

ANNUAL REPORT

2018



TOGETHER

WE HELP RESTORE YOUNG
PEOPLES' LIVES

BRINGING HOPE
TO COMMUNITIES

CONTENTS

Chairman's foreword	5
Carlos's story	6 - 7
Who we are	8 - 9
Strategies for achieving our aims	10 - 11
How we work	12 - 13
What our work looks like	14 - 21
Isabel's story	22 - 23
The need in 2018	24 - 25
The solution in 2018	26 - 27
UK: Rescue, Restore, Rebuild	28 - 39
UK summary	40 - 41
Guatemala: Rescue, Restore, Rebuild	42 - 55
Guatemala summary	56 - 57
Ana's Story	58 - 59
Staff and volunteers	60 - 61
Meet Sam	62 - 63
Financial statements	64 - 82

CHAIRMAN'S FOREWARD

Once again, we have had a busy and exciting year as our work has grown in both the UK and Guatemala. It has been a time of stretching and learning, but also excitement and thankfulness as we have helped more young people escape damaging and difficult situations and be empowered to rebuild their lives, in turn, impacting those around them.

In 2018 we adapted how we work in the UK to focus on capacity building, training, development and support of partners to run their own projects. This shift enables us to reach more young people and change more lives, through the commitment of partners who are passionate about bringing transformation to young people and communities. We have focused on delivering a broad, relevant and professional level of training and support to our partners in 2018, ensuring they are equipped with the relevant skills to effectively impact young lives for good. In 2018 we began partnerships with 17 new partners to deliver wide-ranging and sustainable projects to marginalised young people.

Within Guatemala we have worked with our partners to rescue 323 young people from damaging and potentially dangerous circumstances through our TAKEN rescue programme. We have also supported 1,168 young people on the street as they have journeyed through difficult situations such as court appearances and emergency trips to hospital. Beyond initial rescue, we have helped, 154 young people across the UK and Guatemala on our TRANSFORM Youth Leadership Programme to make positive changes to their lives. It has been inspiring to see young people who have gone through our programmes go on to make a difference in the lives of others. Each month in 2018, around 1,800 young lives were impacted across the UK and Guatemala as a result of young adults and mentors working and volunteering in our Youth Leadership Programmes, as well as through the outreach of our partners.



We remain so thankful to our volunteers, supporters, staff, partners, stakeholders and young leaders. It is through the ongoing generosity of our supporters, with both their finances and their time, and the skills and dedication of our staff and volunteers, that we are able to continue restoring hope and rebuilding lives.

As we head into 2019, we do so with renewed vigour; confident in a partnership model that is tighter, stronger and more impactful.

As the Nicodemus family of trustees, staff, volunteers, partners and beneficiaries grows, we look forward with excitement to all that we will achieve together.

With every blessing,

Alastair Welford
Chairman





'THROUGH MY EXPERIENCES, I HOPE I CAN HELP BY MENTORING SOMEONE ELSE,' CARLOS

CARLOS STORY

After living the first few years of his life on the streets with his mother, who was deaf and unable to communicate with him, Carlos was taken into a children's home. However, on reaching adolescence, Carlos had to leave the home.

Carlos struggled to integrate into society. As a teenager, he worked in a motel in order to earn money and support his mother. This left little time or energy for study. At the time Nicodemus came into contact with Carlos, aged 17, his schooling had not progressed beyond primary level. Nicodemus supported Carlos with a scholarship to attend secondary school, a mentor and somewhere to live, and life began to improve.

Carlos has often been pressured, through friends, to get involved with drugs and alcohol but, thanks to the support of his mentor, has been able to refuse. Carlos still struggles

economically to support himself and his mother but feels hopeful for the future. 'When I feel alone and frustrated at not finding a solution, my mentor motivates and supports me, reminds me of what the gospel is and that gives me peace,' he says.

Carlos and his mum have now learnt sign language through their local church and are able to communicate together. Carlos is currently studying English with the aim of applying for a job in a call centre when he qualifies.

Carlos's life has turned around and he is now keen to use the situations that he has been through for good. 'Through my experiences, I hope I can help by mentoring someone else,' he says.

WHO ARE WE?

VISION

Our vision is a just world where every young person is free from the crippling effects of poverty; a world where young people experience healing by participating in breaking the cycle of disadvantage in their world...creating a ripple effect.



MISSION STATEMENT

Community consultation and public engagement is the active participation of members of the public in the decisions that affect their lives. These decisions can be specifically related to improvement, delivery and evaluation of the services that they receive, or that they need.

These decisions also relate to the public having a role in strengthening their community and building sustainable and empowered groups and individuals. Public engagement is about engaging in a meaningful way with the public to build strong and ongoing partnerships with key stakeholders and service providers: these could include local authorities, police, social workers, schools, and local businesses.

In a time where power is being devolved away from the state and into communities, public engagement offers opportunities to more fully explore why people feel the way they do. It allows the time to develop ideas, options and priorities with the public, enabling improved wellbeing and understanding community improvements specific to that neighbourhood. The outcome of effective public engagement supports the overall aim that decisions, delivery and evaluation of services, as well as the governance of a community, should be shaped by, informed by and ultimately built by the relevant people and communities.

STRATEGIES FOR ACHIEVING OUR AIMS

Throughout our work all our objectives are centred around three core ideas of: **restoring young lives, raising young leaders and young adults reviving communities.**

1

4

REVIVING COMMUNITIES

All of our programmes are implemented by local people passionate about rebuilding young lives and empowering and equipping young people to transform their communities. As young people receive healing and restoration in their own lives they, in turn, bring healing and restoration into their communities through social action projects.

