



# ANNUAL REPORT 2021

**NICODEMUS**  
TRANSFORMING COMMUNITIES



# CONTENTS

OUR CEO'S STATEMENT  
3-5

MOMENTOUS HIGHLIGHTS  
6

OUR IMPACT 2021  
7

MISSION & VISION  
8

OUR STRATEGY  
9-11

RECOVER  
12-24

REFLECT  
25-31

RECREATE  
32-38

KEY OBJECTIVES AS WE MOVE FORWARD  
39-40

2021 SUMMARY & LOOKING FORWARD  
41-42

FUNDRAISING STRATEGY  
43-44

FINANCIAL STATEMENTS  
45-62

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





## OUR CEO'S STATEMENT

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

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

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

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



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

23

Bringing 23 young girls to refuge and safety

54

Supporting 54 vulnerable individuals through court cases

78

Providing funeral support for the deaths of 78 young people

131

Mentoring 131 vulnerable individuals

139

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

278

Providing 278 school places to children excluded from education

333

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

772

Administering first aid to 772 homeless young people

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





**RECOVER**

**REFLECT**

**RECREATE**

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

RECOVER - from the global impact of COVID-19

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

RECREATE - our programmes for long-term delivery;

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

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


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

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

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

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

With every blessing.



**Alastair & Debbie Welford**  
CEO



**OUR CEO'S  
STATEMENT  
CONTINUED**



# MOMENTOUS HIGHLIGHTS

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

772

HOMELESS YOUNG PEOPLE  
RECEIVED FIRST AID

278

SCHOOL PLACES  
PROVIDED TO CHILDREN  
EXCLUDED FROM  
EDUCATION

131

VULNERABLE  
INDIVIDUALS  
MENTORED

333

RESCUED FROM LIFE ON THE STREETS  
AND ABUSIVE SITUATIONS



# OUR IMPACT 2021

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

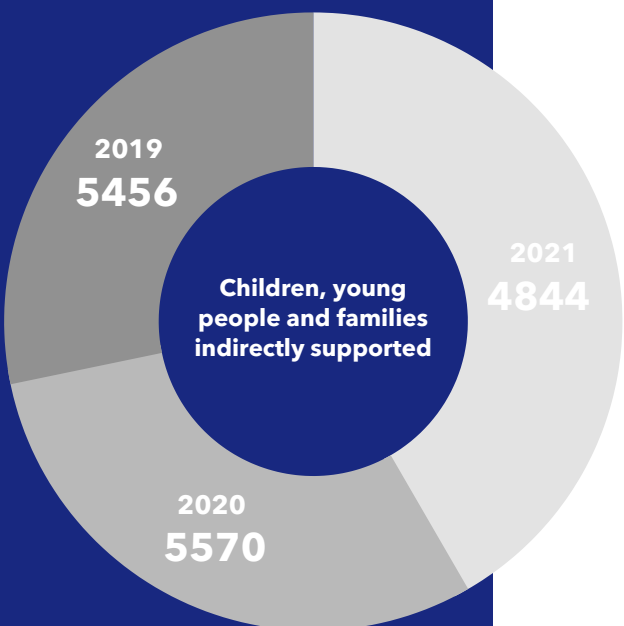
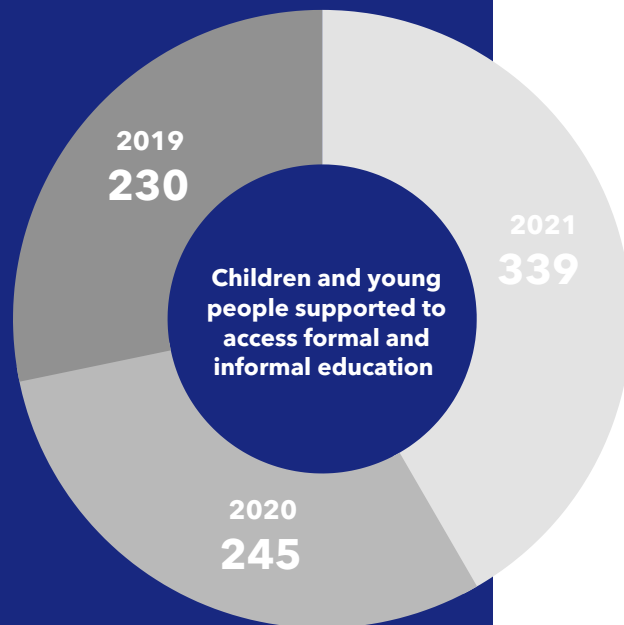
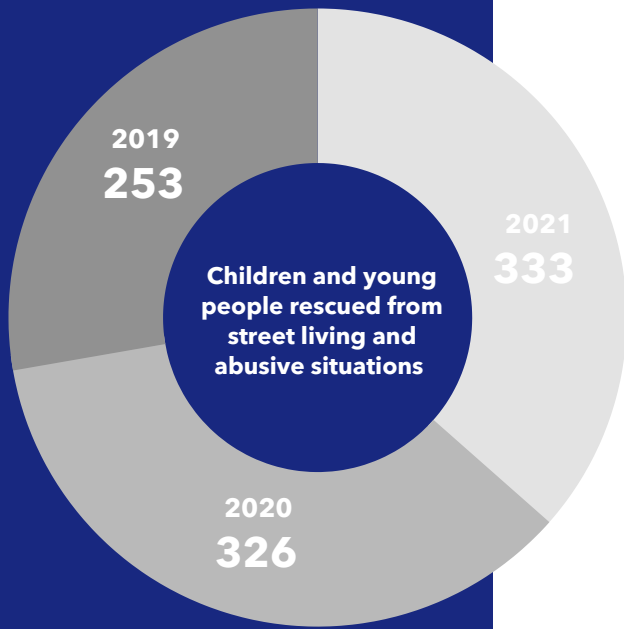
**64** Young adults supported to access employment

