to secure our ability to improve the lives of marginalised individuals in the UK, Latin America and other parts of the world. Throughout our fundraising efforts, we promise to ensure that our supporters and the wider public are considered:

- Treating marginalised individuals fairly and with respect.
- Being aware of vulnerabilities, and actively protecting vulnerable people - honouring their gifts with complete transparency.
- Fulfilling our objectives and sharing the progress of our work.
- Listening and learning from all feedback that we are given.
- Respecting any personal data, information and preferences that are shared with us.

As a charity we recognise the ever evolving landscape of fundraising, particularly in response to recent challenges and the changing economic environment over the last 4 years. To ensure sustainability and growth we remain committed to a dynamic approach that allows us to adapt and maximise our impact. Over the last four years, our goal has been to diversify our sources of funding, encompassing various channels such as individual and corporate donations, fundraising events, grant applications, community initiatives, and online campaigns. As demonstrated in this annual report, we have developed new channels of funding sources such as rental of our Manor Barn Community Hub to churches, community groups, and businesses, income from online course sales, and Music At The Manor. These efforts contribute to our financial resilience and help secure the resources needed to fulfill our mission and expand our impact in the communities we serve. Furthermore, we have allocated a 2-4 month budgeted cash reserve to mitigate potential financial difficulties.

Nicodemus places great importance on maintaining robust regulatory and operational frameworks. We consistently review our operational model to ensure adherence to best practices, compliance with regulations, and optimal allocation of resources while striving for exceptional quality. To uphold the highest standards in fundraising, we have voluntarily aligned ourselves with the Fundraising Regulator and its Code of Fundraising Practice. This subscription enables us to uphold fundraising standards, receive guidance, and operate in the public's best interests by fostering trust and taking appropriate action in cases of concern.



FUNDRAISING STRATEGY CONTINUED

We have thoroughly examined and identified the key performance indicators (KPIs) for our projects and have implemented a project plan to ensure their viability, sustainability, and growth. We have maintained a strict focus on budgeting and financial forecasting, adapting as necessary to meet the needs of the community and maximise growth opportunities. This approach has yielded great success, allowing us to develop marketable products that generate income, ensuring ongoing organisational growth and sustainability.

"Virtually every aspect of human development is fundamentally shaped by interpersonal relationships. So it stands to reason that when close and caring relationships are placed at the centre of a youth intervention, as is the case in mentoring programs, the conditions for healthy development are ripe."

Dr. Jean Rhodes

In all aspects of our work and fundraising endeavors, we allocate dedicated time to planning, monitoring, and evaluation. This includes compiling monthly dashboard reports, analysing statistical data, conducting quarterly reviews, and preparing quarterly and annual reports. The findings and recommendations for improvement resulting from these evaluations are shared and communicated with our trustees, funders, and broader stakeholders. Additionally, we have implemented essential financial planning measures and controls, including regular reviews of our annual organisational budget and individual project budgets, which are closely monitored on a monthly basis.

Monitoring and evaluation are integral parts of our methodology. As a team, we regularly assess the progress we are making based on our project plan and defined objectives. We measure the resources invested, such as staff time and utilised resources, against the activities and outputs to gauge the achieved outcomes and the impact made over the project's three-year duration. Utilising a project plan in conjunction with our budget helps us ensure the project's viability and sustainability, preventing deviations and keeping us aligned with our expected objectives. Lastly, we gather feedback from course participants to understand how they have applied the training and assess the broader impact our training is having.



FINANCIAL STATEMENTS



Charity registration number 1170143

Company registration number 10300111 (England and Wales)

NICODEMUS

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024



NICODEMUS

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Mr D L Holden
Mrs H Skaife
Mr C J R Adlam
Mr A W Welford
Mrs D M Welford

Charity number

1170143

Company number

10300111

Registered office

Manor Stables
Beech Road
Oxhill
Warwickshire
England
CV35 0QE

Independent examiner

TC Group Limited
Celixir House
Stratford Business & Technology Park
Innovation Way, Banbury Road
Stratford-upon-Avon
Warwickshire
United Kingdom
CV37 7GZ



NICODEMUS
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TRUSTEES REPORT

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees present their annual report and financial statements for the year ended 31 December 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charity's [governing document], the Charities Act 2011 and "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 2019).

Objectives and activities

Please refer to pages 25

Public benefit

The Trustees confirm that they have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Achievements and performance

Significant activities and achievements against objectives

Please refer to pages 1-24.

Financial review

The total net surplus for the period was £3,606 (2023: deficit £6,586), comprising unrestricted incoming resources of £90,830 (2023: £92,746) and unrestricted resources expended of £87,224 (2023: £99,332) and restricted incoming resources of £59,484 (2023: £39,920) and restricted resources expended of £59,484 (2023: £39,920).

Total funds at the year end were £17,218 (2023: £13,612) being unrestricted of £17,218 (£13,612) and restricted of £nil (2023: £nil).

Reserves policy

Our reserves policy is for us to operate within a range of 2-4 months' costs value in cash availability. We expect to average 3 months' costs throughout a year.

Investment policy

The Charity's memorandum and articles of association authorise the trustees to invest or deposit funds as may be thought fit.

Plans for future periods

Please refer to pages 25-27.

Structure, governance and management

The charity is a company limited by guarantee.

The trustees who served during the year and up to the date of signature of the financial statements were:

Mr D L Holden
Mrs H Skaife
Mr C J R Adlam
Mr A W Welford
Mrs D M Welford



NICODEMUS

TRUSTEES REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

Recruitment and appointment of trustees

Trustees are appointed in accordance with the Articles of Association.

Induction and training of trustees

It is the charity's policy that new Trustees undergo an orientation process to brief them on their legal obligations under charity law, the charity's governing documents, the committee decision making process, the business plan and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events that will assist them in carrying out their role.

The trustees report was approved by the Board of Trustees.



.....
Mr. A W Welford

Trustee

10th June 2025

Date:



NICODEMUS

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF NICODEMUS

I report to the trustees on my examination of the financial statements of Nicodemus (the charity) for the year ended 31 December 2024.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

I have completed my examination. I confirm that no 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 2011 Act; or
- 2 The financial statements do not accord with those records; or
- 3 The financial statements 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 financial statements to be reached.



TC Group

Celixir House
Stratford Business & Technology Park
Innovation Way, Banbury Road
Stratford-upon-Avon
Warwickshire
CV37 7GZ
United Kingdom

Date: 11th June 2025

NICODEMUS

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	Unrestricted Fund 2024 £	Restricted Fund 2024 £	Total 2024 £	Unrestricted Fund 2023 £	Restricted Fund 2023 £	Total 2023 £
Income from:							
Donations and legacies	2	78,830	-	78,830	54,846	-	54,846
Charitable activities	3	12,000	59,484	71,484	37,900	39,920	77,820
Total income		<u>90,830</u>	<u>59,484</u>	<u>150,314</u>	<u>92,746</u>	<u>39,920</u>	<u>132,666</u>
Expenditure on:							
Raising funds	4	14,872	-	14,872	14,553	-	14,553
Charitable activities	5	72,352	59,484	131,836	84,779	39,920	124,699
Total expenditure		<u>87,224</u>	<u>59,484</u>	<u>146,708</u>	<u>99,332</u>	<u>39,920</u>	<u>139,252</u>
Net income/(expenditure) and movement in funds		3,606	-	3,606	(6,586)	-	(6,586)
Reconciliation of funds:							
Fund balances at 1 January 2024		<u>13,612</u>	-	<u>13,612</u>	<u>20,198</u>	-	<u>20,198</u>
Fund balances at 31 December 2024		<u>17,218</u>	-	<u>17,218</u>	<u>13,612</u>	-	<u>13,612</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.



NICODEMUS

BALANCE SHEET

AS AT 31 DECEMBER 2024

		2024		2023	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	11		5,,248		1,278
Current assets					
Debtors	12	905		1,126	
Cash at bank and in hand		14,859		13,287	
		<u>15,764</u>		<u>14,553</u>	
Creditors: amounts falling due within one year	13	<u>(3,794)</u>		<u>(2,079)</u>	
Net current assets			<u>11,970</u>		<u>12,334</u>
Total assets less current liabilities			<u>17,218</u>		<u>13,612</u>
Net assets			<u><u>17,218</u></u>		<u><u>13,612</u></u>
The funds of the charity					
Unrestricted funds	14		<u>17,218</u>		<u>13,612</u>
			<u><u>17,218</u></u>		<u><u>13,612</u></u>

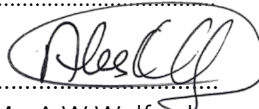
The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 10th June 2025



Mr. A W Welford
Trustee



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

Nicodemus is a company limited by guarantee.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's [governing document], the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

1.4 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.



NOTES TO THE FINANCIAL STATEMENTS - (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	33% straight line
Motor vehicles	20% straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.



**NOTES TO THE FINANCIAL STATEMENTS - (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024**

1 Accounting policies

(Continued)

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

2 Income from donations and legacies

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Donations and gifts		
Training Centre Contributions	54,623	46,211
	24,207	8,635
	<u>78,830</u>	<u>54,846</u>
 Donations and gifts		
Donations	48,774	42,457
Gift aid	5,849	3,754
	<u>54,623</u>	<u>46,211</u>



NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

3 Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Grants received						
Other grants	12,000	59,484	71,484	37,900	39,920	77,820

4 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Salaries	14,872	14,553



NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

5 Expenditure on charitable activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Direct costs		
Depreciation and impairment	1,089	1,895
Mentor Training UK	19,457	18,756
Youth Mentoring Programme UK	29,481	24,815
Mentor Training Latin America	35,587	34,814
Youth Mentoring Programme & Projects Guatemala	39,176	41,123
	<u>124,790</u>	<u>121,403</u>
Share of support and governance costs (see note 6)		
Support	4,936	1,286
Governance	2,110	2,010
	<u>131,836</u>	<u>124,699</u>
Analysis by fund		
Unrestricted funds	72,352	84,779
Restricted funds	59,484	39,920
	<u>131,836</u>	<u>124,699</u>

6 Support costs allocated to activities

	2024 £	2023 £
Insurance	637	551
Website and marketing costs	3,794	400
Bank charges	505	335
Governance costs	2,110	2,010
	<u>7,046</u>	<u>3,296</u>
Analysed between:		
Support and governance costs	<u>7,046</u>	<u>3,296</u>



NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

7 Net movement in funds

	2024 £	2023 £
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	2,110	2,110
Depreciation of owned tangible fixed assets	1,089	1,895
	<u> </u>	<u> </u>

8 Trustees

There were no trustees' expenses paid for in the year ended 31 December 2024 nor for the year ended 31 December 2023.

There were no trustees' remuneration or benefits for the year ended 31 December 2024 nor for the year ended 31 December 2023.

9 Employees

The average monthly number of employees during the year was:

2024 Number	2023 Number
6	6
<u> </u>	<u> </u>

There were no employees whose annual remuneration was more than £60,000.

10 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.



NICODEMUS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

11 Tangible fixed assets	Computers	Motor Vehicles	Total
	£	£	£
Cost			
At 1 January 2024	8,268	7,350	15,618
Additions	5,059	-	5,059
	<hr/>	<hr/>	<hr/>
At 31 December 2024	13,327	7,350	20,677
	<hr/>	<hr/>	<hr/>
Depreciation and impairment			
At 1 January 2024	6,990	7,350	14,340
Depreciation charged in the year	1,089	-	1,089
	<hr/>	<hr/>	<hr/>
At 31 December 2024	8,079	7,350	15,429
	<hr/>	<hr/>	<hr/>
Carrying amount			
At 31 December 2024	5,248	-	5,248
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 December 2023	1,278	-	1,278
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
12 Debtors		2024	2023
		£	£
Amounts falling due within one year:			
Trade debtors		-	5
Prepayments and accrued income		905	1,121
		<hr/>	<hr/>
		905	1,126
		<hr/> <hr/>	<hr/> <hr/>
13 Creditors: amounts falling due within one year		2024	2023
		£	£
Trade creditors		169	-
Accruals and deferred income		3,6255	2,079
		<hr/>	<hr/>
		3,794	2,079
		<hr/> <hr/>	<hr/> <hr/>



NICODEMUS
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

14 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 January 2024	Incoming resources	Resources expended	At 1 December 2024
	£	£	£	£
General funds	13,612	90,830	(87,224)	17,218
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
Previous year:				
	At 1 January 2023	Incoming resources	Resources expended	At 1 December 2023
	£	£	£	£
General funds	20,198	92,746	(99,332)	13,612
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

15 Related party transactions

Aggregate donations of £11,500 (2023: £46,700) were made by the Trustees and their related parties to the charity during the year.

During the year, the charity paid services of £33,671 (2023: £37,299) to children of the trustees. At the balance sheet date £nil (2023: £nil) was owed to the children of the trustees by the charity.

16 Status of the charity

Nicodemus is a company limited by guarantee not having any share capital.



NICODEMUS

England & Wales - Charity number 1170143

Accounts



ANNUAL REPORT 2023



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CEO'S STATEMENT

Youth, empowerment, trust, and integrity - These core values are the foundation of our efforts and achievements in 2023. This year, we continued to provide marginalised and at-risk youth with effective and trusting mentoring relationships, guiding them toward a safe and secure transition into young adulthood.

This year, more than ever, we have recognised the importance of trust as an essential component of the mentoring relationship between a safe and secure adult mentor and a marginalised and at-risk mentee. We have deeply reflected as a team on how childhood trauma—stemming from abuse, family breakdown, neglect, and violence—impact the ability of older teenagers and young adults to engage with their mentors. This heightened awareness has informed our approach to mentoring, recognising the significant influence these factors have on the initiation and cultivation of relationships. For many of the young people we support, their Nicodemus-trained mentor may be the first safe, secure, and caring adult they have encountered. This profound realisation has shaped our approach in the field via our Youth Mentoring Programme in Guatemala and has adjusted the ongoing development of our mentor training curricula in both the UK and Latin America.

We are excited that our trained mentors hold a position of great responsibility, allowing them to be used by God in significant ways. To better equip them, we have enhanced our training content to focus on topics of Building Trusting Relationships, Active Listening, Coaching and Conversation Techniques, and Challenging Assumptions and Limiting Beliefs. By incorporating more reflective questions into our training guides, we have fostered a culture of trust-based coaching and mentoring within our team and among our trained mentors. We are thrilled to hear success stories from mentoring programs in churches, orphan prevention initiatives, child protection homes, and schools. These stories highlight the benefits of cultivating trusting relationships with youth and demonstrate the positive impact on the mentors themselves. A culture of trust-based coaching and mentoring not only improves the quality of support provided to marginalised youth but also enhances the sense of reward and satisfaction among volunteers, reducing volunteer burnout and fostering a more enjoyable and sustainable mentoring experience.

We are delighted with the work carried out to makeover our UK website and online platform. As you read through this annual report, you will be introduced to the mentor training we offer, both for equipping mentors and community programme managers. We are pleased that this technology has made our training content so readily accessible and affordable to churches and community groups in the UK and worldwide to English audiences.

Throughout this journey, we have experienced the faithfulness of the Lord and feel immensely blessed to have collaborated with inspiring leaders, volunteers, and beneficiaries, all of whom have significantly influenced our strategy for the coming season. I would like to express my thanks to our Founders and previous joint CEOs, Alastair and Debbie Welford. For 12 years, they have been integral to the inspiration behind the founding and ongoing development of Nicodemus. Their caring and diligent leadership has seen a special God-inspired vision come together to help rescue, restore, and revive the lives of so many young people. It is with the same drive and energy that I take on this baton as I strive to carry on the leadership of Nicodemus in the best ways possible. We will explore new and innovative ways of providing our services while staying rooted in our mission of providing marginalised young people with the best and most necessary mentoring experience to assist them in achieving a safe and secure transition into young adulthood.

Your support this year has been crucial in sustaining our mentoring programs. Thanks to your generosity, young people facing challenging circumstances have been able to make the best out of their situations. We extend our heartfelt gratitude to you for your unwavering faith, dedication to our cause, and ongoing support and prayers.

Grace and Peace,

Jonathan Welford
CEO





VISION

**TO SEE COMMUNITIES
STANDING TOGETHER TO
RELIEVE POVERTY: SO,
EVERY INDIVIDUAL CAN
EXPERIENCE LIFE IN ALL
IT'S FULLNESS.**

MISSION

**INSPIRED BY OUR CHRISTIAN
FAITH, NICODEMUS RESCUES AND
RESTORES MARGINALISED YOUNG
PEOPLE BY EQUIPPING AND
EMPOWERING THEM WITH THE
NECESSARY SKILLS AND
RESOURCES TO ACHIEVE A SAFE
AND SECURE TRANSITION INTO
YOUNG ADULthood.**





RESCUE

RESTORE

REVIVE

Long-term mentoring relationships, built on trust and developed as part of professionally designed and delivered programmes that increase community engagement with disaffected youth, have helped us to support thousands of marginalised and at-risk youth. Since 2012, these programmes have helped marginalised young people in the UK and Latin America to achieve a safe and secure transition into young adulthood and mainstream society.

This approach is central to the outworking of Nicodemus' mission:

RESCUE

Reducing the number of children and young people suffering from poverty and disadvantage by providing crisis support and practical care.

RESTORE

Enriching lives through cultivating trusting mentoring relationships, skills-based development and improving access to education and employment.

REVIVE

Raising up young people and vulnerable individuals so they can live interdependently and become community leaders getting involved in social action and becoming trained as mentors.

“But you, God, see the trouble of the afflicted; you consider their grief and take it in hand. The victims commit themselves to you; you are the helper of the fatherless.”

Psalm 10:14

1 John 3:16 teaches us that we can understand the true meaning of love by observing Christ's selfless act of giving up His own life. It is with this approach that, by our Christian faith, we are inspired to serve all others of any faith or non-faith background as we embody our motives unconditionally in support to others.



WHY MENTORING

In these current times, alone, and at-risk individuals suffer from a lack of emotional and relational connection with their peers. Mentors play a valuable role in the lives of young people and marginalised individuals, accompanying them to better their life chances whilst developing close and trusting relationships.

What is Mentoring?

Mentoring is a one-to-one relationship in which the mentor invests their knowledge, experience, and time in service to a marginalised individual to support them in their social, spiritual, physical, and professional development. Once trained, a mentor is equipped with the knowledge and skills needed to cultivate and grow intentional and trust-based mentoring relationships with young people and marginalised individuals.

How We Help

In the UK, we equip churches and community groups with relevant training and one-to-one support in our 'Specialist Mentoring' and 'Community Programme Management' training series. We accompany training participants as they acquire learning, develop their programme strategy, implement mentoring project initiatives, and obtain growth and sustainability whilst making a lasting change in their communities.

In Guatemala, Latin America and The Caribbean, in the same way, we engage churches and community projects with mentoring courses, resources and the opportunity to participate in an online mentoring community. Our aim is to equip and empower local leaders and volunteers to serve marginalised and at-risk youth by engaging them in safe and secure mentoring relationships that cultivate and inspire positive and lasting outcomes.

Via our Guatemala Youth Mentoring Programme we also provide crisis support, mentoring, skills training and education scholarships to young adults in transition to adulthood. This work is carried out in partnership with Time of Rescue, the My Special Treasure Girls Protection Home, and the My Special Treasure Education Centre, and such experience informs and refines our mentor training.

"I WOULD RECOMMEND MENTORING BECAUSE MY MENTOR HELPED ME A LOT, AND GOT ME THINKING ABOUT WHAT I WAS DOING RIGHT AND HOW I COULD MAKE CHANGES IN WHAT I WASN'T DOING GOOD IN. EVERYONE ALWAYS JUDGES ME AND I HAVE A REPUTATION. I WANT TO GET RID OF THE REPUTATION THAT I HAVE - MOST PEOPLE THINK I AM BAD AND SHOULD NOT BE IN SCHOOL. BUT I DO WANT TO CHANGE AND RECEIVING HELP FROM MY MENTOR HAS HELPED ME TO CHANGE."

AHMED, MENTEE (NAME CHANGED)



OUR STRATEGY

APPROACHES

DIRECT DELIVERY

We run coordinated support to isolated individuals living in poverty by providing mentoring, refuge and crisis support, practical care, group interventions and education scholarships.

INFLUENCE

We champion the needs of the people we serve, seeking to influence and challenge attitudes of stereotypes, prejudices, discrimination, marginalisation, and inequality.

MOBILISATION

We mobilise individuals to become active in their churches and communities; propelling change in their own lives and in the lives of the people around them.

PARTNERSHIPS

In collaboration with organisations and services in the UK, Latin America and the Caribbean, together we are working to relieve poverty across the most overlooked communities. Driven by our Christian faith and shared vision, we walk with multi-agencies to rescue the most marginalised, restore broken and damaged lives, and to raise beneficiaries up to become community leaders.

CONNECT

We equip churches and community groups through bespoke training in mentoring, coaching and programme management whilst accompanying them as they acquire learning, develop their strategy, and implement their initiatives through effective project planning; enabling them to obtain growth and sustainability as they go on to make a lasting change in their communities.

WHO IS INVOLVED?

BENEFICIARIES & COMMUNITIES

We adopt a person and community-led approach that engages our beneficiaries and communities in the ongoing design and development of our services; while enriching our projects to become models of best practice.

PARTNERS

We dedicate ourselves to strengthening multi-agency working. As we devote time and energy to consulting with our communities and beneficiaries, we are invited in to see and understand their realities, including their joys and successes as well as their sorrows and struggles.

TRAINING & RESOURCE CENTRES

Our two Training and Resource Centres in the UK and Guatemala provide welcoming spaces and enriching opportunities where organisations, volunteers and our staff can connect and receive training, while becoming refreshed and re-inspired.

OUR STRATEGY

TRUSTEES

Our work is governed by confident leaders and decision-makers who are experienced in the third sector.

DONORS

Donors are kept engaged throughout our work to communicate progress and celebrate impact.

STAFF & VOLUNTEERS

Fundamental to our work are our highly skilled staff and volunteers: supported and trained by Nicodemus to confidently carry out their roles to meet the individual needs of the people we serve.

FULFILLING OUR MISSION

01

To see communities standing together to relieve poverty: so, every individual can experience life in all its fullness.

02

By equipping and empowering young people with the necessary skills and resources to achieve a safe and secure transition into young adulthood.

03

To rescue, restore, and revive the lives of those most overlooked, marginalised and excluded.

IMPACT

01

Increasing community leader's skills and confidence to serve and lead in their communities.

02

Improving sustainability and longevity of community projects, by helping them to build their capacity, and develop community resilience.

03

Strengthening multi-agency working across communities: reducing prejudices, stereotypes and inequalities leading to improved community cohesion.

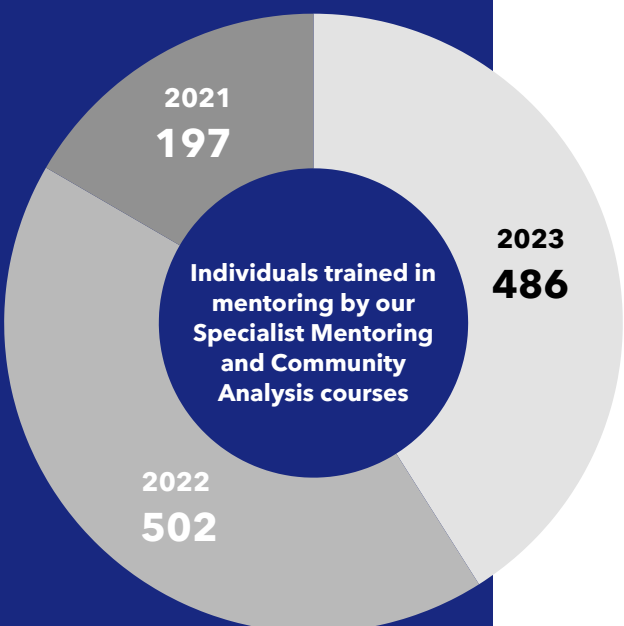
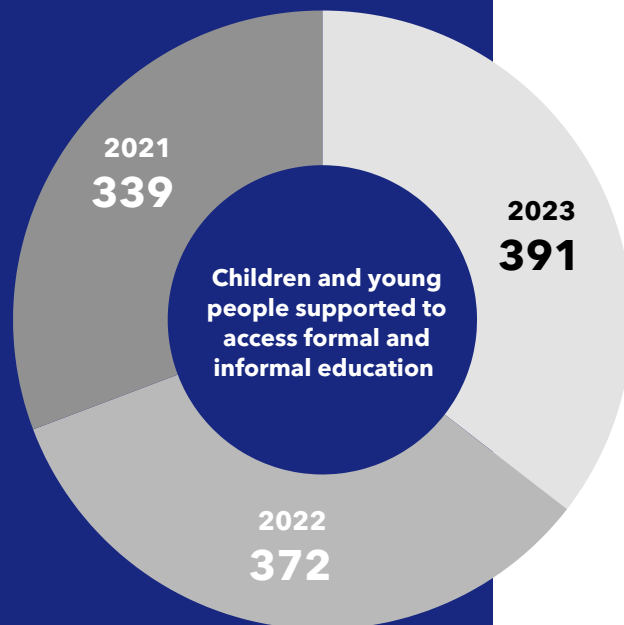
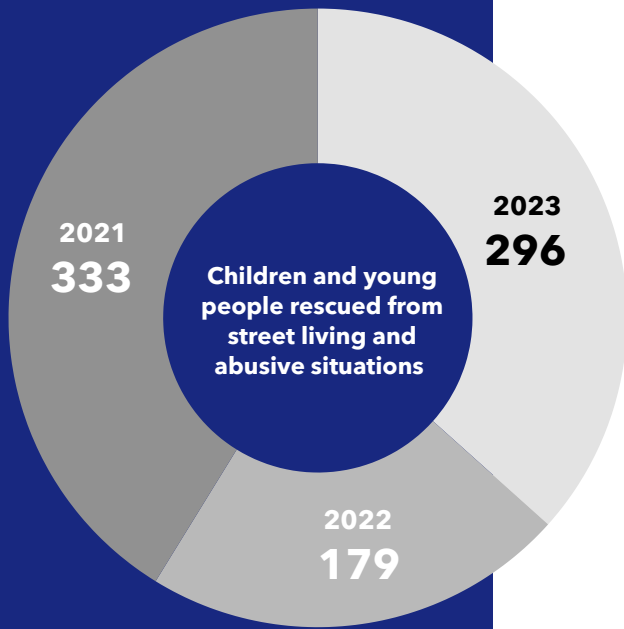
BENEFICIARIES

- Rescuing individuals from immediate crisis: reducing poorer life outcomes associated with poverty.
- Improving the emotional wellbeing and mental health of vulnerable individuals: restoring their self-esteem, building their support networks, and empowering them to realise and achieve their potentials as they access education and employment.
- Raising beneficiaries to become active in their communities as they invest back into programmes that previously helped them; taking roles of leadership, becoming mentors of the next generation, and contributing towards developing ongoing solutions.



OUR IMPACT IN NUMBERS

- 71** Young adults in our Guatemala Youth Mentoring Programme supported to access employment.
- 22** Young adults in our Guatemala Youth Mentoring Programme receiving emergency assistance together with mentoring as part of our crisis support programme.
- 486** Mentors trained and equipped with essential mentoring skills to make a direct impact in the lives of marginalised young people in their community.
- 157** Leaders from Churches and Community Groups trained to successfully develop and deliver mentoring programmes and community interventions.



OUR IMPACT IN NUMBERS

18

Bringing 18 young girls to refuge and safety.

13

Supporting 13 street youth through court cases.

11

Providing funeral support for the deaths of 11 young people.

722

Mentoring 722 vulnerable individuals.

71

Via our Youth Mentoring Programme in Guatemala we supported 71 vulnerable young adults through major life transitions: including pregnancy and parenthood; grief and trauma; entry into education and employment; and resettlement into care placements in assisted or independent housing.

350

Providing 350 school places to children excluded from education.

296

Rescuing 296 young people from life on the streets and abusive situations.

349

Administering first aid to 349 homeless young people.



OUR TEAM

TRUSTEES



ALASTAIR & DEBBIE WELFORD - Founders, Trustees & Volunteer Advocates

Alastair and Debbie founded Nicodemus in 2012 after selling their previous businesses in farming, food, IT, and property to focus on supporting marginalised youth. With 25 years of experience supporting young people in the UK and Guatemala, their dedication is clear. Alastair previously served as a board Trustee for an international NGO in Latin America, chairing the board for six of his ten-year tenure. In 2012, they encountered young people who had returned to the streets after leaving care homes, highlighting a gap in support for youths transitioning from children's homes to adulthood, which they felt compelled to address. Driven by the potential they see in marginalised youth, Alastair and Debbie aim to help these individuals realise their full potential and become community leaders. They believe those who have overcome similar challenges are uniquely qualified to support others.



CHRIS ADLAM

Chris provides corporate finance and advisory services to a wide range of projects in the UK and worldwide. As our treasurer, Chris brings accountability and financial planning expertise to our operational budget and overall charity activities. With 12 months hands-on experience of working with at-risk youth and street children in Guatemala, Chris combines his financial skills with valuable field experience.



HANNAH SKAIFE

Hannah is a Senior Children's Care teacher leading child development programs for families in the 0-10% most deprived areas of the UK. With three years of experience in Guatemala working on prevention programs for at-risk families, Hannah brings valuable expertise and guidance to Nicodemus' community-led initiatives.



DANIEL HOLDEN

Daniel is Head of a Financial Adviser Academy and has experience in leadership management training, digital course development and marketing, coaching and communication. His skills and qualifications bring valuable input and accountability to Nicodemus in the areas of training, recruitment, and course marketing.



OUR TEAM

STAFF



JONATHAN WELFORD, CEO

Living in Guatemala since 2012, Jonathan serves as the CEO of Nicodemus overseeing our operations and strategic initiatives. Jonathan holds a BA in International Development, an MA in Social Development, and an MBA in Coaching, Mentoring, and Leadership. His expertise includes specialising in the development of Nicodemus' mentor training curricula as well as the ongoing development of our online platforms.



ROS KELLING, FINANCE AND RESOURCE MANAGER

Ros joined Nicodemus in 2016 as our Accounts Manager, overseeing current management accounts and payroll. As a valued member of our small team, she also contributes to supporting our fundraising and project delivery teams, gaining insights into their respective roles.



SAIRA DE PRADO, YOUTH MENTORING PROGRAMME MANAGER

Saira, with a degree in Administrative Education, coordinates our Youth Mentoring Programme in Guatemala. She trains and supervises our team of Head Mentors and mentors, coordinates crisis support through collaboration with other organisations, oversees ministerial placements, and conducts training workshops for youth in our Skills for Youth in Transition course at partner projects.



SAM TAYLOR, CREATIVE AND COMMUNICATIONS MANAGER

Based in Cardiff, South Wales, Sam joined our team in 2019 as our Delivery and Development Officer. Recently, he has focused on creating social media content and editing Youth Mentoring training videos in response to increased demand for multimedia marketing and online course experiences.



KIM WELFORD, DIRECTOR OF MENTOR TRAINING

Living in Guatemala, Kim holds a BA in Education specialising in Inclusive Education. Beginning as a mentor in 2012, Kim now leads the strategic expansion of our initiatives into Latin America and The Caribbean. She manages our networking and collaboration efforts with churches and projects, offering one-to-one support, workshops, and training in our Youth Mentoring and Mentor Programme Management courses.



JENNY JOHNSON, TRANSITION PROGRAMME, GUATEMALA

Based in Guatemala since 2011, Jenny joined Nicodemus in 2022 with a degree in Mathematics education. She helps develop and implement our Skills for Youth in Transition course for partner projects, visits a residential protection home weekly, and trains on our Youth Mentoring course.

VOLUNTEERS

We would like to say a thank you to all our volunteers who kindly contributed their time and efforts to help Nicodemus this year; namely our team of 40 who helped make Music At The Manor 2023 a success, our 33 volunteer mentors in Guatemala, 10 who contributed to areas of work in advocacy and technical support, as well as the 481 individuals in the UK, Latin America and The Caribbean who we had the privilege to train as mentors.



YOUTH MENTORING PROGRAMME, GUATEMALA

Our Guatemala Youth Mentoring Programme addresses the critical gap in support for vulnerable young adults aged 18 and above who are at risk of returning to unsafe environments after existing programmes conclude. Our programme offers long-term, one-to-one mentoring by trained volunteer mentors, many of whom are former beneficiaries themselves. This support is complemented by workshops on essential life skills and access to emergency assistance during crises.

Key aspects of the programme:

- Mentoring: Cultivating of trusting relationships assisting young people to make a safe and secure transition into adulthood.
- Workshops: Covering budgeting, housing, job skills, healthy relationships, and more.

- Educational Support: Scholarships for continuing education and career development.
- Emergency Aid: Food parcels, rental assistance, and psychological support during crises.
- Community Engagement: Volunteering opportunities and apprenticeships.
- Enrichment Activities: Including annual residential camps and monthly group activities.

Demand for our programme is high among local partners and organisations regionally seeking to replicate our model. We also provide mentoring training to empower other organisations to establish similar initiatives.



61 WORKSHOPS AND SOCIAL ACTIVITIES IN 2023 FOR 71 MARGINALISED YOUNG PEOPLE

YMP impact during 2023:

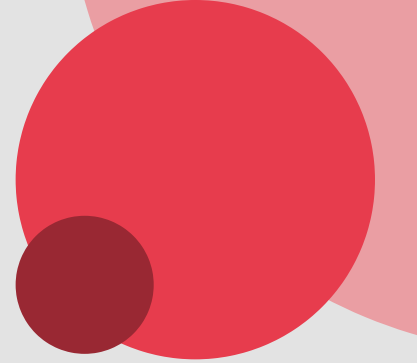
- 71 young people receiving support through a combination of mentoring, group social activities, and crisis support.
- 23 education scholarships.
- 10 young people supported with paid apprenticeships working in one of our local partner projects - Time of Rescue, My Special Treasure Education Centre and My Special Treasure Girls Protection Home.
- Indirect reach of 1515 individuals (number of people supported and reached through the young people and mentors volunteering).
- 61 social activities during the year attended by 629 individuals. These activities included delivering topics from our Skills for Youth in Transition course, team building games, sharing Bible devotionals, and group mentoring sessions.

Testimony:

Joselin, 22, and her sister spent their childhood living in residential protection homes. For a number of years Josselin has been supported by Nicodemus with practical transition support, mentoring, English education and job skills training. Joselin has recently secured employment at an English-speaking call centre with a well-paid salary. With ongoing guidance from her dedicated Nicodemus-trained mentor, Joselin not only achieves immediate goals but has the confidence to pursue her dream of studying at university.

"Throughout this year my mentor has been there listening to me when I felt like I could no longer keep going and wanted to cry. The Skills workshops were so useful. They taught me how to create my CV and what to expect and do in a job interview."