RESTORING YOUNG LIVES

We work with young people who have been overlooked and abandoned, resulting in them living on the fringes of society. Some may have been sponsored in the past, but now find themselves living back on the streets, in and out of the care system with no relational support. In this environment of feeling marginalised and forgotten, we invest in these young people, restoring hope so that they can begin to rebuild their lives.

2

RAISING LEADERS

We believe that young people have the power, energy and potential to transform their lives and, qualified by experience, impact their world. Through believing in them and building up their confidence, skills and opportunities, we help young people to take control of their futures and be a force for good in their communities.

3

HOW WE WORK?

OUR PROGRAMMES

The Nicodemus Youth Leadership Programmes (YLP) in Guatemala and the UK are youth-led programmes working with some of the most hard-to-reach and marginalised young adults. We build relationships and trust with young people in the programme, stabilising and gently progressing them to take ownership of their lives and become positively active in their communities.

Through the various services provided by our YLPs in 2018, we helped young people develop aspirations and a sense of stability whilst giving them opportunities to develop new skills and grow in confidence.



323 YOUNG
PEOPLE OFF THE
STREETS

OUR PARTNERS

Alongside our own Youth Leadership Programmes, we work in partnership with like-minded organisations who are passionate about reaching young people and empowering them to change their world. In 2018 we began the partnership process with 17 organisations across the UK to run youth projects ranging from creating social spaces to running enterprise hubs to providing parenting support.

In Guatemala, we continue to work with three partner organisations to provide rescue, secure homes and deliver education to young people who are marginalised and disadvantaged. We also began a new partnership in 2018 with a local church in Guatemala that is running activities with gang-related youth in the town's central park. Through supporting the work of our partners, we helped bring 323 young people off the streets, provided 162 school places and enabled 18 young girls to have a safe place to live.



ST PAUL'S HOUNSLOW

Towards the end of 2018, we began partnering with St Paul's church, Hounslow. Through their YLP, the church aims to deliver workshops, assemblies, mentoring and a weekly hub to young people from local secondary schools.

The project, which aims to start early 2019, will be focused around providing youth support within key areas related to relationships and staying safe and healthy.

Through training and capacity-building support, Nicodemus has enabled vision to become reality at St. Paul's, and staff within the church are excited to get started with the project.

'It's wonderful partnering with Nicodemus,' says Claire, vicar of St Paul's. 'Their expertise.... the way they come alongside churches with support, resources, training - what a gift! I know we wouldn't be at all confident in what we believe God is calling us to do with young people in the local area without them. We are looking forward to all that lies ahead...'

'IT'S WONDERFUL PARTNERING WITH NICODEMUS'

WHAT OUR WORK LOOKS LIKE

Through our Youth Leadership Programmes (YLP) in both the UK and Guatemala, we offer mentoring to young people, helping them manage life's challenges and plan their next steps. We also provide social and emotional support, as well as offering educational assistance where needed, and engaging young people in social action. We find that, often, it is through helping others that young people are empowered to face the future with confidence.



REFERRAL TO OTHER APPROPRIATE SERVICES

WORK PLACEMENTS AND EMPLOYMENT

BIBLE STUDY AND PRAYER (OPTIONAL)

ENCOURAGEMENT AND PLANNING OF SOCIAL ACTION

NIGEL ARMSBY, HEAD OF SIXTH FORM

'Nicodemus has enabled Highams Park School to provide vulnerable Sixth Form students with quick access to specialist support which would not have been possible through any other channel. Our Sixth Form Students who have been supported by Nicodemus have found ways to address and overcome their mental health issues, making them happier people.'

CRISIS SUPPORT WHEN NEEDED

MENTORING

Many of the young people we work with come from difficult backgrounds or may be living on the streets. They lack the direction of a caring, responsible adult to provide a space where active listening and reflection can create positive choices. Within our mentoring programme, a supportive and caring mentor will be matched to work personally with a young person over a substantial period of time. The mentor's role is to create a relationship with the young person by building trust and offering guidance, support and encouragement to cultivate the youth's positive and healthy development.



FUTURE PLANNING

INFORMAL ADVICE AND GUIDANCE

MORAL, EMOTIONAL AND RELATIONAL SUPPORT

SUPPORT IN LIFE'S TRANSITIONS AND CHALLENGES

RESPONSIBILITY AND COMMITMENT

ALICE, NICODEMUS MENTEE

"My mentor has been my friend... and has given me hope when my plans fell apart. She helped me build my confidence when I had knockbacks and encouraged my relationship with God. She helped me aspire to be a better person. Mentoring is more than guidance; it's friendship and a blessing."

ACADEMIC TUTORING



SOCIAL EVENTS

A big part of the work of Nicodemus and our partners is creating a social space where young people can come together, feel relaxed and build relationships – both with each other and with supportive adults – in a non-threatening environment. Recognising that Christmas can be a difficult time for many of the young people we work with, we again organised a Christmas lunch this year. More than 30 young people attended, some of them with their young children, to socialise, have fun, relax and eat a great meal. We even had a visit from Father Christmas!

CRISIS SUPPORT

Many of the young people we work with have come from broken backgrounds and are estranged from their family. This can create emotional and psychological difficulties. Their natural response is often to seek relief through drugs, alcohol or other self-destructive cycles. Our crisis support service provides assistance when needed the most – picking up the pieces and allowing young people to create positive strategies to break the cycle of negative reactions. Nicodemus can provide an immediate response within a safe environment, bringing clarity and calmness in the midst of a stressful situation. Some of the challenges we support young people through include self-harm, extortion, domestic and gang violence, bereavement and rejection.