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

**12** Young adults trained to mentor somebody else

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

**106** Communities impacted internationally





## VISION

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

## MISSION

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

### **RESCUE**

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

### **RESTORE**

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

### **REVIVE**

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





# OUR STRATEGY

## COMMUNITY CONNECT INITIATIVES

### DIRECT DELIVERY

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

### INFLUENCE

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

### MOBILISATION

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

### PARTNERSHIPS

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

### CONNECT

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

## WHO IS INVOLVED?

### BENEFICIARIES & COMMUNITIES

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

### PARTNERS

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

### TRAINING & WELLBEING CENTRE

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



# OUR STRATEGY CONTINUED

## TRUSTEES

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

## DONORS

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

## STAFF & VOLUNTEERS

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

## FULFILLING OUR MISSION

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

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

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

## IMPACT

01

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

02

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

03

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

## BENEFICIARIES

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

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

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





## WHERE WE OPERATE

PERU  
CHILE  
GUATEMALA  
UNITED  
KINGDOM

## NICODEMUS IS A CHARITY THAT BRIDGES THE GAP

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

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

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



# RECOVER

RECOVER FROM THE GLOBAL  
IMPACT OF COVID-19

PROPERTY OF  
COCHILAN



## RECOVER FROM THE GLOBAL IMPACT OF COVID-19

### RECOVER

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

JOHN F. KENNEDY

# COVID-19 ONGOING IMPACT

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

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

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

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





RECOVER

## CRISIS SUPPORT, GUATEMALA

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

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



# MENTORING

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

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

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

## **Mentor Training, Coaching & Programme Development**

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

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

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

RECOVER

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

ANDREA GUTIERREZ,  
HEAD MENTOR





**RECOVER**

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

## **UK VIRTUAL MENTORING**

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

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

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

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





# SPECIALIST MENTORING RESOURCES

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

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

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

50  
SPECIALIST  
MENTORING  
RESOURCES



RECOVER

## SPECIALIST MENTORING - PODCASTS

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

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

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





RECOVER

## COMMUNITY ACTION

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

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



# UK CONNECT MUMS

RECOVER

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

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

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

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



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

## 'SKILLS FOR YOUTH IN TRANSITION' WORKSHOPS

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

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

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

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





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

**RECOVER**

## **NAOMI'S\* STORY**

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

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

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

\*name has been changed





RECOVER

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

## SOCIAL ACTIVITIES

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

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

## VIRTUAL WORKSHOPS

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

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

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

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





RECOVER

## EDUCATION SCHOLARSHIPS, GUATEMALA

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

## MINISTERIAL APPRENTICESHIPS, GUATEMALA

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



RECOVER

# MAYRA'S STORY

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

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

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

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

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

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

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

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





## RECOVERY SUMMARY

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

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





# REFLECT

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



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

## **ONGOING IMPACT**

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

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

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

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

Having conducted extensive research alongside an 18-month pilot, training 75 services, Nicodemus has been overwhelmed with demand as mentorship has proven to be an effective approach to improving mental health and transforming lives.

**REFLECT**

**“TELL ME AND I  
FORGET. TEACH ME  
AND I MAY  
REMEMBER. INVOLVE  
ME AND I LEARN.”**

**BENJAMIN FRANKLIN**





## COMMUNITY CONNECT PROGRAMME

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

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

### DISCUSSION

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

#### WHO

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

#### HOW

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



**“I wish I could have had this training 10 years ago”- Eden Westwood  
Community Project**



**REFLECT**

## **ANALYSIS**

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

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

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

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

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

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

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



# CASE STUDY- EMPOWERED UNITED WOMEN'S MINISTRY

REFLECT

The mission of Empowered United Women Ministry (EUWM) is "to reach out to many women from different walks of life to encourage, motivate and empower all to get back on track and stay close to God, walk with boldness to see themselves how God sees them in His own image and to do exploits. With Christ as our standard, to love, help, support and uplift each other daily."

Providing free counselling services to women in the local community, EUWM sought one-to-one consultancy and training support from Nicodemus, in order to help them adapt their project and build a strong foundation for their work: so that their projects could become viable and sustainable through and beyond the pandemic. From training and support, EUWM effectively developed their strategic response to COVID-19: forming a project plan and budget, identifying funding needs and shortfalls, and highlighting clear and achievable outcomes for their work. As a result of our support, EUWM were able to adapt and survive beyond crisis, with the necessary clarity to pursue the appropriate path forwards:

"We have been so blessed by the work and support from Nicodemus. We never realised how much we needed the support and training given. It was necessary for us to be able to receive this to help us and the ministry we run. We are forever grateful and so appreciative for the patience and the point in the right direction for the ministry to bring about a clear structure, longevity and more. It has been a blessing to receive all this and we thank God for the connection made because Nicodemus have helped us not just in the planning but mentally too, to think big and act on it. They have left a really good impression and one that we have reaped from in many ways. Thank you and God bless you all".

**"We have been so blessed by the work and support from Nicodemus. Nicodemus have helped us not just in the planning but mentally too, to think big and act on it."**

**Empowered United Women's Ministry**



# YOUTH MENTORING PROGRAMME, GUATEMALA

Based on our three key aims of Rescuing, Restoring, and Rebuilding the lives of the most at-risk young people, we have seen God's hand at work healing young people from the depths of street life and bringing them into trusting relationships with trained mentors.

In partnership with a street youth project, a residential home for teenage girls and a school for children from families working at the town rubbish dump, our Youth Mentoring Programme is now helping 120 young people in Guatemala as they transition out of these projects and navigate towards a healthy transition into

adult society. As well as support from a mentor, these young people are provided with an education, are taught key life values, and when applicable invited to enrol on our Youth Mentoring course to be trained up as a mentor.

During 2021, these 120 young people through volunteering in their churches and communities together reached out to 2,228 at-risk children and youth per month.

120 YOUNG PEOPLE REACHED 2228 AT RISK YOUNG PEOPLE PER MONTH THROUGH VOLUNTEERING

REFLECT



# COMMUNITY CONNECT TRAINING, GUATEMALA

Our coordinated Youth Mentoring Programme in Guatemala informed the next phase of our work. Two years ago, we started developing Community Connect partnerships with churches and projects in Guatemala; training and equipping youth leaders and volunteers as mentors of at-risk young people in their own churches and communities. Our 15 church and project partners in Guatemala, those of whom together are providing mentoring to 285 young people, were provided with personalised training and ongoing guidance and orientations in topics of Youth Mentoring, Skills Development for Youth in Transition, and Managing my Community Mentoring Programme.