TIME OF RESCUE



Time of Rescue provides free emergency assistance to young people living on the streets, including a 24-hour medical care helpline staffed by fully trained paramedics, known locally as 'bomberos'. These paramedics offer transportation to hospitals, which is often inaccessible to homeless youth. In addition to medical aid, our teams provide practical support with legal issues, prison visits, and bereavement care. Personal care services such as foot care and haircuts are also offered, helping to restore dignity and health. All staff members are Christians who engage with street-living youth by discussing faith and God's love, often reading the Bible with them and forming discipleship relationships. This faith-based approach helps build trust and encourages young people to re-evaluate their lives and consider leaving the streets.

Through these interactions, we aim to build trusting relationships that support young people towards the decision to leave the streets. Our commitment includes the Youth Mentoring Programme, offering long-term, one-to-one mentoring by trained mentors, many with similar lived experiences. Those who decide to leave the streets are referred to specialised programs such as child protection homes, education projects, or drug rehabilitation centres, while continuing to receive mentoring. Some who have successfully transitioned to adulthood and conventional society return to Time of Rescue through supported job apprenticeships. Time of Rescue collaborates with local NGOs, volunteer paramedics, churches, and statutory authorities to provide comprehensive support, enhancing our ability to deliver education, medical care, and rehabilitation services.

During 2023, Time of Rescue administered first-aid to 349 homeless young people and rescued 296 from street living, placing them in residential rehabilitation centres, back into their families, or into independent living. In addition 13 street youth were supported through court cases, funeral support was given following the tragic deaths of 13 street-living children and young people, and 52 prison visits were made.

After living on the streets and battling a glue sniffing habit and drug abuse for many years, with support from Time of Rescue Lidia (aged 26) decided to change her life. She struggled with the adaptation but with ongoing support and mentoring she is now settled in safe, stable accommodation. To gain qualifications, she has enrolled on a distance learning course at school, also supported by Nicodemus. Lidia said, 'I thank God for the encouragement and belief the Time of Rescue team show to me which helps me keep going'.





MY SPECIAL TREASURE GIRLS PROTECTION HOME

My Special Treasure Girls Protection Home addresses the needs of at-risk teenage girls. Working with State 'Children's Courts,' the home admits girls who are often homeless, malnourished, abused, or involved in substance abuse and sex work. Many of these girls also struggle with significant psychological issues. The home provides a safe, supervised environment with access to good food, medical care, and education. Psychologists and special needs educators offer additional support when needed. Each girl participates in individual mentoring sessions to learn key life skills and build trusting relationships with mature adults. The program also encourages volunteering at local community projects and attempts to rebuild relationships with the girls' birth families. A daily routine of prayer, Bible study, and devotions helps the girls find their worth and identity in the love of Christ, facilitating deep healing.

Girls typically leave the home between the ages of 18 and 20 after a transition period in a house where they gain independence and responsibility. They continue to receive support through our Youth Mentoring Programme, which provides long-term, one-to-one peer support from trained mentors to help them integrate into adult society. Our program also assists in connecting the girls with local churches to support and encourage their new independent lives. This comprehensive approach ensures that each girl receives the necessary support to heal, grow, and successfully transition into adulthood.

Despite the challenges of political unrest in 2023, My Special Treasure had a significant impact: 23 girls lived at the home, all successfully completed their academic year, and the older girls supported the younger ones with schoolwork. Each girl received weekly on-site psychological sessions and ongoing medical care. As they transitioned to adulthood, two older girls achieved full-time work and five part-time work.

The Nicodemus team and volunteers provided weekly one-to-one mentoring and skills workshops, covering CV preparation, job interview training, budgeting, and housing, while continuing workshops on self-esteem, prevention of sexual exploitation, and drug and alcohol abuse awareness. Nicodemus also facilitated housing options and provided food, hygiene packages, clothing, and household appliances for girls moving into independent living.

Testimony

Melany left the My Special Treasure Girls Home two years ago and joined our Youth Mentoring Programme. The transition from being in childcare to living independently has been challenging, but Melany has achieved stability with the help of a mentor, life-skills workshops, and temporary financial assistance from Nicodemus. She actively participates in her local church, where she finds support and community. Her connection with her mentor has been instrumental in her growth, and she now has a job supervising a team in a children's home, caring for toddlers and earning a respectable salary.

Melany is eager to serve as a role model for other girls transitioning into adulthood. She encourages girls at My Special Treasure to consider joining the Nicodemus Youth Mentoring Programme, emphasising the opportunities it provides. Despite facing challenges in the past few years, Melany's journey demonstrates that with patience, support, and guidance, it is possible to navigate the transition into independent living successfully.

"Even though I have faced a lot of challenge and change, I have learned that it is so important to listen to my mentor and others who can share vital experience and advice with me which will really help me to achieve my goals."



MY SPECIAL TREASURE EDUCATION CENTRE

In partnership with My Special Treasure Education Centre in Chimaltenango, Guatemala, we offer access to a government-approved teaching curriculum near the town rubbish dump. Since its humble beginnings in 2011 when teenage girls from the My Special Treasure Girls Protection Home, motivated by their Christian faith, volunteered to teach 12 children in a tin shack on the rubbish dump, the Education Centre has grown to provide education to 350 children and youth in 2023. This safe space delivers high-quality primary and secondary schooling tailored to the families' specific needs, including special needs education. Collaborations with other NGOs provide families with emergency food support, school meals, medical clinics, and life skills training for parents. The school also offers distance learning for those aged 18 and older, specialising in technical courses and entrepreneurship, allowing students to balance work and study, thereby supporting their families financially while continuing their education.

As students progress through the school they receive on-site counselling, mentoring and are invited to join our Nicodemus Youth Mentoring Programme when they turn 18. Supporting children and families living in systemic poverty is complex, but our integrated approach fosters long-term change and development for individuals and the wider community. By addressing educational needs and providing comprehensive support services, we aim to empower marginalised families and create sustainable improvements in their quality of life. Over the course of 2023, our team in Guatemala provided our Youth Mentoring course (tailored for Schools Mentoring delivery) to a group of 12 teachers, equipping them in their roles as teachers to provide one-to-one mentoring support.

During 2023, My Special Treasure Education Centre enabled at-risk and disadvantaged children and young people to continue their education by providing inspiring and motivational schooling to 350 children and youth who would otherwise lack access to education. The Education Centre also offered a one-year 6th form program to 14 young adults, allowing them to graduate from secondary school. After-school tutorial classes started on Wednesdays, providing targeted support in Maths and English, and 10 workshops were held for parents on topics such as health and hygiene, gang awareness, and family budgeting. The school provided employment for 9 members of our Nicodemus Youth Mentoring Programme, while our Guatemala team delivered Skills for Youth in Transition workshops to 14 older youth. Of these, 8 have committed to ongoing support from our Youth Mentoring Programme, assisting their transition to adult life in Guatemala.

“My name is Milner, and for the past 4 years the Education Centre has been my lifeline. Balancing education and providing for my family, including my partner and two daughters, has been challenging.

We are a hardworking Christian family selling market products to make ends meet, but economic challenges and political unrest often leave us with no income. In moments of desperation I've trusted in God, and the Education Centre has been a beacon of support. They've not only allowed me to pursue my education but also provided crucial financial assistance for groceries and invaluable mentoring. My dream is to graduate, secure a formal job with a fixed salary, ensuring my daughters can continue their education and build a promising future. I'm immensely grateful to the teachers and staff at the Education Centre for helping me navigate this journey.”



Our Inspiration

Our dedication to providing training courses and resources to churches, child protection homes and other community projects across Latin America and the Caribbean originates from our extensive experience managing the Guatemala Youth Mentoring Programme and collaborating with local projects.

Over the past 12 years, our team in Guatemala has amassed valuable knowledge and expertise through the continuous development of our Youth Mentoring Programme. This journey has presented numerous challenges, such as developing successful matching criteria for mentors and mentees and addressing essential relational components to equip our mentors effectively.

Our partnerships with three local initiatives – Time of Rescue street project, My Special Treasure Girls Protection Home, and My Special Treasure Education Centre – have been instrumental in shaping our approach. These collaborations have provided us with deep insights into establishing effective and successful partnerships.

Key learnings from our experiences include:

- The importance of a participatory approach to analysing needs
- Building a robust team of volunteer mentors
- Developing comprehensive support strategies
- Forecasting aims and outcomes

Our methodology emphasises engagement, collaboration, and close cooperation with local partners. Together with their leadership, we mutually evaluate needs, monitor ongoing work, and decide on best practices for short, medium, and long-term goals.

As we progress, we will continue to draw inspiration from our experiences and the invaluable lessons learned through our collaborative efforts, ensuring that our training courses and resources effectively support and empower communities throughout Latin America and the Caribbean.

Our Approach

Our practical field experiences significantly inform the development of our mentor training materials. While we draw on a wealth of theoretical knowledge in mentoring and

community-led programme management, it is our first-hand experiences in the field that truly enhance and bring our training topics to life. When we train prospective mentors and programme managers, we do so with a sense of inspiration and energy, knowing that our curriculum is not only relevant but also grounded in real-life experiences, interactions, and challenges encountered in our Youth Mentoring Programme.

Our Courses

Currently, we offer two training courses:

1) Youth Mentoring

This course covers 8 topics - Introduction to Mentoring, Initiating a Mentoring Relationship, Building Trusting Relationships, Qualities and Skills of a Mentor, Active Listening and Conversation Technique, Facing Challenges in Mentoring Relationships, Stages in the Mentoring Relationship, and Effective Goal Setting. This year, we provided this course live on Zoom to participants in Latin America and the Caribbean. Across two rounds, we delivered this course to 292 individuals.

2) Coordinating a Mentoring Programme

This course covers 5 topics - Approaches to Programme Coordination, Mission and Team Culture, Raising your Mentoring Programme, Recruiting Volunteers, and Documentation and Reporting. Launched this year, this course was delivered once to 52 individuals.

Testimony

"The learning from this course is amazing! As a mentor, I can say that the tools learned in this course will help me strengthen mentoring relationships with our youth. It will help us as volunteers and mentors to have a positive impact on young people and children and motivate them to adopt the courage to grow, develop and adapt and join society without fear, prejudice or doubt about others or about themselves. Without a doubt, this course has been a blessing!"

Andrea Lopez, Timothy Mentoring Programme, Honduras

MENTOR TRAINING, UK



Over the past decade, Nicodemus has supported hundreds of marginalised and at-risk youth in the UK and Latin America through professionally designed and delivered programs, fostering long-term relationships built on trust. These initiatives have significantly increased community engagement with disaffected youth, helping them achieve a safe transition into adulthood and mainstream society. Our efforts have not only empowered these young individuals but also strengthened discipleship relationships within churches, creating a robust support network that enhances their overall well-being and integration.

Our online platform for Churches and Community Groups in the UK currently offers:

- Foundational Specialist mentoring
- Child Sexual Exploitation
- 'Young People and Street Safety' guide
- Free Downloadable Mentoring resources
- A Project Management Training series of 5 courses

Our training resources are developed by our staff who have academic expertise at the MBA, MA, Degree, and Diploma levels in fields such as Mentoring, Coaching, International and Social Development, Theology, Counselling, Pastoral Care, Psychology, Education, Trauma Competent Care, and Human Trafficking Awareness. In addition to their academic credentials, our staff have practical experience gained from working with young people through our Nicodemus Youth Mentoring Programmes. They also have acquired experience through their work with Time of Rescue, the My Special Treasure Girls Protection Home, and the My Special Treasure Education Centre.

"The Foundational Specialist Mentoring course was fantastic. It has provided me with numerous mentoring resources that I find incredibly helpful. I plan to assemble a group of volunteers and bring them together to take this course. Our aim is to prepare our volunteers for interacting with young people in a small group setting with the objective of fostering one-to-one mentoring relationships."

Rachel, Kings Church, Iver

Recent Impact

Since the Launch of our Foundational Specialist Mentoring course in September 2023, which includes 3 hours of training videos and 120 pages of participant guides, we have engaged 154 participants from 50 organisations. Our courses are affordable and accessible, thanks to the generosity of funders and donors.

We have exhibited at conferences like Elim Church Leaders, Elim Limitless Youth Leaders, Christian Resources Exhibition, and New Wine Leaders, and plan to continue networking to expand our reach. Our courses are featured on the Evangelical Alliance "Great Commission" online resource platform, and we collaborate extensively with church networks and organisations such as Elim churches, Transforming Lives for Good, New Frontiers, Open Doors, World Orphans (USA), several Anglican Dioceses, and Westminster Theology College. Additionally, we are exploring expansion into the USA and Canada by engaging with churches and university colleges.

"I have just finished Foundational Specialist Mentoring - a really useful and helpful course. I loved the presentation and flexibility to be able to rewind. I watched two modules 2-3 times as there is so much content, as well as many other parts I rewound to make sure I grasped everything. Very well put together."



**MANOR BARN
COMMUNITY
HUB**

Committed to improving the opportunities available for local people, Manor Barn seeks to empower our local people to take ownership in their community.

Tackling disadvantages faced by rural communities in Warwickshire, in 2022 we opened our Manor Barn Community Hub to local people who are passionate about improving what is on offer in and across our communities.

Located in the middle of Oxhill Manor's 30-acre re-wilding project, Manor Barn is perfect for retreats, conferences, team building, church meetings, Alpha away days, camping, or a unique space for groups of up to 50 people. Visitors can step outside to enjoy the serenity of Oxhill Manor grounds surrounded by ponds, the planting of new trees, and the emergence of wildlife.

In 2023 we have used Manor Barn Community Hub to support local rural communities to reduce loneliness and improve wellbeing through locally organised community focused activities. Manor Barn has excellent community facilities and extensive grounds suitable for a wide range of activities and events aimed at bringing communities together, strengthening networks, and improving wellbeing and mental health.

In 2023 alone, we hosted 139 group activities that brought together 3,258 individuals from the local area, fostering a sense of community and positively impacting overall wellbeing. The range of group activities has included weekly pilates classes, a community choir, flower arranging sessions, dog training programmes, local community training, away days, retreats, team building days, school graduations, big screen major sporting events, a community gathering for The Coronation, Music at The Manor 2023 and wildlife groups. We have also had about 11,000 local walkers use our permissive walk over the last year, both as individuals and walking groups.

The success of our community hub lies in its ability to cater to varied interests and needs, providing opportunities for social engagement, skill development, and enrichment.

"The choir has grown from an initial group of 12 to over 50 - We love Manor Barn and are all grateful for the opportunity you gave us to start."



MUSIC AT THE MANOR 2023

'Celebrating young talent supporting young people.'

A notable highlight of the year was 'Music at the Manor 2023.' What began as a simple local community idea in early June evolved into a significant community event thanks to the enthusiastic involvement of local volunteers in Oxhill, Warwickshire, and the surrounding area.

This initiative opened its gates to 320 people in August, creating an afternoon filled with fun, music and camaraderie. This event celebrated the musical talents of our local young people and provided a platform for friends and families to come together. The addition of a barbecue, coffee and cakes, art tent, a volleyball area and local ice cream made it a truly memorable occasion, showcasing the strength of our community spirit.

"A great family event to bring our children to and great music."

"I loved the whole day - it was such an uplifting day."



Funds raised at Music At The Manor 2023 allowed Nicodemus to give 343 marginalised and at-risk young people in the UK and Latin America a trained mentor. This event was a wonderful success, both for our local community and for many young people we support. We look forward to Music At The Manor 2024!

"I am blind and I loved the music and could just feel the happiness here - the bands were great."

"Next year I will definitely help - this was an amazing event."



KEY OBJECTIVES FOR 2024

We receive increasing requests for training and support to develop mentoring programs. During 2024 we will develop our English online Intermediate Specialist Mentoring course, featuring reflective guides for ongoing support, as requested by our Foundational Specialist Mentoring participants. Our long-term aim is to provide an Advanced Specialist Mentoring course in 2026. These courses will continue to provide individuals in the UK and other English speaking worldwide regions with valuable tools to cultivate trusting mentoring relationships with vulnerable young people. With a view to widening our regional expansion, we are considering attending the Christian Alliance For Orphans Annual Summit in Nashville, USA, in September 2024.

With our Spanish Youth Mentoring course provided to Churches, Child Protection Homes and other community projects in Latin America and The Caribbean continuing to experience increased demand, we are now certainly at a time where recording this course and placing it online would make it much more accessible and user-friendly. Many of the 292 trained mentors who received our course across two rounds live on Zoom in 2023 continually ask us to send them recordings of the training sessions - 1) Because of internet connection issues, 2) Because they would like to revisit material, and 3) Because of missing some training sessions. Given the course is 16 hours of training in total, much like the staged release of our English mentoring courses, we will split our Youth Mentoring course into two or three separate courses. We aim to launch our online 'Youth Mentoring 1' course in 2024 which will feature four of our training topics, participant guides, and recordings of interviews with mentor programme managers, mentors and mentees.

The 'Alianza Cristiana para los Huérfanos' will be hosting two summits next year in Peru and Costa Rica.

We have thoroughly appreciated the opportunities to provide intensive workshops at these previous summits in Guatemala and Chile and look forward to more opportunities for training and networking at these upcoming events.

Through our work with at-risk young people, we have developed considerable experience and expertise, particularly through the delivery of training and one-to-one mentoring for those transitioning into adult society. In Latin America and The Caribbean, we aim to expand the number of young people we support and use our knowledge and experience to develop two Spanish bespoke 'Skills For Youth In Transition' courses together with an extensive facilitator pack for mentors and a reflective diary for mentees. These courses will provide mentees with valuable skills, and trained mentors will be equipped further to practically assist at-risk youth in making a healthy transition into conventional society and young adulthood.

Following the success of our 2023 event, Music At The Manor 2024 will be held in August. Using the inspiring feedback received, our team of enthusiastic volunteers will enhance the experience for both musicians and guests this year, celebrating the musical talents of our local young people and bringing friends and families together in our rural community.

Inspired by the success of Music At The Manor we have created a new initiative - Manor Music Mentoring. This initiative aims to address a real need identified through conversations with young musicians and their families: the lack of access to suitable practice spaces and music mentorship opportunities. This project will support local young musicians to realise their full potential and make a positive impact in our community, creating a brighter future for the next generation of artists and leaders. We look forward to seeing this project emerge further in 2024.



We continue to review our working model to ensure best practice, compliance and value for money whilst striving for quality and excellence.

FUNDRAISING STRATEGY

We continually devote time and resources into our fundraising strategy to secure our ability to improve the lives of marginalised individuals in the UK and Latin America. Throughout our fundraising efforts, we promise to ensure that our supporters and the wider public are considered:

- Treating marginalised individuals fairly and with respect.
- Being aware of vulnerabilities, and actively protecting vulnerable people - honouring their gifts with complete transparency.
- Fulfilling our objectives and sharing the progress of our work.
- Listening and learning from all feedback that we are given.
- Respecting any personal data, information and preferences that are shared with us.

As a charity, we are constantly seeking ways to enhance our approaches to fundraising in response to new challenges. In light of recent challenges and the changing economic climate over the last three years, we continue to take an approach of carefully evaluating and reviewing our fundraising strategy. Over the last three years, our goal has been to diversify our sources of funding, encompassing various channels such as individual and corporate donations, fundraising events, grant applications, community initiatives, and online campaigns. As demonstrated in this annual report, we have developed new channels of funding sources such as rental of our Manor Barn Community Hub to churches, community groups and businesses, income from online course sales, and Music At The Manor - with an anticipated attendance of 600 guests for 2024. Furthermore, we have allocated a three-month budgeted cash reserve to mitigate potential financial difficulties.

Nicodemus places great importance on maintaining robust regulatory and operational frameworks. We consistently review our operational model to ensure adherence to best practices, compliance with regulations, and optimal allocation of resources while striving for exceptional quality. To uphold the highest standards in fundraising, we have voluntarily aligned ourselves with the Fundraising Regulator and its Code of Fundraising Practice. This subscription enables us to uphold fundraising standards, receive guidance, and operate in the public's best interests by fostering trust and taking appropriate action in cases of concern.



FUNDRAISING STRATEGY CONTINUED

We have thoroughly examined and identified the key performance indicators (KPIs) for our projects and have implemented a project plan to ensure their viability, sustainability, and growth in the post-pandemic period. We have maintained a strict focus on budgeting and financial forecasting, adapting as necessary to meet the needs of the community and maximise growth opportunities. This approach has yielded great success, allowing us to develop marketable products that generate income, ensuring ongoing organisational growth and sustainability.

We have maintained a strict focus on budgeting and financial forecasting, adapting as necessary to meet the needs of the community and to maximise growth opportunities.

In all aspects of our work and fundraising endeavors, we allocate dedicated time to planning, monitoring, and evaluation. This includes compiling monthly dashboard reports, analysing statistical data, conducting quarterly reviews, and preparing quarterly and annual reports. The findings and recommendations for improvement resulting from these evaluations are shared and communicated with our trustees, funders, and broader stakeholders. Additionally, we have implemented essential financial planning measures and controls, including regular reviews of our annual organisational budget and individual project budgets, which are closely monitored on a monthly basis.

Monitoring and evaluation are integral parts of our methodology. As a team, we regularly assess the progress we are making based on our project plan and defined objectives. We measure the resources invested, such as staff time and utilised resources, against the activities and outputs to gauge the achieved outcomes and the impact made over the project's three-year duration. Utilising a project plan in conjunction with our budget helps us ensure the project's viability and sustainability, preventing deviations and keeping us aligned with our expected objectives. Lastly, we gather feedback from course participants to understand how they have applied the training and assess the broader impact our training is having.





FINANCIAL STATEMENTS



REGISTERED COMPANY NUMBER: 10300111 (ENGLAND AND WALES)
REGISTERED CHARITY NUMBER: 1170143

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023
FOR NICODEMUS**

TC Group Limited
Celixir House
Stratford Business and Technology Park
Stratford-upon-Avon
Warwickshire
CV37 7GZ



NICODEMUS

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NICODEMUS

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 DECEMBER 2023

TRUSTEES

A W Welford
Mrs D M Welford
D L Holden
Mrs H Skaife
C J R Adlam

REGISTERED OFFICE

Manor Stables
Beech Road
Oxhill
Warwickshire
CV35 0QE

REGISTERED COMPANY NUMBER

10300111 (England and Wales)

REGISTERED CHARITY NUMBER

1170143

INDEPENDENT EXAMINER

TC Group Limited
Celixir House
Stratford Business and Technology Park
Stratford-upon-Avon
Warwickshire
CV37 7GZ



NICODEMUS

REPORT OF THE TRUSTEES

FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2023. 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Please refer to pages 3-8.

Public benefit

The Trustees confirm that they have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Contributions made by volunteers

Please refer to pages 11-13, 17-18, & 20.

ACHIEVEMENT AND PERFORMANCE

Please refer to pages 9-20.

FINANCIAL REVIEW

Financial position

The total net deficit for the period was £6,586 (2022 : deficit £18,049), comprising unrestricted incoming resources of £92,746 (2022 : £124,068) and unrestricted resources expended of £99,332 (2022 : £142,117) and restricted incoming resources of £39,920 (2022 : £60,080) and restricted resources expended of £39,920 (2022 : £60,080).

Total funds at the year end were £13,612 (2022 : £20,198) being unrestricted of £13,612 (2022 : £20,198) and restricted of £Nil (2022 : £Nil).

Investment policy and objectives

The Charity's memorandum and articles of association authorise the trustees to invest or deposit funds as may be thought fit.

Reserves policy

Our reserves policy is for us to operate within a range of 2-4 months costs value in cash availability. We expect to average 3 months costs throughout a year.

FUTURE PLANS

Please refer to page 21.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are appointed in accordance with the Articles of Association.

Induction and training of new trustees

It is the charity's policy that new Trustees undergo an orientation process to brief them on their legal obligations under charity law, the charity's governing documents, the committee decision making process, the business plan and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events that will assist them in carrying out their role.



NICODEMUS

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2023

CONNECTED CHARITIES

Leadenporch Trust, a UK unincorporated charity with charity no. 1102456, is related to Nicodemus by virtue of it having common Trustees and being the former legal structure of this charity, which was modernized by transitioning to this incorporated legal structure. Charity number 1102456 contains the history of Nicodemus.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on17th May 2024..... and signed on its behalf by:



.....
A W Welford - Trustee



INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NICODEMUS

Independent examiner's report to the trustees of Nicodemus ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Mark Bullock FCA

TC Group Limited
Celixir House
Stratford Business and Technology Park
Stratford-upon-Avon
Warwickshire
CV37 7GZ

Date: 20th August 2024.....



NICODEMUS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2023

	Notes	Unrestricted Fund £	Restricted Fund £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	54,846	-	54,846	46,568
Charitable activities					
Charitable activities	3	<u>37,900</u>	<u>39,920</u>	<u>77,820</u>	<u>137,580</u>
Total		<u>92,746</u>	<u>39,920</u>	<u>132,666</u>	<u>184,148</u>
EXPENDITURE ON					
Raising funds	4	14,553	-	14,553	22,080
Charitable activities					
Charitable activities	5	<u>84,779</u>	<u>39,920</u>	<u>124,699</u>	<u>180,117</u>
Total		<u>99,332</u>	<u>39,920</u>	<u>139,252</u>	<u>202,197</u>
NET INCOME/(EXPENDITURE)		(6,586)	-	(6,586)	(18,049)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>20,198</u>	-	<u>20,198</u>	<u>38,247</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>13,612</u></u>	<u><u>-</u></u>	<u><u>13,612</u></u>	<u><u>20,198</u></u>



NICODEMUS
BALANCE SHEET
31 DECEMBER 2023

	Notes	Unrestricted Fund £	Restricted Fund £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	11	1,278	-	1,278	3,173
CURRENT ASSETS					
Debtors	12	1,126	-	1,126	-
Cash at bank		<u>13,287</u>	<u>-</u>	<u>13,287</u>	<u>19,917</u>
		14,553	-	14,553	19,917
CREDITORS					
Amounts falling due within one year	13	<u>(2,079)</u>	<u>-</u>	<u>(2,079)</u>	<u>(2,892)</u>
NET CURRENT ASSETS					
		<u>12,334</u>	<u>-</u>	<u>12,334</u>	<u>17,025</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>13,612</u>	<u>-</u>	<u>13,612</u>	<u>20,198</u>
NET ASSETS					
		<u>13,612</u>	<u>-</u>	<u>13,612</u>	<u>20,198</u>
FUNDS					
Unrestricted funds	14			<u>13,612</u>	<u>20,198</u>
TOTAL FUNDS					
				<u>13,612</u>	<u>20,198</u>



The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2023.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2023 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on17th May 2024..... and were signed on its behalf by:



.....
A W Welford - Trustee



NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Motor vehicles - 20% straight line basis
Computer equipment. - 33% straight line basis

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	42,457	37,692
Gift aid	3,754	7,468
Training Centre Contributions	<u>8,635</u>	<u>1,408</u>
	<u>54,846</u>	<u>46,568</u>



NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued FOR THE YEAR ENDED 31 DECEMBER 2023

3. INCOME FROM CHARITABLE ACTIVITIES

	Activity		2023	2022
Grants	Charitable activities		£	£
			<u>77,820</u>	<u>137,580</u>

Grants received, included in the above, are as follows:

			2023	2022
Other grants			£	£
			<u>77,820</u>	<u>137,580</u>

4. RAISING FUNDS

Raising donations and legacies

			2023	2022
Salaries			£	£
			<u>14,553</u>	<u>22,080</u>

5. CHARITABLE ACTIVITIES COSTS

Charitable activities	Direct Costs	Support costs (see note 6)	Totals	
	£	£	£	
	<u>121,403</u>	<u>3,296</u>	<u>124,699</u>	

6. SUPPORT COSTS

Charitable activities	Other	Governance costs	Totals	
	£	£	£	
	<u>1,286</u>	<u>2,010</u>	<u>3,296</u>	

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

			2023	2022
Depreciation - owned assets			£	£
			<u>1,895</u>	<u>2,478</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2023 nor for the year ended 31 December 2022.



NICODEMUS
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023

9. STAFF COSTS

The average monthly number of employees during the year was as follows:

2023	2022
<u>6</u>	<u>5</u>

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	46,568	-	46,568
Charitable activities			
Charitable activities	<u>77,500</u>	<u>60,080</u>	137,580
Total	<u>124,068</u>	<u>60,080</u>	<u>184,148</u>
EXPENDITURE ON			
Raising funds	<u>22,080</u>	-	<u>22,080</u>
Charitable activities			
Charitable activities	<u>120,037</u>	<u>60,080</u>	180,117
Total	<u>142,117</u>	<u>60,080</u>	<u>202,197</u>
NET INCOME/(EXPENDITURE)	(18,049)	-	(18,049)
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>38,247</u>	-	<u>38,247</u>
TOTAL FUNDS CARRIED FORWARD	<u>20,198</u>	-	<u>20,198</u>



NICODEMUS
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023

11. TANGIBLE FIXED ASSETS

	Motor vehicles	Computer equipment	Totals
	£	£	£
COST			
At 1 January 2023 and 31 December 2023	<u>7,350</u>	<u>8,268</u>	<u>15,618</u>
DEPRECIATION			
At 1 January 2023	7,350	5,095	12,445
Charge for year	<u>-</u>	<u>1,895</u>	<u>1,895</u>
At 31 December 2023	<u>7,350</u>	<u>6,990</u>	<u>14,340</u>
NET BOOK VALUE			
At 31 December 2023	<u>-</u>	<u>1,278</u>	<u>1,278</u>
At 31 December 2022	<u>-</u>	<u>3,173</u>	<u>3,173</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade debtors	5	-
Prepayments and accrued income	<u>1,121</u>	<u>-</u>
	<u>1,126</u>	<u>-</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	-	160
Social security and other taxes	-	81
Accruals and deferred income	<u>2,079</u>	<u>2,651</u>
	<u>2,079</u>	<u>2,892</u>

14. MOVEMENT IN FUNDS

	At 1.1.23	Net movement in funds	At 31.12.23
	£	£	£
Unrestricted funds			
General fund	<u>20,198</u>	<u>(6,586)</u>	<u>13,612</u>
TOTAL FUNDS	<u>20,198</u>	<u>(6,586)</u>	<u>13,612</u>



NICODEMUS
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	92,746	(99,332)	(6,586)
Restricted funds			
Restricted fund	39,920	(39,920)	-
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>132,666</u>	<u>(139,252)</u>	<u>(6,586)</u>

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	38,247	(18,049)	20,198
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>38,247</u>	<u>(18,049)</u>	<u>20,198</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	124,068	(142,117)	(18,049)
Restricted funds			
Restricted fund	60,080	(60,080)	-
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>184,148</u>	<u>(202,197)</u>	<u>(18,049)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.22 £	Net movement in funds £	At 31.12.23 £
Unrestricted funds			
General fund	38,247	(24,635)	13,612
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>38,247</u>	<u>(24,635)</u>	<u>13,612</u>



NICODEMUS
NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2023

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	216,814	(241,449)	(24,635)
Restricted funds			
Restricted fund	100,000	(100,000)	-
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>316,814</u>	<u>(341,449)</u>	<u>(24,635)</u>

Unrestricted funds

The unrestricted funds represent the free funds of the charity, which are not designated to any particular purpose.

Restricted funds

The restricted funds represent funds of the charity which have restricted purpose.

15. RELATED PARTY DISCLOSURES

Aggregate donations of £46,700 (2022: £97,925) were made by the Trustees and their related parties to the charity during the year.

During the year, the charity paid for services of £37,299 (2022: £30,571) to children of the trustees. At the balance sheet date £Nil (2022: nil) was owed to the children of the trustees by the charity.

15. STATUS OF THE CHARITY

Nicodemus is a company limited by guarantee not having any share capital.



NICODEMUS
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023	2022
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	42,457	37,692
Gift aid	3,754	7,468
Training Centre Contributions	<u>8,635</u>	<u>1,408</u>
	54,846	46,568
Charitable activities		
Grants	<u>77,820</u>	<u>137,580</u>
Total incoming resources	132,666	184,148
EXPENDITURE		
Raising donations and legacies		
Salaries	14,553	22,080
Charitable activities		
Community Connect UK	36,973	64,912
Community Connect Latin America	31,423	42,157
Youth Mentoring Programme Latin America	<u>53,007</u>	<u>69,741</u>
	121,403	176,810
Support costs		
Other		
Insurance	551	394
Website and marketing costs	400	628
Bank charges	<u>335</u>	<u>205</u>
	1,286	1,227
Governance costs		
Independent examiner's fees	<u>2,010</u>	<u>2,080</u>
Total resources expended	<u>139,252</u>	<u>202,197</u>
Net expenditure	<u>(6,586)</u>	<u>(18,049)</u>



NICODEMUS

England & Wales - Charity number 1170143

Accounts



ANNUAL REPORT 2022

NIC DEMUS
TRANSFORMING COMMUNITIES



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CEO'S STATEMENT

"This year has brought us newfound confidence in our future growth and sustainability, as we embrace innovative ways of working and pursue exciting mentoring projects to advance our vision. We extend our heartfelt gratitude to all for their unwavering faith and dedication to our cause, as well as their continuous support in our efforts to uplift the lives of the marginalised in the UK and Latin America." - Alastair Welford, Trustee.

Looking back on the past year, we are truly grateful for the dedication and commitment of our team, volunteers, and supporters during this crucial period of emerging from the pandemic. In the UK and Latin America, COVID-19 presented immense challenges, severely affecting poverty, health, and education.

In 2022, efforts were focused on revitalising programs that had been temporarily paused or transitioned to online formats due to the pandemic. Despite the challenges faced in 2021 whilst adapting to these changes, it prompted us to adopt more impactful and efficient approaches to our work. By applying the insights gained from our field mentoring experiences to our online training courses, which were made affordable and accessible to participants in the UK and Latin America, we achieved a broader outreach and deeper engagement on our virtual platforms. The lessons learned in 2021 guided us in developing a highly effective operational approach that we carried forward into 2022. This marked a learning process for Nicodemus, and we anticipate the continued growth and strengthening of these established avenues for providing mentoring courses to churches and community groups as we progress into 2023.



As we adapted our delivery methods to continue to mentor, train and facilitate volunteer mobilisation across both the UK and Latin America, we are continuing our plight to reduce and prevent the long-term impacts of poverty, and improve the life chances of those most at risk. Our key highlights of 2022 include:

19

Bringing 19 young girls to refuge and safety.

38

Supporting 38 street youth through court cases.

48

Providing funeral support for the deaths of 48 young people.

225

Mentoring 225 vulnerable individuals.

75

Via our Youth Mentoring Programme in Guatemala we Supported 75 vulnerable young adults through major life transitions: including pregnancy and parenthood; grief and trauma; entry into education and employment; and resettlement into care placements in assisted or independent housing.

354

Providing 354 school places to children excluded from education.

179

Rescuing 179 young people from life on the streets and abusive situations.

327

Administering first aid to 327 homeless young people.

We are keen to acknowledge the work and efforts that have been made to allow these activities to happen against the challenges of the constraints imposed by the pandemic.



RESCUE

RESTORE

REVIVE

In the broader nonprofit sector, the lasting impact of the pandemic still poses financial challenges while managing the demands of navigating rapid changes. We acknowledge and deeply appreciate the generosity of our dedicated supporters who have remained steadfast and unwavering in their belief in the significance of safe and reliable mentoring relationships for vulnerable and marginalised individuals.

