



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.

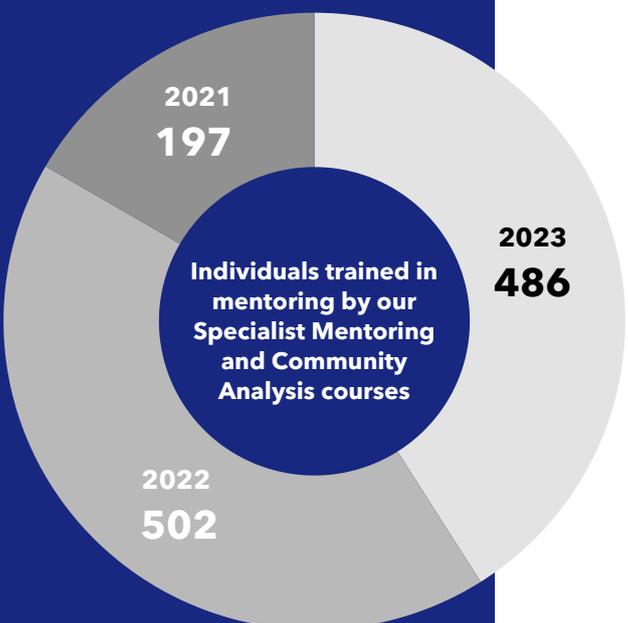
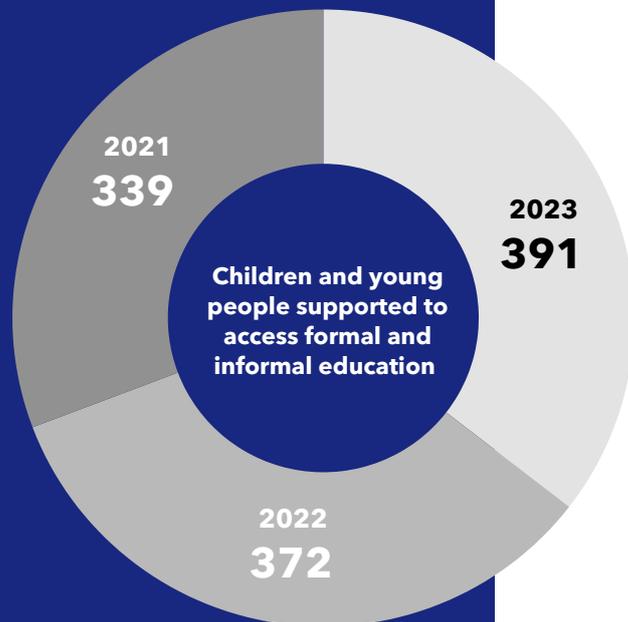
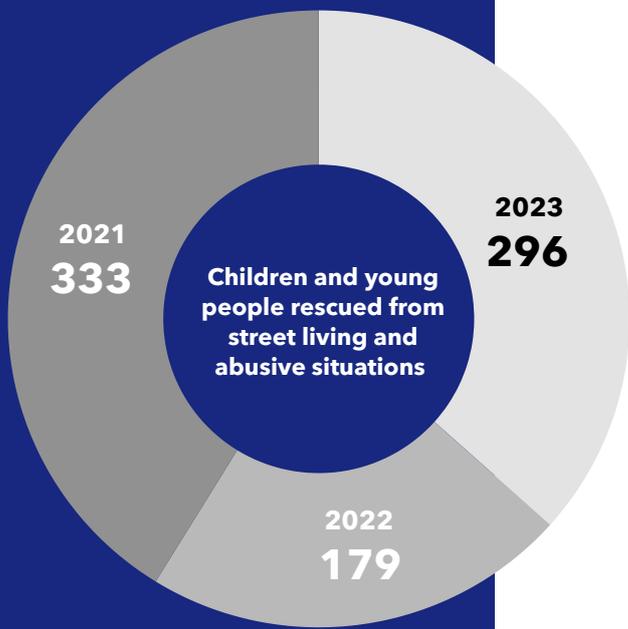
BENEFICIARIES

- 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:

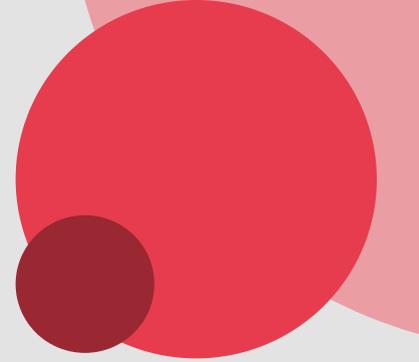
- 71 young people receiving support through a combination of mentoring, group social activities, and crisis support.
- 23 education scholarships.
- 10 young people supported with paid apprenticeships working in one of our local partner projects - Time of Rescue, My Special Treasure Education Centre and 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	8,635	1,408
	<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>	<u>137,580</u>
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>	<u>180,117</u>
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)	-
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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)	-
	<hr/>	<hr/>	<hr/>
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
	<hr/>	<hr/>	<hr/>
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)	-
	_____	_____	_____
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>