We believe that dedicated and intentional relationships between mature, Christian mentors and at-risk young people provide safe spaces in which young people can learn, grow, mature, and thrive. Our partners provide a place for at-risk young people to not only professionalise and grow personally, but also to learn how to form trusting relationships and to socialise among their peers and supportive adults. Our partners walk with and orientate their young people as they develop aspirations, a sense of stability and, in turn, as they become the leaders and mentors of tomorrow.





8 PEOPLE

from a group of Anglican churches in Valparaíso, Chile, were trained and certified in our Youth Mentoring course

REFLECT

## COMMUNITY CONNECT, LATIN AMERICA

The experience of running our Youth Mentoring Programme and Guatemala Community Connect partnerships helped inform the start-up of our virtual partnerships into other Latin American countries. 18 people from a group of Anglican churches in Valparaíso, Chile, were trained and certified in our Youth Mentoring course so that they can mentor youth in local children's residential homes. At the end of last year we gave an intensive course, "Developing a Youth Mentoring Programme", at the Latin American Orphan Summit organised by the Christian Alliance for Orphans with an attendance of 186 people from across 13 countries in Latin America and the Caribbean.

This widened our database of contacts and increased potential opportunity. Following the Orphan Summit, so far, we have followed up with a residential home for

youth in transition to adulthood in Cusco, Peru, and a church network in Venezuela who visit and carry out activities in child protection homes. We are in dialogue with these ministries with a view to training up volunteers in our Youth Mentoring course so they can provide one-to-one mentoring to young people.

Once again, we are thankful to God as we look back over the years and see young lives changed. Passionate people have been trained up, and skilled as mentors, have then gone on to significantly impact the lives of at-risk and vulnerable young people both in Guatemala and other Latin American countries. At the heart of our mission is our desire to see young people achieve a secure transition into adulthood. We aspire to see this continue in Guatemala as we expand our reach into more countries in Latin America.



A man with a beard and dark hair, wearing a black button-down shirt, is speaking at a podium. He has his right hand raised, palm facing forward. The background is a blurred indoor setting with a green wall and a wooden pillar. A large green circle is overlaid on the upper part of the image, containing the word "RECREATE" in white capital letters.

**RECREATE**

RECREATE OUR PROGRAMMES FOR  
LONG-TERM DELIVERY;





## RECREATING OUR PROGRAMMES FOR LONG-TERM DELIVERY

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

RECREATE

## JAMES'\* STORY

Following James' mental health diagnosis, his parents had struggled to access the critical support he needed. Facing significant challenges in both the home and school environment led to the involvement of the local authority.

At Nicodemus, we successfully adapted our services to provide virtual specialist mentoring, of which James was able to access. James' parents were able to be involved throughout the referral process and were also introduced to the specialist mentor who would later be providing weekly support to James. As a result of the virtual mentoring sessions, James' confidence grew and he began to articulate his feelings more positively, therefore better enabling him to handle challenging situations and life transitions.

### TESTIMONY FROM JAMES' SCHOOL

*"As teachers, we are often faced with the dilemma that students come to us for support. It doesn't always require CAMHS or medical support, but is a situation where the student needs someone to talk to about their feelings, concerns and worries before these escalate. Being able to say that I could offer them the support from Nicodemus and that the support would be instant, was such a relief for the students who have benefited from this intervention. I know that the parents have been equally grateful that we could help the students at school and that it didn't involve meetings outside of school and lessons to be missed. Our young people are increasingly presenting with mental health and anxiety, needing support and, in many cases, it can be helped by having someone to talk to that eases the pressure upon us as we are struggling to manage the support our students need. Thankfully Nicodemus has been there to support us as well as our students". - Teacher*



## HOW WE HAVE ADAPTED OUR APPROACH

James' Story is an example of how we have adapted our approach through the pandemic, to effectively support those most in need across our communities. Having reflected upon our immediate response and recovery to the earlier days of the pandemic, feedback and consultations have specifically highlighted the need for mentoring; and the need to make mentorship more widely available to those most at risk in our communities. This has not only inspired us in our work to provide mentoring services virtually and accessibly to our direct beneficiaries in the UK and Guatemala; but it has also led us to develop solutions across wider communities.

This has prompted us to recreate our approach by developing our four-year strategic plan: with the aim of raising community leaders to effectively respond to the most complex social issues. Building upon the success of our direct mentoring and outreach work in Latin America, our strategic plan focuses around the development and delivery of "Improving Mental Health through Mentorship" training courses, specialist resources, one-to-one support and practical group workshops.

### THIS PROGRAMME WILL AIM TO REDUCE LONG-TERM IMPACTS OF POVERTY BY:

#### **Educating and increasing**

Practitioner's understanding of the bidirectional causal relationship between poverty and mental health.

#### **Enabling**

Practitioners to recognise early contributing factors that heighten vulnerabilities and increase the risks of homelessness, abuse, addiction, grooming and sexual/drug exploitation.

#### **Practically supporting**

Practitioners to develop mentoring programmes that empower and release those most at risk to achieve their full potential.

**Our strategy involves engaging essential services with relevant and topical resources that equip and empower practitioners to serve the most marginalised and at-risk individuals so they can overcome disadvantage and inspire positive change.**



# EQUIPPING AND EMPOWERING PRACTITIONERS

Acquiring skills in coaching, mentoring and mental health awareness, practitioners will also explore and gain an understanding of how poverty can lead to and exacerbate mental health issues, as well as the reverse of how mental health compounds poverty.

Our four-year strategy will see us establishing eight training programmes, comprised within our “Improving Mental Health through Mentorship” series:

## Year 1

Foundation Specialist Mentoring  
Advanced Specialist Mentoring

## Year 2

Understanding Mental Health: An introduction  
Understanding Mental Health: Child Sexual Exploitation

## Year 3

Understanding Mental Health: Addiction  
Understanding Mental Health: Self-harm

## Year 4

Understanding Mental Health: Domestic Abuse  
Understanding Mental Health: Homelessness

**Sophia Lipska**  
Delivery and  
development manager



RECREATE

*What are the key  
characteristics of an  
EFFECTIVE mentor?*



“IMPROVING  
MENTAL HEALTH  
THROUGH  
MENTORSHIP”

## LEARNING & DELIVERY

From consultation with our partners, we recognise the importance for training to be accessible to practitioners nationwide; and to facilitate flexibility around busy working schedules. To achieve this, we will offer a modular approach to learning and delivery:

### Remote

Pre-recorded bitesize training sessions and specialist resources accessible online.