Your support this year has been crucial in sustaining our mentoring programmes which serve the lonely, vulnerable, and at-risk individuals in our communities. Thanks to your generosity, young people facing challenging circumstances have been able to make the best out of their situations. The pandemic has caused unemployment and disrupted education, depriving many of immediate hope for the future and the means to uplift themselves and their families from economic hardships.

This challenging scenario has emphasised the pressing need for mentorship for all marginalised and vulnerable individuals. Beyond practical support, a trustworthy and caring mentoring relationship has become more vital than ever. We firmly believe that our mission and approach can be the answer to the needs of so many in distress.

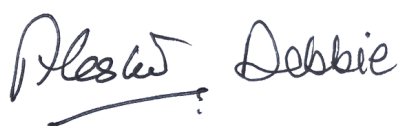
While our mission remains unchanged, we have adapted and innovated our delivery methods. We are thrilled to announce the release of our Foundational Specialist Mentoring course, available for purchase on our website. We believe that local churches and community groups are best equipped to address their specific needs, providing practical support and driving change. This course will empower volunteers and community groups to establish and nurture trusting mentoring relationships with vulnerable individuals.

Through our online training courses, we have extended training and support to community leaders and practitioners across the UK and Latin America. As we witness a surge in poverty and mental health issues amid economic and political crises, our innovative programmes in coaching, mentoring, and child sexual exploitation equip volunteers and community workers with the essential skills to mitigate risks, build relationships, and shape the futures of marginalised people.

Throughout this journey, we have experienced the faithfulness of the Lord, and we feel immensely blessed to have collaborated with inspiring leaders, volunteers, and beneficiaries, all of whom have significantly influenced our strategy for the coming season.

We extend our heartfelt gratitude to everyone for their unwavering faith, dedication to our cause, and ongoing support and prayers.

With every blessing,



Alastair & Debbie Welford
CEO



**CEO'S
STATEMENT
CONTINUED**



MOMENTOUS HIGHLIGHTS

Some of our most momentous highlights of this year have included:

225

VULNERABLE YOUNG PEOPLE MENTORED

327

HOMELESS YOUNG PEOPLE RECEIVED FIRST AID

354

SCHOOL PLACES PROVIDED TO CHILDREN EXCLUDED FROM EDUCATION

179

RESCUED FROM LIFE ON THE STREETS AND ABUSIVE SITUATIONS



OUR IMPACT 2022

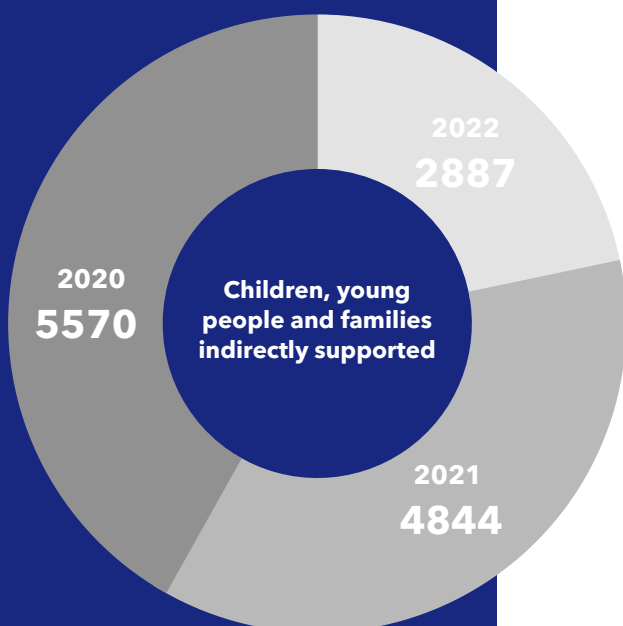
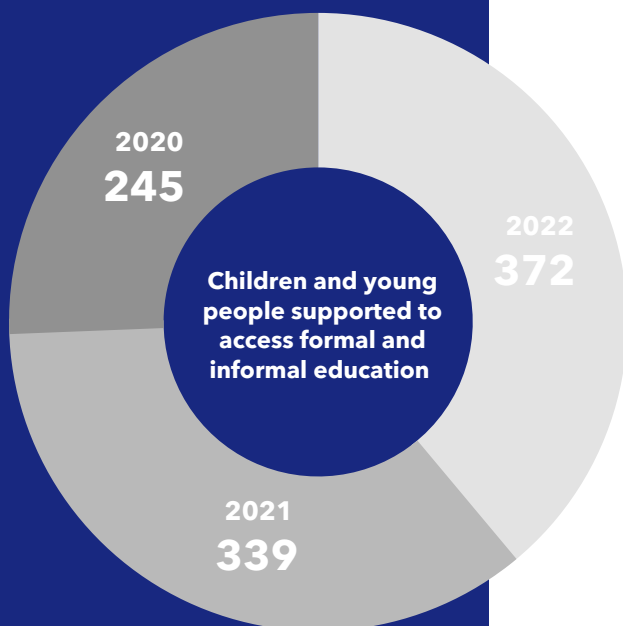
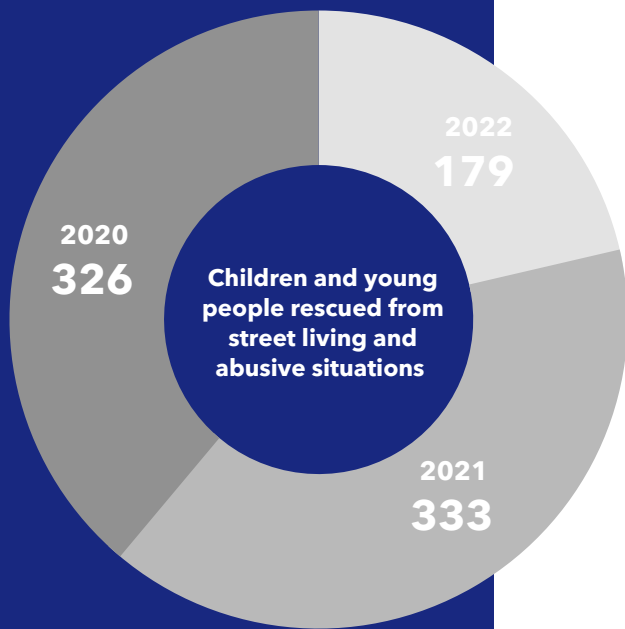
225 Young people and vulnerable adults directly supported through mentoring and outreach.

75 Young adults in our Youth Mentoring Programme in Guatemala supported to access employment.

11 Young adults in our Youth Mentoring Programme in Guatemala received economic support and mentoring as part of our crisis support programme.

140 Mentors trained this year.

45 Churches and Community Groups trained to successfully develop and deliver mentoring programmes and community interventions.





VISION

**TO SEE COMMUNITIES
STANDING TOGETHER TO
RELIEVE POVERTY: SO,
EVERY INDIVIDUAL CAN
EXPERIENCE LIFE IN ALL
IT'S FULLNESS.**

MISSION

Inspired by our Christian faith, Nicodemus' mission is to rescue, restore, and revive broken lives in the UK and Latin America by equipping and empowering communities with the necessary skills and resources to overcome disadvantage and inspire positive change.

RESCUE

Reducing the number of children and young people suffering from poverty and disadvantage by providing emergency shelter and practical care.

RESTORE

Enriching lives through long-term support, mentoring and improving access to education and employment.

REVIVE

Raising up young people and vulnerable individuals so they can live independently and become community leaders getting involved in social action and becoming trained as mentors.



OUR STRATEGY

COMMUNITY CONNECT INITIATIVES

DIRECT DELIVERY

We run coordinated support to isolated individuals living in poverty by providing mentoring, refuge and crisis support, practical care, group interventions and education scholarships.

INFLUENCE

We champion the needs of the people we serve, seeking to influence and challenge attitudes of stereotypes, prejudices, discrimination, marginalisation, and inequality.

MOBILISATION

We mobilise individuals to become active in their churches and communities; propelling change in their own lives and in the lives of the people around them.

PARTNERSHIPS

In collaboration with organisations and services in the UK, Latin America and the Caribbean, together we are working to relieve poverty across the most overlooked communities. Driven by our Christian faith and shared vision, we walk with multi-agencies to rescue the most marginalised, restore broken and damaged lives, and to raise beneficiaries up to become community leaders.

CONNECT

We equip churches and community groups through bespoke training in mentoring, coaching and programme management whilst accompanying them as they acquire learning, develop their strategy, and implement their initiatives through effective project planning; enabling them to obtain growth and sustainability as they go on to make a lasting change in their communities.

WHO IS INVOLVED?

BENEFICIARIES & COMMUNITIES

We adopt a person and community-led approach, that engages our beneficiaries and communities in the ongoing design and development of our services; while enriching our projects to become models of best practice.

PARTNERS

We dedicate ourselves to strengthening multi-agency working. As we devote time and energy to consulting with our communities and beneficiaries, we are invited in to see and understand their realities, including their joys and successes as well as their sorrows and struggles.

TRAINING & RESOURCE CENTRES

Our two Training and Resource Centres in the UK and Guatemala provide welcoming spaces and enriching opportunities where organisations, volunteers and our staff can connect and receive training, while becoming refreshed and re-inspired.

OUR STRATEGY CONTINUED

TRUSTEES

Our work is governed by confident leaders and decision-makers who are experienced in the third sector.

DONORS

Donors are kept engaged throughout our work to communicate progress and celebrate impact.

STAFF & VOLUNTEERS

Fundamental to our work are our highly skilled staff and volunteers: supported and trained by Nicodemus to confidently carry out their roles to meet the individual needs of the people we serve.

FULFILLING OUR MISSION

To see communities standing together to relieve poverty: so, every individual can experience life in all its fullness.

By equipping and empowering communities with the necessary skills and resources to overcome disadvantage and inspire positive change.

To rescue, restore, and revive the lives of those most overlooked, marginalised and excluded.

IMPACT

01

Increasing community leader's skills and confidence to serve and lead in their communities.

02

Improving sustainability and longevity of community projects, by helping them to build their capacity, and develop community resilience.

03

Strengthening multi-agency working across communities: reducing prejudices, stereotypes and inequalities leading to improved community cohesion.

BENEFICIARIES

- Rescuing individuals from immediate crisis: reducing poorer life outcomes associated with poverty.
- Improving the emotional wellbeing and mental health of vulnerable individuals: restoring their self-esteem, building their support networks, and empowering them to realise and achieve their potentials as they access education and employment.
- Raising beneficiaries to become active in their communities as they invest back into programmes that previously helped them; taking roles of leadership, becoming mentors of the next generation, and contributing towards developing ongoing solutions.



WHERE WE OPERATE

UNITED
KINGDOM,
LATIN AMERICA
& THE
CARIBBEAN

OUR INSPIRATION

We work in partnership with churches and community groups to equip, empower and engage community leaders as they develop mentoring programmes that improve the longer-term outlook for marginalised people experiencing poverty and disadvantage.

1John 3:16 teaches us that we can understand the true meaning of love by observing Christ's selfless act of giving up his life. By following His example, we should also be willing to sacrifice for the well-being of others. In a similar manner, we witness our local staff, partners, and volunteer mentors embodying Christ's sacrificial love as they serve those who are in need. Just as God values us and our importance to Him, we are dedicated to obeying God's command to have faith in and assist those who are marginalised and often disregarded by society.

"But you, God, see the trouble of the afflicted; you consider their grief and take it in hand. The victims commit themselves to you; you are the helper of the fatherless." - Psalm 10:14



RESCUE



**OFFERING
EMERGENCY
SUPPORT TO AT-
RISK CHILDREN
AND YOUNG
PEOPLE**

RESCUE AND REHABILITATION

After enduring a particularly difficult period, which involved the United Kingdom leaving the European Union and the global pandemic, the consequences have been severe and long-lasting. The combination of these events has caused significant harm, resulting in profound damage. As a result, there has been a surge in household expenses and a heightened sense of grief and trauma, leading to increased mental health challenges. Consequently, communities have become fragmented, particularly affecting those who were already struggling financially and pushing them further into poverty. The most marginalised individuals have been disproportionately affected, as they struggle to survive in a time when the economic and political landscape is characterised by social disparities, which have been exacerbated.

The voluntary sector has faced tremendous difficulties due to the overwhelming demand for their services. The complexities arising from varying restrictions and uncertainty in funding have had a detrimental impact, with more than 90% of charities experiencing negative consequences, according to the Charity Commission in 2021. Additionally, six in ten organisations have reported a significant decline in their income, creating a challenging environment for the voluntary sector.

At Nicodemus, we are constantly adapting to the consequences of Brexit and the subsequent pandemic. While addressing the needs of individuals in the UK and Latin America, our Youth Mentoring Programme in Guatemala remains committed to offering innovative and valuable assistance to marginalised young people. Drawing from its direct experience on the ground, our Youth Mentoring Programme actively contributes to and influences our Specialist courses, which aim to train and empower mentors from churches and community groups in both regions. Although many of our services are now delivered online, our in-person training sessions provide crucial face-to-face support in the areas where we are located and can reach. Through our services, we strive to create opportunities for rescuing, restoring, and revitalising the lives of those we assist.

*"GIVE THANKS IN ALL
CIRCUMSTANCES;
FOR THIS IS THE WILL
OF GOD IN CHRIST
JESUS FOR YOU."*

**1 THESSALONIANS
5:18**



STREET INTERVENTION, GUATEMALA

"Receiving mentoring helped me not to fall when I was at the point of doing so. Mentally the pandemic affected me a lot. Needing to stay at home with family was not easy. Now I feel a lot better. When I feel like I'm going to fall I know my mentor is there to lift me up. I have learned to never give up."

- Pedro, mentee.

Through our Crisis Support services carried out by our partner projects - Time of Rescue, the My Special Treasure girls residential protection home and Education Centre, and our Youth Mentoring Programme, we offer crucial aid during times of urgency by providing practical assistance and emergency care. We prioritise immediate response in a secure environment, accompanied by mentoring, to bring clarity and tranquility during critical situations. We also assist individuals in developing positive strategies to escape the cycle of harmful and abusive relationships and environments. Our support extends to various situations, such as domestic violence, self-harm, and the lack of basic necessities like food and hygiene.





COMMUNITY ACTION, GUATEMALA

Many of the young individuals in Guatemala we assist have grown up in children's protection homes such as My Special Treasure, left behind a life on the streets with the help of the Time of Rescue project, or reside in risky households and communities. As a result, these young people possess valuable life experiences and empathy towards others who are currently living in similar situations they once faced. This enables them to make a meaningful impact on the lives of others by providing relatable support. Our Youth Mentoring Programme Community Action initiative involves individuals volunteering at local projects and ministries, as well as serving as mentors themselves. Having undergone transformative experiences in their own lives, the young people we collaborate with become passionate and equipped to help others, engaging in community outreach activities such as:

- **ENGAGING IN ONE-ON-ONE MENTORING AND ORGANISING SOCIAL ACTIVITIES AT THE MY SPECIAL TREASURE CHILDREN'S PROTECTION HOME.**
- **ESTABLISHING CONNECTIONS AND BUILDING RELATIONSHIPS WITH YOUNG INDIVIDUALS LIVING ON THE STREETS THROUGH SOCIAL ACTIVITIES WITH THE TIME OF RESCUE PROJECT.**
- **CONDUCTING WORKSHOPS AT THE MY SPECIAL TREASURE EDUCATION CENTRE FOCUSED ON DEVELOPING SKILLS NECESSARY FOR TRANSITIONING INTO ADULTHOOD.**





"Receiving mentoring has helped me not to fall."
Pedro

SOCIAL ACTIVITIES, GUATEMALA

Through the organisation of social activities as part of our Youth Mentoring Programme, we create safe spaces where young people can interact and socialise, fostering positive integration into their communities and society. These activities serve as a guiding force, diverting them from negative influences and challenges commonly found in their surroundings. Collaborating with their mentors, these individuals can actively participate in planning and leading these social events, which not only provide opportunities for skill development but also contribute to the nurturing of their self-esteem.

CRISIS SUPPORT, GUATEMALA

Amid the pandemic, our Youth Mentoring Programme created a Crisis Support Plan Agreement aimed at assisting expectant mothers. The agreement specifies the specific amount and regularity of financial aid they will receive for a duration of 6 to 8 months. It also outlines the responsibilities and aspirations of the Youth Mentoring Programme, along with the expected commitments and progress from the young adult involved.

This involves the young individual's commitment to obtaining appropriate and essential medical support throughout pregnancy, devising a plan to ensure a healthy living environment, and preparing for employment or volunteering a few months after giving birth or when they feel prepared to do so.

LINDA'S STORY



In the past few years, one of our young adults participating in the Youth Mentoring Programme, Linda Noriega, has faced a series of crises, trauma, unemployment, moving residence regularly, isolation and other personal challenges. This year, Linda became pregnant and gave birth to her second child. Prior to these events, Linda was flourishing academically and professionally, even being considered for mentor training. Linda had a difficult upbringing characterised by abuse and poverty, having been raised in a children's home. Despite being intelligent, compassionate, and displaying impressive leadership skills, Linda, like many marginalised young people in Guatemala, faced limited opportunities and ongoing personal challenges that left her vulnerable at times.

During the pandemic, Linda received food assistance from Nicodemus' crisis fund. A support plan was devised, providing £30 per month for seven months to help Linda during her pregnancy and the four months after giving birth until she could secure employment. Linda and her mentor committed to increased virtual meetings and more frequent contact to review progress and targets outlined in her support plan. Additionally, Linda engaged in sessions with a psychologist from AMG Guatemala (Advancing the Ministries of the Gospel), a charitable organisation that has been supporting young adults in our program in this manner for years.

As part of Linda's recovery journey, Nicodemus and AMG encouraged her to seek employment or volunteer with a project. Linda explored various options and reached out to Jomara Pineda, the director of Puerta de Esperanza. After a few weeks of volunteering there, Jomara encouraged Linda to rent a room on the same street as Puerta de Esperanza. At that point, Linda was still living two hours away from Guatemala City. Linda and her two children have now settled into their new living arrangement, and Linda receives a monthly offering for her volunteering at Puerta de Esperanza. This income provides Linda with the basic means to sustain herself, while the project ensures meals for Linda and her children, and her eldest son receives schooling.

Observing Linda thrive in an environment that suits her strengths, Jomara approached Nicodemus with a request to train Linda to coordinate a transition program for older teenagers at Puerta de Esperanza. These youth need to acquire practical skills such as preparing CVs, honing job interview techniques, and managing budgets.

Stories like Linda's serve as powerful inspiration and reinforce our belief in the supportive programs facilitated by our Youth Mentoring Programme, including crisis support, mentoring, and volunteering. Not only has Linda's life undergone a remarkable transformation, but she also becomes a beacon of hope for others in need. Linda continues to heal, and her commitment to helping others is an integral part of this process, aligning with our vision of creating a world where young people experience healing by breaking the cycle of disadvantage in their lives and creating a ripple effect in their broader community.



RESTORE



RESTORATION

Youth mental health poses a significant issue in the United Kingdom, with around 10% of children and young individuals (aged 5-16) having a clinically diagnosable mental health condition, according to the Mental Health Foundation. The negative impact of poor mental health on young people's lives is substantial, affecting their academic performance, relationships, self-esteem, and overall quality of life. If left untreated, it can also lead to long-term mental health problems. Several factors contribute to youth mental health problems in the UK, such as academic pressure, including exams and school-related stress. Bullying, social isolation, family issues, and societal pressures also play a role. Furthermore, the increased use of social media and online platforms has raised concerns about cyberbullying, body image issues, and feelings of inadequacy among young individuals.

Latin America is currently grappling with high levels of youth poverty, with approximately 30% of the region's population aged 15 to 24 living in poverty in 2018, as reported by the World Bank. Limited access to quality education remains a significant barrier for many young people in Latin America, impeding their ability to acquire the necessary skills for stable employment and upward mobility. High levels of youth unemployment and underemployment are prevalent in the region, leading many young individuals to engage in informal and precarious work that lacks job security, social protection, and fair wages.

In addition to the challenges of limited education and employment opportunities, there are life-threatening challenges faced by youth in the UK and Latin America as they transition into adulthood and make important life decisions. Illicit gang activities provide an escape route for some, exacerbating the risks and uncertainties faced by young individuals at this stage of life.

To address these issues, Nicodemus is working with young people aged from adolescence to young adulthood, aiming to bridge the gap and provide opportunities for them to focus their energy and ambitions on areas that will positively serve their own needs and the needs of others.

*"BUT I WILL
RESTORE YOU TO
HEALTH AND HEAL
YOUR WOUNDS."
JEREMIAH 30:17*

RESTORE

*"IF YOU CANNOT SEE
WHERE YOU ARE
GOING, ASK
SOMEONE WHO HAS
BEEN THERE BEFORE."*

J LOREN NORRIS

YOUTH MENTORING PROGRAMME, GUATEMALA

Through our three primary objectives of Rescuing, Restoring, and Revitalising the lives of vulnerable young individuals, we have seen God's hand at work in healing them from the depths of street life and guiding them towards trusting relationships with trained mentors.

Our Youth Mentoring Programme, in collaboration with Time of Rescue, the My Special Treasure girls protection home and Education Centre - a school catering to children from families working at the town rubbish dump - is currently supporting 75 young people in Guatemala. Our programme assists them in transitioning out of these challenging circumstances and navigating towards

a healthy integration into adult society. Alongside mentoring, these young individuals receive education, guidance in essential life skills, and, when applicable, the opportunity to enroll in our Youth Mentoring course, which equips them with the skills to become mentors themselves.

Throughout 2022, these 75 young people, along with their involvement in their churches and communities, collectively reached out to 1896 at-risk children and youth each month through their voluntary efforts.

**75 YOUNG PEOPLE
REACHED 1896 AT
RISK YOUNG PEOPLE
PER MONTH THROUGH
VOLUNTEERING**



COMMUNITY CONNECT PARTNERSHIPS

In Guatemala, our Youth Mentoring Programme has evolved and shaped the next phase of our work. Three years ago, we initiated the development of Community Connect Partnerships with churches and projects in Guatemala. The aim was to train and equip youth leaders and volunteers from these organisations to serve as mentors for at-risk young individuals within their own churches and communities. Our 15 church and project partners in Guatemala, collectively providing mentoring to 250 young people, received personalised training and ongoing guidance on various topics related to Youth Mentoring, Skills Development for Youth in Transition, and Mentor Programme Coordination.

We firmly believe that establishing dedicated and purposeful relationships between mature, Christian mentors and at-risk young people creates safe spaces where these young individuals can learn, grow, mature, and flourish. Our partners not only offer a platform for professional and personal growth for at-risk youth but also provide opportunities to develop trust-based relationships and socialise with their peers and supportive adults. They walk alongside their young mentees, offering guidance as they develop aspirations, find stability, and ultimately become the leaders and mentors of tomorrow.

MENTORING

AT THE HEART OF OUR MISSION IS OUR DESIRE TO SEE YOUNG PEOPLE ACHIEVE A SECURE TRANSITION INTO ADULTHOOD.

Mentors play a crucial role in the lives of vulnerable young individuals by guiding them to improve their opportunities in life while establishing a close and trustworthy relationship rooted in our faith in the Gospel. Mentoring involves a process where a person shares their knowledge, experience, and time to assist a young person in their social, spiritual, physical, and professional growth.

In our mentoring approach, we believe that the mentee possesses inherent potential from the start of the relationship, which can be imparted to others, including the mentor. We don't seek hierarchical relationships based on authority, but rather horizontal relationships where both parties learn from and emulate each other, appreciate each other's qualities, and mutually support and assist one another through their individual struggles and weaknesses.

Nicodemus is deeply committed and enthusiastic about connecting the global church with relevant training and resources. Our goal is to equip community leaders to effectively support the most marginalised and vulnerable young individuals through mentoring relationships, fostering long-lasting positive outcomes.

This year, we have successfully provided remote one-to-one and group training to 45 voluntary organisations in the UK and Latin America. Our expertise lies in mentoring, coaching, and programme coordination. By doing so, we have assisted organisations in resuming their services following the pandemic, helping them devise strategies, plan their mentoring projects, and adapt their delivery methods to continue supporting as many beneficiaries as possible.

Through our training programs, we have empowered and equipped community leaders to drive change in marginalised areas of their communities. They have been able to develop innovative approaches to address the needs of their communities while strengthening the resilience and effectiveness of their services. Our aim is to create a transformative impact on communities nationwide, ensuring sustainable change for years to come.

"MENTORING HELPS THE OTHER PERSON KNOW THEY ARE NOT ALONE; THAT THERE IS SOMEONE THERE TO LISTEN, CARE AND GIVE ADVICE."

VANESSA DE MARROQUIN,
MENTOR





HELPING YOUNG PEOPLE ACHIEVE A SAFE AND SECURE TRANSITION INTO ADULTHOOD

'SKILLS FOR YOUTH IN TRANSITION' WORKSHOPS

On their arrival to adulthood, many young people face up to several difficulties including a lack of education and employment opportunities, poor physical, mental, and emotional health, and fear of stigma and prejudice. These factors are often entangled within generational cycles of poverty, thus proving hard to break.

The years during which a young person makes their transition into adulthood is a vital stage of life when important decisions are made involving family relationships, friendship circles, partner and children, church, studies, work, and more. With negative influences and temptations in society circling alongside limited opportunities, young people nowadays face an uphill challenge to encounter a healthy and secure transition into adult life.

Workshop topics include the following:

- Goals and building healthy habits
- Friendships and circles of influence
- Identity
- Managing emotions and feelings
- Family dynamics
- Does my past define me?
- Career guidance
- Job searching
- Housing
- Emotional and physical purity in relationships
- Effective approaches to budgeting and saving
- Application of values
- Creating a support plan

“It is important to not only have a desire but also the tools. Thank you for providing us with this training that will help us to serve and mentor our young people.”

Pastor Beny, Young Adults With Purpose, Cusco, Peru



EDUCATION SCHOLARSHIPS, GUATEMALA

Many of the young people we support with education in Guatemala are often up to five years behind where their age dictates they should be. The gift of education to a young person under such circumstances is greatly valued. A complete school education for a young people improves employability prospects and lifts self-confidence. Our education scholarships vary in supporting young people to complete formal education, to take up a university course, or to study technical courses such as English, Baking, Hairdressing, Carpentry, and First-aid.

MINISTERIAL APPRENTICESHIPS, GUATEMALA

Our partner projects, Time of Rescue and My Special Treasure, often have a need to recruit new staff. At times, the best equipped people to take up these positions are trained and professional young people from our Youth Mentoring Programme, who have successfully moved on from crisis and rebuilt their lives. Together with personal life experiences, professional development, and ongoing one-on-one support from a mentor, they often become the best-prepared prospective employees for these three ministries. Nicodemus provides financial support to our partners to allow young people to receive paid employment. This is mutually beneficial both for the needs of the ministry, and for the young person's ongoing growth and professional development.



PARTICIPATIVE RESEARCH INFORMING OUR STRATEGIC MODEL, UK

In 2022, we delivered training and continuous assistance to 62 community groups in the UK, offering online guidance in project development. This effort directly impacted 1,200 young people, benefiting their growth.

We organised a series of webinars with a participation of 30 attendees. Throughout these sessions, we encouraged involvement and gathered feedback from the participants. Their input played a pivotal role in confirming the necessity to transform our specialised mentoring training materials into a comprehensive package intended for churches and community groups. This collaborative approach greatly enriched our online surveys, influencing how we design, present, and structure our courses.

Over the course of the year, we conducted telephone surveys involving over 200 project leaders who were unable to attend the webinars. These conversations shed light on the urgency of our next phase: developing dedicated mentoring resources and making them accessible to churches and community groups across the UK.

Within this same timeframe, we honed our Specialist Mentoring curriculum and captured the course in both foundational and advanced versions. The editing process began in the latter part of 2022, in preparation for the 2023 launch.

The insights from these consultations also guided the digital creation of our online virtual platform, which will host the courses. We envision conducting platform testing in early 2023, followed closely by the course launch. Our aspiration is to ensure that our training programmes are affordable and accessible for churches and community groups seeking to benefit from our specialised mentoring materials, thereby creating a positive impact on marginalised and vulnerable communities within their surroundings.

Ranking of training topics based on feedback survey results:

- 1- Effective multi-agency working**
- 2- Understanding mental health**
- 3- Building trusting relationships**
- 4- Becoming an active listener**
- 5- Essential qualities and skills for mentoring**



"At the Education Centre, I have formed a bond with my teacher. We discuss God, and she has provided guidance on how to seek Him and build a relationship with Him. Moreover, I have started attending a church."

BRENDA'S STORY

Brenda, a 25-year-old young person who had lost hope of ever receiving an education, was offered a place at the My Special Treasure Education Centre three years ago. As someone who couldn't afford education, her only means of income was scavenging through rubbish at the local dump to support herself and her children. Now, she has the opportunity to graduate with a complete education, which will enable her to secure better-paying employment in the near future.

Attending the Education Centre will transform Brenda's life. Instead of struggling to survive in a home without electricity and water, she will be able to provide her family with nutritious food and a better living environment. Additionally, through the school's devotionals, biblical teachings, and her involvement in a local church, she is developing a relationship with Christ and learning to make positive decisions for herself and her family. Brenda now has hope for a brighter future.

Brenda expresses, "At the Education Centre, I have formed a bond with my teacher. We discuss God, and she has provided guidance on how to seek Him and build a relationship with Him. Moreover, I have started attending a church."

Such teacher-student relationships are crucial for young individuals like Brenda. Recognising this, Nicodemus has introduced a Youth Mentoring course specifically designed for teachers at the Education Centre. In addition to providing education, the school directors emphasise the importance of teachers being aware of students' circumstances and offering counseling and support whenever possible. Our Youth Mentoring course covers topics such as Building Trust, Active Listening, and Conversation Techniques, equipping teachers with the necessary skills to develop meaningful connections with children and young people, thereby benefiting them greatly.

REVIVE



REVITALISING EQUIP & EMPOWER

**A HEART AND
PASSION FOR
ENGAGING CHURCHES
AND COMMUNITY
GROUPS WITH
RELEVANT
MENTORING
TRAINING.**

OUR MOTIVATION IS
BUILT UPON THE
WORDS OF JESUS,
"THEREFORE GO AND
MAKE DISCIPLES OF
ALL NATIONS."
MATTHEW 28:19

In the future, we are enthusiastic about the continuous progress of our Community Connect Programme. This programme aims to offer affordable and accessible cross-cultural training opportunities to church youth leaders, volunteers, pastors, frontline practitioners, multidisciplinary teams, schools, and other services across the UK and Latin America. The goal is to equip practitioners with the knowledge necessary to address challenges that negatively impact vulnerable young people and individuals they work with, enabling them to better support marginalised sections of their community.

We are deeply committed to providing practitioners with the essential skills and resources to create and implement effective mentoring projects. Our courses not only focus on practical skills and relational competencies needed to be an effective mentor but also address complex social issues such as child sexual exploitation, street life, abuse, and physical and emotional well-being.

Our resources are rooted in the sharing of knowledge and experiences of young people who have personally experienced homelessness, grown up in residential homes, or are living in marginalised communities, many of whom face struggles with mental health and generational poverty.

Those individuals who have broken the cycle and become community leaders and mentors inspire the development of our resources. They serve as the driving force behind our efforts to equip and empower churches and community groups with relevant and timely resources.

We prioritise the voices of our beneficiaries in all that we do, and our Community Connect Programme has been shaped by the methodologies we have learned through our own experiences over the past decade.



OUR SERVICES

COURSES

We are currently running the following courses:

- 1) Youth Mentoring - Spanish and provided via 8 live sessions**
- 2) Foundational Specialist Mentoring - English and accessible via our website**
- 3) Child Sexual Exploitation - English and accessible via our website**
- 4) Mentor Programme Coordination - Spanish and provided via 5 live sessions**

We are fundraising for the future development of the following two courses: Advanced Specialist Mentoring (English) and Skills for Youth in Transition (Spanish). As relevant, we translate material from one language to another.

PARTICIPANT GUIDES & RESOURCES

Our Participant Guide resources provide course participants with worksheets and reflective exercises as they embark on identifying the most effective ways to address the needs of vulnerable and at-risk people in their communities. We also offer a selection of free and purchasable resources to equip the mentee, mentor and programme coordinator.

WORKSHOPS

Equipping churches and organisations, our workshops bring together frontline community workers. Workshops engage community leaders, youth workers, volunteers and other outreach workers to improve the mental health support and mentoring services available for vulnerable people.

As churches, organisations and services in the UK and Latin America gain a greater understanding of mental health and become trained in mentorship, they become equipped to support marginalised sections of their community. Participating in workshops will equip you as you provide dynamic provisions that work together to identify gaps in service provision and that collaboratively reduce barriers that often prevent those in need from accessing support.



OUR SERVICES

ONLINE FORUM

Our Online Forum is a learning space for members to benefit from group discussion together with other course participants and course leaders as they journey together and apply their learning.

We adopt a personalised approach to training and equipping you, your church and your organisation to help ensure an effective and long-lasting implementation of your learning into your community project. Via our Online Forum, course participants are provided with access to further guidance and deeper learning as they develop their own mentoring skills and community mentoring initiative to be proposed to their church leadership or board of directors.

6 learning objectives:

01 Understanding of the impact of complex social issues: including the interrelationships between mental health, addiction, child sexual and drug exploitation, domestic abuse, and homelessness.

02 Understanding the reasons for, and consequences of, decisions that vulnerable people facing complex social issues often make.

03 Awareness and understanding of underlying mental health issues including environmental and genetic factors, that contribute to making an individual vulnerable to such risks.

04 Practical skills to effectively initiate and cultivate lasting mentoring relationships that have the potential to make a marked difference in the lives of marginalised individuals.

05 Recommendations, guidance, and best practice for working with vulnerable groups.

06 Understanding of personal reflective practice: to develop and maintain healthy lifestyle choices and habits; to effectively manage time and prioritise workloads; to self-monitor and self-manage wellbeing; and to recognise signs of physical or psychological deterioration in oneself, and to be able to reach out and access help from others.

TESTIMONIES, LATIN AMERICA

"I am working in a children's home and since last year we started a mentoring programme with adolescents. We didn't have many tools; we only started it because we realised that in the home the adolescents needed to have a close person to accompany them in their personal questions and in the difficulties they were having, especially behavioral challenges and career planning for when they leave the home. Having taken the Youth Mentoring course, I now have more resources and knowledge to continue working with adolescents."

Angela Opimi, Talita Cumi Children's Home, Bolivia

"We have identified a great need in our young people and adolescents for them to be able to get to know a healthy family, so this course has helped us define our Families Mentoring Programme that we will use to relate Christian families with young people who have left foster homes."

Jhimmy Tirado, Luz de Vida children's home, Peru

"The learning from this course is amazing! As a mentor, I can say that the tools learned in this course will help me strengthen mentoring relationships with the boys. It will help us as volunteers and mentors to have a positive impact on young people and children and motivate them to adopt the courage to grow, develop and adapt and join society without fear, prejudice or doubt about others or about themselves. Without a doubt, this course has been a blessing!!!"