SOCIAL ACTION

Through our Youth Leadership Programme, young people are empowered to make a difference in their community; demonstrating leadership skills whilst changing the lives of others. Having experienced life-enriching restoration in their own lives, young adults are inspired and equipped to participate in and lead initiatives that serve others who may be where they once were. Nicodemus provides coordination for this interaction, offering financial support for regular community outreach activities such as hospital and Children's Home visits, activities for street youth, and outreach to rehabilitation centres.

Through volunteering in the community, young people:

- increase their skills and employability
- develop community through monthly group activities
- build relationships and self-confidence.

EDUCATION

Many of the young people that we work with in Guatemala come from families with very limited incomes. When the little money that is available is needed to pay for basic food and living conditions, funding children to attend school comes very low in the priority pile. Many of the young adults we support with education are often up to five years behind where their age dictates they should be, with some not yet having completed their primary education. The gift of an education to a disadvantaged young person in Guatemala is craved and valued. An education for one of our young people lifts self-confidence, knowledge and employability prospects, giving renewed and real hope for the future.

In the UK, some of the young people we work with are struggling with mainstream education and at risk of becoming NEET (not in education, employment or training). Through mentoring, enterprise hubs, homework help and employability workshops, our partners help these young people engage with education or skills-learning in order to improve their chances in life.



ISABEL'S STORY

'I'VE LEARNT TO BE MORE OPEN ABOUT MY FEELINGS AND AM STARTING TO FIND MORE SELF-ESTEEM.'

Isabel started attending mentoring sessions with Nicodemus when she was 16 following her parents' bitter separation. At the time, Isabel reported feeling very alone and struggling with low self-esteem. Isabel's school work was also suffering as a result of the difficulties she was facing.

After just six months of regular mentoring sessions within school through a Nicodemus project, Isabel's whole outlook on life changed. 'I now understand what areas I struggle with and how to work on them,' she explains. 'I don't have such high expectations of myself, I've learnt to be more open about my feelings and am starting to find more self-esteem.'

The schools that have received mentoring through Nicodemus, back up Isabel's claims. Through regular mentoring, schools confirm that pupils are happier and better able to focus on their studies.

Sometimes, enabling and empowering a young person is about something as simple as providing a person to talk to who actively listens to them.

THE NEED IN 2018



11 per cent of young people in the UK were not in education, employment or training.

The highest rise in UK knife-related killings was among males aged between 16 and 24 years old.

38,852 young people in England and Wales were in need of homelessness support.

In Guatemala, almost 150,000 children were not attending school.

More than half of all families in Guatemala were living below the poverty line.

BUILDING THE SOLUTION IN 2018

1.

Nicodemus began partnerships with 17 youth projects in the UK.

2.

In Guatemala, we helped rescue 323 young people from the streets.

3.

We supported 230 children and young people in Guatemala to regularly attend school.

4.

More than 19,000 young lives were impacted in Guatemala through our young adults and mentors personally volunteering in church and local projects.

5.

We delivered 12 training sessions for mentors and provided training on gangs and grooming to 25 frontline community staff.

6.

Our young adults put on 20 community activities and seven social activities - empowering themselves and others in the process.

7.

Altogether, through our Rescue, Restore and Rebuild projects and partnerships, we supported 1,645 young people across the UK and Guatemala to make positive life changes.

8.

Nicodemus volunteers and mentors gave 6,576 hours of their time to transform young lives.

UK RESCUE

As knife crime, grooming, and youth homelessness increase in the UK, there is an increasing need to provide prevention and intervention strategies to support young people who are at risk or already involved in potentially dangerous activities. During 2018 we began to develop our work with partners in these key areas and plan to increase this work in 2019.

OUR WORK IN THIS AREA

In 2018, in collaboration with Cherwell District Council, we ran a half-day crime reduction workshop on gangs, grooming and community cohesion for 25 frontline staff working with young people. Through a combination of teaching and real-life examples, the training provided a relevant and practical overview of working in this challenging area. The training received positive feedback from all who attended. Throughout the year, we also provided specialist mentoring within five schools to support 24 young people facing potential mental health difficulties or other crises. Through ongoing intervention, mentoring and support, young people were given alternatives to substance abuse, radicalisation or engagement in criminal activity.



IN 2018,
AS PART OF OUR
'RESCUE' WORK WE:

TRAINED 25
FRONTLINE STAFF

PROVIDED SPECIALIST
MENTORING IN 5 SCHOOLS
TO 24 YOUNG PEOPLE

SUPPORTED 15-20
YOUNG PEOPLE TO
ATTEND ENTERPRISE
WORKSHOPS

LEGIT



During 2018, we worked with Westbourne Park Family Centre to run Legit, a youth enterprise programme to help young people at risk of exclusion to develop team building and communication skills, build self-esteem and learn enterprise techniques. Following a six-week holiday course, which around 15-20 young people regularly attended, some of the young people ran 'Lemon Fresh' - a car wash combined with lemonade stand. The activity raised £160 which the group used to fund an outing. Young people who took part in the project said that they enjoyed 'the teambuilding activities', 'coming together as a group' and 'finding ways to make money'.



UK RESTORE

As young people are rescued from damaging and dangerous situations and environments, there is a need to provide a viable and attractive alternative. This is why we are partnering with organisations that will provide young people with social spaces where they can relax while being supported to grow and develop. We also recognise the need to support young adults in their responsibilities and challenges; helping them restore self-esteem and build relationships with those around them. This is particularly important when young adults, in turn, are supporting and nurturing others.