### Residential

Regional training days, group seminars and practical workshops.

### Training Support

One-to-one training, help, advice and guidance.

### Disseminating Learning

Benefitting the wider sector nationally and internationally through the delivery of seminars and workshops, networking, attending conferences, and leading events within our centre.

Available to community leaders across the UK, our essential training courses will be accredited by the Continuing Professional Development accreditation service (CPD).

“Established in 1996, The CPD Certification Service is the largest and leading independent CPD accreditation organisation working across all industry sectors.” (CPD, 2021).



INSPIRING, EQUIPPING  
AND EMPOWERING  
CHURCHES AND  
VOLUNTARY  
ORGANISATIONS TO:

ENGAGE MORE  
EFFECTIVELY WITH  
THEIR COMMUNITIES

DEVELOP  
INNOVATIVE  
PROJECTS THAT  
TRANSFORM  
COMMUNITIES

BRINGING  
ABOUT  
CHANGE

RECREATE

## ACCREDITING OUR TRAINING COURSES WITH CPD

By accrediting our training courses with CPD, we will be offering community leaders and volunteers the opportunity to develop their skills, and to receive formal certification of their efforts in continued learning and professional development. This has significant benefits for them in the workplace as it can open up new opportunities and offer clear progression routes within their employment. This can also provide sometimes a much-needed stepping stone into a career of their choice, or change of vocation. For those coming from a wide range of sectors, for volunteers, and/or ex-beneficiaries who are being trained to support others, this can be highly beneficial for them, in gaining recognition of their learning and development, and increasing their confidence within their roles.

As we roll this programme out across the country, we expect to disseminate our learning into the wider sector and provoke an emergence of dynamic community provisions. Imparting mentorship as a practical tool to support and improve mental health nationally, we will be equipping practitioners with the skills and confidence to effectively implement mentoring programmes wider within their service.

This programme will further our vision to see "every individual experiencing life in all its fullness". In the same way we first saw Jesus attend to those most in need while raising up His followers to step into God's calling, we will walk with, support and guide leaders, staff and volunteers: collaboratively promoting positive mental health and wellbeing across communities nationwide through training, while together, demonstrating and sharing the love of Christ. We will raise a face-to-face and virtual community of prayer, learning, retreat, and healing for community leaders: accompanying them on their journey of mission and outreach, as they act as catalysts of change within their communities.

Community leaders across all denominations will have the opportunity to come together to share learning, inspire, and peer-support each other as they deliver their projects. In doing so, we will encourage community leaders to "spur one another on toward love and good deeds"- Hebrews 10:24: providing much-needed opportunities to benefit from transformational development programmes, supporting them in their strategic thinking to fulfil the calling God has placed in their hearts.

This programme will bring leaders to a place where they can thrive and achieve their God-given potential: fulfilling their mission, mobilising wider communities, championing the voices of those most marginalised, and empowering them to lead change for others.

**"We appreciate Nicodemus for all the support. We would not have been about to continue our mission as a charity, without Nicodemus being there to help." - The Love Branch**



# LINDA'S STORY - RECREATING A BRIGHTER FUTURE

Over the last couple of years, Linda, one of our young adults on our Youth Mentoring Programme has suffered crisis, bereavement, trauma, and other personal issues. Prior to these events, Linda was thriving both academically and professionally. Linda suffered an abusive and poverty-stricken childhood and was raised in a children's home. Linda is an intelligent and compassionate girl displaying admirable leadership skills, however like many marginalised young people in Guatemala she faced a challenging and demanding transition into adult life.

During the pandemic, Nicodemus' crisis fund provided Linda with assistance to buy food and hygiene supplies for her and her new-born baby. A support plan of £30 per month over a 7-month period was put together to help Linda leading up to having her baby and in the four months after, ahead of finding work. Linda and her mentor committed to meet virtually and have contact more frequently so to review progress and targets as part of her support plan. Linda took part in sessions with a psychologist from AMG Guatemala (Advancing the Ministries of the Gospel) - a charity who have supported young adults on our programme in this way over the years.

As part of Linda's recovery, she sought opportunities to work or volunteer and contacted Puerta de Esperanza (Door of Hope) - a project providing health, education and family support to children living in a red zone of Guatemala City. Following a few weeks of volunteering with Puerta de Esperanza, the project director encouraged Linda to rent a room on the same street where the centre is located. At this point Linda was still living a two-hour bus ride outside of Guatemala City following sofa surfing and regular house moves over the last few years. Linda and her two children have now moved to this room, are well settled and Linda is receiving a monthly offering payment for volunteering at Puerta de Esperanza. This has provided Linda with the basic income she needs to live on, and the project gives Linda and her children meals and provides her eldest son with schooling.

With Linda putting her skills at work in an environment where she thrives, the project director asked Nicodemus if our Youth Mentoring Programme could train Linda up to coordinate a transition programme to adulthood for the older teenagers at the Puerta de Esperanza project. With the youth needing to learn practical skills such as CV preparation, job interview technique and budgeting, Linda and our Youth Mentoring Programme coordinator, Saira, are delivering our 'Skills for Youth in Transition' course to the youth at Puerta de Esperanza.

**Stories like Linda's provide great inspiration and belief in our Youth Mentoring Programme provides and helps facilitate crisis support, mentoring, and volunteering. Not only has Linda's life transformed, but she is also a light to others that need the same hope. Linda continues to heal, and helping others is a major part of this; as stated in our vision: "a world where young people experience healing by participating in breaking the cycle of disadvantage in their world, creating a ripple effect to their wider community."**

In the face of despair, we are seeing those doing Kingdom work in Guatemala pull together to bring the vulnerable under their wing, caring for them as they heal and recreating a brighter future. Young people are being provided with missional opportunities as they serve in their communities. This reminds us of and reinforces, the importance of God's calling to Nicodemus to not just rescue and restore lives, but also to revive and raise up hurt people so they in turn develop a missional outlook to mentor the next generation.