Andrea Lopez, Timothy Mentoring Programme, Honduras

"It is important to not only have a desire but also the tools. Thank you Nicodemus for providing us with this training that will help us to serve and mentor our young people."

Pastor Beny, Director of the 'Young Adults With Purpose' residential home in Cusco, Peru





BUILDING LOCAL COMMUNITY

MANOR BARN TRAINING AND WELLBEING CENTRE

Committed to improving the opportunities available for local people, Manor Barn seeks to empower our local people to take ownership in their community.

Tackling disadvantages faced by rural communities in Warwickshire (10 miles from Stratford-on-Avon), we are opening our Training and Wellbeing Centre at Manor Barn to local people who are passionate about improving what is on offer in and across our communities.

Manor Barn, located in the middle of Oxhill Manor's 30-acre re-wilding project, is perfect for retreats, conferences, team building, church meetings, Alpha away days, camping, or a unique space for groups of up to 50 people. Visitors can step outside to enjoy the serenity of Oxhill Manor grounds surrounded by ponds, the planting of new trees, and the emergence of wildlife.

We hope to welcome visitors, as we envision our centre being used to:

- Inspire creativity
- Bring ideas to life
- Connect local people together

History can be experienced at Manor Barn, where musket balls found in the fields indicate that soldiers were billeted in this valley during the Battle of Edgehill at the start of the English Civil War. John Catesby, the historical owner of Oxhill Manor, was a prominent figure in the Gunpowder Plot of 1605.

Accommodating up to 50 people, our Training and Wellbeing Center offers an excellent conference centre, tranquil retreat facility, and innovative space to use as your own.

- Multi-function room
- Projector, 3-meter projector screen, and PA
- x50 Chairs
- Separate kitchen
- Wheelchair access
- Toilets
- Fibre Wifi



"A really lovely venue in a fabulous setting. Lots of space and great facilities - thank you."



OUR STRATEGY

Going forward, we are therefore excited to be prioritising the development of our Community Connect Programme. This programme will provide affordable and accessible cross-cultural education and training opportunities for community leaders, frontline practitioners, volunteers, multi-disciplinary teams, schools and services nationwide: equipping practitioners with the knowledge to address adverse challenges affecting vulnerable young people and individuals they work with, so they can better support marginalised sections of their community.

Keeping the voices of our beneficiaries at the heart of all we do, this programme is being developed using methodology we have learnt through our own experience over the last ten years.

DISCUSSION

This initial phase of our training development has formed a critical part of our ongoing community needs analysis:


WHO

Through stakeholder mapping, we have recognised the people/organisations of our charity who are paramount to our work both internally, and externally (staff/volunteers, direct/indirect beneficiaries, funders, supporters and organisations we work alongside). We are regularly consulting with stakeholders to capture feedback and to identify any major trends and potential changes needed.

HOW

We are conducting needs assessments through telephone and virtual interviews, group and one-to-one discussions, course development surveys and gathering testimonies and statistics from organisations we work alongside. We have also set a project running timeline. Using methods such as these will ensure that our training and support remains relevant and in line with what is most needed at the time.





"I wish I could have had this training 10 years ago"- Eden Westwood Community Project

ANALYSIS

We conduct market research, monitor market and community trends, and review qualitative and quantitative data captured from our consultations to:

- Identify how community need evolves over time.
- Explore ways we can develop our work to meet local and national need.
- Ensure uniqueness in our training.
- Identify gaps in service provision.

Our analysis so far has evidenced the need to upskill community leaders. While many organisations rely heavily upon volunteers, their access to affordable training is limited: consequently, staff and volunteers' confidence and morale can often be low with projects not always fulfilling objectives or having the resources/staff to run effectively.

From our analysis, there is a definitive need to make our training more widely available, accessible and affordable so voluntary organisations can build their capacity, raise up mentors within their organisations, and better meet the holistic needs of their vulnerable beneficiaries. We continue to analyse community need and share findings with key stakeholders.

By reflecting upon our work, our practice, and by listening to the views of organisations and individuals across the country, it has spurred us on to reflect upon our mission and the meaning of our work; and to redefine our programmes based upon what is most needed into the upcoming year and beyond.

"We appreciate Nicodemus for their support. We would not have been able to continue our mission without Nicodemus being there to help."
The Love Branch Project

We are now continuing to consult with additional organisations and church networks including New Wine Leaders, Church Rooms, Christian Resources Exhibitions, St Andrews Bookshop, Elim Church and Warwickshire County Council, to deliver course topics of most value.

IMPLEMENTATION OF OUR STRATEGY

We have now developed a clear understanding of the needs of our communities in both the UK and Latin America. Going forward, we will continue to monitor and refine our strategy as we proceed with programme development and implementation.

TO DO THIS EFFECTIVELY, OUR 4-YEAR STRATEGIC PLAN AND BUDGET OUTLINES:

- The people involved in each stage of project delivery.
- Key outcomes and objectives.
- The roll out plan for the programme.
- Full costing and funding needs.
- Start and end dates/timings, and dates for formal review.

In order to fully address project viability, resources and the funding needed to make this project a success, we have also conducted a risk and cost analysis, and developed a thorough fundraising strategy.

TESTING

Before launching this programme, we successfully conducted a pilot to determine project success through which we effectively supported and trained 75 organisations over the last 2-3 years.

Going forward we will conduct due diligence and quality assurance testing before launching our training courses: firstly, sharing our work with internal staff, our CEO and trustees; followed by externally presenting to a sample group of organisations and individuals. Those involved in our testing phase will complete a feedback survey and/or interviews to input into course development.

EVALUATION

We will use a range of evaluation methods to ensure quality, accessibility and affordability of our training:

- Our online training platform will collate statistical, quantifiable data informing us about levels of engagement and participation.
- Our quality feedback surveys will collate data to review participant satisfaction.
- Our progress reports collated via surveys and interviews, will help to capture soft and hard skills and outcomes achieved by participants, and the impact training has made to their personal practice and wider into their community.
- Our regular review meetings conducted with our course production team will review and analyse all feedback captured, in order to draw up learning and evaluation points as well as considerations for improvement.






KEY OBJECTIVES

KEY OBJECTIVES AS WE MOVE FORWARD

Our strategy involves engaging churches and community groups with relevant and topical resources from our Specialist Training series: equipping community leaders and volunteers to serve at-risk individuals so they can overcome disadvantage. As we educate and equip participants to develop intentional and effective mentoring relationships, this programme will contribute significantly to the greater mission of churches and organisations in the UK and Latin America.

OUR FUNDAMENTAL AIMS ARE TO:

- Make essential training courses and support both affordable and accessible to churches and Christian organisations in the UK and Latin America.
- Equip community leaders and frontline practitioners with the awareness and understanding to effectively support individuals struggling with mental health and complex issues.
- Support and encourage the innovative education and communication of Christianity within the UK and Latin America.
- Contribute to the strengthening of discipleship relationships between team members of churches and charities.
- Apply skills such as building trust, active listening, conversation technique, and effective goal setting which will help to create a 'coaching and mentoring organisational culture' within team members of organisations.
- Improve multi-agency working across churches, charities, and wider communities by building the capacity, sustainability, and strategy of organisations to effectively identify local needs through adopting consultative communication analysis methods; undertaking stakeholder and provision mapping; and learning how to develop effective signposting and referral processes.



We believe that every individual matters and deserves the opportunity to be helped to make a meaningful change.

2022
SUMMARY

2022 SUMMARY & LOOKING FORWARD

As we come to the end of this year, we would like to express our heartfelt gratitude to all of our supporters who have made our work possible. Your dedication as a team and your support for the communities we serve in the UK and Latin America have allowed us to make a real and long-lasting impact on those facing poverty and disadvantages.

Looking ahead to the next year, we are excited to go beyond the basic learning requirements and explore, expand, and evaluate various delivery methods. We believe that our recorded courses on Foundational Specialist Mentoring and Child Sexual Exploitation will greatly benefit churches and community groups in the UK by providing them with accessible and affordable resources to equip frontline practitioners. Our ultimate goal is to ensure that every vulnerable and at-risk young person in the UK receives the support they need through loving and caring programmes that establish trusting and effective relationships with mentors.

In Latin America, we are thrilled about the upcoming opportunity to launch our Youth Mentoring and Mentor Programme Coordination courses to audiences across the continent. Our networking has revealed a significant demand for this training among churches and community groups in Latin America, and there are many young people willing to volunteer their time to mentor at-risk and vulnerable youth in children's homes and other settings.

We are actively developing these courses in both English and Spanish, and each training topic and video will have Participant Guides.

This will allow course participants not only to complete the courses but also to engage in personal reflection exercises and group activities. We will also provide ongoing workshops for course participants, aiming to create a learning community of mentors and programme coordinators. Through bi-monthly workshops, we will continue to provide guidance and support, and our online forum will serve as an empowering platform where others can be inspired and encouraged to develop innovative ideas to address challenging social issues.

We are thrilled about the opening of the Manor Barn Training and Wellbeing Centre. We have had the pleasure of recording our English courses within its premises. Furthermore, we have seen the local community utilising the centre for various activities, including choir practices, dog training, sports events, and wildlife presentations. As we move forward into the next year, we will actively promote the centre within the local area. We are excited about the potential opportunities it will create for local projects, churches, and businesses.

As we enter our tenth year since Nicodemus began, we are humbled to witness the far-reaching impact of our work across continents. We remain committed to our mission of rescuing, restoring, and revitalising the lives of the most marginalised individuals. We are grateful to God for working through us and guiding our steps as we accompany and encourage individuals on their journey of change. Through mentorship and discipleship, we aim to empower leaders and beneficiaries to reach their full potential and become agents of change for others.



We continue to review our working model to ensure best practice, compliance and value for money whilst striving for quality and excellence.

FUNDRAISING STRATEGY

We continually devote time and resources into our fundraising offering, to secure our ability to improve the lives of marginalised individuals in the UK and Latin America. Throughout our fundraising efforts, we promise to ensure that our supporters and the wider public are considered:

- Treating them fairly and with respect.
- Being aware of vulnerabilities, and actively protecting vulnerable people. Honouring our gifts with complete transparency.
- Fulfilling our objectives and sharing the progress of our work.
- Listening and learning from all feedback that we are given.
- Respecting any personal data, information and preferences that are shared with us.

As a charity, we are constantly seeking ways to enhance and adjust ourselves in response to new challenges. In light of the pandemic, we have carefully evaluated and revised our fundraising strategy. Our goal is to diversify our sources of funding, encompassing various channels such as individual and corporate donations, fundraising events, grant applications, community initiatives, and online campaigns. Recognising the economic impact of COVID-19 on a national and global scale, our charity has allocated a three-month budgeted cash reserve to mitigate potential financial difficulties.

Nicodemus places great importance on maintaining robust regulatory and operational frameworks. We consistently review our operational model to ensure adherence to best practices, compliance with regulations, and optimal allocation of resources while striving for exceptional quality. To uphold the highest standards in fundraising, we have voluntarily aligned ourselves with the Fundraising Regulator and its Code of Fundraising Practice. This subscription enables us to uphold fundraising standards, receive guidance, and operate in the public's best interests by fostering trust and taking appropriate action in cases of concern.



FUNDRAISING STRATEGY CONTINUED

We have thoroughly examined and identified the key performance indicators (KPIs) for our projects and have implemented a project plan to ensure their viability, sustainability, and growth in the post-pandemic period. We have maintained a strict focus on budgeting and financial forecasting, adapting as necessary to meet the needs of the community and maximise growth opportunities. This approach has yielded great success, allowing us to develop marketable products that generate income, ensuring ongoing organisational growth and sustainability.

We have maintained a strict focus on budgeting and financial forecasting, adapting as necessary to meet the needs of the community and maximise growth opportunities.

In all aspects of our work and fundraising endeavors, we allocate dedicated time to planning, monitoring, and evaluation. This includes compiling monthly dashboard reports, analysing statistical data, conducting quarterly reviews, and preparing quarterly and annual reports. The findings and recommendations for improvement resulting from these evaluations are shared and communicated with our trustees, funders, and broader stakeholders. Additionally, we have implemented essential financial planning measures and controls, including regular reviews of our annual organisational budget and individual project budgets, which are closely monitored on a monthly basis.

Monitoring and evaluation are integral parts of our methodology. As a team, we regularly assess the progress we are making based on our project plan and defined objectives. We measure the resources invested, such as staff time and utilised resources, against the activities and outputs to gauge the achieved outcomes and the impact made over the project's three-year duration. Utilising a project plan in conjunction with our budget helps us ensure the project's viability and sustainability, preventing deviations and keeping us aligned with our expected objectives. Lastly, we gather feedback from course participants to understand how they have applied the training and assess the broader impact our training is having.



FINANCIAL STATEMENTS



REGISTERED COMPANY NUMBER: 10300111 (ENGLAND AND WALES)
REGISTERED CHARITY NUMBER: 1170143

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022
FOR NICODEMUS**

Murphy Salisbury Limited
Chartered Accountants
Celixir House
Stratford Business and Technology Park
Stratford-upon-Avon
Warwickshire
CV37 7GZ

NICODEMUS

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NICODEMUS

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 DECEMBER 2022

TRUSTEES

A W Welford
Mrs D M Welford
D L Holden
Mrs H Skaife
C J R Adlam

REGISTERED OFFICE

Manor Stables
Beech Road
Oxhill
Warwickshire
CV35 0QE

REGISTERED COMPANY NUMBER

10300111 (England and Wales)

REGISTERED CHARITY NUMBER

170143

INDEPENDENT EXAMINER

Murphy Salisbury Limited
Chartered Accountants
Celixir House
Stratford Business and Technology
Park
Stratford-upon-Avon
Warwickshire
CV37 7GZ



NICODEMUS

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 DECEMBER 2022**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2022. 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Please refer to pages 8-10.

Public benefit

The Trustees confirm that they have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Contributions made by volunteers

Please refer to page 7.

ACHIEVEMENT AND PERFORMANCE

Please refer to pages 6, 11-38.

FINANCIAL REVIEW

Financial position

The total net deficit for the period was £18,049 (2021 : surplus £5,328), comprising unrestricted incoming resources of £124,068 (2021 : £317,046) and unrestricted resources expended of £142,117 (2021 : £302,171) and restricted incoming resources of £60,080 (2021 : 14,100) and restricted resources expended of £60,080 (2021 : £23,647).

Total funds at the year end were £20,198 (2021 : £38,247) being unrestricted of £20,198 (2021 : £38,247) and restricted of £Nil (2021 :£Nil).

Investment policy and objectives

The Charity's memorandum and articles of association authorise the trustees to invest or deposit funds as may be thought fit.

Reserves policy

Our reserves policy is for us to operate within a range of 2-4 months' costs value in cash availability. We expect to average 3 months' costs throughout a year.

FUTURE PLANS

Please refer to pages 32-38.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are appointed in accordance with the Articles of Association.

Induction and training of new trustees

It is the charity's policy that new Trustees undergo an orientation process to brief them on their legal obligations under charity law, the charity's governing documents, the committee decision making process, the business plan and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events that will assist them in carrying out their role.

NICODEMUS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022

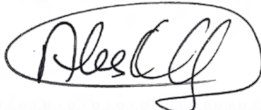
CONNECTED CHARITIES

Leadenporch Trust, a UK unincorporated charity with charity no. 1102456, is related to Nicodemus by virtue of it having common Trustees and being the former legal structure of this charity, which was modernized by transitioning to this incorporated legal structure. Charity number 1102456 contains the history of Nicodemus.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 17th July 2023 and signed on its behalf by:



.....
A W Welford - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
NICODEMUS**

Independent examiner's report to the trustees of Nicodemus ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under Section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under Section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Company as required by Section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of Section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Mark Bullock FCA

Murphy Salisbury Limited
Chartered Accountants
Celixir House
Stratford Business and Technology Park
Stratford-upon-Avon
Warwickshire
CV37 7GZ

Date: 18th September 2023

NICODEMUS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	46,568	-	46,568	26,784
Charitable activities					
Charitable activities	3	<u>77,500</u>	<u>60,080</u>	<u>137,580</u>	<u>304,362</u>
Total		<u>124,068</u>	<u>60,080</u>	<u>184,148</u>	<u>331,146</u>
EXPENDITURE ON					
Raising funds	4	22,080	-	22,080	9,791
Charitable activities					
Charitable activities	5	120,037	60,080	180,117	310,347
Other		-	-	-	5,680
Total		<u>142,117</u>	<u>60,080</u>	<u>202,197</u>	<u>325,818</u>
NET INCOME/(EXPENDITURE)		(18,049)	-	(18,049)	5,328
RECONCILIATION OF FUNDS					
Total funds brought forward		38,247	-	38,247	32,919
TOTAL FUNDS CARRIED FORWARD		<u>20,198</u>	<u>-</u>	<u>20,198</u>	<u>38,247</u>

NICODEMUS

BALANCE SHEET
31 DECEMBER 2022

	Notes	Unrestricted fund £	Restricted fund £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	11	3,173	-	3,173	5,651
CURRENT ASSETS					
Debtors	12	-	-	-	2,134
Cash at bank		<u>19,917</u>	-	<u>19,917</u>	<u>34,225</u>
		19,917	-	19,917	36,359
CREDITORS					
Amounts falling due within one year	13	<u>(2,892)</u>	-	<u>(2,892)</u>	<u>(3,763)</u>
NET CURRENT ASSETS		<u>17,025</u>	-	<u>17,025</u>	<u>32,596</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>20,198</u>	-	<u>20,198</u>	<u>38,247</u>
NET ASSETS					
		<u>20,198</u>	-	<u>20,198</u>	<u>38,247</u>
FUNDS					
Unrestricted funds	14			<u>20,198</u>	<u>38,247</u>
TOTAL FUNDS				<u>20,198</u>	<u>38,247</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2022.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 17th July 2023..... and were signed on its behalf by:



.....
A W Welford - Trustee

The notes form part of these financial statements

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Motor vehicles	- 20% straight line basis
Computer equipment	- 33% straight line basis

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	37,692	25,442
Gift aid	7,468	1,342
Training Centre Contributions	<u>1,408</u>	<u>-</u>
	<u>46,568</u>	<u>26,784</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

3. INCOME FROM CHARITABLE ACTIVITIES

		2022	2021
	Activity	£	£
Grants	Charitable activities	137,580	291,912
Partners hubs & workshops			
UK fees	Charitable activities	<u>-</u>	<u>12,450</u>
		<u>137,580</u>	<u>304,362</u>

Grants received, included in the above, are as follows:

		2022	2021
		£	£
Other grants		<u>137,580</u>	<u>291,912</u>

4. RAISING FUNDS

Raising donations and legacies

		2022	2021
		£	£
Salaries		<u>22,080</u>	<u>9,791</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	<u>176,810</u>	<u>3,307</u>	<u>180,117</u>

6. SUPPORT COSTS

	Other	Governance costs	Totals
	£	£	£
Charitable activities	<u>1,227</u>	<u>2,080</u>	<u>3,307</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

		2022	2021
		£	£
Depreciation - owned assets		<u>2,478</u>	<u>3,195</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2022 nor for the year ended 31 December 2021.

9. STAFF COSTS

The average monthly number of employees during the year was as follows:

2022	2021
<u>5</u>	<u>6</u>

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	26,784	-	26,784
Charitable activities			
Charitable activities	<u>290,262</u>	<u>14,100</u>	<u>304,362</u>
Total	<u>317,046</u>	<u>14,100</u>	<u>331,146</u>
EXPENDITURE ON			
Raising funds	9,791	-	9,791
Charitable activities			
Charitable activities	286,700	23,647	310,347
Other	<u>5,680</u>	<u>-</u>	<u>5,680</u>
Total	<u>302,171</u>	<u>23,647</u>	<u>325,818</u>
NET INCOME/(EXPENDITURE)	14,875	(9,547)	5,328
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>23,372</u>	<u>9,547</u>	<u>32,919</u>
TOTAL FUNDS CARRIED FORWARD	<u>38,247</u>	<u>-</u>	<u>38,247</u>

continued...

NICODEMUS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022**

11. TANGIBLE FIXED ASSETS

	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 January 2022 and 31 December 2022	<u>7,350</u>	<u>8,268</u>	<u>15,618</u>
DEPRECIATION			
At 1 January 2022	7,350	2,617	9,967
Charge for year	<u>-</u>	<u>2,478</u>	<u>2,478</u>
At 31 December 2022	<u>7,350</u>	<u>5,095</u>	<u>12,445</u>
NET BOOK VALUE			
At 31 December 2022	<u>-</u>	<u>3,173</u>	<u>3,173</u>
At 31 December 2021	<u>-</u>	<u>5,651</u>	<u>5,651</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Other debtors	-	1,384
Prepayments and accrued income	<u>-</u>	<u>750</u>
	<u>-</u>	<u>2,134</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Trade creditors	161	1,293
Social security and other taxes	81	-
Other creditors	-	10
Accruals and deferred income	<u>2,650</u>	<u>2,460</u>
	<u>2,892</u>	<u>3,763</u>

14. MOVEMENT IN FUNDS

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	<u>38,247</u>	<u>(18,049)</u>	<u>20,198</u>
TOTAL FUNDS	<u>38,247</u>	<u>(18,049)</u>	<u>20,198</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	124,068	(142,117)	(18,049)
Restricted funds			
Restricted fund	60,080	(60,080)	-
	<u>184,148</u>	<u>(202,197)</u>	<u>(18,049)</u>

Comparatives for movement in funds

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	23,372	14,875	38,247
Restricted funds			
Restricted fund	9,547	(9,547)	-
	<u>32,919</u>	<u>5,328</u>	<u>38,247</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	317,046	(302,171)	14,875
Restricted funds			
Restricted fund	14,100	(23,647)	(9,547)
	<u>331,146</u>	<u>(325,818)</u>	<u>5,328</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.21 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	23,372	(3,174)	20,198
Restricted funds			
Restricted fund	9,547	(9,547)	-
	<u>32,919</u>	<u>(12,721)</u>	<u>20,198</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	441,114	(444,288)	(3,174)
Restricted funds			
Restricted fund	74,180	(83,727)	(9,547)
	<u>515,294</u>	<u>(528,015)</u>	<u>(12,721)</u>

Unrestricted funds

The unrestricted funds represent the free funds of the charity, which are not designated to any particular purpose.

Restricted funds

The restricted funds represent funds of the charity which have restricted purpose.

15. RELATED PARTY DISCLOSURES

Aggregate donations of £97,925 (2021: £268,420) were made by the Trustees and their related parties to the charity during the year.

During the year, the charity paid for services of £30,571 (2021: £31,903) to children of the trustees. At the balance sheet date £Nil (2021: £1,039) was owed to the children of the trustees by the charity.

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2022

16. STATUS OF THE CHARITY

Nicodemus is a company limited by guarantee not having any share capital.

NICODEMUS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 £	2021 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	37,692	25,442
Gift aid	7,468	1,342
Training Centre Contributions	<u>1,408</u>	<u>-</u>
	46,568	26,784
Charitable activities		
Grants	137,580	291,912
Partners hubs & workshops UK fees	<u>-</u>	<u>12,450</u>
	<u>137,580</u>	<u>304,362</u>
Total incoming resources	184,148	331,146
EXPENDITURE		
Raising donations and legacies		
Salaries	22,080	9,791
Charitable activities		
Community Connect UK	64,912	178,582
Community Connect Latin America	42,157	32,417
Youth Mentoring Programme Latin America	<u>69,741</u>	<u>98,868</u>
	176,810	309,867
Support costs		
Other		
Insurance	394	432
Website and marketing costs	628	783
Bank charges	205	224
Legal fees	<u>-</u>	<u>2,801</u>
	1,227	4,240
Governance costs		
Independent examiner's fees	<u>2,080</u>	<u>1,920</u>
Total resources expended	<u>202,197</u>	<u>325,818</u>
Net (expenditure)/income	<u><u>(18,049)</u></u>	<u><u>5,328</u></u>

This page does not form part of the statutory financial statements

NICODEMUS

England & Wales - Charity number 1170143

Accounts



ANNUAL REPORT 2021

NICODEMUS
TRANSFORMING COMMUNITIES



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“Together, we’re improving the lives of individuals and communities affected by poverty and disadvantage”





OUR CEO'S STATEMENT

“This year has blessed us with increased confidence in our prospects for future growth and sustainability; as we embrace new ways of working and pursue the development of exciting and innovative projects to propel our vision forward. Thank you everyone, for your continued faith and dedication to our service, and your ongoing support as we work tirelessly to improve the lives of those most marginalised in the UK and Latin America” - Alastair Welford, Trustee

Reflecting upon all that has been achieved over this last year, it is with heartfelt appreciation that we truly acknowledge the efforts and commitment that our team, our volunteers and our supporters have given throughout this pivotal time. In Guatemala particularly, COVID-19 has led to a period of immense struggle: where poverty, health and education has categorically suffered, ending three decades of economic growth, and dramatically reducing all progress that was being made prior to the pandemic. We wish to personally pay tribute to all the lives lost, to all the families impacted, and to all the hopes and dreams that have been shattered along the way.

We have heard you, we have felt your pain, and we will endeavour to cherish your experiences as a testimony to serve others: to help change the path for so many more.

Despite the relentless challenges that the pandemic has brought, 2021 has inspired us in ways more so than in any other year. It is the stories and personal journeys of our vulnerable young people and individuals across both the UK and Latin America that have spurred us on in our mission to rescue, restore and revive the lives of those most marginalised. We feel extremely privileged to have witnessed the personal strength and sense of unity that has emerged across communities: as together we have contributed toward society by improving access to healthcare, education and supportive services, and by enabling those most at risk to find refuge and safety.



As we adapted our delivery methods to continue to mentor, train and facilitate volunteer mobilisation across both the UK and Latin America, we are continuing our plight to reduce and prevent the long-term impacts of poverty, and improve the life chances of those most at risk. Our key highlights of 2021 include:

23

Bringing 23 young girls to refuge and safety

54

Supporting 54 vulnerable individuals through court cases

78

Providing funeral support for the deaths of 78 young people

131

Mentoring 131 vulnerable individuals

139

Supporting 139 vulnerable individuals through major life transitions: including pregnancy and parenthood; grief and trauma; entry into education and employment; and resettlement into care placements in assisted or independent housing.

278

Providing 278 school places to children excluded from education

333

Rescuing 333 young people from life on the streets and abusive situations

772

Administering first aid to 772 homeless young people

We are keen to acknowledge the work and efforts that have been made to allow these activities to happen against the challenges of the constraints imposed by the pandemic.





RECOVER

REFLECT

RECREATE

Across the wider voluntary sector, the pandemic has had a catastrophic impact: an impact that Nicodemus would not have been able to survive had it not been for the generosity of our supporters and volunteers. Your support this year has enabled us to:

RECOVER - from the global impact of COVID-19

REFLECT - upon our mission: and the efforts, challenges and successes that we have faced

RECREATE - our programmes for long-term delivery;

All of which has enabled us to derive our future strategy as we meet emerging community needs beyond the pandemic and into the next year ahead.

Having worked in partnership with churches and charities nationwide, we have continued to advance the delivery of our strategy: maximising opportunities to grow, to improve remote accessibility to our services, and to roll out training and support to community leaders and practitioners nationwide. As we have experienced poverty and mental health surging in this season of economic and political crisis, we are implementing a new four-year strategy of training development and delivery.


Leading innovative programmes in coaching, mentoring and mental health awareness, we are aiming to disseminate our learning into the wider sector: imparting mentorship as a practical tool to support and improve mental health nationally, alongside Christian teaching and discipleship.

This has been an outstanding year which has blessed us with increased confidence in our prospects for future growth and sustainability; as we embrace new ways of working and pursue the development of exciting and innovative projects to propel our vision forward.

We testify to the Lord's faithfulness through this time, and we feel extremely blessed to have had the opportunity to work alongside inspiring leaders, volunteers, and beneficiaries: all of whom have significantly impacted our strategy moving forward into this next season.

Thank you everyone for your continued faith and dedication to our service and your ongoing support and prayers as we work tirelessly to improve the lives of those most marginalised in the UK and Latin America.

With every blessing.



Alastair & Debbie Welford
CEO



**OUR CEO'S
STATEMENT
CONTINUED**



MOMENTOUS HIGHLIGHTS

Some of our most momentous highlights of this year, have included:

772

HOMELESS YOUNG PEOPLE
RECEIVED FIRST AID

278

SCHOOL PLACES
PROVIDED TO CHILDREN
EXCLUDED FROM
EDUCATION

131

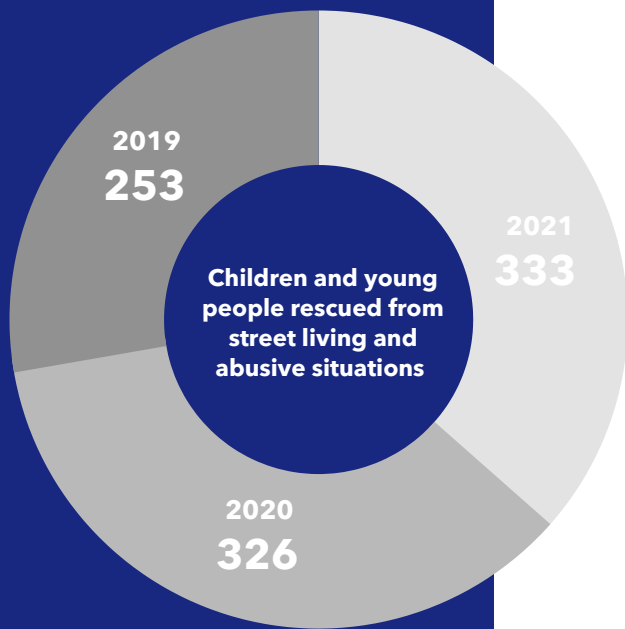
VULNERABLE
INDIVIDUALS
MENTORED

333

RESCUED FROM LIFE ON THE STREETS
AND ABUSIVE SITUATIONS



OUR IMPACT 2021



734 Young people and vulnerable adults directly supported through mentoring and outreach.

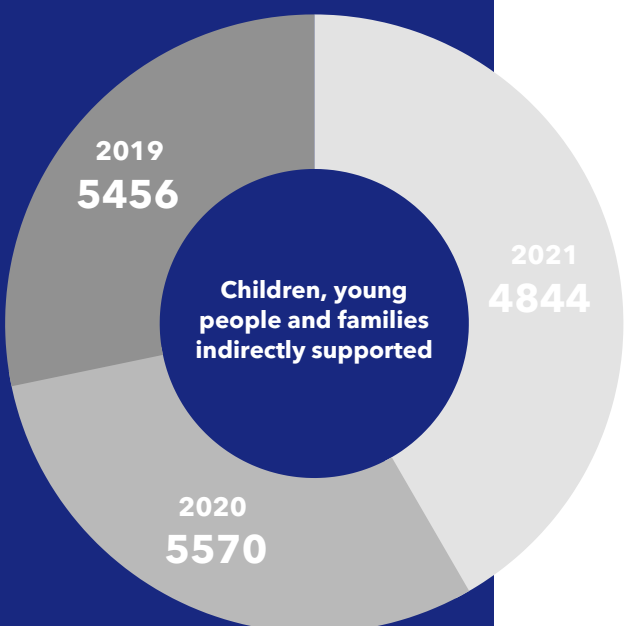
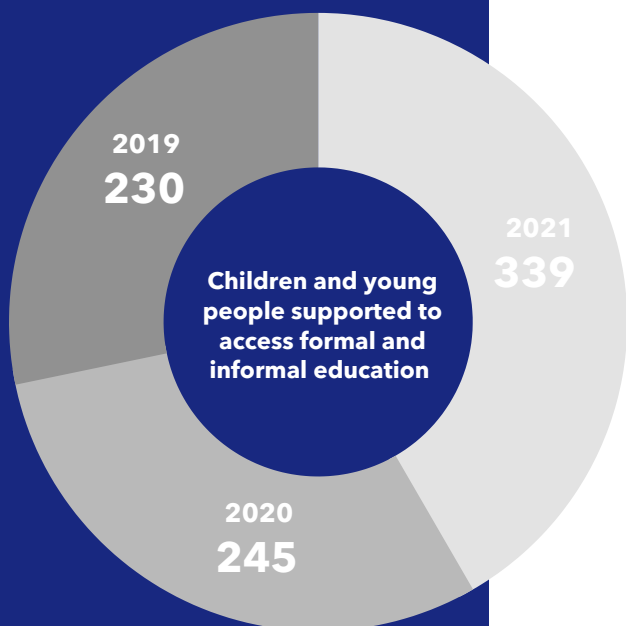
64 Young adults supported to access employment

170 Families received emergency crisis support in immediate response to the COVID-19 pandemic

12 Young adults trained to mentor somebody else

73 International voluntary sector organisations trained to successfully develop and deliver mentoring programmes and community interventions

106 Communities impacted internationally





VISION

**TO SEE COMMUNITIES
STANDING TOGETHER TO
RELIEVE POVERTY: SO,
EVERY INDIVIDUAL CAN
EXPERIENCE LIFE IN ALL
ITS FULLNESS.**

MISSION

Inspired by our Christian faith, Nicodemus' mission is to rescue, restore, and revive broken lives in the UK and Guatemala by equipping and empowering communities with the necessary skills and resources to overcome disadvantage and inspire positive change.

RESCUE

Reducing the number of children and young people suffering from poverty and disadvantage by providing emergency shelter and practical care.

RESTORE

Enriching lives through long-term support, mentoring and improving access to education and employment.

REVIVE

Raising up young people and vulnerable individuals so they can live independently and become community leaders getting involved in social action and becoming trained as mentors.



OUR STRATEGY

COMMUNITY CONNECT INITIATIVES

DIRECT DELIVERY

We run coordinated support to isolated individuals living in poverty, by providing mentoring, refuge and crisis support, practical care, group interventions and education scholarships.

INFLUENCE

We champion the needs of the people we serve, seeking to influence and challenge attitudes of stereotypes, prejudices, discrimination, marginalisation, and inequality.

MOBILISATION

We mobilise individuals to become active in their communities; propelling change in their own lives and in the lives of the people around them.

PARTNERSHIPS

In collaboration with organisations and services in the UK and Latin America, together we are working to relieve poverty across the most overlooked communities. Driven by our faith and shared vision, we walk with multi-agencies to rescue the most marginalised, restore broken and damaged lives, and to raise beneficiaries up to become community leaders.

CONNECT

We equip organisations through bespoke training in mentoring, coaching and programme management whilst accompanying them as they acquire learning, develop their strategy, and implement their initiatives through effective project planning; enabling them to obtain growth and sustainability as they go on to make a lasting change in their communities.

WHO IS INVOLVED?

BENEFICIARIES & COMMUNITIES

We adopt a person and community-led approach, that engages our beneficiaries and communities in the ongoing design and development of our services; while enriching our projects to become models of best practice.

PARTNERS

We dedicate ourselves to strengthening multi-agency working. As we devote time and energy to consulting with our communities and beneficiaries, we are invited in to see and understand their realities, including their joys and successes as well as their sorrows and struggles.