OUR WORK IN THIS AREA

In 2018, we began the partnership process with two mentoring projects, six youth and community outreach projects and a parenting course for young fathers. All of these projects were aimed at restoring relationships and self-esteem, building support and equipping young people to deal with challenges and relationships in a healthy and productive way. During the course of the year, 20 young people also received mentoring through our Youth Leadership Programmes.

1 PARENTING
SUPPORT PROVIDER

2 MENTORING
PROJECTS

6 YOUTH
AND COMMUNITY
OUTREACH PROJECTS



EPIC DAD

EPIC DAD was one of our first UK partners. The project, based in Suffolk, provides essential support to fathers and father figures as they travel the exciting but demanding, and sometimes bewildering, road of parenthood - right from handling new-borns to managing teens.

TOM TURNED TO EPIC DAD WHEN HIS SON WAS BORN.

'Things were hard,' he says. 'My partner and I both had different ideas about how we should be parenting and, on top of that, our son cried - a lot! It was stressful, and I was struggling to adjust to fatherhood. Getting involved with EPIC DAD really helped. I learned strategies and tips for settling my son. It was also really good to have some social time with other dads and to talk to people who were going through similar situations. I know there's no quick fix but, with the help of EPIC DAD, I feel that we're becoming a stronger and closer family unit.'

'SURVIVAL BACKPACKS' HANDED OUT BY EPIC DAD TO NEW FATHERS



UK REBUILD

Following rescue and restoration, young people need support to rebuild their lives. Through contributing to their community, young people become empowered and encouraged. Our Youth Leadership Programmes (YLPs) therefore encourage young people to volunteer through social action or through mentoring other young people who may be struggling as they once were.

Our YLP Hub in Banbury has continued to work with hard-to-reach and marginalised young adults during 2018, providing specialist mentoring, as well as social activities and sessions to build life skills and relationships.

OUR WORK IN THIS AREA

Within the area of rebuilding and equipping young people, in 2018 we began to build partnerships with three organisations that offer young people the chance to learn new skills, engage with the arts and explore enterprising ways to generate income and build employability. This is important in an environment where many young people may be tempted to turn to illegal means to generate finances. Along with our hub in Banbury, we also began the partnership process to launch a YLP with Chorley Community Church and, towards the end of the year, supported an emerging YLP in Hounslow. These projects will help young people to develop their social and communication skills, realise their full potential and make a positive contribution to society.



SPECIALIST MENTORING

LIFE SKILLS AND RELATIONSHIPS

ENTERPRISE

EMPLOYABILITY

SOCIAL AND COMMUNICATION SKILLS

SOCIAL ACTIVITIES

SWANSEA CITY CHURCH

MEDIA WORKSHOPS RUN FOR YOUNG PEOPLE AGED 11-18 YEARS

Swansea City Church signed a partnership agreement with Nicodemus in 2018. The church is planning to run a weekly media youth group, covering lessons and topics such as creating storyboards, filming, camera and video work, and editing. Using the pull of media, the church aims to draw young people in and increase the presence of their youth work in the community. The media workshops will run for young people aged 11-18 years - particularly those who are disengaged from school - and will inspire and equip them with new skills. Through working creatively together, the project will build confidence and self-esteem while developing relationships and bringing about community cohesion.



30 YOUNG PEOPLE
TO BENEFIT FROM
COMMUNITY
ACTIVITIES

IN 2018, AS A PART
OF OUR UK 'REBUILD'
WORK, WE ENABLED:

180 YOUNG PEOPLE
TO BENEFIT FROM YOUNG
ADULT VOLUNTEERS

7 YOUNG ADULTS
TO GET INVOLVED
IN VOLUNTEERING

UK – SUMMARY

In 2018, as our partnerships began to grow, we recognised the need to structure the focus of our partners' work into broad categories, ensuring maximum impact across the different areas of need. From 2019, all new partners will need to identify with one or more of the following areas of work:

- Specialist mentoring
- Social club (creating safe spaces)
- Children and family pastoral care
- Health and wellbeing
- Media, arts or creativity
- Reading, numeracy and homework help
- Homelessness and poverty
- Violence, knife crime and substance abuse
- Creation care
- Youth social action
- Enterprise hub (learning and employability)
- Parenting

SPECIALIST MENTORING

SOCIAL CLUBS

YOUTH SOCIAL ACTION

VIOLENCE, KNIFE CRIME AND SUBSTANCE ABUSE

HEALTH AND WELLBEING

CHILDREN AND FAMILY PASTORAL CARE

HOMELESSNESS AND POVERTY

MEDIA, ARTS AND CREATIVITY

READING, NUMERACY AND HOMEWORK HELP

AND LOOKING TO THE FUTURE...

During 2019 we expect the number of partners we will be working with across the UK to grow rapidly. It is therefore important that we streamline and develop our capacity-building support for partners. We are committed to providing our grassroots partners with 12 regional training days across the course of the year – six of these being bespoke to the partner with a further six days following our Nicodemus programme of support. Our first regional training days are planned for the first quarter of next year. Alongside these training days, we will offer training resources to our partners to support them in working with young people from a variety of backgrounds, including how to manage challenging behaviours. We will also provide resources on running community consultations and gathering evaluation on projects.

In order to provide the best possible support and expertise to our partners and young people, there is a need to develop the capacity of our staff team. In 2018 we successfully recruited a Partnerships Manager, Administrative Assistant and Regional and YLP Hubs Manager. During 2019 we will be recruiting a Marketing Officer, Fundraising and Administrative Officer, a further YLP Hub Manager and a Corporate Partnerships Manager to lead on key areas of work.