RECREATE



# IMPLEMENTATION OF OUR STRATEGY

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

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

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

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

## TESTING

Before launching this programme, we successfully conducted a pilot to determine project success through which we effectively supported and trained 75 organisations over the last 18 months.

Going forward we will conduct due diligence and quality assurance testing before launching our training courses: firstly, sharing our work with internal staff, our CEO and trustees; followed by externally presenting to a sample group of organisations and individuals. Those involved in our testing phase will complete a feedback survey and/or interviews to input into course development. In the UK, our training is then submitted to CPD for review and approval to determine the level of accreditation. Evaluation

## EVALUATION

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

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



RECREATE





KEY  
OBJECTIVES

## KEY OBJECTIVES AS WE MOVE FORWARD

Our strategy involves engaging the global church and charities with relevant and topical resources from our 'Improving Mental Health through Mentorship' series: equipping community leaders and volunteers to serve at-risk individuals so they can overcome disadvantage. As we educate and equip participants to develop intentional and effective mentoring relationships, this project will contribute significantly to the greater mission of churches and charities nationwide.

### OUR COURSES WILL EDUCATE PARTICIPANTS WITH:

- 1) Knowledge of complex social issues.
- 2) Understanding of the underlying mental health issues that contribute to making an individual vulnerable to such risks.

Our delivery support and practical workshops will enable participants to further their learning and apply these skills into practice, while utilising tools and resources to effectively develop their mentoring relationships.

This series will create a 'coaching and mentoring organisational culture': inspiring participants to both upskill their practice to deliver effective community programmes; and to strengthen discipleship relationships between team members via acquiring skills in conversational technique, active listening, and building trust.



## OUR FUNDAMENTAL AIMS ARE TO:

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

**BY DECEMBER 2025 WE EXPECT TO HAVE REACHED 775 ORGANISATIONS, IMPARTING TRAINING TO 15,625 PARTICIPANTS.**

### **In doing so, this programme will:**

- Increase critical awareness and understanding of mental health and complex social issues, within churches, charities and the wider community;
- Increase the development and growth nationally of churches, Christian leaders and ministries, both spiritually, capacity-wise and numerically;
- Increase the sharing of the Christian faith;
- Improve closer working relationships between Christian denominations;
- Equip and empower churches and charities with the skills, resources and support needed to engage in innovative ways of working: so, they can pursue new and enhanced areas of activity that will best meet the existing and emerging challenges that are facing their communities.

### **We therefore expect this to have a wider and far-reaching impact, indirectly through increasing access to mentoring and support for vulnerable people:**

- Improving mental health
- Increasing resilience of mentees: enabling them to better manage anger, mental health and other complex issues;
- Reducing antisocial behaviour and crime;
- Increasing self-worth and confidence;
- Improving their sense of belonging within their community; increasing access to education and employment.

Implementing this strategy will see Nicodemus providing opportunities for churches, charities, voluntary sector organisations, their staff and volunteers to network and share knowledge, learning and their field experiences.







**Nicodemus has continued to remain a critical support to many**

**2020 SUMMARY**

## **2021 SUMMARY & LOOKING FORWARD**

As we bring this year to a close, it is with sincere appreciation to all of you - our supporters - who have continued to make this work possible. Your commitment to us as a team, and to our communities across the UK and Latin America has enabled us to make a real and lasting difference to those facing poverty and disadvantage.

Across both the UK and Latin America, we know that prolonged periods of lockdown and imposed restrictions have been detrimental to mental and physical health. As the supportive factors of education, work and relationships have become fragmented, we have witnessed dramatic increases in domestic abuse, poverty, and homelessness: leaving those already marginalised pushed even further into isolation. With limited input from schools and services, the futures of young people particularly have been put on hold; with many fearful that they won't be able to return to or complete their education, and others scared for their families as their financial stability has been thrown into ruin.

Yet despite these challenging times, Nicodemus has continued to remain a critical support to many: be it through the delivery of emergency first aid to over 772 individuals on the streets of Guatemala, or by providing virtual mentoring and career workshops to young people in the UK. Having convened the unsung voices of children and vulnerable people, we have listened to their struggles, we have heard their fights for equality, and we have advocated for them to ensure they are given the same chances in their lives.

The pandemic has forced us to stop, to take time to reflect and to plan our response going forward. And in countless ways, it has given us the opportunity to partner with others across counties, borders and countries, to offer a unified response to serve those most at risk. Together, we have identified the rapidly changing community needs and the urgency to not only increase mental health awareness, but to also equip practitioners with the practical tools and skills in mentorship so they can effectively engage and support those most vulnerable.



## 2021 SUMMARY & LOOKING FORWARD CONTINUED

As we look into the next year ahead, we are excited to see our training emerge beyond the standard requisite of learning, as we begin to explore, expand and evaluate on a variety of delivery methods. We anticipate developing our online training platform along with accompanying specialist resources, course and participant guides. Additionally, we plan on opening our centre to facilitate both virtual and face-to-face group workshops and one-to-one delivery support: all of which will be further supported through our voluntary sector forum. Encouraging community leaders, practitioners and volunteers to become active learners, we will create an enriching learning experience: through which they will have opportunities to come together; to share their experiences; and to also be individually supported to apply their learning into their professional practice. Our forum specifically, will also act as an empowerment platform through which others can be inspired and encouraged to develop new and innovative ideas to tackle challenging social issues. The forum will therefore feed into our direct consultations and contribute toward the development of future accredited courses centred around topical issues and subjects where there is the greatest need.

As we enter into our tenth year since Nicodemus began, we are humbled to be seeing the ripple effect that our work is continuing to have across continents. Pressing forward in our mission to rescue, restore and revive the lives of those most marginalised, we are thankful to God for working through us and for guiding our steps as we accompany and encourage individuals on their journey of change: empowering leaders and beneficiaries through mentorship and discipleship, so they can achieve their God-given potential; and in turn go onto lead change for others.