TRAINING & WELLBEING CENTRE

Our Training and Wellbeing Centre provides a welcoming space and enriching opportunities where organisations, volunteers and our staff can connect and receive training, while becoming refreshed and reinspired.



OUR STRATEGY CONTINUED

TRUSTEES

Our work is governed by confident leaders and decision-makers who are experienced in the third sector.

DONORS

Donors are kept engaged throughout our work to communicate progress and celebrate impact.

STAFF & VOLUNTEERS

Fundamental to our work are our highly skilled staff and volunteers: supported and trained by Nicodemus to confidently carry out their roles to meet the individual needs of the people we serve.

FULFILLING OUR MISSION

To see communities standing together to relieve poverty: so, every individual can experience life in all its fullness...

By equipping and empowering communities with the necessary skills and resources to overcome disadvantage and inspire positive change.

To rescue, restore, and revive the lives of those most overlooked, marginalised and excluded.

IMPACT

01

Increasing community leader's skills and confidence to serve and lead in their communities.

02

Improving sustainability and longevity of community projects, by helping them to build their capacity, and develop community resilience.

03

Strengthening multi-agency working across communities: reducing prejudices stereotypes and inequalities leading to improved community cohesion.

BENEFICIARIES

Rescuing individuals from immediate crisis: reducing poorer life outcomes associated with poverty.

Improving the emotional wellbeing and mental health of vulnerable individuals: restoring their self-esteem, building their support networks, and empowering them to realise and achieve their potentials as they access education and employment.

Raising beneficiaries to become active in their communities as they invest back into programmes that previously helped them; taking roles of leadership, becoming agents of change and contributing towards developing the solution.





WHERE WE OPERATE

PERU
CHILE
GUATEMALA
UNITED
KINGDOM

NICODEMUS IS A CHARITY THAT BRIDGES THE GAP

We work in partnership with local projects, churches, and voluntary organisations to equip, empower and engage community leaders in developing programmes that improve the longer-term outlook for marginalised people experiencing poverty and disadvantage.

1 John 3:16 teaches us that we encounter the image of what love is through Christ's act of laying his life down. In doing so for us, and in reflecting on this, we ought to lay down our lives for our brothers and sisters. In the same way, we see our local staff, partners, and volunteer mentors seeking to imitate Christ's sacrificial love as they serve their brothers and sisters in need. As God believes in us and our worth to Him, we too are committed to following God's commandment to believe in and serve those who are marginalised and overlooked by society.

But you, God, see the trouble of the afflicted; you consider their grief and take it in hand. The victims commit themselves to you; you are the helper of the fatherless. - Psalm 10:14



RECOVER

RECOVER FROM THE GLOBAL
IMPACT OF COVID-19

PROPERTY OF
COCHILAN



RECOVER FROM THE GLOBAL IMPACT OF COVID-19

RECOVER

*"WE MUST FIND TIME
TO STOP AND THANK
THE PEOPLE WHO
MAKE A DIFFERENCE
IN OUR LIVES."*

JOHN F. KENNEDY

COVID-19 ONGOING IMPACT

As we have faced one of the most challenging seasons in recent history, the direct impact of the UK departing the EU combined with the rapidly evolving global pandemic has set to spark "profound and lasting damage". Subsequent catastrophic surges in household bills along with an overwhelming sense of grief and trauma has heightened mental health challenges: leaving communities fragmented as those living on the breadline move even further into poverty. Those most marginalised have been hit the hardest: struggling to survive in a season where the economic and political environment is fraught with social disparities and their inequalities magnified.

As a result of the crisis across the UK and Latin America, the voluntary sector has struggled under the unprecedented demand. Complexities of varying restrictions, lockdowns and funding uncertainties "has led to more than 90% of charities being negatively impacted by the crisis" (Charity Commission, 2021); with six in ten organisations noting a "dramatic fall" in their income.

With the mounting pressures rising upon the voluntary sector, numerous services have inevitably faced closure or have had to limit the services they have on offer. Consequently, many marginalised individuals have experienced prolonged periods of isolation without adequate support being in place to meet their needs. Domestic abuse, mental health challenges and substance abuse have heightened, with increasing numbers of young people particularly becoming at risk of online grooming and exploitation.

At Nicodemus, the pandemic affected all areas of our work in the UK and Latin America. With voluntary organisations, multi-agencies and vulnerable individuals across the UK and Latin America calling upon us for support, we have been required to respond quickly to the rapidly changing needs of the communities we are serving. While some of our services successfully moved online, this also saw an emergence of new and exciting projects designed to promote the recovery from the pandemic: both for us as an organisation; for the organisations we work alongside; and ultimately to support our most marginalised young people and individuals as they rebuild their lives following crisis.





RECOVER

CRISIS SUPPORT, GUATEMALA

“It is uncommon when a stranger helps the homeless. When I used to scavenge on the streets no one wanted to help me. But when help did come along, I was not rejected. My friends on the streets need to know that it is possible to change and get better.” - Joselyn (see photo below), now mentoring with Nicodemus and working for a street rescue project.

Our Crisis Support service provides assistance when it’s most needed through practical support and emergency care. Providing immediate response within a safe environment, alongside support from a mentor, helps to bring clarity and calmness in a critical situation. Individuals are also supported to create positive strategies to break the cycle of living in harmful and abusive relationships and environments. Examples of situations in which we offer support include domestic violence, self-harm, and deprivation of basic food and hygiene needs.



MENTORING

AT THE HEART OF OUR MISSION IS OUR DESIRE TO SEE YOUNG PEOPLE ACHIEVE A SECURE TRANSITION INTO ADULTHOOD.

Mentors play a valuable role in the lives of vulnerable young people, accompanying them to better their life chances whilst developing a close and trusting relationship rooted in our hope in the Gospel. Mentoring is a process in which a person invests their knowledge, experience, and time in service to a young person to support them in their social, spiritual, physical, and professional formation.

In our mentoring model we believe that from the beginning of the relationship, the mentee has a built-in potential that can be taught to others, including to the mentor. Vertical relationships, based on authority, are not what is sought, but instead horizontal relationships in which both parties follow in the footsteps of the other, enjoy the qualities of the other, and support and help each other through their own struggles and weaknesses.

Mentor Training, Coaching & Programme Development

Nicodemus has a heart and a passion to engage the global church with relevant training and resources that equip community leaders to serve the most marginalised and at-risk young people through mentoring relationships that cultivate and inspire lasting positive outcomes.

This year, we have provided one-to-one and group training remotely, to 140 voluntary organisations across the UK and Latin America. Providing expert advice and training in key topics around mentoring, coaching and programme development, we have supported organisations to resume the running of their services: enabling them to develop their strategies, plan their projects, and adapt their delivery methods in order to continue supporting as many of their beneficiaries as possible.

Our training has equipped and empowered community leaders to bring about change for marginalised sections of their communities: enabling them to develop innovative ways to meet needs, while also building the robustness and resilience of their services so they can continue to make a transformational difference to communities nationwide, for years to come.

RECOVER

"MENTORING IS A TWO-WAY TRUSTWORTHY RELATIONSHIP WHERE WE ADMIRE THE GIFTS AND QUALITIES OF EACH OTHER."

ANDREA GUTIERREZ,
HEAD MENTOR





RECOVER

**VIRTUAL
WORKSHOPS,
MENTORING,
RESOURCES,
BLOGS &
PODCASTS**

UK VIRTUAL MENTORING

Despite the challenges of lockdowns and school closures, we have been able to continue running our UK specialist mentoring programme in Waltham Forest, Kent. Working in partnership with Higham’s Park School, the local church and other key services, we attended regular multi-agency planning (MAP) meetings. These meetings brought together frontline services, practitioners and teachers, with the aim of developing solutions to keep at-risk children engaged in education and effectively supported to prevent risk of harm. Attendance at these meetings also enabled us to identify the immediate needs of the community and of particular families and individuals so that we could adapt our provision accordingly. In immediate response to the challenges that were identified, we successfully developed and implemented an online Community Hub that consisted of workshops, virtual

mentoring, resources, blogs and podcasts: to provide a platform of support to individuals, families and frontline staff.

We also established a virtual mentoring service through which we provided one-to-one support to young people aged 18 and under; many who were struggling with various mental health challenges such as anxiety and depression; and others who were in the process of transitioning from A-Levels to university. Mentoring sessions were carried out weekly, with some young people being supported for 6 months, and others for up to 3 months.

It is with thanks to the organisations with whom we worked alongside, that we were able to come together and bring about change for those most at risk during isolation.



SPECIALIST MENTORING RESOURCES

Consultations with our direct beneficiaries and the organisations we were supporting highlighted that many frontline practitioners lacked confidence in keeping beneficiaries engaged in activities, particularly online. Practitioners also expressed the need for a “toolkit” to help them explore more challenging topics with beneficiaries.

This year, we have designed and developed 50 specialist resources covering key topics, including mental health and wellbeing, life transitions, self-care and life skills. These are now enabling young people to identify and respond to challenges in their lives positively, and to develop the coping strategies they need to manage difficult life transitions.

Additionally, these resources have supported teachers, front line practitioners and parents to better connect with their children, as they have gained a better understanding of the challenges young people are facing. So far, we have shared these resources within Higham’s Park Secondary School on their virtual bulletin board where 369 students and parents had access to them; in addition to wider agencies and smaller community youth projects across the UK. We are also planning on making them available in Spanish, to support young people and our projects in Latin America.

50
SPECIALIST
MENTORING
RESOURCES



RECOVER

SPECIALIST MENTORING - PODCASTS

Following consultation with a number of parents, teachers and community workers, significant concerns were raised regarding the number of gangs operating and having influence on our vulnerable young people - particularly online.

Following meetings with Waltham Forest Councils' youth departments and our regular MAP meetings, it was highlighted that young adults at risk of becoming NEET, facing isolation and exclusion, and those experiencing major life transitions were in need of further support. Following our consultations, we recorded and shared various podcasts on areas

highlighted as important, such as finding success after prison, street safety and knife crime. The podcasts were then shared with different organisations including youth groups and voluntary organisations nationwide, as well as parents and young people. Our 'Young People and Street safety' podcast series was also published on Spotify to support a wider audience. Through the podcasts, we were able to share inspirational stories as well as practical advice for young people, parents, carers and practitioners with the aim of preventing young people from becoming involved in gangs, subject to grooming and victims of exploitation.





RECOVER

COMMUNITY ACTION

Many of the young people we support have spent their childhood growing up in a children's protection home, have left behind a street lifestyle, or are living in households and communities surrounded by risk. The young people on our programmes, therefore, offer valuable life experience and empathy toward others who are living in situations where they themselves used to be; enabling them to make a difference to the life of someone else they can relate to and support. Community Action involves individuals volunteering at local projects and ministries or volunteering as mentors themselves. Having experienced life-enriching restoration in their own lives, the young people we work with become passionate and equipped to serve others and participate in community outreach such as:

- **ONE-ON-ONE MENTORING AND SOCIAL ACTIVITIES IN A CHILDREN'S PROTECTION HOME.**
- **INITIATING RELATIONSHIPS AND BUILDING CONNECTIONS WITH STREET-LIVING YOUNG PEOPLE THROUGH SOCIAL ACTIVITIES.**
- **WORKSHOPS IN DEVELOPMENTAL SKILLS FOR TRANSITION INTO ADULTHOOD.**



UK CONNECT MUMS

RECOVER

Another area of work that emerged as a result of the pandemic was the support that we provided to women and girls. As the pandemic has progressed, it quickly became evident that closures of services and critical support interventions for first-time mums left many women extremely isolated and vulnerable; even more so for those experiencing mental health challenges, poverty, limited support networks, and for our young mums still in education, and/or struggling to access employment.

We identified that there was an imminent need to fill that gap in service provision to provide support to women and girls facing major transitions as they prepare for parenthood and beyond: in order to protect women at their most vulnerable time, and to give children the best start in their early lives.

To meet this need, we developed a virtual support group delivered by a volunteer base of 5 mums. Throughout the Covid 19 restrictions and associated lockdowns we held 7 virtual steering group meetings with our volunteers, where we discussed key challenges that women were facing through this period. This led to the development of 6 topical blogs being shared, and 3 post-partum 'checking in' sessions delivered through WhatsApp and Zoom, with the intention of monitoring their wellbeing after the birth and providing essential support and guidance that they needed as they adjusted to becoming a new parent. Finally, we ran occasional online events including our "Mummy and Baby Music" class, and "Baby Relaxation".

Through Nicodemus Connect Mums, women and girls were given an opportunity to keep connected at a time when isolation had significantly affected their confidence, emotional and mental wellbeing, leaving them experiencing significant loneliness. By engaging them virtually with each other, and our volunteers, women were able to foster healthy and positive relationships, and were supported through fundamental stages in their children's early development.



"Opportunity to keep connected at a time when isolation had significantly affected their confidence, emotional and mental wellbeing"

'SKILLS FOR YOUTH IN TRANSITION' WORKSHOPS

The years during which a young person makes their transition into adulthood is a vital stage of life when important decisions are made involving family relationships, friendship circles, partner and children, church, studies, work, and more. With negative influences and temptations in society circling, alongside limited opportunities, young people nowadays face an uphill challenge to encounter a healthy and secure transition into adult life.

Our 'Skills for Youth in Transition' course raises awareness about the key factors influencing marginalised young people today. Mentors are equipped to orientate their

mentees to manage their emotions, grow their self-esteem, and to learn relational competencies. Mentors are also provided with tools to educate their mentees as they learn to create a CV, seek employment and to budget their income and expenses.

"It is important to not only have a desire but also the tools. Thank you for providing us with this training that will help us to serve and mentor our young people." - Pastor Beny, Director of Youth Mentoring Programme, Cusco, Peru





"It was empowering to be in a position to support new mums with the realities of motherhood that I experienced.."

RECOVER

NAOMI'S* STORY

Naomi, a pharmacist and mum, volunteered with Nicodemus Connect Mums. Naomi shared that after she had given birth to her first child, she soon realized the vital importance of community with new mums - "It's too easy to end up isolated from friends and family when you become a mum for the first time, and you can often feel too ashamed to say you need support when other mums seem to be doing so well".

Naomi supported the Connects Mums project with blogs about her expectations pre-birth and experiences post birth - "it was empowering to be in a position to support new mums with the realities of motherhood that I experienced, knowing that it could show them that they were not alone in this journey".

Once funding ceased and the project finished, a Women's Life Coach voluntarily facilitated a final debrief and reflection of the project: this session saw the volunteers sharing their own personal journeys through their time of volunteering on the project. An unexpected outcome identified was the impact that was made upon volunteers' own wellbeing. By giving volunteer mums the opportunity to help others, this developed their own sense of belonging and self-worth; empowering them to want to make changes in their own lives, while instilling a feeling of value as they became more confident in their own parenting role and their sense of identity as a woman and mother.

*name has been changed





RECOVER

"I never imagined achieving what I have now."
- Cristian, mentee

SOCIAL ACTIVITIES

"Nicodemus have helped me to leave the streets, get back into society and be a young adult with purpose and dreams. I have seen many changes in my life. I never imagined achieving what I have now." - Cristian, mentee

Providing safe spaces for individuals to engage and socialise, the running of social activities enables young people in our programmes to integrate positively within their wider community and society. Social activities help guide young people away from negative pressures and issues that are prevalent in their communities. Together with their mentor, individuals can plan and lead social activities, which, in doing so, help to offer opportunities for developing skills and self-esteem.

VIRTUAL WORKSHOPS

Another key area of need for young people was career, jobs, and training; 'Comparing the latest quarter, May-July 2021, with the pre-pandemic quarter of January-March 2020, 162,000 more young people have become economically inactive, an increase of 6%'. (House of Commons Library, September 2021)

Nicodemus partnered with a start-up organisation called CareerVerb, who specialise in supporting young people to increase their access to jobs, training, and apprenticeships. Virtual workshops were facilitated by guest speakers with lived experience of poverty and deprivation, but who had

since become experts in their field of work, coming from backgrounds including finance, project management, and real estate.

Offering support, advice and encouragement, our guest speakers were able to effectively relate to our young people and motivate them to overcome the many challenges in their lives, so they could go on to achieve their full potentials. Alongside CareerVerb, we engaged young people through virtual workshops, developing their confidence in starting or changing their careers and going into business.





RECOVER

EDUCATION SCHOLARSHIPS, GUATEMALA

Many of the young people we support with education in Guatemala are often up to five years behind where their age dictates they should be. The gift of education to a young person under such circumstances is greatly valued. An education for one of our young people improves employability prospects and lifts self-confidence. Our education scholarships vary in supporting young people to complete formal education, to take up a university course, or to study technical courses such as English, Baking, Hairdressing, Carpentry, and First-aid.

MINISTERIAL APPRENTICESHIPS, GUATEMALA

Our partner projects often have a need to recruit new staff. At times, the best equipped people to take up these positions are trained and professional young people from our programmes, who have successfully moved on from crisis and rebuilt their lives. Together with personal life experiences, professional development, and ongoing one-on-one support from a mentor, they often become the best-prepared prospective employees for these ministries. Nicodemus provides financial support to our partners to allow young people to receive paid employment. This is mutually beneficial both for the needs of the ministry, and for the young person's ongoing growth and professional development.



RECOVER

MAYRA'S STORY

Mayra, 19, grew up in Chimaltenango as a small girl attending the My Special Treasure Education Centre. Growing up in a red zone area near to the Chimaltenango town rubbish dump, life for Mayra and her family is harsh. Violence, gang crime and family struggles are a constant reality for Mayra, yet through her own strength and faith in God and with support from the My Special Treasure ministry, Mayra has been able to advance in her studies. Last year Mayra graduated from secondary school.

Mayra grew up in a small household living with her parents and aunt. A major challenge for the family is an illness to Mayra's mothers' kidneys, meaning that three times a week she needs to be taken to the hospital to receive treatment.

Mayra used to serve in the military, however due to family circumstances and a low household income, Mayra had to leave and find a full-time job. "I loved participating in the military because we were able to help people in need and I received a lot of training, however due to the situation in my family I could not continue."

With income tight, Mayra is often put under pressure by her parents to find work. "Many times, I feel angry and sad, but I know that I should work hard not so that my parents will stop telling me off, but because I want to grow my skills and develop."

Since graduating from secondary school Mayra has joined the Nicodemus Youth Mentoring Programme and is studying Bible Studies specialising in Pastoral Care at a Bible seminary. This has been a big step for Mayra, but in her words, she feels supported and good about herself.

"With the support from Nicodemus to study I feel trusted by them. Nicodemus has helped me to feel like I am a person who can achieve more and advance."

Now a member of Nicodemus' Youth Mentoring Programme, as well as receiving support to study, Mayra has been placed with a mentor, Dinora, who is a teacher at the My Special Treasure Education Centre and therefore is someone Mayra knows very well.

"My hope is that in the future and with the help from my studies, I can get a good job so I can help other people, just like others have helped me."





RECOVERY SUMMARY

In order to recover and survive the financial impact of the pandemic, we have been required to adapt our methods and streamline our teams and projects being delivered, in order to improve our efficiency and reduce our costs.

As an organisation, this period of transition, increased demand, and significant uncertainty has only further demonstrated our resilience, and our ongoing commitment to serving the needs of vulnerable individuals and marginalised communities across the UK and Latin America. We are immensely proud of the work undertaken across both countries, and the impact that has been made as a result of communities, organisations and volunteers coming together to bring about change.



REFLECT

REFLECT UPON OUR MISSION: AND
THE EFFORTS, CHALLENGES AND
SUCCESSSES THAT WE HAVE FACED



**REFLECT UPON
OUR MISSION:
AND THE EFFORTS,
CHALLENGES AND
SUCCESSSES THAT
WE HAVE FACED.**



ONGOING IMPACT

The pandemic will always remain one of those key life-changing moments in history that everyone will look back on with mixed emotions. Life as we knew it has changed immensely.

In order to move forward into the “new normal” that we face in the coming months and years ahead, a critical part of our journey as an organisation has been the ability to reflect: to review the work we have done, to consider the lessons learned, and to find new and better ways of doing things going ahead.

We recognise that poverty and mental health have surged in this season of economic and political crisis. With inflation anticipated to reach a record 40-year high of 8.7% in the final quarter of 2022 (Office for Budget Responsibility, 2022), those living on the breadline are moving even further into poverty.

Where the needs of marginalised young adults and vulnerable individuals have become exacerbated, Nicodemus’ programmes have proven to provide vital support and intervention at a time it has been needed most. Our projects have instilled hope, a sense of value and belonging in those we have supported; enabling many individuals to transition through major changes in their lives confidently, and with increased resilience during life’s future challenges.

Having conducted extensive research alongside an 18-month pilot, training 75 services, Nicodemus has been overwhelmed with demand as mentorship has proven to be an effective approach to improving mental health and transforming lives.

REFLECT

**“TELL ME AND I
FORGET. TEACH ME
AND I MAY
REMEMBER. INVOLVE
ME AND I LEARN.”**

BENJAMIN FRANKLIN





COMMUNITY CONNECT PROGRAMME

Going forward, we are therefore excited to be prioritising the development of our Community Connect Programme. This programme will provide affordable and accessible cross-cultural education and training opportunities for community leaders, frontline practitioners, volunteers, multi-disciplinary teams, schools and services nationwide: equipping practitioners with the knowledge to address adverse challenges affecting vulnerable young people and individuals they work with, so they can better support marginalised sections of their community.

Keeping the voices of our beneficiaries at the heart of all we do, this programme is being developed using methodology we have learnt through our own experience over the last ten years.

DISCUSSION

This initial phase of our training development has formed a critical part of our ongoing community needs analysis:

WHO

Through stakeholder mapping, we have recognised the people/organisations of our charity who are paramount to our work both internally, and externally (staff/volunteers, direct/indirect beneficiaries, funders, supporters and organisations we work alongside). We are regularly consulting with stakeholders to capture feedback and to identify any major trends and potential changes needed.

HOW

We are conducting needs assessments through telephone and virtual interviews, group and one-to-one discussions, course development surveys and gathering testimonies and statistics from organisations we work alongside. We have also set a project running timeline. Using methods such as these will ensure that our training and support remains relevant and in line with what is most needed at the time.



**“I wish I could have had this training 10 years ago”- Eden Westwood
Community Project**



REFLECT

ANALYSIS

We conduct market research, monitor market and community trends, and review qualitative and quantitative data captured from our consultations to:

- Identify how community need evolves over time.
- Explore ways we can develop our work to meet local and national need.
- Ensure uniqueness in our training.
- Identify gaps in service provision.

Our analysis so far has evidenced the need to upskill community leaders. While many organisations rely heavily upon volunteers, their access to affordable training is limited: consequently, staff and volunteers’ confidence and morale can often be low with projects not always fulfilling objectives or having the resources/staff to run effectively.

From our analysis, there is a definitive need to make our training more widely available, accessible and affordable so voluntary organisations can build their capacity, raise up mentors within their organisations, and better meet the holistic needs of their vulnerable beneficiaries. We continue to analyse community need and share findings with key stakeholders.

By reflecting upon our work, our practice, and by listening to the views of organisations and individuals across the country, it has spurred us on to reflect upon our mission and the meaning of our work; and to redefine our programmes based upon what is most needed into the upcoming year and beyond.

**“We appreciate Nicodemus for their support. We would not have been able to continue our mission without Nicodemus being there to help.”
The Love Branch Project**

We are now continuing to consult with additional organisations and church networks including New Wine Leaders, Church Rooms, Christian Resources Exhibitions, St Andrews Bookshop, Elim Church and Warwickshire County Council, to deliver course topics of most value.



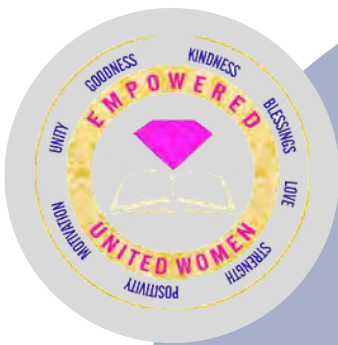
CASE STUDY- EMPOWERED UNITED WOMEN'S MINISTRY

REFLECT

The mission of Empowered United Women Ministry (EUWM) is "to reach out to many women from different walks of life to encourage, motivate and empower all to get back on track and stay close to God, walk with boldness to see themselves how God sees them in His own image and to do exploits. With Christ as our standard, to love, help, support and uplift each other daily."

Providing free counselling services to women in the local community, EUWM sought one-to-one consultancy and training support from Nicodemus, in order to help them adapt their project and build a strong foundation for their work: so that their projects could become viable and sustainable through and beyond the pandemic. From training and support, EUWM effectively developed their strategic response to COVID-19: forming a project plan and budget, identifying funding needs and shortfalls, and highlighting clear and achievable outcomes for their work. As a result of our support, EUWM were able to adapt and survive beyond crisis, with the necessary clarity to pursue the appropriate path forwards:

"We have been so blessed by the work and support from Nicodemus. We never realised how much we needed the support and training given. It was necessary for us to be able to receive this to help us and the ministry we run. We are forever grateful and so appreciative for the patience and the point in the right direction for the ministry to bring about a clear structure, longevity and more. It has been a blessing to receive all this and we thank God for the connection made because Nicodemus have helped us not just in the planning but mentally too, to think big and act on it. They have left a really good impression and one that we have reaped from in many ways. Thank you and God bless you all".



"We have been so blessed by the work and support from Nicodemus. Nicodemus have helped us not just in the planning but mentally too, to think big and act on it."

Empowered United Women's Ministry



YOUTH MENTORING PROGRAMME, GUATEMALA

Based on our three key aims of Rescuing, Restoring, and Rebuilding the lives of the most at-risk young people, we have seen God's hand at work healing young people from the depths of street life and bringing them into trusting relationships with trained mentors.

In partnership with a street youth project, a residential home for teenage girls and a school for children from families working at the town rubbish dump, our Youth Mentoring Programme is now helping 120 young people in Guatemala as they transition out of these projects and navigate towards a healthy transition into

adult society. As well as support from a mentor, these young people are provided with an education, are taught key life values, and when applicable invited to enrol on our Youth Mentoring course to be trained up as a mentor.

During 2021, these 120 young people through volunteering in their churches and communities together reached out to 2,228 at-risk children and youth per month.

120 YOUNG PEOPLE
REACHED 2228 AT
RISK YOUNG PEOPLE
PER MONTH THROUGH
VOLUNTEERING

REFLECT



COMMUNITY CONNECT TRAINING, GUATEMALA

Our coordinated Youth Mentoring Programme in Guatemala informed the next phase of our work. Two years ago, we started developing Community Connect partnerships with churches and projects in Guatemala; training and equipping youth leaders and volunteers as mentors of at-risk young people in their own churches and communities. Our 15 church and project partners in Guatemala, those of whom together are providing mentoring to 285 young people, were provided with personalised training and ongoing guidance and orientations in topics of Youth Mentoring, Skills Development for Youth in Transition, and Managing my Community Mentoring Programme.

We believe that dedicated and intentional relationships between mature, Christian mentors and at-risk young people provide safe spaces in which young people can learn, grow, mature, and thrive. Our partners provide a place for at-risk young people to not only professionalise and grow personally, but also to learn how to form trusting relationships and to socialise among their peers and supportive adults. Our partners walk with and orientate their young people as they develop aspirations, a sense of stability and, in turn, as they become the leaders and mentors of tomorrow.





8 PEOPLE

from a group of Anglican churches in Valparaíso, Chile, were trained and certified in our Youth Mentoring course

REFLECT

COMMUNITY CONNECT, LATIN AMERICA

The experience of running our Youth Mentoring Programme and Guatemala Community Connect partnerships helped inform the start-up of our virtual partnerships into other Latin American countries. 18 people from a group of Anglican churches in Valparaíso, Chile, were trained and certified in our Youth Mentoring course so that they can mentor youth in local children's residential homes. At the end of last year we gave an intensive course, "Developing a Youth Mentoring Programme", at the Latin American Orphan Summit organised by the Christian Alliance for Orphans with an attendance of 186 people from across 13 countries in Latin America and the Caribbean.

This widened our database of contacts and increased potential opportunity. Following the Orphan Summit, so far, we have followed up with a residential home for

youth in transition to adulthood in Cusco, Peru, and a church network in Venezuela who visit and carry out activities in child protection homes. We are in dialogue with these ministries with a view to training up volunteers in our Youth Mentoring course so they can provide one-to-one mentoring to young people.

Once again, we are thankful to God as we look back over the years and see young lives changed. Passionate people have been trained up, and skilled as mentors, have then gone on to significantly impact the lives of at-risk and vulnerable young people both in Guatemala and other Latin American countries. At the heart of our mission is our desire to see young people achieve a secure transition into adulthood. We aspire to see this continue in Guatemala as we expand our reach into more countries in Latin America.



A man with a beard and dark hair, wearing a black button-down shirt, is speaking at a podium. He has his right hand raised, palm facing forward. The background is a blurred indoor setting with a teal wall and a wooden pillar. A large green circle is overlaid on the upper part of the image, containing the word 'RECREATE' in white capital letters.

RECREATE

RECREATE OUR PROGRAMMES FOR
LONG-TERM DELIVERY;



RECREATING OUR PROGRAMMES FOR LONG-TERM DELIVERY

OUR MOTIVATION IS BUILT UPON THE WORDS OF JESUS, "THEREFORE GO AND MAKE DISCIPLES OF ALL NATIONS" MATTHEW 28:19.

RECREATE

JAMES'* STORY

Following James' mental health diagnosis, his parents had struggled to access the critical support he needed. Facing significant challenges in both the home and school environment led to the involvement of the local authority.

At Nicodemus, we successfully adapted our services to provide virtual specialist mentoring, of which James was able to access. James' parents were able to be involved throughout the referral process and were also introduced to the specialist mentor who would later be providing weekly support to James. As a result of the virtual mentoring sessions, James' confidence grew and he began to articulate his feelings more positively, therefore better enabling him to handle challenging situations and life transitions.

TESTIMONY FROM JAMES' SCHOOL

"As teachers, we are often faced with the dilemma that students come to us for support. It doesn't always require CAMHS or medical support, but is a situation where the student needs someone to talk to about their feelings, concerns and worries before these escalate. Being able to say that I could offer them the support from Nicodemus and that the support would be instant, was such a relief for the students who have benefited from this intervention. I know that the parents have been equally grateful that we could help the students at school and that it didn't involve meetings outside of school and lessons to be missed. Our young people are increasingly presenting with mental health and anxiety, needing support and, in many cases, it can be helped by having someone to talk to that eases the pressure upon us as we are struggling to manage the support our students need. Thankfully Nicodemus has been there to support us as well as our students". - Teacher



HOW WE HAVE ADAPTED OUR APPROACH

James' Story is an example of how we have adapted our approach through the pandemic, to effectively support those most in need across our communities. Having reflected upon our immediate response and recovery to the earlier days of the pandemic, feedback and consultations have specifically highlighted the need for mentoring; and the need to make mentorship more widely available to those most at risk in our communities. This has not only inspired us in our work to provide mentoring services virtually and accessibly to our direct beneficiaries in the UK and Guatemala; but it has also led us to develop solutions across wider communities.

This has prompted us to recreate our approach by developing our four-year strategic plan: with the aim of raising community leaders to effectively respond to the most complex social issues. Building upon the success of our direct mentoring and outreach work in Latin America, our strategic plan focuses around the development and delivery of "Improving Mental Health through Mentorship" training courses, specialist resources, one-to-one support and practical group workshops.

THIS PROGRAMME WILL AIM TO REDUCE LONG-TERM IMPACTS OF POVERTY BY:

Educating and increasing

Practitioner's understanding of the bidirectional causal relationship between poverty and mental health.

Enabling

Practitioners to recognise early contributing factors that heighten vulnerabilities and increase the risks of homelessness, abuse, addiction, grooming and sexual/drug exploitation.

Practically supporting

Practitioners to develop mentoring programmes that empower and release those most at risk to achieve their full potential.

Our strategy involves engaging essential services with relevant and topical resources that equip and empower practitioners to serve the most marginalised and at-risk individuals so they can overcome disadvantage and inspire positive change.



EQUIPPING AND EMPOWERING PRACTITIONERS

Acquiring skills in coaching, mentoring and mental health awareness, practitioners will also explore and gain an understanding of how poverty can lead to and exacerbate mental health issues, as well as the reverse of how mental health compounds poverty.

Our four-year strategy will see us establishing eight training programmes, comprised within our "Improving Mental Health through Mentorship" series:

Year 1

Foundation Specialist Mentoring
Advanced Specialist Mentoring

Year 2

Understanding Mental Health: An introduction
Understanding Mental Health: Child Sexual Exploitation

Year 3

Understanding Mental Health: Addiction
Understanding Mental Health: Self-harm

Year 4

Understanding Mental Health: Domestic Abuse
Understanding Mental Health: Homelessness

Sophia Lipska
Delivery and
development manager



RECREATE

*What are the key
characteristics of an
EFFECTIVE mentor?*



**"IMPROVING
MENTAL HEALTH
THROUGH
MENTORSHIP"**

LEARNING & DELIVERY

From consultation with our partners, we recognise the importance for training to be accessible to practitioners nationwide; and to facilitate flexibility around busy working schedules. To achieve this, we will offer a modular approach to learning and delivery:

Remote

Pre-recorded bitesize training sessions and specialist resources accessible online.

Residential

Regional training days, group seminars and practical workshops.

Training Support

One-to-one training, help, advice and guidance.

Disseminating Learning

Benefitting the wider sector nationally and internationally through the delivery of seminars and workshops, networking, attending conferences, and leading events within our centre.

Available to community leaders across the UK, our essential training courses will be accredited by the Continuing Professional Development accreditation service (CPD).

"Established in 1996, The CPD Certification Service is the largest and leading independent CPD accreditation organisation working across all industry sectors." (CPD, 2021).



INSPIRING, EQUIPPING
AND EMPOWERING
CHURCHES AND
VOLUNTARY
ORGANISATIONS TO:

ENGAGE MORE
EFFECTIVELY WITH
THEIR COMMUNITIES

DEVELOP
INNOVATIVE
PROJECTS THAT
TRANSFORM
COMMUNITIES

BRINGING
ABOUT
CHANGE

RECREATE

ACCREDITING OUR TRAINING COURSES WITH CPD

By accrediting our training courses with CPD, we will be offering community leaders and volunteers the opportunity to develop their skills, and to receive formal certification of their efforts in continued learning and professional development. This has significant benefits for them in the workplace as it can open up new opportunities and offer clear progression routes within their employment. This can also provide sometimes a much-needed stepping stone into a career of their choice, or change of vocation. For those coming from a wide range of sectors, for volunteers, and/or ex-beneficiaries who are being trained to support others, this can be highly beneficial for them, in gaining recognition of their learning and development, and increasing their confidence within their roles.

As we roll this programme out across the country, we expect to disseminate our learning into the wider sector and provoke an emergence of dynamic community provisions. Imparting mentorship as a practical tool to support and improve mental health nationally, we will be equipping practitioners with the skills and confidence to effectively implement mentoring programmes wider within their service.