ENTERPRISE HUB

CREATION CARE

PARENTING

GUATEMALA RESCUE

More than half of all families in Guatemala live below the poverty line. Amid abject poverty, inequality, lack of education and family breakdown, many young people end up on the streets where crime, addiction, violence and prostitution can become the only means to survive.

Within this context, we continue to work with our partner organisation, 'Time of Rescue' (TR) which carries out street rescue. The nature of the work of TR means there are always multiple outcomes: many youth thrive, others seem to move no where and others may

take steps backwards. Despite all this, we continue to trust that God is sovereign in the life of every young person.

We also continue to work with the girls' home 'My Special Treasure' which is the first point of rescue for girls referred from the children's courts, many of whom have experienced many types of abuse. Within the home, the girls receive unconditional love, support and restoration. Nicodemus supports the work of My Special Treasure through running activities with the girls, providing mentoring, and giving transition support when the time comes for the girls to leave the home.



IN 2018,
AS PART OF OUR
GUATEMALA 'RESCUE'
WORK WE:

SUPPORTED 310
YOUNG PEOPLE
WITH FIRST AID
PROVISION

SUPPORTED 145
YOUNG PEOPLE WITH
EMERGENCY VISITS TO
THE HOSPITAL

SUPPORTED 58 YOUNG
PEOPLE IN COURT
CASES

OUR WORK IN THIS AREA

Throughout 2018, TR has administered first aid to 310 young people and made emergency trips to hospital with 145 street-living youth. TR also supported 58 young people in court cases, and provided support towards the costs of the funerals of 35 young people who died on the streets.

Beyond the emergencies, TR have also seen breakthroughs. Maria came off the streets with the help of TR four years ago and has been volunteering with TR throughout 2018. Following completion of her secondary education, Maria recently graduated as a bombero (paramedic and firefighter). 'I have seen many friends die due to lack of medical attention,' explains Maria. 'My dream to help others started because of this.'

My Special Treasure, this year, took in four new girls, with an average of 18 girls living in the home throughout the year. Many children's homes in Guatemala do not want to take in teenagers as they perceive them as being too problematic so the girls' home is crucial in housing girls who would struggle to find places elsewhere. With support from other partners, including Nicodemus, these teenage girls receive education, psychological support and medical intervention, as well as being encouraged to volunteer within other projects. Many of the girls in the home volunteer in the Education Centre which Nicodemus also supports.



GUATEMALA RESTORE

Following rescue from the streets, it is vital that there is provision for young people to experience restoration physically, emotionally and spiritually. Nicodemus helps to financially support an education centre as well as providing support and mentoring to young people through our own Youth Leadership Programmes (YLPs). In 2018, 70 young people were involved in YLPs and were helped to transition into independent living.



THE EDUCATION CENTRE (EC)

The Education Centre (EC) helps ensure that children in Guatemala who are living in extreme poverty can receive an education. In 2018, 162 children and young people attended the school including five children with special educational needs. Two of the young adults from our YLP also took part in distance learning.

This year, the EC signed an agreement to purchase land in Chimaltenango, close to their current site and is now fundraising to build a new school on the land. The cost of this will be considerably less, in the long term, than the rent they pay for their current site. The EC has also received licenses this year to teach two more stages of education: secondary level distance learning for those aged 18+ as well as distance learning at 6th form level, specialising in entrepreneurship. This allows students to work whilst they study, which is essential for many young adults.

The Education Centre works in partnership with Time of Rescue, My Special Treasure girls' home and the Youth Leadership Programme to offer work experience, volunteering opportunities and employment to young people who would otherwise be vulnerable to gang activity and street life. In addition, street youth from our Youth Leadership Programme go in to speak to older teenagers at the Education Centre about addiction, street life and good decision-making.



25 COMMUNITY
ACTIVITIES

12 MENTOR
TRAINING EVENTS



YOUTH LEADERSHIP PROGRAMME

Our Youth Leadership Programmes in Guatemala provides a safe environment in which marginalised young people can learn, grow and develop. Our programmes offer young people regular mentoring to work through issues, whilst also encouraging them to get involved in youth-led social action and volunteering activities. Through helping others and impacting their communities, young people are encouraged, learn new skills and build self-esteem. As young people transition into adulthood, we support them to live independently and responsibly, knowing that they have a secure base and support network to lean on. Many of the young people on our YLP go on to become mentors to others.

During 2018, we organised 25 community activities, reaching a total of 446 young people. Altogether, young people on the programme volunteered on 412 different occasions, reaching 2,274 young people. Over the year we also delivered 12 training events for our mentors on themes such as relationship building, discipleship, managing emotions, team-work and activity planning.



IN 2018,
AS PART OF OUR
GUATEMALA 'RESTORE'
WORK:

70 YOUNG PEOPLE
TRANSITIONED
INTO INDEPENDENT
LIVING

THROUGH PERSONAL
VOLUNTEERING OUR
YOUNG ADULTS HELPED
2274 PEOPLE

WE ORGANISED
25 COMMUNITY
ACTIVITIES REACHING
446 YOUNG PEOPLE

YOUTH CAMPS

Each year we run a youth camp where we take a group of older young people away for a weekend. The group consists of young people from the girls' home, the Education Centre, Time of Rescue and our Nicodemus-coordinated YLPs. This is a time of fun, relaxation and relationship-building for the young people. It also provides a chance for the teenagers attending to see that there is an opportunity for ongoing support available to them through the YLPs when they reach 18 years-old.