Reflecting upon the strides forward that have been made despite the challenges of this season, may we join together in prayer: to commit healing, revive hope and minister God's love into the lives that have been broken.

2021  
SUMMARY

**"Seek the Lord while  
he may be found; call  
on him while he  
is near."**

**Isaiah, 55:6**





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

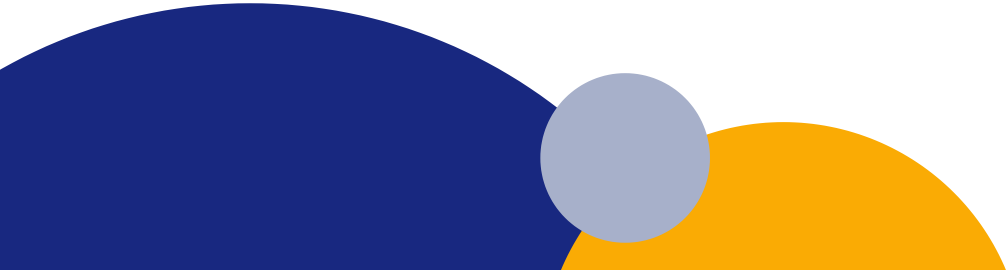
# FUNDRAISING STRATEGY

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

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

As a charity, we continue to look for ways to improve and adapt to new challenges. Following the pandemic, we have reviewed and updated our fundraising strategy: aiming to generate a wider funding mix from multiple sources, including: individual and corporate giving, fundraising and trust applications, community fundraising, and online campaigns. As COVID-19 has impacted the economy both nationally, and globally, our charity has targeted 3 months budgeted cash flow for our reserves.

Nicodemus have strong regulatory and operating structures. We continue to review our working model to ensure best practice, compliance and value for money whilst striving for quality and excellence. To ensure that we maintain high fundraising standards, we voluntarily subscribe to the Fundraising Regulator and its Code of Fundraising Practice; of which promotes standards for fundraising, offers guidance, and operates in the public's interests by building trust, and taking action on cases of concern where necessary.



# FUNDRAISING STRATEGY CONTINUED

We have also reviewed and identified our project key performance indicators (KPIs), and implemented a project plan to ensure project viability, sustainability and growth as we adapt following the pandemic. We have continued to remain stringent in our budgeting and financial forecasting: adapting in line to meet community needs, and maximising opportunities for growth where possible. This approach has proven extremely successful, as we have come to establish marketable products, which will also support us in generating an income to ensure ongoing organisational growth and sustainability.

**We have continued to remain stringent in our budgeting and financial forecasting: adapting in line to meet community needs, and maximising opportunities for growth where possible.**

Throughout all areas of our work and fundraising efforts, we allocate time to planning, monitoring and evaluation: collating monthly dashboard reports, statistical data, quarterly reviews, and carrying out quarterly and annual reports; from which, all findings and considerations for reform, are shared and fed back to trustees, funders and wider stakeholders. We have also implemented essential financial planning measures and controls: reviewing our annual organisational budget, and individual project budgets, of which are being monitored monthly.

Monitoring and evaluation are a significant part of our methodology: as a team, we will regularly review the progress that we are making in accordance with our project plan and outlined objectives. We will measure our inputs (for example, staff time and resources used), against the activities and outputs, in order to measure the outcomes achieved and the difference that is being made over the three years of running this project. Using a project plan against our budget will also help us to ensure viability and sustainability of the project; preventing project drift, and keeping us on track with our expected objectives. Finally, we will ask course participants to see how they have implemented and applied the training, to be able to assess the wider impact our training is having.



# FINANCIAL STATEMENTS



REGISTERED COMPANY NUMBER: 10300111 (England and Wales)  
REGISTERED CHARITY NUMBER: 1170143

**REPORT OF THE TRUSTEES AND**  
**UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**  
**FOR**  
**NICODEMUS**

Murphy Salisbury Limited  
Chartered Accountants  
15 Warwick Road  
Stratford upon Avon  
Warwickshire  
CV37 6YW

**NICODEMUS**

**CONTENTS OF THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

	<b>Page</b>
<b>Reference and Administrative Details</b>	48
<b>Report of the Trustees</b>	49 to 50
<b>Independent Examiner's Report</b>	51
<b>Statement of Financial Activities</b>	52
<b>Balance Sheet</b>	53 to 54
<b>Notes to the Financial Statements</b>	55 to 61
<b>Detailed Statement of Financial Activities</b>	62

**NICODEMUS**

**REFERENCE AND ADMINISTRATIVE DETAILS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

<b>TRUSTEES</b>	A W Welford Mrs D M Welford Mrs J Matthews (resigned 8.11.21) D L Holden Mrs H Skaife C J R Adlam
<b>REGISTERED OFFICE</b>	Manor Stables Beech Road Oxhill Warwickshire CV35 0QE
<b>REGISTERED COMPANY NUMBER</b>	10300111 (England and Wales)
<b>REGISTERED CHARITY NUMBER</b>	1170143
<b>INDEPENDENT EXAMINER</b>	Murphy Salisbury Limited Chartered Accountants 15 Warwick Road Stratford upon Avon Warwickshire CV37 6YW



## **NICODEMUS**

### **REPORT OF THE TRUSTEES** **FOR THE YEAR ENDED 31 DECEMBER 2021**

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

#### **OBJECTIVES AND ACTIVITIES**

##### **Objectives and aims**

Please refer to pages 8-10.

##### **Public benefit**

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

##### **Contributions made by volunteers**

Please refer to pages 7.

#### **ACHIEVEMENT AND PERFORMANCE**

Please refer to pages 6, 11-42.

#### **FINANCIAL REVIEW**

##### **Financial position**

The total net surplus for the period was £5,328 (2020 : deficit £5,408), comprising unrestricted incoming resources of £317,046 (2020 : £397,393) and unrestricted resources expended of £302,171 (2020 : £412,348) and restricted incoming resources of £14,100 (2020 : £64,037) and restricted resources expended of £23,647 (2020 : £54,490).

Total funds at the year end were £38,247 (2020 : £32,919) being unrestricted of £38,247 (2020 : £23,372) and restricted of £nil (2020 :£9,547).