This programme will further our vision to see "every individual experiencing life in all its fullness". In the same way we first saw Jesus attend to those most in need while raising up His followers to step into God's calling, we will walk with, support and guide leaders, staff and volunteers: collaboratively promoting positive mental health and wellbeing across communities nationwide through training, while together, demonstrating and sharing the love of Christ. We will raise a face-to-face and virtual community of prayer, learning, retreat, and healing for community leaders: accompanying them on their journey of mission and outreach, as they act as catalysts of change within their communities.

Community leaders across all denominations will have the opportunity to come together to share learning, inspire, and peer-support each other as they deliver their projects. In doing so, we will encourage community leaders to "spur one another on toward love and good deeds"- Hebrews 10:24: providing much-needed opportunities to benefit from transformational development programmes, supporting them in their strategic thinking to fulfil the calling God has placed in their hearts.

This programme will bring leaders to a place where they can thrive and achieve their God-given potential: fulfilling their mission, mobilising wider communities, championing the voices of those most marginalised, and empowering them to lead change for others.

"We appreciate Nicodemus for all the support. We would not have been about to continue our mission as a charity, without Nicodemus being there to help." - The Love Branch



LINDA'S STORY - RECREATING A BRIGHTER FUTURE

Over the last couple of years, Linda, one of our young adults on our Youth Mentoring Programme has suffered crisis, bereavement, trauma, and other personal issues. Prior to these events, Linda was thriving both academically and professionally. Linda suffered an abusive and poverty-stricken childhood and was raised in a children's home. Linda is an intelligent and compassionate girl displaying admirable leadership skills, however like many marginalised young people in Guatemala she faced a challenging and demanding transition into adult life.

During the pandemic, Nicodemus' crisis fund provided Linda with assistance to buy food and hygiene supplies for her and her new-born baby. A support plan of £30 per month over a 7-month period was put together to help Linda leading up to having her baby and in the four months after, ahead of finding work. Linda and her mentor committed to meet virtually and have contact more frequently so to review progress and targets as part of her support plan. Linda took part in sessions with a psychologist from AMG Guatemala (Advancing the Ministries of the Gospel) - a charity who have supported young adults on our programme in this way over the years.

As part of Linda's recovery, she sought opportunities to work or volunteer and contacted Puerta de Esperanza (Door of Hope) - a project providing health, education and family support to children living in a red zone of Guatemala City. Following a few weeks of volunteering with Puerta de Esperanza, the project director encouraged Linda to rent a room on the same street where the centre is located. At this point Linda was still living a two-hour bus ride outside of Guatemala City following sofa surfing and regular house moves over the last few years. Linda and her two children have now moved to this room, are well settled and Linda is receiving a monthly offering payment for volunteering at Puerta de Esperanza. This has provided Linda with the basic income she needs to live on, and the project gives Linda and her children meals and provides her eldest son with schooling.

With Linda putting her skills at work in an environment where she thrives, the project director asked Nicodemus if our Youth Mentoring Programme could train Linda up to coordinate a transition programme to adulthood for the older teenagers at the Puerta de Esperanza project. With the youth needing to learn practical skills such as CV preparation, job interview technique and budgeting, Linda and our Youth Mentoring Programme coordinator, Saira, are delivering our 'Skills for Youth in Transition' course to the youth at Puerta de Esperanza.

Stories like Linda's provide great inspiration and belief in our Youth Mentoring Programme provides and helps facilitate crisis support, mentoring, and volunteering. Not only has Linda's life transformed, but she is also a light to others that need the same hope. Linda continues to heal, and helping others is a major part of this; as stated in our vision: "a world where young people experience healing by participating in breaking the cycle of disadvantage in their world, creating a ripple effect to their wider community."

In the face of despair, we are seeing those doing Kingdom work in Guatemala pull together to bring the vulnerable under their wing, caring for them as they heal and recreating a brighter future. Young people are being provided with missional opportunities as they serve in their communities. This reminds us of and reinforces, the importance of God's calling to Nicodemus to not just rescue and restore lives, but also to revive and raise up hurt people so they in turn develop a missional outlook to mentor the next generation.



RECREATE



IMPLEMENTATION OF OUR STRATEGY

We have now developed a clear understanding of the needs of our communities in both the UK and Latin America. Going forward, we will continue to monitor and refine our strategy as we proceed with programme development and implementation.

TO DO THIS EFFECTIVELY, OUR 4-YEAR STRATEGIC PLAN AND BUDGET OUTLINES:

- The people involved in each stage of project delivery.
- Key outcomes and objectives.
- The roll out plan for the programme.
- Full costing and funding needs.
- Start and end dates/timings, and dates for formal review.

In order to fully address project viability, resources and the funding needed to make this project a success, we have also conducted a risk and cost analysis, and developed a thorough fundraising strategy.

TESTING

Before launching this programme, we successfully conducted a pilot to determine project success through which we effectively supported and trained 75 organisations over the last 18 months.

Going forward we will conduct due diligence and quality assurance testing before launching our training courses: firstly, sharing our work with internal staff, our CEO and trustees; followed by externally presenting to a sample group of organisations and individuals. Those involved in our testing phase will complete a feedback survey and/or interviews to input into course development. In the UK, our training is then submitted to CPD for review and approval to determine the level of accreditation. Evaluation

EVALUATION

We will use a range of evaluation methods to ensure quality, accessibility and affordability of our training:

- Our online training platform will collate statistical, quantifiable data informing us about levels of engagement and participation.
- Our quality feedback surveys will collate data to review participant satisfaction.
- Our progress reports collated via surveys and interviews, will help to capture soft and hard skills and outcomes achieved by participants, and the impact training has made to their personal practice and wider into their community.
- Our regular review meetings conducted with our course production team will review and analyse all feedback captured, in order to draw up learning and evaluation points as well as considerations for improvement.



RECREATE





KEY
OBJECTIVES

KEY OBJECTIVES AS WE MOVE FORWARD

Our strategy involves engaging the global church and charities with relevant and topical resources from our 'Improving Mental Health through Mentorship' series: equipping community leaders and volunteers to serve at-risk individuals so they can overcome disadvantage. As we educate and equip participants to develop intentional and effective mentoring relationships, this project will contribute significantly to the greater mission of churches and charities nationwide.

OUR COURSES WILL EDUCATE PARTICIPANTS WITH:

- 1) Knowledge of complex social issues.
- 2) Understanding of the underlying mental health issues that contribute to making an individual vulnerable to such risks.

Our delivery support and practical workshops will enable participants to further their learning and apply these skills into practice, while utilising tools and resources to effectively develop their mentoring relationships.

This series will create a 'coaching and mentoring organisational culture': inspiring participants to both upskill their practice to deliver effective community programmes; and to strengthen discipleship relationships between team members via acquiring skills in conversational technique, active listening, and building trust.



OUR FUNDAMENTAL AIMS ARE TO:

- Make essential training courses and support both affordable and accessible to churches and Christian organisations nationwide.
- Equip community leaders and frontline practitioners with the awareness and understanding to effectively support individuals struggling with mental health and complex issues.
- Support and encourage the innovative education and communication of Christianity within the UK and internationally.
- Contribute to the strengthening of discipleship relationships between team members of churches and charities.
- Apply skills such as building trust, active listening, conversation technique, and effective goal setting which will help to create a 'coaching and mentoring organisational culture' within team members of organisations.
- Improve multi-agency working across churches, charities, and wider communities by building the capacity, sustainability, and strategy of organisations to effectively identify local needs through adopting consultative communication analysis methods; undertaking stakeholder and provision mapping; and learning how to develop effective signposting and referral processes.

BY DECEMBER 2025 WE EXPECT TO HAVE REACHED 775 ORGANISATIONS, IMPARTING TRAINING TO 15,625 PARTICIPANTS.

In doing so, this programme will:

- Increase critical awareness and understanding of mental health and complex social issues, within churches, charities and the wider community;
- Increase the development and growth nationally of churches, Christian leaders and ministries, both spiritually, capacity-wise and numerically;
- Increase the sharing of the Christian faith;
- Improve closer working relationships between Christian denominations;
- Equip and empower churches and charities with the skills, resources and support needed to engage in innovative ways of working: so, they can pursue new and enhanced areas of activity that will best meet the existing and emerging challenges that are facing their communities.

We therefore expect this to have a wider and far-reaching impact, indirectly through increasing access to mentoring and support for vulnerable people:

- Improving mental health
- Increasing resilience of mentees: enabling them to better manage anger, mental health and other complex issues;
- Reducing antisocial behaviour and crime;
- Increasing self-worth and confidence;
- Improving their sense of belonging within their community; increasing access to education and employment.

Implementing this strategy will see Nicodemus providing opportunities for churches, charities, voluntary sector organisations, their staff and volunteers to network and share knowledge, learning and their field experiences.





Nicodemus has continued to remain a critical support to many

**2020
SUMMARY**

2021 SUMMARY & LOOKING FORWARD

As we bring this year to a close, it is with sincere appreciation to all of you - our supporters - who have continued to make this work possible. Your commitment to us as a team, and to our communities across the UK and Latin America has enabled us to make a real and lasting difference to those facing poverty and disadvantage.

Across both the UK and Latin America, we know that prolonged periods of lockdown and imposed restrictions have been detrimental to mental and physical health. As the supportive factors of education, work and relationships have become fragmented, we have witnessed dramatic increases in domestic abuse, poverty, and homelessness: leaving those already marginalised pushed even further into isolation. With limited input from schools and services, the futures of young people particularly have been put on hold; with many fearful that they won't be able to return to or complete their education, and others scared for their families as their financial stability has been thrown into ruin.

Yet despite these challenging times, Nicodemus has continued to remain a critical support to many: be it through the delivery of emergency first aid to over 772 individuals on the streets of Guatemala, or by providing virtual mentoring and career workshops to young people in the UK. Having convened the unsung voices of children and vulnerable people, we have listened to their struggles, we have heard their fights for equality, and we have advocated for them to ensure they are given the same chances in their lives.

The pandemic has forced us to stop, to take time to reflect and to plan our response going forward. And in countless ways, it has given us the opportunity to partner with others across counties, borders and countries, to offer a unified response to serve those most at risk. Together, we have identified the rapidly changing community needs and the urgency to not only increase mental health awareness, but to also equip practitioners with the practical tools and skills in mentorship so they can effectively engage and support those most vulnerable.



2021 SUMMARY & LOOKING FORWARD CONTINUED

As we look into the next year ahead, we are excited to see our training emerge beyond the standard requisite of learning, as we begin to explore, expand and evaluate on a variety of delivery methods. We anticipate developing our online training platform along with accompanying specialist resources, course and participant guides. Additionally, we plan on opening our centre to facilitate both virtual and face-to-face group workshops and one-to-one delivery support: all of which will be further supported through our voluntary sector forum. Encouraging community leaders, practitioners and volunteers to become active learners, we will create an enriching learning experience: through which they will have opportunities to come together; to share their experiences; and to also be individually supported to apply their learning into their professional practice. Our forum specifically, will also act as an empowerment platform through which others can be inspired and encouraged to develop new and innovative ideas to tackle challenging social issues. The forum will therefore feed into our direct consultations and contribute toward the development of future accredited courses centred around topical issues and subjects where there is the greatest need.

As we enter into our tenth year since Nicodemus began, we are humbled to be seeing the ripple effect that our work is continuing to have across continents. Pressing forward in our mission to rescue, restore and revive the lives of those most marginalised, we are thankful to God for working through us and for guiding our steps as we accompany and encourage individuals on their journey of change: empowering leaders and beneficiaries through mentorship and discipleship, so they can achieve their God-given potential; and in turn go onto lead change for others.

Reflecting upon the strides forward that have been made despite the challenges of this season, may we join together in prayer: to commit healing, revive hope and minister God's love into the lives that have been broken.

2021
SUMMARY

**"Seek the Lord while
he may be found; call
on him while he
is near."**

Isaiah, 55:6





We continue to review our working model to ensure best practice, compliance and value for money whilst striving for quality and excellence.

FUNDRAISING STRATEGY

We continually devote time and resources into our fundraising offering, to secure our ability to improve the lives of marginalised individuals in the UK and Guatemala. Throughout our fundraising efforts, we promise to ensure that our supporters and the wider public, are considered:

- Treating them fairly and with respect.
- Being aware of vulnerabilities, and actively protecting vulnerable people. Honouring our gifts with complete transparency.
- Fulfilling our objectives and sharing the progress of our work.
- Listening and learning from all feedback that we are given.
- Respecting any personal data, information and preferences that are shared with us.

As a charity, we continue to look for ways to improve and adapt to new challenges. Following the pandemic, we have reviewed and updated our fundraising strategy: aiming to generate a wider funding mix from multiple sources, including: individual and corporate giving, fundraising and trust applications, community fundraising, and online campaigns. As COVID-19 has impacted the economy both nationally, and globally, our charity has targeted 3 months budgeted cash flow for our reserves.

Nicodemus have strong regulatory and operating structures. We continue to review our working model to ensure best practice, compliance and value for money whilst striving for quality and excellence. To ensure that we maintain high fundraising standards, we voluntarily subscribe to the Fundraising Regulator and its Code of Fundraising Practice; of which promotes standards for fundraising, offers guidance, and operates in the public's interests by building trust, and taking action on cases of concern where necessary.



FUNDRAISING STRATEGY CONTINUED

We have also reviewed and identified our project key performance indicators (KPIs), and implemented a project plan to ensure project viability, sustainability and growth as we adapt following the pandemic. We have continued to remain stringent in our budgeting and financial forecasting: adapting in line to meet community needs, and maximising opportunities for growth where possible. This approach has proven extremely successful, as we have come to establish marketable products, which will also support us in generating an income to ensure ongoing organisational growth and sustainability.

We have continued to remain stringent in our budgeting and financial forecasting: adapting in line to meet community needs, and maximising opportunities for growth where possible.

Throughout all areas of our work and fundraising efforts, we allocate time to planning, monitoring and evaluation: collating monthly dashboard reports, statistical data, quarterly reviews, and carrying out quarterly and annual reports; from which, all findings and considerations for reform, are shared and fed back to trustees, funders and wider stakeholders. We have also implemented essential financial planning measures and controls: reviewing our annual organisational budget, and individual project budgets, of which are being monitored monthly.

Monitoring and evaluation are a significant part of our methodology: as a team, we will regularly review the progress that we are making in accordance with our project plan and outlined objectives. We will measure our inputs (for example, staff time and resources used), against the activities and outputs, in order to measure the outcomes achieved and the difference that is being made over the three years of running this project. Using a project plan against our budget will also help us to ensure viability and sustainability of the project; preventing project drift, and keeping us on track with our expected objectives. Finally, we will ask course participants to see how they have implemented and applied the training, to be able to assess the wider impact our training is having.



FINANCIAL STATEMENTS



REGISTERED COMPANY NUMBER: 10300111 (England and Wales)
REGISTERED CHARITY NUMBER: 1170143

REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021
FOR
NICODEMUS

Murphy Salisbury Limited
Chartered Accountants
15 Warwick Road
Stratford upon Avon
Warwickshire
CV37 6YW

NICODEMUS

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FOR THE YEAR ENDED 31 DECEMBER 2021

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NICODEMUS

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2021

TRUSTEES	A W Welford Mrs D M Welford Mrs J Matthews (resigned 8.11.21) D L Holden Mrs H Skaife C J R Adlam
REGISTERED OFFICE	Manor Stables Beech Road Oxhill Warwickshire CV35 0QE
REGISTERED COMPANY NUMBER	10300111 (England and Wales)
REGISTERED CHARITY NUMBER	1170143
INDEPENDENT EXAMINER	Murphy Salisbury Limited Chartered Accountants 15 Warwick Road Stratford upon Avon Warwickshire CV37 6YW

NICODEMUS

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 DECEMBER 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2021. 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Please refer to pages 8-10.

Public benefit

The Trustees confirm that they have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Contributions made by volunteers

Please refer to pages 7.

ACHIEVEMENT AND PERFORMANCE

Please refer to pages 6, 11-42.

FINANCIAL REVIEW

Financial position

The total net surplus for the period was £5,328 (2020 : deficit £5,408), comprising unrestricted incoming resources of £317,046 (2020 : £397,393) and unrestricted resources expended of £302,171 (2020 : £412,348) and restricted incoming resources of £14,100 (2020 : £64,037) and restricted resources expended of £23,647 (2020 : £54,490).

Total funds at the year end were £38,247 (2020 : £32,919) being unrestricted of £38,247 (2020 : £23,372) and restricted of £nil (2020 : £9,547).

Investment policy and objectives

The Charity's memorandum and articles of association authorise the trustees to invest or deposit funds as may be thought fit.

Reserves policy

Our reserves policy is for us to operate within a range of 2-4 months' costs value in cash availability. We expect to average 3 months' costs throughout a year.

FUTURE PLANS

Please refer to pages 39-44.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are appointed in accordance with the Articles of Association.

Induction and training of new trustees

It is the charity's policy that new Trustees undergo an orientation process to brief them on their legal obligations under charity law, the charity's governing documents, the committee decision making process, the business plan and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events that will assist them in carrying out their role.

NICODEMUS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2021

CONNECTED CHARITIES

Leadenporch Trust, a UK unincorporated charity with charity no. 1102456, is related to Nicodemus by virtue of it having common Trustees and being the former legal structure of this charity, which was modernized by transitioning to this incorporated legal structure. Charity number 1102456 contains the history of Nicodemus.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 14 September 2022 and signed on its behalf by:

A handwritten signature in blue ink, enclosed in a blue oval. The signature appears to be 'A W Welford'.

.....
A W Welford - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
NICODEMUS**

Independent examiner's report to the trustees of Nicodemus ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2021.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Mark Bullock FCA
ICAEW
Murphy Salisbury Limited
Chartered Accountants
15 Warwick Road
Stratford upon Avon
Warwickshire
CV37 6YW

Date: 14 September 2022

NICODEMUS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	26,784	-	26,784	86,234
Charitable activities	3				
Charitable activities		290,262	14,100	304,362	375,196
		<hr/>	<hr/>	<hr/>	<hr/>
Total		317,046	14,100	331,146	461,430
EXPENDITURE ON					
Raising funds	4	9,791	-	9,791	14,699
Charitable activities	5				
Charitable activities		286,700	23,647	310,347	452,139
Other		<hr/> 5,680	<hr/> -	<hr/> 5,680	<hr/> -
Total		<hr/> 302,171	<hr/> 23,647	<hr/> 325,818	<hr/> 466,838
NET INCOME/(EXPENDITURE)		14,875	(9,547)	5,328	(5,408)
RECONCILIATION OF FUNDS					
Total funds brought forward		<hr/> 23,372	<hr/> 9,547	<hr/> 32,919	<hr/> 38,327
TOTAL FUNDS CARRIED FORWARD		<hr/> <hr/> 38,247	<hr/> <hr/> -	<hr/> <hr/> 38,247	<hr/> <hr/> 32,919

NICODEMUS

BALANCE SHEET
31 DECEMBER 2021

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	11	5,651	-	5,651	6,274
CURRENT ASSETS					
Debtors	12	2,134	-	2,134	6,874
Cash at bank		<u>34,225</u>	<u>-</u>	<u>34,225</u>	<u>24,213</u>
		36,359	-	36,359	31,087
CREDITORS					
Amounts falling due within one year	13	(3,763)	-	(3,763)	(4,442)
		<u>32,596</u>	<u>-</u>	<u>32,596</u>	<u>26,645</u>
NET CURRENT ASSETS					
		<u>32,596</u>	<u>-</u>	<u>32,596</u>	<u>26,645</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>38,247</u>	<u>-</u>	<u>38,247</u>	<u>32,919</u>
NET ASSETS		<u>38,247</u>	<u>-</u>	<u>38,247</u>	<u>32,919</u>
FUNDS	14				
Unrestricted funds				38,247	23,372
Restricted funds				<u>-</u>	<u>9,547</u>
TOTAL FUNDS				<u>38,247</u>	<u>32,919</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

NICODEMUS

BALANCE SHEET
31 DECEMBER 2021

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on 14 September 2022 and were signed on its behalf by:

A handwritten signature in blue ink, enclosed in a blue oval. The signature is cursive and appears to read 'A W Welford'.

.....
A W Welford - Trustee

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Motor vehicles - 20% straight line basis
Computer equipment - 33% straight line basis

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	25,442	84,787
Gift aid	<u>1,342</u>	<u>1,447</u>
	<u>26,784</u>	<u>86,234</u>

continued...

NICODEMUS

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021**

3. INCOME FROM CHARITABLE ACTIVITIES

		2021	2020
	Activity	£	£
Grants	Charitable activities	291,912	69,653
Partners hubs & workshops UK fees	Charitable activities	<u>12,450</u>	<u>305,543</u>
		<u><u>304,362</u></u>	<u><u>375,196</u></u>

Grants received, included in the above, are as follows:

		2021	2020
	Activity	£	£
Other grants		<u>291,912</u>	<u>69,653</u>

4. RAISING FUNDS

Raising donations and legacies

		2021	2020
	Activity	£	£
Salaries		<u>9,791</u>	<u>14,699</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	<u>309,867</u>	<u>480</u>	<u>310,347</u>

6. SUPPORT COSTS

	Other	Governance costs	Totals
	£	£	£
Other resources expended	4,240	1,440	5,680
Charitable activities	<u>-</u>	<u>480</u>	<u>480</u>
	<u>4,240</u>	<u>1,920</u>	<u>6,160</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

		2021	2020
	Activity	£	£
Depreciation - owned assets		<u>3,195</u>	<u>2,362</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2021 nor for the year ended 31 December 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2021 nor for the year ended 31 December 2020.

9. STAFF COSTS

The average monthly number of employees during the year was as follows:

2021	2020
<u>6</u>	<u>9</u>

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	86,234	-	86,234
Charitable activities			
Charitable activities	311,159	64,037	375,196
	<hr/>	<hr/>	<hr/>
Total	397,393	64,037	461,430
EXPENDITURE ON			
Raising funds	14,699	-	14,699
Charitable activities			
Charitable activities	397,649	54,490	452,139
	<hr/>	<hr/>	<hr/>
Total	412,348	54,490	466,838
	<hr/>	<hr/>	<hr/>
NET INCOME/(EXPENDITURE)	(14,955)	9,547	(5,408)
RECONCILIATION OF FUNDS			
Total funds brought forward	38,327	-	38,327
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	<u>23,372</u>	<u>9,547</u>	<u>32,919</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

11. TANGIBLE FIXED ASSETS		Motor vehicles	Computer equipment	Totals
		£	£	£
COST				
At 1 January 2021	7,350	5,696	13,046	
Additions	<u>-</u>	<u>2,572</u>	<u>2,572</u>	
At 31 December 2021	<u>7,350</u>	<u>8,268</u>	<u>15,618</u>	
DEPRECIATION				
At 1 January 2021	5,880	892	6,772	
Charge for year	<u>1,470</u>	<u>1,725</u>	<u>3,195</u>	
At 31 December 2021	<u>7,350</u>	<u>2,617</u>	<u>9,967</u>	
NET BOOK VALUE				
At 31 December 2021	<u>-</u>	<u>5,651</u>	<u>5,651</u>	
At 31 December 2020	<u>1,470</u>	<u>4,804</u>	<u>6,274</u>	
 12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			2021	2020
			£	£
Trade debtors		-	5,000	
Other debtors		1,384	-	
Prepayments and accrued income		<u>750</u>	<u>1,874</u>	
		<u>2,134</u>	<u>6,874</u>	
 13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR			2021	2020
			£	£
Trade creditors		1,293	1,252	
Social security and other taxes		-	1,060	
Other creditors		10	150	
Accruals and deferred income		<u>2,460</u>	<u>1,980</u>	
		<u>3,763</u>	<u>4,442</u>	

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

14. MOVEMENT IN FUNDS

	At 1.1.21 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	23,372	14,875	38,247
Restricted funds			
Restricted fund	9,547	(9,547)	-
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>32,919</u>	<u>5,328</u>	<u>38,247</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

14.

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	317,046	(302,171)	14,875
Restricted funds			
Restricted fund	14,100	(23,647)	(9,547)
	<u>331,146</u>	<u>(325,818)</u>	<u>5,328</u>
TOTAL FUNDS	<u>331,146</u>	<u>(325,818)</u>	<u>5,328</u>

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	38,327	(14,955)	23,372
Restricted funds			
Restricted fund	-	9,547	9,547
	<u>38,327</u>	<u>(5,408)</u>	<u>32,919</u>
TOTAL FUNDS	<u>38,327</u>	<u>(5,408)</u>	<u>32,919</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	397,393	(412,348)	(14,955)
Restricted funds			
Restricted fund	64,037	(54,490)	9,547
	<u>461,430</u>	<u>(466,838)</u>	<u>(5,408)</u>
TOTAL FUNDS	<u>461,430</u>	<u>(466,838)</u>	<u>(5,408)</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2021

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.20 £	Net movement in funds £	At 31.12.21 £
Unrestricted funds			
General fund	38,327	(80)	38,247
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>38,327</u></u>	<u><u>(80)</u></u>	<u><u>38,247</u></u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	714,439	(714,519)	(80)
Restricted funds			
Restricted fund	78,137	(78,137)	-
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u><u>792,576</u></u>	<u><u>(792,656)</u></u>	<u><u>(80)</u></u>

Unrestricted funds

The unrestricted funds represent the free funds of the charity, which are not designated to any particular purpose.

Restricted funds

The restricted funds represent funds of the charity which have restricted purpose.

15. RELATED PARTY DISCLOSURES

Aggregate donations of £268,420 (2020: £62,360) were made by the Trustees and their related parties to the charity during the year.

During the year, the charity paid for services of £31,903 (2020: £39,238) to children of the trustees. At the balance sheet date £1,039 (2020: £1,012) was owed to the children of the trustees by the charity.

16. STATUS OF THE CHARITY

Nicodemus is a company limited by guarantee not having any share capital.

NICODEMUS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 £	2020 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	25,442	84,787
Gift aid	<u>1,342</u>	<u>1,447</u>
	26,784	86,234
Charitable activities		
Grants	291,912	69,653
Partners hubs & workshops UK fees	<u>12,450</u>	<u>305,543</u>
	<u>304,362</u>	<u>375,196</u>
Total incoming resources	331,146	461,430
EXPENDITURE		
Raising donations and legacies		
Salaries	9,791	14,699
Charitable activities		
Community Connect UK	178,582	273,506
Community Connect Latin America	32,417	32,364
Youth Mentoring Programme Latin America	<u>98,868</u>	<u>141,393</u>
	309,867	447,263
Support costs		
Other		
Insurance	432	500
Website and marketing costs	783	756
Bank charges	224	220
Legal fees	<u>2,801</u>	<u>250</u>
	4,240	1,726
Governance costs		
Independent examiner's fees	1,920	1,980
Accountancy	<u>-</u>	<u>1,170</u>
	<u>1,920</u>	<u>3,150</u>
Total resources expended	<u>325,818</u>	<u>466,838</u>
Net income/(expenditure)	<u><u>5,328</u></u>	<u><u>(5,408)</u></u>

NICODEMUS

England & Wales - Charity number 1170143

Accounts

A young man with dark hair, wearing a dark blue jacket, is smiling warmly at the camera. He is holding a yellow can of Cornova beverage in his right hand and a clear plastic bag filled with bread in his left hand. The background is a blurred outdoor setting with other people. The image is decorated with several large, semi-transparent circles in red, green, and blue. The text 'ANNUAL REPORT 2020' is overlaid in large white letters on the bottom left.

ANNUAL REPORT 2020

The logo for NICODEMUS features the word 'NICODEMUS' in a bold, black, sans-serif font. The letter 'O' is replaced by a circular icon composed of small, colorful dots in red, green, and blue. Below the main text, the tagline 'TRANSFORMING COMMUNITIES' is written in a smaller, all-caps, sans-serif font.

NICODEMUS
TRANSFORMING COMMUNITIES

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improving the
lives of individuals and
communities affected
by poverty
and disadvantage”**

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TRUSTEES WELCOME

Thank you, everyone, for your commitment to rescuing individuals, restoring hope, and rebuilding communities - our success is yours." Alastair Welford, Trustee

We have just seen a year like no other! Contending not only with the unpredictable economic and political environment resulting from the direct impact of the UK departing the European Union; but we have also found ourselves in the midst of a rapidly evolving global pandemic. As we have witnessed the world grinding to a sudden halt with closures of businesses and critical support services, the pandemic has exacerbated the vulnerabilities of those already marginalised: magnifying social disparity and inequalities, and leaving many disproportionately affected by job losses, poverty, and exploitation. As one of the most challenging seasons in history, with the scale of COVID-19 so vast, every continent across the globe has become affected. Together, as we are now facing the longer-term compounding impacts of grief and mental and physical health decline, the need for our work has become more paramount than ever before.

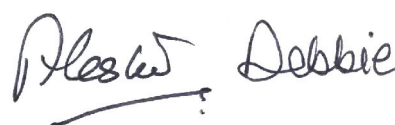
While, like all organisations, our services have been seriously affected by this unprecedented season of challenge, I am keen to shine a light on the significant steps that Nicodemus has continued to make throughout 2020; and celebrate together the successes that have only been made possible by the continued support of those we work with. Despite such unforeseen challenges, we have adapted and persevered with our mission to rescue, restore, and rebuild the lives of those most vulnerable. We testify to the faithfulness of God who has convicted and guided us to navigate such times. We thank Him for His goodness and grace during such a tumultuous period in the life of Nicodemus, that of which we trust has seen us learn, adapt, and set ourselves up well as we head into the future responding to the greatest needs of the church and volunteer sector organisations of whom we have the privilege to partner and walk with.

he commitment from our staff and volunteers, our partners and our supporters has enabled our charity to not only adapt and survive through the pandemic, but also to flourish and thrive.

The pandemic has also yielded new opportunities to expand our work through our delivery of specialist voluntary sector training. This has been a significant highlight for Nicodemus, as we maximised the use of technology to support 73 international community organisations: helping them to adapt, build their capacity and serve their communities through the pandemic; by diversifying their own delivery, so they can bring about local transformation. Our support has served to inspire, motivate and empower project and community leaders to do the same, by engaging in a diverse range of delivery models. Through 2020, our indirect reach has therefore expanded greatly; touching the lives of over 5570 vulnerable individuals, young people and families affected by poverty and disadvantage, while also facilitating volunteer mobilisation and community transformation across the UK and Guatemala.

We would like to express our sincere appreciation to everyone who has contributed to the achievements of 2020. Your commitment to helping us has propelled our determination to strive forward in our mission, to rescue individuals, restore hope, and rebuild communities - our success is yours.

With every blessing, on behalf of the Trustees



Alastair & Debbie Welford
Trustees

MOMENTOUS HIGHLIGHTS

Some of our most momentous highlights of this year, have included:

190

school places to children excluded from education

326

young people rescued from life on the streets.

126

vulnerable individuals mentored

102

vulnerable individuals supported through major life transitions: pregnancy and parenthood; grief and trauma; entry into education and employment; and resettlement into care placements in assisted or independent housing.

VISION

To see communities standing together to relieve poverty: so, every individual can experience life in all its fullness.

MISSION

Inspired by our Christian faith, Nicodemus rescues, restores, and rebuilds broken lives by equipping and empowering communities with the necessary skills and resources to overcome disadvantage and inspire positive change.

**OUR
IMPACT
2020**

7716

Volunteer Hours of which
898 were Volunteer
Mentor training

12

young adults trained to
mentor somebody else

75

young adults supported to
access employment

220

families received
emergency crisis support
in immediate response to
the COVID-19 pandemic

660

food packages directly
distributed to families in
immediate response to the
COVID-19 pandemic

5570

children, young people
and families indirectly
supported

73

international voluntary sector
organisations trained to
successfully develop and deliver
mentoring programmes and
community interventions

We fulfil our mission through the delivery of our Community Connect Initiatives:

Direct Delivery

We run coordinated support to isolated individuals living in poverty, by providing mentoring, refuge and crisis support, practical care, group interventions and education scholarships.

Partnerships

In collaboration with our partners in the UK, Guatemala and Chile, together we are working to relieve poverty across the most overlooked communities. Driven by our faith and shared vision, we walk with our partners to rescue the most marginalised, restore broken and damaged lives, and to raise beneficiaries up to become community leaders.

Specialist Voluntary Sector Training

We equip our partners through bespoke capacity building and specialist mentoring training whilst accompanying them as they acquire learning, develop their strategy, and implement their initiatives through effective project planning; enabling them to obtain growth and sustainability as they go on to make a lasting change in their communities.

326

children and young
people rescued from street
living and abusive
situations

339

children and young people
supported to access formal
and informal education

2389

children, young people
and vulnerable adults
directly supported through
mentoring and outreach

106

communities impacted
internationally

STRATEGY



Nicodemus is a charity that bridges the gap.

We work in partnership with local projects, churches, and voluntary organisations to equip, empower and engage community leaders in developing programmes that improve the longer-term outlook for marginalised people experiencing poverty and disadvantage.

1 John 3:16 teaches us that we encounter the image of what love is through Christ's act of laying his life down. In doing so for us, and in reflecting this, we ought to lay down our lives for our brothers and sisters. In the same way, we see our local staff, partners, and volunteer mentors seeking to imitate Christ's sacrificial love as they serve their brothers and sisters in need. As God believes in us and our worth to Him, we too are committed to following God's commandment to believe in and serve those who are marginalised and overlooked by society.

But you, God, see the trouble of the afflicted; you consider their grief and take it in hand. The victims commit themselves to you; you are the helper of the fatherless. - Psalm 10:14



**IMPACT
UPON OUR
STRATEGY**

COVID-19

For many, the pandemic has destroyed hopes, dreams and aspirations: crippled businesses and enterprises, and given rise to increased economic inactivity and uncertainty.

With up to 14.5 million people in the UK suffering from poverty prior to the outbreak of COVID-19 (House of Commons, 2021), our UK economy has further plummeted: pushing another 690,000 people into hardship during the winter of 2020 (Legatum Institute, 2020). This surge in poverty, inequality and reduced life outcomes is also widely experienced across our marginalised communities within Guatemala. Latin America has become one of the “worst affected developing regions”, with 27.7% of all deaths having been accounted for by COVID-19 (Financial Times, 2021). Furthermore, just over a third of the population (209 million people) have also become affected by extreme poverty: with eight in ten individuals now being considered ‘vulnerable’ (ECLAC Report, 2021).

Guatemala’s 36 year-long civil war ended in 1996 but had already left behind a legacy of broken lives, inequality, and crime. The pandemic has further exposed Guatemala’s deeply entrenched systems of human exploitation, inequality, violence and injustice. Inevitably, as the needs of our marginalised communities across both the UK and Guatemala have become further exacerbated, support services, charities and NGO’s have been left stretched beyond their capacity. Following the struggles of lockdowns, social isolation, school closures and economic devastation, voluntary sector organisations are needed now more than ever, as we work together, to rebuild communities.

Through our consultations with over 156 of our partner voluntary organisations, and multi-agencies, we increasingly recognise the urgency to respond to the needs of those most marginalised: to prevent those at-risk within society from being pushed even further into exclusion, and to protect our future generations to come.