In January 2018, we took 60 young people to San Lucas, just outside Guatemala City. We spent the Saturday playing board games and football, eating together and enjoying a bonfire and worship time. On the Sunday, we attended a church in a nearby rural village where the girls from the girls' home led the Sunday school for 65 children. At the end of the camp we celebrated with a meal out at a restaurant - a first for many of the young people!



GUATEMALA REBUILD

As young people work through the process of rescue and restoration, it is important that they also begin to give back to their communities. Through mentoring other young people who are where they once were, helping to organise activities or volunteering in the Education Centre, My Special Treasure or with Time of Rescue, young people are empowered and built up. Not only are they impacting others and benefitting their communities, they are also developing their skills and experience. Our Youth Leadership Programme is an essential part of helping young people to rebuild their lives and their communities.

CHURCH PARTNERS

Also in 2018, we began a partnership with Iglesia Casa de Gracia (House of Grace church) in Palin, near Escuintla. The church has a small number of young people and is currently building relationships with marginalised and gang-related youth in the town's central park. The youth at Casa de Gracia received two sessions of our four-session foundational training in 2018, enabling them to grow and develop their project.



PASTOR FROM HOUSE OF GRACE CHURCH, PALIN, RECEIVING A CERTIFICATE OF PARTNERSHIP WITH NICODEMUS

3 YOUNG PEOPLE IN EMPLOYMENT ROLES WITHIN NICODEMUS PARTNER PROJECTS

7 SOCIAL ACTIVITIES



20 COMMUNITY ACTIVITIES

COMMUNITY ACTION

As young people reach a stage where they can start to give back to their communities, Nicodemus provides the practical and financial support for this to happen through regular community outreach activities.

All of these activities have provided space for relationships to be created, trust to be built and young adults to develop skills and confidence as they organise and lead activities with guidance from their mentors. In addition, many young people involved in the programme have volunteered as youth mentors themselves.

Through seeing young adults – who themselves have come through difficult times – in leadership roles, young people in the education centre or the girls' home are encouraged to become involved in the Youth Leadership Programme themselves and to seek much needed support in their transition into adulthood.

Nicodemus ran 20 community activities in 2018, seven social activities and 12 mentor training events. We also supported three young adults in employment within Nicodemus partner projects. Altogether, 22 young adults and mentors volunteered within church ministries in 2018.



FOOTBALL, GAMES AND DEVOTIONALS FOR YOUNG PEOPLE AGED 16 PLUS AT THE EDUCATION CENTRE.

GAMES, DEVOTIONALS, BAKING AND SELF-CARE SESSIONS WITH 8 OF THE OLDER GIRLS IN THE GIRLS' HOME TRANSITION HOUSE

GAMES, WORSHIP, DEVOTIONAL AND PRAYER FOR STREET YOUTH

GUATEMALA – SUMMARY AND

LOOKING TO THE FUTURE

'WE HAVE LEARNT FROM OUR PARTNERS AS WE HAVE WALKED WITH THEM, CELEBRATED WITH THEM AND CRIED WITH THEM'
JONNIE WELFORD,
INTERNATIONAL DIRECTOR



Over the eight years that Nicodemus has worked in Guatemala, we have been truly thankful for our partners and volunteer mentors. Without them we would not have been able to help some of the most marginalised and vulnerable young adults in Guatemala. We have learnt much from our partners as we have walked with them, celebrated with them and cried with them. All of this has driven our passion to look for more ways that we can use the experience and tools we have gained to help young people integrate successfully into adulthood and society. For this reason, in 2019, we will be seeking God's direction as we look to extend our work into a nearby country in Central America during 2020.

Following the conversion of an on-site building in 2018, the girls' home opened a four-bedroom transition house in December for girls leaving the home. Each of the four girls living in the transition house currently have full or part time jobs and study on Saturdays. Our YLP will continue to support the girls in the transition house next year with mentoring, education, and social activities, enabling them to move towards successful independent living.

We also plan to develop our partnership capacity building with churches and projects in 2019 in Guatemala City, Chimaltenango and Escuintla. Local churches are best placed to know the people and needs around them as they follow God's call to love and serve their communities. We will therefore deliver training to youth leaders of local churches and projects, building their skills and confidence in the areas of mentoring, discipleship, event and activity planning, trauma care, and awareness of gangs and grooming.

TRAUMA
CARE

TRANSITION
HOUSE

MENTORING

EDUCATION

PARTNERSHIP

LOCAL
CHURCH



ANA'S STORY

'THE FRIENDS THAT I HAVE MADE IN NICODEMUS SUPPORT ME AND I SEE HOPE IN MY LIFE'

With an absent mother and alcoholic father, life for Ana has never been easy. Things got even harder when her brothers started attacking her physically and verbally, resulting in them eventually throwing her out of the house as she could not cook rice to their high standards. 'I was just a girl', recalls Ana.

Ana began to spend time on the streets, sleeping in a place called El Tanque (The Tank) with other young people and taking drugs as a means to survive and shut out the pain she was feeling. Before long, Ana was drawn into gang life. The gang provided protection and the family she never had. However, membership came at a cost; Ana was told that she must beat a member of her family. After refusing to do this and trying to leave the gang, Ana was shot.

Ana survived, but her spine was injured and the doctors told her that she would never walk again. 'It was at this time that I saw the first miracle in my life,' says Ana. 'God helped me to walk.'

Again, Ana felt God's hand on her life when her eldest child, Ramon, developed leukaemia. Ramon needed constant medication to prevent relapse and, with Ana only managing to scrape together a small income from selling sweets on public buses, it was decided by the courts that Ramon should live with his grandmother. The court also declared that Ana needed to pay maintenance to the grandmother.

