



# 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.

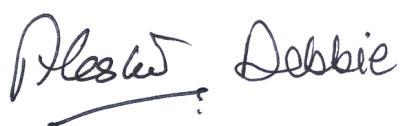
While our mission remains unchanged, we have adapted and innovated our delivery methods. We are thrilled to announce the release of our Foundational Specialist Mentoring course, available for purchase on our website. We believe that local churches and community groups are best equipped to address their 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

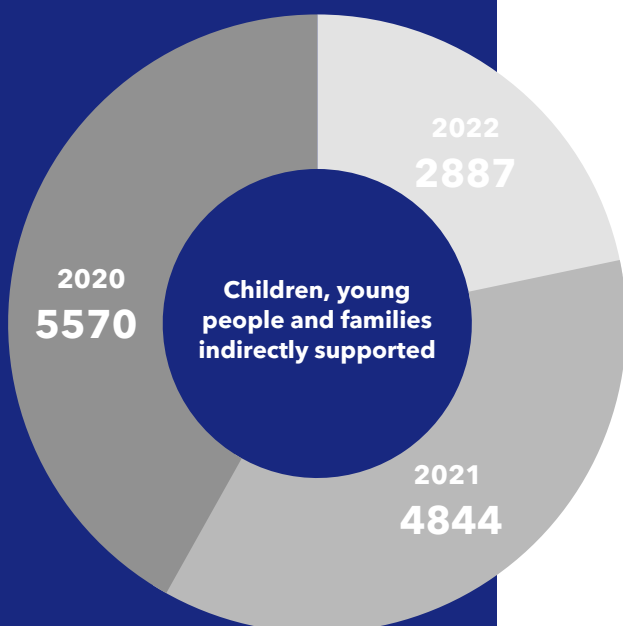
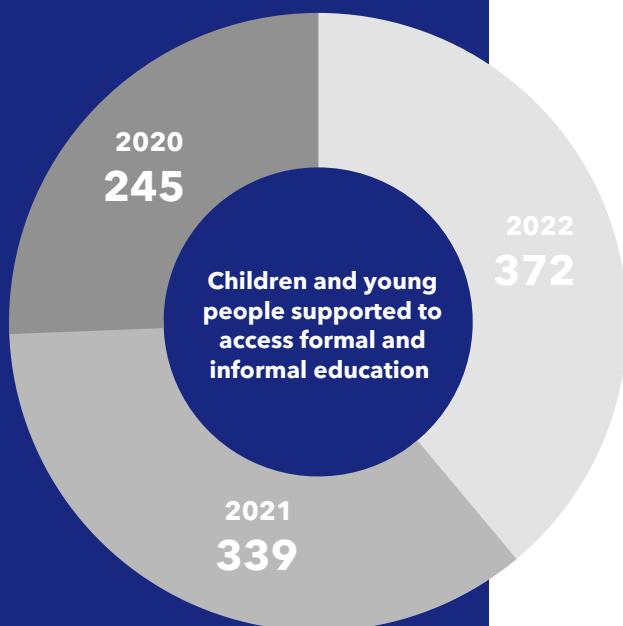
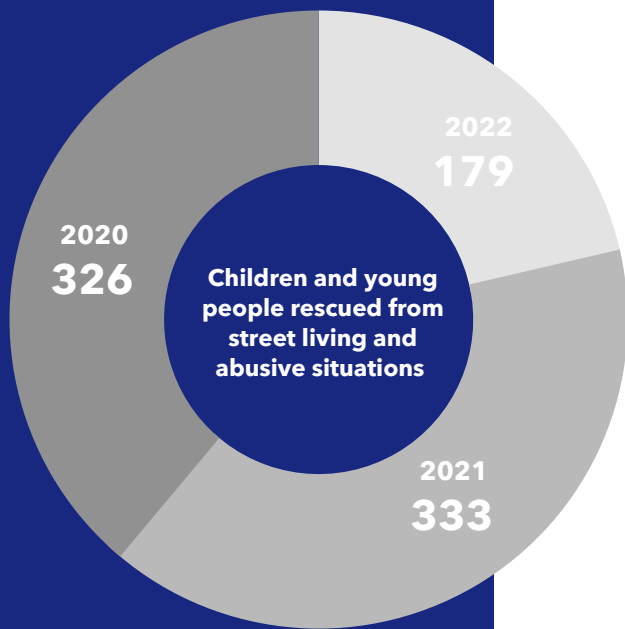
**225** Young people and vulnerable adults directly supported through mentoring and outreach.