2/5
voluntary organisations reported having just six months of reserves left as a result of the pandemic.*

COVID-19: Impact upon our strategy continued

As community needs have become exacerbated since the pandemic, mounting pressures are being placed upon the voluntary sector to meet the demand. Yet, with spending cuts looming, community resource is dwindling. Consequently, community services are struggling to sustain their operations; with reduced staff teams left working beyond their capacity.

1/3

facing increased costs.*

46%

of organisations have had to use their cash reserves to cope with the pandemic's impact.*

As a charity, we have adapted our strategy beyond the pandemic, to best meet the rapidly changing needs of our beneficiaries; and to provide critical support to the voluntary organisations we work in partnership with. Through the training of voluntary organisations, we will equip them with the tools they need to become sustainable, while empowering their leaders and helping them to better engage their communities. In doing so, we are supporting projects to become more strategic in their approach, so they can build bigger, grow stronger and last longer.

A survey carried out by the NCVO, Nottingham Trent, and Sheffield Hallam universities with 600 international voluntary organisations, highlighted that*

Almost
10%

of respondents have no cash reserves or not enough to last them a month.*

COMMUNITY CONNECT INITIATIVES

Direct Delivery

We run coordinated support to isolated individuals living in poverty, by providing mentoring, refuge and crisis support, practical care, group interventions and education scholarships.

Partnerships

In collaboration with our partners in the UK, Guatemala and Chile, together we are working to relieve poverty across the most overlooked communities. Driven by our faith and shared vision, we walk with our partners to rescue the most marginalised, restore broken and damaged lives, and to raise beneficiaries up to become community leaders.

Connect

We equip our partners through bespoke capacity building and specialist mentoring training whilst accompanying them as they acquire learning, develop their strategy, and implement their initiatives through effective project planning; enabling them to obtain growth and sustainability as they go on to make a lasting change in their communities.

Influence

We champion the needs of the people we serve, seeking to influence and challenge attitudes of stereotypes, prejudices, discrimination, marginalisation, and inequality.

Mobilisation

We mobilise individuals to become active in their communities; propelling change in their own lives and in the lives of the people around them.

WHO IS INVOLVED?

Beneficiaries & Communities

We adopt a person and community-led approach, that engages our beneficiaries and communities in the ongoing design and development of our services; while enriching our projects to become models of best practice.

Partners

We dedicate ourselves to strengthening partner relationships. As we devote time and energy to asking open ended questions to learn from our partners, we are invited in to see and understand their realities including their joys and successes as well as their sorrows and struggles.

Staff & Volunteers

Fundamental to our work are our highly skilled staff and volunteers: supported and trained by Nicodemus to confidently carry out their roles, and to meet the individual needs of the people we serve.

Trustees

Our work is governed by confident leaders and decision-makers who are experienced in the third sector.

Donors

Donors are kept engaged throughout our work to communicate progress and celebrate impact.

Training & Resource Centres

Our three centres provide a welcoming space and enriching opportunities where partners, volunteers and our staff can connect and receive training, while becoming refreshed and re-inspired.

NICODEMUS STRATEGY

FULFILLING OUR MISSION

To see communities standing together to relieve poverty: so, every individual can experience life in all its fullness...

By equipping and empowering communities with the necessary skills and resources to overcome disadvantage, and inspire positive change.

To rescue, restore, and rebuild the lives of those most overlooked, marginalised and excluded.

IMPACT

VOLUNTARY SECTOR

1. Increasing community leader's skills and confidence to serve and lead in their communities.
2. Improving sustainability and longevity of community projects, by helping them to build their capacity, and develop community resilience.
3. Strengthening multi-agency working across communities: reducing prejudices, stereotypes and inequalities, and improving community cohesion.

BENEFICIARIES

1. Rescuing individuals from immediate crisis: reducing poorer life outcomes associated with poverty.
2. Improving the emotional wellbeing & mental health of vulnerable individuals: restoring their self-esteem, building their support networks, and empowering them to realise and achieve their potentials as they access education and employment.
3. Raising beneficiaries to become active in their communities as they invest back into programmes that previously helped them; taking roles of leadership, becoming agents of change and contributing towards developing the solution.

LIDIA'S* STORY

With street life being Lidia's only known memory of 'home', her childhood was catastrophically impacted by drug addiction and abuse.



Two years ago, through the support of the Time of Rescue team, and their perseverance through constant care, crisis support, and relationships and trust development, Lidia [aged 26] left street living. Leaving the streets, however, was not a simple process for Lidia. Lidia continued to struggle with the adaptation and often turned to glue sniffing whilst living with just her brother and cousins in a neighbourhood where drug trafficking and prostitution is prevalent.

Thankfully, upon leaving the streets, the Time of Rescue team and Nicodemus Youth Leadership Programme continued to support her through longer-term mentoring.

"I thank God for the encouragement and belief Cesar and the Time of Rescue team show to me which helps me keep going", explains Lidia.

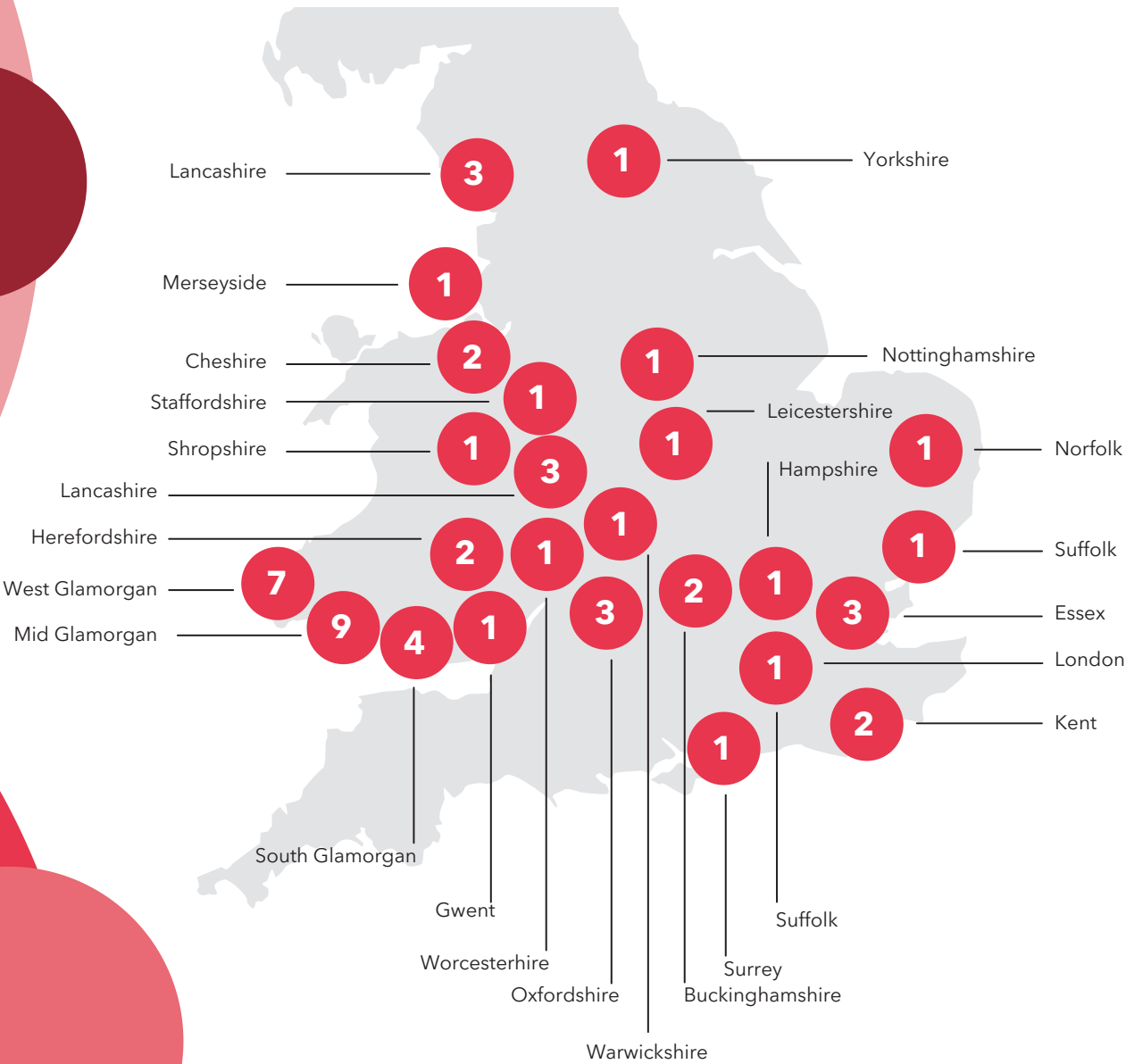
They check up on me and regularly take me to visit my daughter". Lidia's daughter, age 9, is currently living in a children's home. One day, they both hope to be reunited, whilst in the meantime, they both prepare for that to become a viable option.

This year, Lidia secured stable accommodation and enrolled in school at the My Special Treasure Education Centre. She has four years to go until she will complete secondary school, but despite her age, that has not stunted her motivation. Lidia is thankful for the opportunity to learn again to read and write. Her first trimester of grades reflected her efforts, passing all her exams!

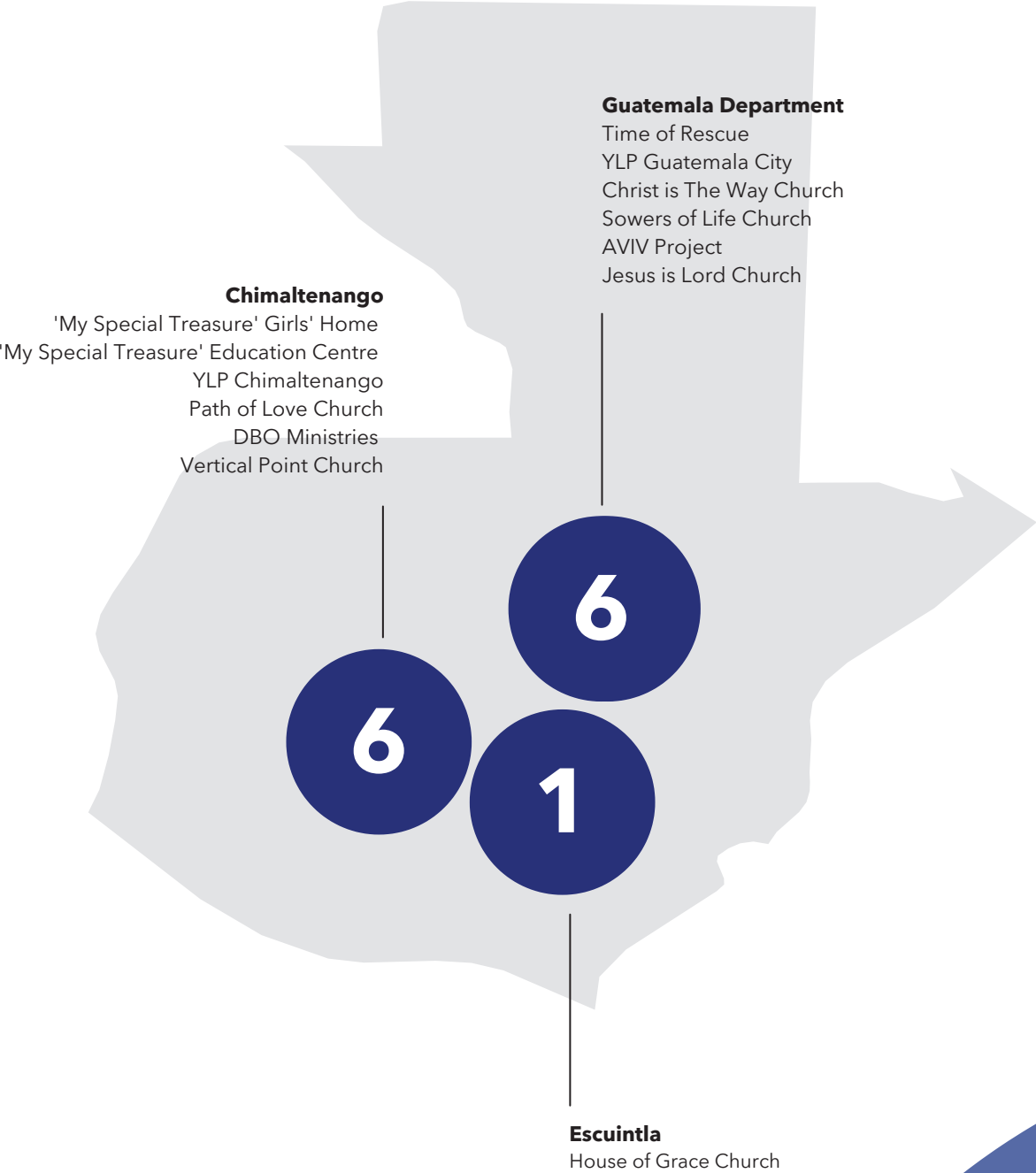
Often citing the Nicodemus Youth Leadership Programme as an important path of hope for street youth, Cesar, director of Time of Rescue, is pleased to have seen Lidia's progression - from a drug-addicted child living on the streets, to where she is today. Partnering together with Time of Rescue, we hope we can continue to support Lidia, and others in similar situations, to take positive steps toward the future they always dreamed of.

* name has been changed

WHERE WE OPERATE: UNITED KINGDOM



WHERE WE OPERATE: GUATEMALA



OUR SERVICES: COMMUNITY CONNECT PROJECTS

Predominantly, we are supporting individuals aged 16-25 years; however, we also run specialist provisions to support at-risk children and young people, women and girls, and vulnerable adults. Many are also from black and minority ethnic backgrounds, struggling with limited English language, facing cultural and gender inequalities, finding themselves excluded and lacking any sense of belonging within their community.

Our Community Connect Projects aim to provide refuge, specialist support and practical care to those most isolated and those without adequate support networks: many of whom are also escaping abuse, gangs, violence and criminal activity. Our projects are holistic in nature, tailored to meet the individual needs of those we are supporting, with the aim of helping individuals to develop their self-esteem; overcome trauma and disadvantage; and develop essential skills for life: increasing their access to education, employment and improving their income opportunities. We adopt a collaborative process which is person-led: empowering individuals to make positive change, while developing their assertiveness, confidence and overall resilience.

Through our projects, we are responding to God's commandment to restore dignity and worth to the lives of marginalised people: particularly those struggling through unemployment, at risk of unhealthy relationships and peer pressures, subject to language and cultural barriers, facing trauma, grief or loss, and including those preparing to start family life. Our projects are bringing hope and a sense of belonging, while increasing confidence: supporting, guiding and teaching individuals as they move on toward independent living and employment; empowering them to break free from poverty, as they progress toward a better future: whether that be embarking on college courses, securing a job, or establishing a stable home for their family. Our projects are equipping those with the poorest life chances so they can move forward in their lives independently; encouraging them to become active in their community, and enabling ongoing transformation in not only their lives, but also for the people around them.

Bringing together people from all walks of life, our projects are bringing about community cohesion and mobilisation: preventing, challenging and combatting stigmas, as we bridge gaps in communities and overcome divides. Engaging wider families wherever possible is a crucial part of this process as we aim to build healthy support networks and break the formation of unhealthy gang cultures. Equally, while equipping individuals and communities with the tools and coping strategies they need to improve their lives: enabling them to thrive, succeed and go on to fulfil their potential.

To outwork our vision, mission and key objectives, in response to some of the greatest needs of marginalised individuals in the UK and Guatemala, our Community Connect Projects comprise of the following response programmes; delivered and supported by local teams of our staff, volunteer mentors, and partner directors:

COMMUNITY CONNECT PROJECTS

GROUP WORKSHOPS

Group Workshops provide specific skill-related support and training to individuals, with the aim of offering opportunities to learn, improving levels of motivation and social integration; while also supporting access to housing, training and further education. Through group workshops, individuals develop healthy meaningful relationships by gaining wider networks of support; overcoming isolation, and peer-supporting each other as they rebuild their lives and improve emotional and mental wellbeing. Sessions empower individuals to use their creativity, develop ideas, and encourages them to take ownership: offering opportunities to lead sessions, peer support others, and get involved in the ongoing development and delivery of our projects: raising them to become leaders in their communities.

COMMUNITY ACTION

Community Action involves individuals volunteering at local projects and ministries or volunteering as mentors themselves. Many of the individuals we support have previously lived in a child's protection home, left behind a street lifestyle, or are living in at-risk households and communities. Our individuals, therefore, offer valuable life experience and empathy toward others who are living in situations where they themselves used to be; enabling them to make a difference to the life of someone else they can relate to and support.

CRISIS SUPPORT

Our Crisis Support service provides assistance when needed the most through practical support and emergency care. Providing immediate response within a safe environment, alongside support from a mentor, helps to bring clarity and calmness in a critical situation. Individuals are also supported to create positive strategies to break the cycle of living in harmful and abusive relationships and environments. Examples of situations in which we offer support include domestic violence, self-harm, and deprivation of basic food and hygiene needs.

SOCIAL ACTIVITIES

Providing safe spaces for individuals to engage and socialise, the running of social activities enables individuals to integrate positively within their wider community and society. Social activities help guide individuals away from negative pressures and issues that are prevalent in their communities. Together with their mentor, individuals can plan and lead social activities, which, in doing so, help to offer opportunities for developing skills and self-esteem.

MINISTERIAL APPRENTICESHIPS

(Guatemala only) - Our partner projects often have a need to recruit new staff. At times, the best equipped people to take up these positions are trained and professional individuals from our projects, who have now successfully moved on from crisis, and rebuilt their lives. Together with personal life experiences, professional development, and ongoing one-on-one support from a mentor, they often become the best-prepared prospective employees for these ministries. Nicodemus provides financial support to our partners to allow individuals to receive paid employment. This is mutually beneficial both for the needs of the ministry, and for the individual's ongoing growth and professional development.

EDUCATION SCHOLARSHIPS

(Guatemala only) - Many of the children and young people we support with education in Guatemala, are often up to five years behind where their age dictates, they should be. The gift of education to a young person under such circumstances is greatly valued. An education for one of our young people improves employability prospects and lifts self-confidence. Our education scholarships vary in supporting young people to complete formal education, to take up a university course, or to study technical courses such as English, Baking, Make-Up, Carpentry, and First-aid.

ANNUAL CAMP

(Guatemala only) - In Guatemala there are few public areas for recreation and in many communities where these public areas are, they are not safe for people to go walking or to play. For many individuals, their priority will simply be to survive day to day, so there is no time for relaxing and no place to do it safely. Our annual camp provides a weekend where all young adults, mentors and leaders from our partner projects and churches have the chance to laugh, play, sing, talk, learn, and build relationships for life. For many of our young people and young adults, this is "the event of the year."

MENTORING

At the heart of the outworking of our vision and mission is our mentoring programme. Mentoring involves a relationship in which a trusting bond between mentor and mentee emerges with the opportunity to provide tailor-focussed guidance, companionship, teaching and encouragement in order to cultivate the individual's spiritual, emotional and professional development. Mentors are provided with training and ongoing support by the programme coordinator and head mentors. As individuals begin to take ownership with the new-found confidence and skills needed to rebuild their lives, they are then encouraged to give back through social and community action. Mentees also have the opportunity to enrol onto our 18-month mentoring training programme, where they can become trained mentors themselves.



BY BEING SUPPORTED THROUGH MENTORING, JERMAINE UNDERSTOOD THAT HE WAS ABLE TO ASK FOR HELP AND WOULD BE LISTENED TO.

JERMAINE'S* STORY

Jermaine's dad left home at a crucial time in his life, when he just started secondary school. Since then, he has struggled with depression, anxiety and feelings of low self-worth. English isn't his first language, and Jermaine was becoming easily frustrated within school. Finding it difficult to understand instructions, he also felt unable to express his feelings to his teachers. Jermaine's schoolwork inevitably suffered, and he quickly fell behind in his work.

Through our UK mentoring programme, Jermaine was supported by a Nicodemus Specialist mentor who visited him within school, and carried out weekly virtual sessions online through the pandemic. Although initially Jermaine found it difficult to accept support, mentoring sessions enabled him to explore his thoughts and feelings freely utilising creative art methods, and to better articulate his feelings. Subsequently, Jermaine became more confident to communicate issues with his peers, teachers and family; and to go onto access the additional support that he needs to manage his depression and anxiety. By being supported through mentoring, Jermaine understood that he was able to ask for help and would be listened to; he also identified that he needed further intervention to help him manage his mental health and emotional wellbeing. As a result, he has now self-referred to CAHMS (child and adolescent mental health services) and is receiving additional specialist help.

*name has been changed



TILLY'S* STORY

Tilly has suffered with severe anxiety and suicidal thoughts since she was in primary school.

Scared of who she could turn to for support, she had not spoken to anyone about her thoughts and feelings, besides her teacher who wasn't able to fully support her. Initially, Tilly was worried about starting mentoring; fearful that she would find it too hard to explain herself, and worried that the mentor would be unable to understand her.

Using cognitive-behavioral methods, Tilly's mentor was able to support her by developing her confidence and helping her to communicate her thoughts and feelings. Through the setting and accomplishment of small achievable targets, Tilly was able to think more objectively and improve her outlook for the future. Tilly was able to focus upon things in her life that encouraged her to push forward and have more hope for the future; to become more mindful of challenges, and to develop coping strategies to overcome suicidal thoughts. Through mentoring, Tilly has shared that she now feels more confident, and is better able to talk to people and express her feelings. Prior to mentoring, Tilly found it difficult to step out of her comfort zone, or to try new activities; however, now she is enrolled to start football coaching, and is feeling happier in herself and her life.

*name has been changed

TILLY HAS SHARED THAT SHE NOW FEELS MORE CONFIDENT, AND IS BETTER ABLE TO TALK TO PEOPLE AND EXPRESS HER FEELINGS.

**PROJECT
MONITORING
& EVALUATION**

**STAFF AND
VOLUNTEER
MANAGEMENT**

**SPECIALIST
MENTORING**

**ORGANISATIONAL
ANALYSIS**

OUR SERVICES

SPECIALIST VOLUNTARY SECTOR TRAINING

Through 2020, we developed Specialist Voluntary Sector Training and provided virtual one-to-one consultancy to 60 partner voluntary organisations across the UK, and 13 in Guatemala. We also delivered virtual courses throughout lockdown periods, which enabled us to increase the support we gave to our partner voluntary organisations; enabling them to more effectively deliver their own projects through and beyond the pandemic.

As we have continued to advance our technological expertise, our training has also developed to provide capacity building training, and other specialist voluntary sector courses, delivered via our Online Training Platform. Moving beyond the pandemic, training will also be delivered at our three key training centres in Oxhill (Warwickshire), Maltby (South Yorkshire), and Guatemala.

In working with voluntary organisations, we aim to provide bespoke training, which is tailored to meet the needs of the organisations we support: taking into consideration their time limitations, and the need for flexibility. Through delivery of training, our objective is to help and facilitate community leaders on their journey to make a change in the lives of marginalised individuals in their community.

**BIBLICAL
COUNSELLING**

**CONVERSATIONS
WITH YOUTH IN
TRANSITION**

**PROJECT
PLANNING &
MANAGEMENT**

**GOOD
GOVERNANCE
& LEGAL
COMPLIANCE**

**CHILD SEXUAL
AND DRUG
EXPLOITATION**

**SPECIALIST
MENTORING
PROGRAMME
DEVELOPMENT**

**EMERGING
ADULTHOOD**

**BUDGETING &
FINANCIAL
FORECASTING**

**COMMUNITY
ANALYSIS**

**STRATEGIC
PLANNING &
FUNDRAISING**

SPECIALIST VOLUNTARY SECTOR TRAINING CONTINUED

Each of our courses takes participants on a learning pathway that includes the provision of didactic resources and, secondly, which supports them in developing a sustainable community initiative which can be proposed to engage all wider stakeholders. Our training then accompanies our participants through their journey of running and managing their project(s); providing guidance and support from implementation, through to fruition.

Delivered by our Specialist Training and Delivery Managers, who have over 50 years of combined experience in delivering and managing community projects, we are training partner organisations on a collection of training courses (see red, blue & green bubbles)

Through our direct project delivery, we are ensuring that our training remains in line with current community needs and the national climate that they are in. Equally, our training is a fundamental part of our direct delivery as we continue to strive for best practice: improving our approach and the methods we use, to deliver a service that is person-centred, based around their individual needs. Through working with our partner voluntary organisations, we are not only imparting knowledge, but also learning from them.

**COACHING &
CONVERSATION
TECHNIQUES**

**PARENTING
WORKSHOPS**

**COMMUNICATIONS &
MARKETING**

**CHRISTIAN
CHARACTER
FORMATION &
LEADERSHIP
DEVELOPMENT**

**GANGS &
GROOMING
PREVENTION
AND
INTERVENTION**

**YOUTH
INTEGRATION
INTO SOCIETY**

**PHYSICAL
WELL-BEING**

SPECIALIST VOLUNTARY SECTOR TRAINING: PROGRESSION ROUTE

As we progress through 2021, our Specialist Voluntary Sector training will further develop to provide a clear progression route for learners in the voluntary sector:

ESSENTIAL

Modules for Charity and Community Project Leaders. This will combine delivery of online and face-to-face group sessions, where voluntary sector organisations can learn together through the sharing of personal experiences, whilst being guided to adopt best practice.

ENHANCED

Modules will build upon the foundation of Essential modules, enabling learners to further explore training topics, and work towards gaining accredited qualifications.

ELEVATE

Modules will guide learners through bespoke accredited training, specifically tailored to the voluntary sector; enabling them to become part of a professional support network, and pursue personal and professional development, applying their learning into their own personal practice.

**EQUIPPING,
EMPOWERING
AND INSPIRING
PARTNERS TO:**

**ENGAGE MORE
EFFECTIVELY
WITH THEIR
COMMUNITIES**

**DEVELOPING
INNOVATIVE
PROJECTS THAT
TRANSFORM
COMMUNITIES**

**BRINGING
ABOUT
CHANGE**



CASE STUDY

THE MY SPECIAL TREASURE GIRLS' RESIDENTIAL HOME

Our local partner in Guatemala, the My Special Treasure girls' residential home, forms a vital part of our approach to rescue, restore and rebuild the lives of marginalised young people. My Special Treasure is one of a few local residential care homes responding to the specific needs of at-risk teenage girls.

My Special Treasure was founded in 2008 by a Christian couple to offer a safe, family environment. Working with the Guatemalan State 'Children's Courts', who assess and authorise any admissions, the home takes in girls who are often homeless, malnourished, physically or sexually abused, substance abusers or sex workers. Unsurprisingly many also come with significant psychological issues from their past or more recent experiences. As well as offering good food, medical care, access to education and a safe, supervised home environment with a small group of other girls, particular help is offered by psychologists, special needs educators and mentors when required. Where appropriate, attempts are also made to rebuild relationships with the girls' birth families and volunteering is encouraged at local community projects, including a school, also set up by the same local charity, for children of families who live and scavenge on the town's huge rubbish dump.

Girls leave the My Special Treasure home between the ages of 18 and 20, after a period in a 'Transition House' where they are given increasing independence and personal responsibility. As part of ongoing support, as the girls transition into young adulthood they are offered access to our Nicodemus-coordinated Youth Leadership Programme which offers ongoing support and training to help them to bridge the gap into adult society.

Of the twelve girls who have left My Special Treasure since 2015, eight are participating in our Youth Leadership Program, whilst four of the others have started families or moved away. Most of the eight girls who are part of our Youth Leadership Programme have continued in education and all are working. Considering the complex and troubled backgrounds from which the girls came, we are encouraged at the success this represents.



Over the years we have observed that making the transition from a children's residential home into conventional society is one of the hardest and challenging processes for a young person. Challenges surrounding separation, connection, belonging, and identity often come to the fore. Without loving, caring and strategic support from mature adults and mentors, these challenges can have detrimental influences on the formation of relationships with family and friendship groups. This has the potential to leave young people exposed to being caught up in and pulled into unemployment, crime, and other negative influences.

It is here where Nicodemus steps in, providing 1 on 1 first-hand training and support to girls from when they are one year away from leaving My Special Treasure. This support continues into their transition to society and young adulthood. Over this period, topics such as the following are closely taught, discussed, and applied to the context of the young person: Budget planning, CV and interview preparation, housing search, managing identity and emotions, relationships and sex education, Christian character formation, routines and habits, family, church, use of social media, as well as an introduction to becoming a member of our Nicodemus-run Youth Leadership Programme for those aged 18-25.

326

children and young people
rescued from street living
and abusive situations

75

young adults
supported to access
employment



MOMENTOUS HIGHLIGHTS

Some of our most momentous highlights of this year, have included:

253

young people rescued from life on the streets

44

vulnerable individuals supported through court cases

396

homeless young people received first aid

59

deaths of young people given funeral support

18

young girls brought into refuge and safety

Delivery Methods

Training is delivered through a combination of face-to-face group training sessions, interactive workshops, bitesize training videos, topical workbooks, and access to specialist online resources and podcasts. This diverse delivery strategy will enable practitioners to access course material and content within their limited availability. We are preparing to re-launch face-to-face training and support sessions at the start of 2022, as government restrictions allow.

As we support our partner organisations to improve their approach following the pandemic, there has also become an increased need to demonstrate 'best practice' through project delivery. By engaging practitioners and using our Community Connect Projects as models of best practice, we are aiming to enrich their learning experience: giving them the opportunity to visit our projects, so they can see real-life examples of how learning can be utilised outside of a learning environment and adopted within the practical day-to-day running of an organisation, in ways which are cost effective. We too facilitate opportunities for mature young adults as part of our Youth Leadership Programmes to speak into training sessions citing their personal experiences and testimonies, thus in turn helping to bring a sense of life and reality alongside the topical training themes we deliver.

Finally, as part of our Specialist Voluntary Sector Training, our partner organisations are also able to access team-building opportunities, enrichment days, personal development sessions, and to attend our annual retreat and annual conference. Facilitated at one of our Training, Resource & Retreat centres on the Pacific coast (Guatemala), Oxhill (Warwickshire), and Maltby (Yorkshire), community leaders are offered opportunities to reconnect and reset. Taking them away from the pressures of daily life and project delivery, participants can begin to identify their personal and professional strengths and skills, and address areas in further need of training and support. Participants are also provided with opportunities to build relationships across programmes and ministries, and to share and strengthen vision.

**TRAINING, RESOURCE
& RETREAT CENTRE
IN OXHILL
(WARWICKSHIRE)**





CASE STUDY

EDEN WESTWARD

Eden Westwood is a Church and central Community Hub supporting marginalised young people and families across Greater Manchester. They provide:

- Mentoring, guidance and advocacy services
- Youth and community engagement
- Football, sports and recreational sessions
- Language and life-skills development classes
- Specialist interventions.

NICODEMUS SUPPORT

Many of their young people particularly are identified as being at significant risk of grooming, radicalisation, extremism and terrorism. Eden Westwood approached Nicodemus in June 2020, for support in strategic planning and development. Over the course of a year, Nicodemus has provided extensive capacity building training and one-to-one consultancy, to enable Eden Westwood to develop their project's potential; helping them to address the challenges that have arisen during COVID-19, and to maximise their response in meeting the community need. The feedback gained from Stephen, the Project Leader, demonstrated the impact that our capacity building training and consultancy had upon him and his wider team and project.

Expressing that the training had been extremely valuable, Stephen said that he wished he could have received this “level of capacity building support, over the last 10 years”.

OUTCOME

As a direct result of our support, Eden Westwood have developed a comprehensive project plan, organisational and fundraising strategy, and communications and marketing proposal. As a team, they have now confidently re-launched their services, with a clearer strategy for future growth and development.

PARTNERSHIPS

OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY



We recognise and value the power of partnership. Without our key partners, we wouldn't be able to do all that we do.

During the last year, we have worked alongside the following partners to deliver our Community Connect Projects:

ALL SAINTS CHURCH, HIGHAM'S PARK

Also situated in Waltham Forest, All Saints Church are committed to supporting local residents. They are building a Community Hub in order to support local residents who are transitioning out of the pandemic: a place where they can come together and support each other. Through the pandemic, they provided food parcels and emergency support packs to those most in need. It is through our partnership with All Saints Church, that Nicodemus has been able to form and develop the relationship with Higham's Park School, over the last three years.

HIGHAM'S PARK SCHOOL

Situated in Waltham Forest, London, Higham's Park school is a secondary school and 6th form.

Waltham Forest is one of the most diverse boroughs in the country, with 53% of residents from black and minority ethnic backgrounds. Our partnership with Higham's Park school has developed to provide mentoring and supporting to young people who are struggling with educational, behavioural, social and emotional difficulties; as well as to support those from diverse backgrounds who might be struggling with English as their additional language. Through our partnership with Higham's Park School, we have become a significant part of a strong team of multi-agency divisions, involving CAHMS, grief counsellors, safeguarding, mental health counsellors, SENCO staff and mentors: together, we are ensuring that each individual has tailored support and the best chance in life: educating on gangs, grooming, and criminal activity, and working together to prevent individuals from becoming NEET as they transition into adulthood.

CONTINUED >

OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY

GENDROS BAPTIST CHURCH AND YORK PLACE BAPTIST CHURCH

Working in Swansea, we have partnered with Gendros Baptist Church and York Place Baptist Church, to support their outreach work where they are meeting the needs of streetworkers, vulnerable women, those at risk of abuse, and families with disengaged young people. Identified by the Welsh Index of Multiple Deprivation (WIMD) 2019, as falling within the top 10% most deprived in Wales, Swansea suffers with high crime rates, prostitution, unemployment and low job prospects; of which has only become exacerbated since the pandemic.

Through the pandemic, both churches distributed hot meals and provided a foodbank to those most in need. Through our partnership, we have developed resources to further support and engage those most at risk; and to develop strategies to engage those most isolated in the community through the development of a community hub. Alongside this, we have directly provided one-to-

one mentoring for one of their most vulnerable young people who was suffering with depression and anxiety which had become heightened as a result of the pandemic, and moving away from home in London, to Swansea.

As a result of weekly mentoring, the individual was able to better manage their mental health, and confidently prepare for the upcoming transition from school to university; gaining confidence as they went on to join a new community and growing in their faith through becoming part of a new church and making positive friendship groups. By the end of mentoring, the individual was excited about the new opportunity of university and felt well supported as they went onto settle into new student accommodation. The individual shared how grateful they were for the support; for having someone believe in them and encourage them through what they imagined to be a stressful and overwhelming period in their life.



CONTINUED >

OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY



WALTHAM COUNCIL

One of Waltham Council's priorities is to provide transitional support for young people: particularly for those who are moving from school to college or apprenticeships. As a result of the work that we have been carrying out in partnership with Higham's Park School, we have successfully formed a partnership with Waltham Council, and particularly with their Early Help Team. Waltham Council's Early Help Team work with a number of schools across the borough, to support young people to complete their education and to prevent them from falling through the net in service provision post-16. Waltham Council's Community Safety Team are also working with young ex-offenders to integrate them back into the community and work opportunities. Finally, Waltham Council's Family & Children's Centre offer mentoring to whole families, so children are supported alongside their parents. Through our partnership with Waltham Council, we have expanded our reach in the area, to provide more transitional support to children and young people in the borough.