It was at this time that Nicodemus, through Time of Rescue, became involved in Ana's life, providing her with employment at the Education Centre as well as psychological support and mentoring. It is now two and a half years on and Ana is still working at the centre. She has completed her secondary schooling via distance learning and is being trained in bakery skills.

'I feel very grateful,' says Ana. 'The centre gave me a place to live, and to get out of the hard and difficult life that I had with my family. The people I work with have become my family. The friends that I have made in Nicodemus support me and I see hope in my life.'

STAFF AND VOLUNTEERS

Nicodemus is only able to do what it does as a result of a committed team of staff and volunteers that give above and beyond to ensure our work is impacting and sustainable.

STAFF

Along with our reach to young people, our staff base also grew in 2018. Key members joined our team including, in the UK, a YLP and Regional Hubs Manager, Administrative Assistant, Partnerships Manager and Hub Officers.

VOLUNTEERS

Nicodemus volunteers and mentors in both the UK and Guatemala, gave 6576 hours of their time in 2018 to transform the lives of marginalised young people.

VOLUNTEERS GAVE
6576 HOURS OF
THEIR TIME
IN 2018



'WE DON'T ALL HAVE TO BE MISSIONARIES TO MAKE A DIFFERENCE'

MEET SAM



NICODEMUS OFFICE MANAGER

I've been working with Nicodemus for almost two years. My job, as well as managing all the administration, is to help train up staff, oversee HR and inductions, and help with fundraising.

I love that, with Nicodemus, we're set up to help marginalised youth - to support, encourage and nurture their aspirations, but actually, we do that for one another as well. So, as part of the team you're part of a family of people supporting and helping each other to be the best that you can be in your role and personally.

That support network gives a real family feel to the team.

I love that we don't all have to be missionaries to make a difference - that we all have our own passions and skillsets and qualities that we can bring. The people on the ground delivering the projects to the young people, that's fantastic, but actually everyone else's role around that in supporting and admin is just as important. So you feel that you're making a difference, whatever area you're involved in.

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 DECEMBER 2018 FOR NICODEMUS

Contents of the Financial Statements

For the year ended 31 December 2018

	Pages
Reference and Administrative Details	66
Report of the Trustees	67 - 69
Independent Examiner's Report	70
Statement of Financial Activities	71
Balance Sheet	72 - 73
Notes to the Financial Statements	74 - 81
Detailed Statement of Financial Activities	82

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

REFERENCE AND ADMINISTRATIVE DETAILS

For the year ended 31 December 2018

Trustees	A W Welford Mrs D M Welford G Freeman Mrs J Matthews D L Holden Mrs H Skaife
Principal Address	Manor Stables Beech Road Oxhill Warwickshire CV35 0QE
Registered Company Number	10300111 (England and Wales)
Registered Company Number	1170143
Independent Examiner	Murphy Salisbury Limited Chartered Accountants 15 Warwick Road Stratford upon Avon Warwickshire CV37 6YW

REPORT OF THE TRUSTEES

For the year ended 31 December 2018

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 2018. 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 2015).

OBJECTIVES AND ACTIVITIES

Please refer to pages 6-21

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 60-61

UNITED KINGDOM

FINANCIAL REVIEW

Financial position

The total net surplus for the period was £14,682 (2017 : £25,916), comprising unrestricted incoming resources of £273,060 (2017 : £235,161) and unrestricted resources expended of £256,378 (2017 : £211,245) and restricted incoming resources of £8,000 (2017 : £4,250) and restricted resources expended of £10,000 (2017 : £2,250).

Total funds at the year end were £40,598 (2017 : £25,916) being unrestricted of £40,598 (2017 : £23,916) and restricted of £nil (2017 : £2,000).

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.

ACHIEVEMENTS AND PERFORMANCE

Please refer to pages 22-63

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 40-41, 56-57

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.

REPORT OF THE TRUSTEES - CONTINUED

For the year ended 31 December 2018

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.

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.

Statement of Trustees Responsibilities

The trustees (who are also the directors of Nicodemus for the purposes of company law) are responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume

that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

REPORT OF THE TRUSTEES - CONTINUED

For the year ended 31 December 2018

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 08.09.2019 and signed on its behalf by



AW Welford - Trustee

Date: 08.09.2019

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NICODEMUS

For the year ended 31 December 2018

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 2018.

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

Date: 08.09.2019

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2018

	Unrestricted Fund £	Restricted Fund £	Year Ended 31.12.18 Total Funds £	Period to 31.12.17 £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	147,118	-	147,118	216,959
Charitable activities	3			
Charitable activities	125,942	8,000	133,942	22,452
Total	273,060	8,000	281,060	239,311
EXPENDITURE ON				
Raising funds	19,305	-	19,305	16,075
Charitable activities	5			
Charitable activities	237,073	10,000	247,073	197,420
Total	256,378	10,000	266,378	213,495
NET INCOME/(EXPENDITURE)	16,682	(2,000)	14,682	25,916
RECONCILIATION OF FUNDS				
Total funds brought forward	23,916	2,000	25,916	-
TOTAL FUNDS CARRIED FORWARD	40,598	-	40,598	25,916

BALANCE SHEET

At 31 December 2018

	Notes	Unrestricted Fund £	Restricted Fund £	Year Ended 31.12.18 Total Funds £	2017 Total Funds £
FIXED ASSETS					
Tangible assets	11	4,410	-	4,410	5,880
CURRENT ASSETS					
Debtors	12	990	-	990	-
Cash at bank		41,238	-	41,238	36,939
		<u>42,228</u>	<u>-</u>	<u>42,228</u>	<u>36,939</u>
CREDITORS					
Amounts falling due within one year	13	(6,040)	-	(6,040)	(16,903)
NET CURRENT ASSETS		<u>36,188</u>	<u>-</u>	<u>36,188</u>	<u>20,036</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>40,598</u>	<u>-</u>	<u>40,598</u>	<u>25,916</u>
NET ASSETS		<u>40,598</u>	<u>-</u>	<u>40,598</u>	<u>25,916</u>
FUNDS					
Unrestricted funds				40,598	23,916
Restricted funds				-	2,000
TOTAL FUNDS				<u>40,598</u>	<u>25,916</u>

BALANCE SHEET - CONTINUED

At 31 December 2018

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2018.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2018 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to charitable small companies.