##### **Investment policy and objectives**

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

##### **Reserves policy**

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

#### **FUTURE PLANS**

Please refer to pages 39-44.

#### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

##### **Governing document**

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

##### **Recruitment and appointment of new trustees**

Trustees are appointed in accordance with the Articles of Association.

##### **Induction and training of new trustees**

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

**NICODEMUS**

**REPORT OF THE TRUSTEES**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**CONNECTED CHARITIES**

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

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

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

Approved by order of the board of trustees on 14 September 2022 and signed on its behalf by:

A handwritten signature in blue ink, enclosed in a blue oval. The signature appears to be 'A W Welford'.

.....  
A W Welford - Trustee

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

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

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2021.

**Responsibilities and basis of report**

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

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

**Independent examiner's statement**

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Mark Bullock FCA  
ICAEW  
Murphy Salisbury Limited  
Chartered Accountants  
15 Warwick Road  
Stratford upon Avon  
Warwickshire  
CV37 6YW

Date: 14 September 2022

**NICODEMUS**

**STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies	2	26,784	-	26,784	86,234
<b>Charitable activities</b>					
Charitable activities	3	290,262	14,100	304,362	375,196
		<hr/>	<hr/>	<hr/>	<hr/>
<b>Total</b>		317,046	14,100	331,146	461,430
 <b>EXPENDITURE ON</b>					
Raising funds	4	9,791	-	9,791	14,699
<b>Charitable activities</b>					
Charitable activities	5	286,700	23,647	310,347	452,139
Other		<hr/> 5,680	<hr/> -	<hr/> 5,680	<hr/> -
<b>Total</b>		<hr/> 302,171	<hr/> 23,647	<hr/> 325,818	<hr/> 466,838
<b>NET INCOME/(EXPENDITURE)</b>		14,875	(9,547)	5,328	(5,408)
 <b>RECONCILIATION OF FUNDS</b>					
<b>Total funds brought forward</b>		<hr/> 23,372	<hr/> 9,547	<hr/> 32,919	<hr/> 38,327
<b>TOTAL FUNDS CARRIED FORWARD</b>		<hr/> <hr/> 38,247	<hr/> <hr/> -	<hr/> <hr/> 38,247	<hr/> <hr/> 32,919

**NICODEMUS**

**BALANCE SHEET**  
**31 DECEMBER 2021**

	Notes	Unrestricted fund £	Restricted fund £	2021 Total funds £	2020 Total funds £
<b>FIXED ASSETS</b>					
Tangible assets	11	5,651	-	5,651	6,274
<b>CURRENT ASSETS</b>					
Debtors	12	2,134	-	2,134	6,874
Cash at bank		<u>34,225</u>	<u>-</u>	<u>34,225</u>	<u>24,213</u>
		36,359	-	36,359	31,087
<b>CREDITORS</b>					
Amounts falling due within one year	13	(3,763)	-	(3,763)	(4,442)
		<u>32,596</u>	<u>-</u>	<u>32,596</u>	<u>26,645</u>
<b>NET CURRENT ASSETS</b>					
		<u>32,596</u>	<u>-</u>	<u>32,596</u>	<u>26,645</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>					
		<u>38,247</u>	<u>-</u>	<u>38,247</u>	<u>32,919</u>
<b>NET ASSETS</b>		<u>38,247</u>	<u>-</u>	<u>38,247</u>	<u>32,919</u>
<b>FUNDS</b>	14				
Unrestricted funds				38,247	23,372
Restricted funds				<u>-</u>	<u>9,547</u>
<b>TOTAL FUNDS</b>				<u>38,247</u>	<u>32,919</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2021.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2021 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

**NICODEMUS**

**BALANCE SHEET**  
**31 DECEMBER 2021**

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

The financial statements were approved by the Board of Trustees and authorised for issue on 14 September 2022 and were signed on its behalf by:

A handwritten signature in blue ink, enclosed in a blue oval. The signature is cursive and appears to read 'A W Welford'.

.....  
A W Welford - Trustee

**NICODEMUS**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**1. ACCOUNTING POLICIES**

**Basis of preparing the financial statements**

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**Income**

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

**Expenditure**

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

**Tangible fixed assets**

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

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

**Taxation**

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

**Fund accounting**

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

**2. DONATIONS AND LEGACIES**

	2021	2020
	£	£
Donations	25,442	84,787
Gift aid	<u>1,342</u>	<u>1,447</u>
	<u>26,784</u>	<u>86,234</u>

continued...

**NICODEMUS**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**3. INCOME FROM CHARITABLE ACTIVITIES**

		2021	2020
	Activity	£	£
Grants	Charitable activities	291,912	69,653
Partners hubs & workshops UK fees	Charitable activities	<u>12,450</u>	<u>305,543</u>
		<u><u>304,362</u></u>	<u><u>375,196</u></u>

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

		2021	2020
	Activity	£	£
Other grants		<u>291,912</u>	<u>69,653</u>

**4. RAISING FUNDS**

**Raising donations and legacies**

		2021	2020
	Activity	£	£
Salaries		<u>9,791</u>	<u>14,699</u>

**5. CHARITABLE ACTIVITIES COSTS**

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	<u>309,867</u>	<u>480</u>	<u>310,347</u>

**6. SUPPORT COSTS**

	Other	Governance costs	Totals
	£	£	£
Other resources expended	4,240	1,440	5,680
Charitable activities	<u>-</u>	<u>480</u>	<u>480</u>
	<u>4,240</u>	<u>1,920</u>	<u>6,160</u>

**7. NET INCOME/(EXPENDITURE)**

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

		2021	2020
	Activity	£	£
Depreciation - owned assets		<u>3,195</u>	<u>2,362</u>

continued...



**NICODEMUS**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**8. TRUSTEES' REMUNERATION AND BENEFITS**

There were no trustees' remuneration or other benefits for the year ended 31 December 2021 nor for the year ended 31 December 2020.

**Trustees' expenses**

There were no trustees' expenses paid for the year ended 31 December 2021 nor for the year ended 31 December 2020.