CAREERVERB

As a start-up organisation working with young people in the areas of careers, personal development and starting their own businesses, Careerverb bring together professionals from different industries in the business world such as finance and property management, to mentor young people in order to support them with careers, jobs, training and business launching. This can be in the form of one-to-one mentoring, or through the facilitation of group workshops. This is a free service and is offered virtually so is available over the whole country. Together with Careerverb, Nicodemus has expanded our support to young people particularly across the London and Essex Boroughs in the UK: together leading workshops and mentoring, and developing resources to keep young people engaged through the pandemic.

CONTINUED >

OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY

"MY SPECIAL TREASURE" GIRLS' HOME

Founded in 2008 by Cesar and Carol Lopez, the "My Special Treasure" Girls' Home receives teenage girls from the Guatemala State children's courts. The home provides a space and opportunity of restoration for the girls. The girls are provided with a safe home, a place to be educated, and are taught and disciplined to come to know God. On their property is a transition house which functions to help the older girls as they make the necessary steps to initiate a transition into independent living. Our Youth Leadership organises group social activities for the girls, and with those who are reaching their final year in the home before leaving and reintegrating back with their families, Nicodemus provides a series of tailored support to enable the girls to prepare for the process towards their transition into young adulthood and society. On leaving, the girls are offered the opportunity to become members of the Nicodemus Youth Leadership Programme where they can receive ongoing mentoring support, an education scholarship, and access to crisis support.



"MY SPECIAL TREASURE" EDUCATION CENTRE"

Directed by Luis and Vanessa Marroquin, the "My Special Treasure" Education Centre provides State approved schooling, teaching in social skills and Bible teaching to children from families who work on the Chimaltenango rubbish dump and live in the surrounding red-zone area. Other services provided to the community include medical clinics and workshops for parents. With an aim to build relational trust ahead of the children reaching young adulthood, our Youth Leadership Programme runs workshops and social activities for the older students. Education scholarships are provided, which for these young people are key to breaking generational cycles of formally uneducated family members. As these young people finish secondary schooling, GCSEs, or even primary schooling, they are often generationally the first in their families to reach these educational levels. The first group of eleven children from the Education Centre reached adulthood in 2020, with three of them now participating in our Youth Leadership Program and attending university.



OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY



CYNON VALLEY CHURCH

Cynon Valley is a former coal mining valley in Wales. 22% of the area falls within the 10% most deprived area in Wales, and overall, most of its area is more deprived than the Welsh average.

Cynon Valley Church has a passion for delivering community outreach and support; particularly to meet the needs of children and youth in the area, and to improve the longer-term outlook for those experiencing rural poverty and isolation. Through their outreach, Cynon Valley delivers a children's and youth club, community and youth outings, and parenting support; of which has been critical since the pandemic where the community needs have become heightened. In partnership with Cynon Valley, we have supported their work through the development of virtual mentoring sessions in response to COVID-19, where face-to-face sessions were not possible to deliver. Through this mentoring and support initiative, we have been able to support individuals to explore significant challenges in their lives; including covering topics of relationships, learning from home, physical and mental health challenges, grief, and anxiety through the pandemic; and the ongoing impact that COVID-19 has had on their lives. Through this initiative, we have worked closely with their safeguarding officer, and created longer-term plans to ensure continued support for young people at risk in Cynon Valley.



TIME OF RESCUE

Founded by Cesar Garcia in 2011, Time of Rescue is a ministry dedicated to serving the needs of and rescuing street children and youth of Guatemala. Attending to 175 street children and youth per month, Time of Rescue passionately supports these young people with love and care, developing deep and trusting relationships. The Time of Rescue team are alert 24 hours a day, responding to medical emergencies and crisis needs. A very special part of this ministry is that three of their team used to live on the streets. They themselves are powerful examples, demonstrating that a successful life after the streets is possible. Our Youth Leadership Programme, partnering with Time of Rescue since 2010, provides a pathway for young people coming off the streets, rehabilitating, and reintegrating into society. The Youth Leadership Programme offers ex-street living youth the opportunity to rebuild their lives with peer support from the group and long-term care from a mature adult mentor. Since the beginning of our partnership, five young adults have left street living, joined our Youth Leadership Programme, and have joined the Time of Rescue Street team.

CONTINUED >

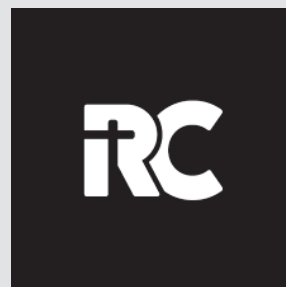
SPECIALIST VOLUNTARY SECTOR TRAINING:



Over the last year, Nicodemus has collaborated with 73 voluntary sector organisations across the UK and Guatemala: equipping community leaders to help and care for individuals who are struggling and marginalised in society. We value and appreciate the partnerships that we have formed through our delivery of Specialist Voluntary Sector Training.

By providing holistic support, one-to-one training and consultancy to our partners, we have helped them to implement and develop their community initiatives, in a way that is person and community led. As many of our partner voluntary organisations had initially struggled to adapt to the changing environment caused by the pandemic, we have helped them to redesign the delivery of their services and interventions and adapt their methods of community engagement. By streamlining their services and refining their processes, we have enabled them to not only sustain the running of their critical services, but to also increase their capacity; keeping connected with their service users and partner agencies, while ensuring sustainability and longevity through significant periods of uncertainty by maximising opportunities and scrutinising their budgets to minimise expenditure.

SHINING A LIGHT ON SOME OF OUR PARTNERSHIPS



“Working with Nicodemus has helped us focus on our future development as a charity and has provided us with encouragement and reassurance that we are now on the right path.”

CASE STUDY

THE DORCAS DRESS PROJECT

Maria Skoyles is the CEO and project leader of The Dorcas Dress Project, which was prompted to empower the voiceless in the fashion supply chain. Developing size-adjustable dresses, which are specially designed so they can be made in remote parts of the world, where access to electricity is limited, and sourcing trimmings difficult. Aiming to release garment makers from poverty, The Dorcas Dress Project mentors and empowers women to generate a fair-trade income through engaging them in the production and sales of Dorcas Dresses, which are subsequently distributed across the UK. The Dorcas Dress Project is also developing and delivering Learning Hubs, with the aim of equipping creative individuals with the resources and skills they need to escape poverty and hardship: increasing aspirations, improving confidence and self-worth, and developing employability.

Nicodemus has been providing The Dorcas Dress Project with training and support to further develop and expand their projects internationally; and to ignite change across the sector by raising awareness of and tackling modern slavery that exists within the garment industry across the world. Through providing fundamental project management support, The Dorcas Dress Project has successfully established SMART Objectives, and has begun to develop a clear fundraising strategy: identifying new income streams and implementing a plan to support future team and staff development, and the sustainable expansion of Learning Hubs.

STARFISH ALLIANCE

Starfish Alliance provides essential support to children living in foster placements, in Wales; through delivery of mentoring, guidance, and Starfish Kids Camps which aim to provide life-changing moments for children most affected by trauma and abuse. Through the pandemic, where Starfish Alliance had temporarily ceased the running of their services, Nicodemus supported the charity to adapt their provisions, by planning and developing virtual services and support, to re-engage and keep connected with those most at risk. Also, through the delivery of one-to-one consultancy and capacity building training, Starfish Alliance were able to confidently develop their fundraising strategy and successfully obtain £52,919 in funding; this enabled Starfish Alliance to re-launch their mentoring programme through the pandemic, and to expand support to engage foster carers and social workers through provisions of mentoring and resource packs. As a result of this intervention, Starfish Alliance were able to reach out to 72 children and 160 social work practitioners through the pandemic.

INC

As a new start-up community project in Wales, INC needed significant support to understand and explore the differing legal entities and establish the essential frameworks needed to form and build their interventions. With a commitment to supporting men's mental health across Wales, and to prevent male suicide, INC were supported by Nicodemus with their governance and strategic planning, as well as to develop their fundraising and marketing approach to encourage funder confidence and to build donor relationships. As a result of our support, INC successfully obtained £37,478 in funding through the pandemic, which enabled them to successfully develop their online platform and deliver survival packs to men in crisis during the pandemic. Through their influencers (mentors), by engaging actively online and broadcasting on radio stations, INC are making a significant difference to the lives of vulnerable men in Wales and are now in the process of registering as a CIC.

LOVE BRANCH

Love Branch has a commitment to supporting BAME communities through and beyond the pandemic, but were struggling with limited resources, time, and personnel to develop their projects. Nicodemus instilled confidence and vision through training to help Love Branch to develop a clear pathway ahead: helping them to develop their volunteer strategy, and effectively set up a Job Club for BAME individuals to be able to access.

"We would like to appreciate Nicodemus for their support all the way from the first initial contact to budgeting, planning, getting our compliance in place, reporting requirements and supporting us with raising funds.

We would not have otherwise been about to continue our mission as a charity, without Nicodemus.

We are so short staffed and could not afford the time to set aside to develop our fundraising, marketing or strategy, but through the help and advice of Nicodemus, we have grown our volunteers to four and our Trustees have increased also to five. The other good news is that we have been able to help two of our candidates by reviewing their CVs and conducting a mock interview that led to them obtaining a secure job. I would like to say a big thank you to Alex, Paul and Ros; their advice is worth more than money. Lastly, we were not as well organised before we started the training with Nicodemus. Now we are getting better with budgeting, strategy, planning, and Volunteer development. Thank you very much"





REACHING OUT COMMUNITY FELLOWSHIP

Providing critical support to vulnerable and marginalised communities in Waltham Cross, London, and overseas in Ghana, Reaching Out Community Fellowship have received longer-term support from Nicodemus to help them implement the structures they need to deliver sustainable projects: enabling them to confidently plan and monitor their projects, to develop and maintain accurate budgets, and to market and communicate their work effectively.

DESTINY SPRINGS MINISTRIES INTERNATIONAL

Providing emergency supply provisions for individuals and families in Oxford, Destiny Springs have been supported by Nicodemus to expand their services, and to provide consistent support and signposting to individuals and families affected by poverty. As a result of Nicodemus' training and support, Destiny Springs have improved their governance and accountability, and developed a strategy to sustain and expand the running of their services beyond the pandemic.

CHRIST APOSTOLIC PENTECOSTAL ASSEMBLY

With a commitment to support the BAME community in Wolverhampton, Nicodemus supported Christ Apostolic Pentecostal Assembly to establish SMART objectives and milestones in line with their vision and mission. This support has had a direct impact on their ability to communicate their work to wider stakeholders through their fundraising and marketing strategy and donor and volunteer communications. Our partnership has also enabled them to obtain funding to secure their project through the pandemic.

GATHERING PLACE

As the pandemic spiralled, Gathering Place were supported by Nicodemus to develop their emergency response initiative to support individuals and families most in need in Swansea, including street workers and the travelling communities. At a time where the future of Gathering Place was very uncertain due to depleting funds, Nicodemus supported them to research and develop their fundraising strategy, maximise COVID funding available in Wales, and expand their services quickly to meet the needs of their community. As a result, Gathering Place successfully secured £35,000 in funding, and delivered 300 care packages per month during the first six months of the pandemic along with establishing connections with various multi agencies across Wales to improve the outlook of those most excluded.

NEW SPRINGS

As a well-established church in the community of Loughborough, Nicodemus supported New Springs with their wider strategic planning; realigning their diverse projects and initiatives and supporting them to ensure longevity. Through our support, New Springs have been able to conduct an organisational analysis to maximise the services which are progressing effectively and streamline their approach, so they can better communicate their work and provisions, and therefore generate a secure financial future.

GENERATION OF SALVATION

A youth group as part of 'Christ is the Way' church, Generation of Salvation is a group of young adults and teenagers who meet every Saturday to learn about God and serve the local at-risk youth community living near to and working on the Guatemala City rubbish dump. Generation of Salvation has a passionate leadership team of eight young adults who since the start of our partnership have received ongoing training from Nicodemus to serve their vulnerable youth exposed to the negative influences in their community. Training topics such as counselling, teamwork, social relationships, and project development have helped the Generation of Salvation team to strengthen their coordination and personalised support for the young people they serve.

VERTICAL POINT CHURCH

Situated in San Andrés Itzapa in the department of Chimaltenango, Vertical Point Church coordinates weekly events for marginalised teenagers and young adults in their community including socials, Bible studies and community outreach activities. With the help of training in Youth Mentoring, Loneliness, and Identity, 13 at-risk young people in the community are currently being mentored as they approach young adulthood.

HOUSE OF GRACE CHURCH

Located in Palin in the department of Escuintla, the team of youth leaders at House of Grace Church host a monthly evening meal and an evangelistic talk for marginalised youth in their community. With training and accompaniment in the topics of Administration and Coordination of Events and Youth Mentoring, House of Grace Church has taken significant steps in strengthening relationships and teamwork among the youth leaders of the church, and has enabled them to initiate evangelistic events and relationship building with those living in the church community.

AVIV

Led by Elder and Monica Perez, AVIV is a ministry in the suburb of Villa Nueva providing education and Bible teaching to teenagers and young adults with limited opportunities, preparing them for employment in society. English classes and weekly social activities form a part of AVIV's activities. AVIV has recently been taking steps towards developing fruitful connections with other ministries as well as initiating a partnership with the government municipality of Villa Nueva. This has enabled AVIV to create opportunities for 30 English scholarships for at-risk teenagers living in the local "red zone" community, and in doing so they are provided with one of the municipality's event salons to carry out weekly meetings and classes. To support this ongoing work Nicodemus has been providing ongoing advisory support about conducting ministerial relationships.



DBO MINISTRIES

DBO is a ministry that seeks to transform and empower the lives of those most in need and rejected by conventional society. Founded and led by Ronald Mendez with his wife, Shannon, and a dedicated group of volunteers, DBO Ministries runs its own centre and home visits providing Bible activities, breakfasts and hot dinners for the Chimaltenango community including child shoe shiners and the homeless elderly in Antigua. Run by a thriving group of 35 staff and volunteers who as well as directing their weekly activities are also passionate about learning and being trained so to enhance the quality of delivery of their service. Alongside regular visits to some of their activities, Nicodemus provides monthly training to DBO's staff and volunteers which has helped contribute to the formation of a mentoring program supporting 10 vulnerable youth who are currently making the transition into adulthood.

SOWERS OF LIFE CHURCH

Situated in Zone 2 of Guatemala City, Sowers of Life Church carries out missional work to communities living in the department of Escuintla at the base of the Pacaya volcano. Sowers of Life Church are taking initial steps to develop their mentoring programme for marginalised youth living in the poverty-stricken community of Pacaya. Having recently received training in Trauma care, Identity, and Counselling, Nicodemus are now implementing a series of training in the principles of mentoring as their youth leaders seek to deepen and strengthen one-to-one relationships with the Pacaya community.

PATH OF LOVE CHURCH

Located in the town of Chimaltenango, Path of Love Church has a thriving youth group which meets every Saturday afternoon and is active in their community, donating staple foods and carrying out visits to local families, providing support to widows and carrying out hospital visits. Through our partnership, five young people in transition to adulthood are currently being mentored. With Nicodemus' support from ongoing training and accompaniment, the Path of Love church are working towards training up more mentors. Topics such as Loneliness and Childhood Wounds have also helped to equip the youth leaders to empathise with the local needs of youth in their church and community.

JESUS IS LORD CHURCH

Located in San Miguel Petapa, a large red zone suburb of Guatemala City, the Jesus is Lord Church has a youth group of 60 who meet every Saturday and are extremely active in their community carrying out family visits, sports events, and other activities. Through mentoring and discipleship, Jesus is Lord Church has a passion to serve intentionally and consistently in their community. Training in Managing Emotions, Teamwork, and Loneliness have supported the youth leadership to respond to mental health issues and to strengthen trusting relationships. As a message of thanks to the church, one of the young people shared, "Thank you for helping me in a crucial moment of my life when I was on the brink of taking some very bad decisions, but with the help of your ministry, Jesus has helped to guide me."

"Thank you for helping me in a crucial moment of my life when I was on the brink of taking some very bad decisions, but with the help of your ministry, Jesus has helped to guide me."



2020 Summary & Looking Forward

2020 has been an extraordinary year, with COVID having an impact across all areas of our work. We therefore, particularly wish to commend and appreciate all of our staff, volunteers and our supporters: as we pay tribute to the time, care and resources dedicated to serving and responding to the greatest needs of those most marginalised. We recognise that this year has brought significant suffering for many: with the challenges faced particularly by our children, young people and families, only further exacerbated.

In Guatemala, many of our individuals have struggled to survive the harsh environment of street living; with 59 of those we have supported, having succumbed to death. Harsh Government-imposed curfews and restrictions, have further intensified the conditions of life on the streets, with violence, murder, domestic abuse and conflict ravaging Guatemala City's Street community. As a team, this has required us to adopt a more strategic approach when triaging and supporting vulnerable individuals; left with little choice but to prioritise those in immediate crisis and those who are readily willing to accept our help to leave the streets. Cesar Garcia, Street Team Leader, says "Having to make selective choices of who to attend to and who not to is sad for me. I have to be careful and protect myself and my team. Things are not like they were before the pandemic. Before my eyes I have seen many people die." Responding 24 hours a day, our projects have become a pinnacle of hope amongst the suffering and hardship: with first aid, medical attention, transportation, rehabilitation and resettlement support, significantly improving not only the lives of those most marginalised in Guatemala now, but also yielding opportunity for the future.

In the UK, we have also witnessed the catastrophic affects that the pandemic has had upon our vulnerable children and families: disproportionately impacting those in poverty, as they have found themselves living on the breadline: scared, further isolated and excluded within their community. Isolation, inconsistent supervision and limited support has left our young adults particularly more at risk, both in their community and online, where gang culture, grooming and online sexual exploitation has significantly surged. Alongside heightened levels of unemployment, economic inactivity and reduced aspirations, we have seen spiralling mental health, anxiety and depression, and increased family breakdown.

As a service that has become a lifeline to thousands across both continents, we are grateful to have been able to utilise and adopt various engagement methods: to build bridges and keep people connected at a time they have needed our support the most; and to have not only survived through the pandemic, but to also have refined our strategy so that we can continue to thrive and make a difference into the next year ahead. As we draw this report to a close, it is through this process of reflection, where we can truly honour and appreciate the blessings of this last year: celebrating the development of our new Training & Resource Centre in Oxhill; and also drawing strength from the acts of kindness that we have been able to give, receive and share across our communities. While many of the challenges faced throughout 2020 will continue through into the new year, we are encouraged to see the cumulative impact of our projects, staff, volunteers and partners combined, being far bigger than we ever anticipated. As we bear witness to the light that has continued to shine in the darkness, we seek to inspire communities and transform the lives of the people we serve: praying together, that God may keep our lamps burning as we go forward in our mission.

FUNDRAISING STRATEGY

We continually devote time and resources into our fundraising offering, to secure our ability to improve the lives of marginalised individuals in the UK and Guatemala. Throughout our fundraising efforts, we promise to ensure that our supporters and the wider public, are considered:

- Treating them fairly and with respect
- Being aware of vulnerabilities, and actively protecting vulnerable people
- Honouring our gifts with complete transparency
- Fulfilling our objectives and sharing the progress of our work
- Listening and learning from all feedback that we are given
- Respecting any personal data, information and preferences that are shared with us.

As a charity, we continue to look for ways to improve and adapt to new challenges. Following the pandemic, we have reviewed and updated our fundraising strategy: aiming to generate a wider funding mix from multiple sources, including: individual and corporate giving, fundraising and trust applications, community fundraising, and online campaigns. As COVID-19 has impacted the economy both nationally, and globally, our charity has targeted 3 months budgeted cash flow for our reserves.

Nicodemus have strong regulatory and operating structures. We continue to review our working model to ensure best practice, compliance and value for money whilst striving for quality and excellence. To ensure that we maintain high fundraising standards, we voluntarily subscribe to the Fundraising Regulator and its Code of Fundraising Practice; of which promotes standards for fundraising, offers guidance, and operates in the public's interests by building trust, and taking action on cases of concern where necessary.

We have also reviewed and identified our project key performance indicators (KPIs), and implemented a project plan to ensure project viability, sustainability and growth as we adapt following the pandemic. We have continued to remain stringent in our budgeting and financial forecasting: adapting in line to meet community needs, and maximising opportunities for growth where possible. This approach has proven extremely successful, as we have come to establish marketable products, which will also support us in generating an income to ensure ongoing organisational growth and sustainability. Our priority as we move forward into 2021, is to develop our Specialist Voluntary Sector Training, through which we will later be establishing ourselves as an accredited training provider with the Institute of Leadership and Management (ILM) and City and Guilds: of which can be rolled out across our two UK Training Centres, our Centre in Guatemala, and our Online Training Platform. For ourselves as an organisation, this will enable us to continue to upskill our own team of volunteers internally: providing them with credible internationally recognised qualifications; while also building their confidence in supporting delivery of our Community Connect Projects. For our partner organisations, this will also provide affordable and accessible training and expert support for their staff and volunteers: which they otherwise would have not had access to: therefore, developing their confidence and increasing their resilience which is even more essential in today's challenging economic climate: and improving the quality of support services offered to marginalised people. Additionally, formal accreditation of our programmes will significantly transform our organisation's growth into the future: enabling us to diversify our own funding strategy, as we can begin to offer purchasable and marketable accredited courses to private individuals and companies; and equally, so that we can access a wider range of government and statutory funding.



FUNDRAISING STRATEGY CONTINUED

While we have faced reduced income as a direct result of the pandemic, and inevitably have been left with little choice but to reduce budgets and streamline our work, we have subsequently carried out ongoing consultations with partners and beneficiaries, to adapt and remodel our services in line with where the greatest needs are. Together in collaboration with our partners, we have identified the most room for opportunity and growth can come particularly through the expansion of our Specialist Voluntary Sector Training internationally. By proceeding forward with this strategy, we will be able to increase the robustness of our own organisation, while also making a significant difference to other international voluntary organisations who are struggling to recover from the impact of the pandemic. Finally, we will also be able to invest the time and resources needed to increase the capacity of our Community Connect Projects. Investing in the building, training and retention of our volunteer bases will not only ensure longer-term continuation and longevity of our direct work and interventions, but will also increase the number of beneficiaries we can support both directly and indirectly throughout our projects and services.

Throughout all areas of our work, and fundraising efforts, we are allocating time to planning, monitoring and evaluation: collating monthly dashboard reports, quarterly reviews, and carrying out annual reports; from which, all findings and considerations for reform, are shared and fed back to trustees, funders and wider stakeholders. We have also implemented essential financial planning measures and controls: reviewing our annual organisational budget, and individual project budgets, of which are being monitored monthly. Through 2020, we have made use of furlough schemes, and streamlined our staffing structure where it has been necessary to do so, in order to ensure longevity and growth. Finally, dedicated staff resource has been allocated to writing grant applications on an ongoing basis, in addition to building donor relationships, and maximising community partnerships.

REGISTERED COMPANY NUMBER: 10300111 (England and Wales)

REGISTERED CHARITY NUMBER: 1170143

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

FOR

NICODEMUS

Murphy Salisbury
Limited Chartered
Accountants
15 Warwick Road
Stratford upon Avon
Warwickshire
CV37 6YW

NICODEMUS

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FOR THE YEAR ENDED 31 DECEMBER 2020

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NICODEMUS

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES	A W Welford Mrs D M Welford G Freeman (resigned 5.6.20) Mrs J Matthews D L Holden Mrs H Skaife C J R Adlam (appointed 5.6.20)
REGISTERED OFFICE	Manor Stables Beech Road Oxhill Warwickshire CV35 0QE
REGISTERED COMPANY NUMBER	10300111 (England and Wales)
REGISTERED CHARITY NUMBER	1170143
INDEPENDENT EXAMINER	Murphy Salisbury Limited Chartered Accountants 15 Warwick Road Stratford upon Avon Warwickshire CV37 6YW

NICODEMUS

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 DECEMBER 2020**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2020. 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 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Please refer to pages 5-10

Public benefit

The Trustees confirm that they have complied with their duty under Section 4 of the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit.

Contributions made by volunteers

Please refer to pages 6

ACHIEVEMENT AND PERFORMANCE

Please refer to pages 4, 11-38

FINANCIAL REVIEW

Financial position

The total net deficit for the period was £5,408 (2019 : £2,271), comprising unrestricted incoming resources of £397,394 (2019 : £333,248) and unrestricted resources expended of £412,349 (2019 : £335,519) and restricted incoming resources of £64,037 (2019 : £54,204) and restricted resources expended of £54,490 (2019 : £54,204).

Total funds at the year end were £32,919 (2019 : £38,327) being unrestricted of £23,372 (2019 : £38,327) and restricted of £9,547 (2019 : £nil).

Investment policy and objectives

The Charity's memorandum and articles of association authorise the trustees to invest or deposit funds as may be thought fit.

Reserves policy

Our reserves policy is for us to operate within a range of 2-4 months' costs value in cash availability. We expect to average 3 months' costs throughout a year.

2020 Summary & Looking Forward

Please refer to pages 39

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

Recruitment and appointment of new trustees

Trustees are appointed in accordance with the Articles of Association.

Induction and training of new trustees

It is the charities policy that new Trustees undergo an orientation process to brief them on their legal obligations under

NICODEMUS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020

charity law, the charities governing documents, the committee decision making process, the business plan and recent financial performance of the charity. Trustees are encouraged to attend appropriate external training events that will assist them in carrying out their role.

CONNECTED CHARITIES

Leadenporch Trust, a UK unincorporated charity with charity no. 1102456, is related to Nicodemus by virtue of it having common Trustees and being the former legal structure of this charity, which was modernized by transitioning to this incorporated legal structure. Charity number 1102456 contains the history of Nicodemus.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by order of the board of trustees on 10th September 2021 and signed on its behalf by:



.....
A W Welford - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
NICODEMUS**

Independent examiner's report to the trustees of Nicodemus ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2020.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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.



Mark Bullock FCA
ICAEW
Murphy Salisbury Limited
Chartered Accountants
15 Warwick Road
Stratford upon Avon
Warwickshire
CV37 6YW

Date:

NICODEMUS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted fund £	Restricted fund £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	86,235	-	86,235	174,348
Charitable activities					
Charitable activities	3	311,159	64,037	375,196	213,104
Total		397,394	64,037	461,431	387,452
EXPENDITURE ON					
Raising funds	4	14,699	-	14,699	19,755
Charitable activities					
Charitable activities	5	397,650	54,490	452,140	369,968
Total		412,349	54,490	466,839	389,723
NET INCOME/(EXPENDITURE)		(14,955)	9,547	(5,408)	(2,271)
RECONCILIATION OF FUNDS					
Total funds brought forward		38,327	-	38,327	40,598
TOTAL FUNDS CARRIED FORWARD		<u>23,372</u>	<u>9,547</u>	<u>32,919</u>	<u>38,327</u>

The notes form part of these financial statements

NICODEMUS

BALANCE SHEET
31 DECEMBER 2020

	Notes	Unrestricted fund £	Restricted fund £	2020 Total funds £	2019 Total funds £
FIXED ASSETS					
Tangible assets	11	6,274	-	6,274	2,940
CURRENT ASSETS					
Debtors	12	6,874	-	6,874	17,190
Cash at bank		<u>14,666</u>	<u>9,547</u>	<u>24,213</u>	<u>24,739</u>
		21,540	9,547	31,087	41,929
CREDITORS					
Amounts falling due within one year	13	(4,442)	-	(4,442)	(6,542)
		<u>17,098</u>	<u>9,547</u>	<u>26,645</u>	<u>35,387</u>
NET CURRENT ASSETS					
		<u>17,098</u>	<u>9,547</u>	<u>26,645</u>	<u>35,387</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>23,372</u>	<u>9,547</u>	<u>32,919</u>	<u>38,327</u>
NET ASSETS		<u>23,372</u>	<u>9,547</u>	<u>32,919</u>	<u>38,327</u>
FUNDS	14				
Unrestricted funds				23,372	38,327
Restricted funds				<u>9,547</u>	<u>-</u>
TOTAL FUNDS				<u>32,919</u>	<u>38,327</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

NICODEMUS

BALANCE SHEET - continued
31 DECEMBER 2020

The financial statements were approved by the Board of Trustees and authorised for issue on 10th September 2021 and were signed on its behalf by:



.....
A W Welford - Trustee

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Motor vehicles	- 20% straight line basis
Computer equipment	- 33% straight line basis

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

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.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

2. DONATIONS AND LEGACIES

	2020	2019
	£	£
Donations	84,788	172,233
Gift aid	<u>1,447</u>	<u>2,115</u>
	<u><u>86,235</u></u>	<u><u>174,348</u></u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

3. INCOME FROM CHARITABLE ACTIVITIES

		2020	2019
		£	£
	Activity		
Grants	Charitable activities	69,653	54,204
Partners hubs & workshops UK fees	Charitable activities	<u>305,543</u>	<u>158,900</u>
		<u>375,196</u>	<u>213,104</u>

Grants received, included in the above, are as follows:

		2020	2019
		£	£
Other grants		<u>69,653</u>	<u>54,204</u>

4. RAISING FUNDS

Raising donations and legacies

		2020	2019
		£	£
Salaries		14,699	18,583
Other costs		<u>-</u>	<u>1,172</u>
		<u>14,699</u>	<u>19,755</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	<u>441,803</u>	<u>10,337</u>	<u>452,140</u>

6. SUPPORT COSTS

	Other	Governance costs	Totals
	£	£	£
Charitable activities	<u>7,187</u>	<u>3,150</u>	<u>10,337</u>

7. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

		2020	2019
		£	£
Depreciation - owned assets		<u>2,362</u>	<u>1,470</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

8. TRUSTEES' REMUNERATION AND BENEFITS

During the period, expenses totalling £7,840 (2019: £7,240) were reimbursed to a trustee for travel and subsistence related costs incurred on behalf of the charity.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2020 nor for the year ended 31 December 2019.

9. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2020	2019
	<u>9</u>	<u>10</u>

No employees received emoluments in excess of £60,000.

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	174,348	-	174,348
Charitable activities			
Charitable activities	158,900	54,204	213,104
	<hr/>	<hr/>	<hr/>
Total	333,248	54,204	387,452
EXPENDITURE ON			
Raising funds	19,755	-	19,755
Charitable activities			
Charitable activities	315,764	54,204	369,968
	<hr/>	<hr/>	<hr/>
Total	335,519	54,204	389,723
	<hr/>	<hr/>	<hr/>
NET INCOME/(EXPENDITURE)	(2,271)	-	(2,271)
RECONCILIATION OF FUNDS			
Total funds brought forward	40,598	-	40,598
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	<u>38,327</u>	<u>-</u>	<u>38,327</u>

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

11. TANGIBLE FIXED ASSETS

	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 January 2020	7,350	-	7,350
Additions	<u>-</u>	<u>5,696</u>	<u>5,696</u>
At 31 December 2020	<u>7,350</u>	<u>5,696</u>	<u>13,046</u>
DEPRECIATION			
At 1 January 2020	4,410	-	4,410
Charge for year	<u>1,470</u>	<u>892</u>	<u>2,362</u>
At 31 December 2020	<u>5,880</u>	<u>892</u>	<u>6,772</u>
NET BOOK VALUE			
At 31 December 2020	<u>1,470</u>	<u>4,804</u>	<u>6,274</u>
At 31 December 2019	<u>2,940</u>	<u>-</u>	<u>2,940</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade debtors	5,000	13,000
Prepayments and accrued income	<u>1,874</u>	<u>4,190</u>
	<u>6,874</u>	<u>17,190</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade creditors	1,252	2,861
Social security and other taxes	1,060	1,150
Other creditors	150	611
Accruals and deferred income	<u>1,980</u>	<u>1,920</u>
	<u>4,442</u>	<u>6,542</u>

14. MOVEMENT IN FUNDS

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	38,327	(14,955)	23,372
Restricted funds			
Restricted fund	-	9,547	9,547
TOTAL FUNDS	<u>38,327</u>	<u>(5,408)</u>	<u>32,919</u>

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

14. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	397,394	(412,349)	(14,955)
Restricted funds			
Restricted fund	64,037	(54,490)	9,547
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>461,431</u>	<u>(466,839)</u>	<u>(5,408)</u>

Comparatives for movement in funds

	At 1.1.19 £	Net movement in funds £	At 31.12.19 £
Unrestricted funds			
General fund	40,598	(2,271)	38,327
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>40,598</u>	<u>(2,271)</u>	<u>38,327</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	333,248	(335,519)	(2,271)
Restricted funds			
Restricted fund	54,204	(54,204)	-
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>387,452</u>	<u>(389,723)</u>	<u>(2,271)</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.19 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	40,598	(17,226)	23,372
Restricted funds			
Restricted fund	-	9,547	9,547
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>40,598</u>	<u>(7,679)</u>	<u>32,919</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	730,642	(747,868)	(17,226)
Restricted funds			
Restricted fund	118,241	(108,694)	9,547
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>848,883</u>	<u>(856,562)</u>	<u>(7,679)</u>

Unrestricted funds

The unrestricted funds represent the free funds of the charity, which are not designated to any particular purpose.

Restricted funds

The restricted funds represent funds of the charity which have restricted purpose.

15. RELATED PARTY DISCLOSURES

Aggregate donations of £62,360 (2019: £145,078) were made by the Trustees and their related parties to the charity during the year.

During the year, the charity paid for services of £39,238 (2019: £33,524) to children of the trustees. At the balance sheet date £1,012 (2019: £1,924) was owed to the children of the trustees by the charity.

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

16. STATUS OF THE CHARITY

Nicodemus is a company limited by guarantee not having any share capital.

NICODEMUS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	84,788	172,233
Gift aid	1,447	2,115
	<u>86,235</u>	<u>174,348</u>
Charitable activities		
Grants	69,653	54,204
Partners hubs & workshops UK fees	305,543	158,900
	<u>375,196</u>	<u>213,104</u>
Total incoming resources	461,431	387,452
EXPENDITURE		
Raising donations and legacies		
Salaries	14,699	18,583
Other costs	-	1,172
	<u>14,699</u>	<u>19,755</u>
Charitable activities		
UK YLP Hubs	267,861	198,983
Guatemala YLP Hubs	80,021	70,849
Guatemala RESCUE	30,147	31,299
Guatemala RESTORE	22,915	19,665
Guatemala REBUILD	40,233	40,361
El Salvador Delivery	626	-
	<u>441,803</u>	<u>361,157</u>
Support costs		
Other		
Office	4,003	4,316
Marketing	756	1,105
Legal fees	250	-
Exchange Rate Variance	(184)	-
Transport	1,470	1,470
Computer equipment	892	-
	<u>7,187</u>	<u>6,891</u>
Governance costs		
Independent examiner's fees	1,980	1,920
Accountancy	1,170	-
	<u>3,150</u>	<u>1,920</u>

NICODEMUS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	<u>£</u>	<u>£</u>
Total resources expended	<u>466,839</u>	<u>389,723</u>
Net expenditure	<u><u>(5,408)</u></u>	<u><u>(2,271)</u></u>