**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**

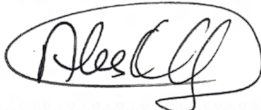
**CONNECTED CHARITIES**

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 £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	46,568	-	46,568	26,784
<b>Charitable activities</b>					
Charitable activities	3	<u>77,500</u>	<u>60,080</u>	<u>137,580</u>	<u>304,362</u>
<b>Total</b>		<u>124,068</u>	<u>60,080</u>	<u>184,148</u>	<u>331,146</u>
<b>EXPENDITURE ON</b>					
Raising funds	4	22,080	-	22,080	9,791
<b>Charitable activities</b>					
Charitable activities	5	120,037	60,080	180,117	310,347
Other		<u>-</u>	<u>-</u>	<u>-</u>	<u>5,680</u>
<b>Total</b>		<u>142,117</u>	<u>60,080</u>	<u>202,197</u>	<u>325,818</u>
<b>NET INCOME/(EXPENDITURE)</b>		(18,049)	-	(18,049)	5,328
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>38,247</u>	<u>-</u>	<u>38,247</u>	<u>32,919</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<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 £
<b>FIXED ASSETS</b>					
Tangible assets	11	3,173	-	3,173	5,651
<b>CURRENT ASSETS</b>					
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
<b>CREDITORS</b>					
Amounts falling due within one year	13	<u>(2,892)</u>	-	<u>(2,892)</u>	<u>(3,763)</u>
<b>NET CURRENT ASSETS</b>		<u>17,025</u>	-	<u>17,025</u>	<u>32,596</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<u>20,198</u>	-	<u>20,198</u>	<u>38,247</u>
<b>NET ASSETS</b>		<u>20,198</u>	-	<u>20,198</u>	<u>38,247</u>
<b>FUNDS</b>	14				
Unrestricted funds				<u>20,198</u>	<u>38,247</u>
<b>TOTAL FUNDS</b>				<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**

<b>3. INCOME FROM CHARITABLE ACTIVITIES</b>			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>
<b>4. RAISING FUNDS</b>				
<b>Raising donations and legacies</b>				
			2022	2021
			£	£
Salaries			<u>22,080</u>	<u>9,791</u>
<b>5. CHARITABLE ACTIVITIES COSTS</b>				
		Direct	Support	Totals
		Costs	costs (see	
		£	note 6)	£
Charitable activities		<u>176,810</u>	<u>3,307</u>	<u>180,117</u>
<b>6. SUPPORT COSTS</b>				
		Other	Governance	Totals
		£	costs	£
Charitable activities		<u>1,227</u>	<u>2,080</u>	<u>3,307</u>
<b>7. NET INCOME/(EXPENDITURE)</b>				
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 £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	26,784	-	26,784
<b>Charitable activities</b>			
Charitable activities	<u>290,262</u>	<u>14,100</u>	<u>304,362</u>
<b>Total</b>	<u>317,046</u>	<u>14,100</u>	<u>331,146</u>
<b>EXPENDITURE ON</b>			
Raising funds	9,791	-	9,791
<b>Charitable activities</b>			
Charitable activities	286,700	23,647	310,347
Other	<u>5,680</u>	-	<u>5,680</u>
<b>Total</b>	<u>302,171</u>	<u>23,647</u>	<u>325,818</u>
<b>NET INCOME/(EXPENDITURE)</b>	14,875	(9,547)	5,328
<b>RECONCILIATION OF FUNDS</b>			
Total funds brought forward	<u>23,372</u>	<u>9,547</u>	<u>32,919</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<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 £
<b>COST</b>			
At 1 January 2022 and 31 December 2022	<u>7,350</u>	<u>8,268</u>	<u>15,618</u>
<b>DEPRECIATION</b>			
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>
<b>NET BOOK VALUE</b>			
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 £
<b>Unrestricted funds</b>			
General fund	<u>38,247</u>	<u>(18,049)</u>	<u>20,198</u>
<b>TOTAL FUNDS</b>	<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 £
<b>Unrestricted funds</b>			
General fund	124,068	(142,117)	(18,049)
<b>Restricted funds</b>			
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 £
<b>Unrestricted funds</b>			
General fund	23,372	14,875	38,247
<b>Restricted funds</b>			
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 £
<b>Unrestricted funds</b>			
General fund	317,046	(302,171)	14,875
<b>Restricted funds</b>			
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 £
<b>Unrestricted funds</b>			
General fund	23,372	(3,174)	20,198
<b>Restricted funds</b>			
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 £
<b>Unrestricted funds</b>			
General fund	441,114	(444,288)	(3,174)
<b>Restricted funds</b>			
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.

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**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 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	37,692	25,442
Gift aid	7,468	1,342
Training Centre Contributions	<u>1,408</u>	<u>-</u>
	46,568	26,784
<b>Charitable activities</b>		
Grants	137,580	291,912
Partners hubs & workshops UK fees	<u>-</u>	<u>12,450</u>
	<u>137,580</u>	<u>304,362</u>
<b>Total incoming resources</b>	<b>184,148</b>	<b>331,146</b>
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Salaries	22,080	9,791
<b>Charitable activities</b>		
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
<b>Support costs</b>		
<b>Other</b>		
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
<b>Governance costs</b>		
Independent examiner's fees	<u>2,080</u>	<u>1,920</u>
<b>Total resources expended</b>	<b><u>202,197</u></b>	<b><u>325,818</u></b>
<b>Net (expenditure)/income</b>	<b><u>(18,049)</u></b>	<b><u>5,328</u></b>

This page does not form part of the statutory financial statements