**9. STAFF COSTS**

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

2021	2020
<u>6</u>	<u>9</u>

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

**10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund £	Restricted fund £	Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>			
Donations and legacies	86,234	-	86,234
<b>Charitable activities</b>			
Charitable activities	311,159	64,037	375,196
	<hr/>	<hr/>	<hr/>
<b>Total</b>	397,393	64,037	461,430
<b>EXPENDITURE ON</b>			
Raising funds	14,699	-	14,699
<b>Charitable activities</b>			
Charitable activities	397,649	54,490	452,139
	<hr/>	<hr/>	<hr/>
<b>Total</b>	412,348	54,490	466,838
<b>NET INCOME/(EXPENDITURE)</b>	(14,955)	9,547	(5,408)
<b>RECONCILIATION OF FUNDS</b>			
<b>Total funds brought forward</b>	38,327	-	38,327
	<hr/>	<hr/>	<hr/>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<u>23,372</u>	<u>9,547</u>	<u>32,919</u>

continued...

**NICODEMUS**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

<b>11. TANGIBLE FIXED ASSETS</b>		Motor vehicles	Computer equipment	Totals
		£	£	£
<b>COST</b>				
At 1 January 2021	7,350	5,696	13,046	
Additions	<u>-</u>	<u>2,572</u>	<u>2,572</u>	
At 31 December 2021	<u>7,350</u>	<u>8,268</u>	<u>15,618</u>	
<b>DEPRECIATION</b>				
At 1 January 2021	5,880	892	6,772	
Charge for year	<u>1,470</u>	<u>1,725</u>	<u>3,195</u>	
At 31 December 2021	<u>7,350</u>	<u>2,617</u>	<u>9,967</u>	
<b>NET BOOK VALUE</b>				
At 31 December 2021	<u>-</u>	<u>5,651</u>	<u>5,651</u>	
At 31 December 2020	<u>1,470</u>	<u>4,804</u>	<u>6,274</u>	
 <b>12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			2021	2020
			£	£
Trade debtors		-	5,000	
Other debtors		1,384	-	
Prepayments and accrued income		<u>750</u>	<u>1,874</u>	
		<u>2,134</u>	<u>6,874</u>	
 <b>13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			2021	2020
			£	£
Trade creditors		1,293	1,252	
Social security and other taxes		-	1,060	
Other creditors		10	150	
Accruals and deferred income		<u>2,460</u>	<u>1,980</u>	
		<u>3,763</u>	<u>4,442</u>	

continued...

**NICODEMUS**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**14. MOVEMENT IN FUNDS**

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

continued...

**NICODEMUS**

**NOTES TO THE FINANCIAL STATEMENTS - continued  
FOR THE YEAR ENDED 31 DECEMBER 2021**

14.

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

	Incoming resources £	Resources expended £	Movement in funds £
<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>
<b>TOTAL FUNDS</b>	<u>331,146</u>	<u>(325,818)</u>	<u>5,328</u>

Comparatives for movement in funds

	At 1.1.20 £	Net movement in funds £	At 31.12.20 £
<b>Unrestricted funds</b>			
General fund	38,327	(14,955)	23,372
<b>Restricted funds</b>			
Restricted fund	-	9,547	9,547
	<u>38,327</u>	<u>(5,408)</u>	<u>32,919</u>
<b>TOTAL FUNDS</b>	<u>38,327</u>	<u>(5,408)</u>	<u>32,919</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
<b>Unrestricted funds</b>			
General fund	397,393	(412,348)	(14,955)
<b>Restricted funds</b>			
Restricted fund	64,037	(54,490)	9,547
	<u>461,430</u>	<u>(466,838)</u>	<u>(5,408)</u>
<b>TOTAL FUNDS</b>	<u>461,430</u>	<u>(466,838)</u>	<u>(5,408)</u>

continued...

**NICODEMUS**

**NOTES TO THE FINANCIAL STATEMENTS - continued**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

**14. MOVEMENT IN FUNDS - continued**

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

	At 1.1.20 £	Net movement in funds £	At 31.12.21 £
<b>Unrestricted funds</b>			
General fund	38,327	(80)	38,247
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>38,327</u>	<u>(80)</u>	<u>38,247</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	714,439	(714,519)	(80)
<b>Restricted funds</b>			
Restricted fund	78,137	(78,137)	-
	<u>          </u>	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>792,576</u>	<u>(792,656)</u>	<u>(80)</u>

**Unrestricted funds**

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

**Restricted funds**

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

**15. RELATED PARTY DISCLOSURES**

Aggregate donations of £268,420 (2020: £62,360) were made by the Trustees and their related parties to the charity during the year.

During the year, the charity paid for services of £31,903 (2020: £39,238) to children of the trustees. At the balance sheet date £1,039 (2020: £1,012) was owed to the children of the trustees by the charity.

**16. STATUS OF THE CHARITY**

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

**NICODEMUS**

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021 £	2020 £
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	25,442	84,787
Gift aid	<u>1,342</u>	<u>1,447</u>
	26,784	86,234
<b>Charitable activities</b>		
Grants	291,912	69,653
Partners hubs & workshops UK fees	<u>12,450</u>	<u>305,543</u>
	<u>304,362</u>	<u>375,196</u>
<b>Total incoming resources</b>	331,146	461,430
<b>EXPENDITURE</b>		
<b>Raising donations and legacies</b>		
Salaries	9,791	14,699
<b>Charitable activities</b>		
Community Connect UK	178,582	273,506
Community Connect Latin America	32,417	32,364
Youth Mentoring Programme Latin America	<u>98,868</u>	<u>141,393</u>
	309,867	447,263
<b>Support costs</b>		
<b>Other</b>		
Insurance	432	500
Website and marketing costs	783	756
Bank charges	224	220
Legal fees	<u>2,801</u>	<u>250</u>
	4,240	1,726
<b>Governance costs</b>		
Independent examiner's fees	1,920	1,980
Accountancy	<u>-</u>	<u>1,170</u>
	<u>1,920</u>	<u>3,150</u>
Total resources expended	<u>325,818</u>	<u>466,838</u>
<b>Net income/(expenditure)</b>	<u><u>5,328</u></u>	<u><u>(5,408)</u></u>