The financial statements were approved by the Board of Trustees on 08.09.2019 and were signed on its behalf by:



A W Welford -Trustee

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2018

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 2015)', 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

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.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2018

	Year Ended 31.12.18 £	Period to 31.12.17 £
2. DONATIONS AND LEGACIES		
Donations	145,628	214,833
Gift aid	<u>1,490</u>	<u>2,126</u>
	<u>147,118</u>	<u>216,959</u>
3. INCOME FROM CHARITABLE ACTIVITIES		
	Activity	
Grants	Charitable activities	89,400
Partners hubs & workshops		18,500
UK fees	Charitable activities	<u>44,542</u>
		<u>3,952</u>
		<u>133,942</u>
		<u>22,452</u>
Grants received, included in the above, are as follows:		
Other grants	<u>89,400</u>	<u>18,500</u>
4. RAISING FUNDS		
Raising donations and legacies		
Salaries	18,915	11,801
Other costs	<u>390</u>	<u>4,274</u>
	<u>19,305</u>	<u>16,075</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2018

5. CHARITABLE ACTIVITIES COSTS

	Direct costs £	Support costs (See note 6) £	Totals £
Charitable activities	234,514	12,559	24,073
	<u>234,514</u>	<u>12,559</u>	<u>24,073</u>

6. SUPPORT COSTS

	Other Costs £	Governance Costs £	Totals £
Charitable activities	6,934	5,625	12,559
	<u>6,934</u>	<u>5,625</u>	<u>12,559</u>

7. NET INCOME (EXPENDITURE)

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

	Year Ended 31.12.18 £	Period to 31.12.17 £
Depreciation - owned assets	1,470	1,470
	<u>1,470</u>	<u>1,470</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2018

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2018 nor for the period ended 31 December 2017.

During the period, expenses totalling £7,193 (2017: £5,524) were reimbursed to a trustee for travel and subsistence related costs incurred on behalf of the charity.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2018 nor for the period ended 31 December 2017.

9. STAFF COSTS

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

Year Ended 31.12.18	Period to 31.12.17
8	7
<u>8</u>	<u>7</u>

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Fund £	Restricted Fund £	Total Funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	216,959	-	216,959
Charitable activities			
Charitable activities	18,202	4,250	22,452
	<u>18,202</u>	<u>4,250</u>	<u>22,452</u>
Total	235,161	4,250	239,411
EXPENDITURE ON			
Raising funds	16,075	-	16,075
Charitable activities			
Charitable activities	195,170	2,250	197,420
	<u>195,170</u>	<u>2,250</u>	<u>197,420</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2018

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - CONTINUED

	Unrestricted Fund £	Restricted Fund £	Total Funds £
Total	211,245	2,250	213,495
NET INCOME/(EXPENDITURE)	23,916	2,000	25,916
TOTAL FUNDS CARRIED FORWARD	23,916	2,000	25,916

11. TANGIBLE FIXED ASSETS

COST

At 1 January 2018 and 31 December 2018

Motor
vehicles
£
7,350

DEPRECIATION

At 1 January 2018

Charge for year

1,470
1,470

At 31 December 2018

2,940

NET BOOK VALUE

At 31 December 2018

4,410

At 31 December 2017

5,880

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2018

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR COST

	2018 £	2017 £
Prepayments	<u>990</u>	<u>-</u>
13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
Trade creditors	3,532	6,724
Social security and other taxes	498	204
Other creditors	150	448
Accruals and deferred income	<u>1,860</u>	<u>9,527</u>
	<u>6,040</u>	<u>16,903</u>

14. MOVEMENT IN FUNDS

Unrestricted funds

General fund

At 1.1.18
£

Net movement
in funds
£

At 31.12.18
£

23,916

16,682

40,598

Restricted funds

Restricted fund

2,000

(2,000)

-

TOTAL FUNDS

25,916

14,682

40,598

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2018

14. MOVEMENT IN FUNDS - CONTINUED

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	273,060	(256,378)	16,682
Restricted funds			
Restricted fund	8,000	(10,000)	(2,000)
TOTAL FUNDS	<u>281,060</u>	<u>(266,378)</u>	<u>14,682</u>

Comparatives for movement in funds

	Net movements in funds £	At 31.12.17 £
Unrestricted funds		
General fund	23,916	23,916
Restricted funds		
Restricted fund	<u>2,000</u>	<u>2,000</u>
TOTAL FUNDS	<u>25,916</u>	<u>25,916</u>

Comparatives for movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	235,161	(211,245)	23,916
Restricted funds			
Restricted fund	<u>4,250</u>	<u>(2,250)</u>	<u>2,000</u>
TOTAL FUNDS	<u>239,411</u>	<u>(213,495)</u>	<u>25,916</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2018

14. MOVEMENT IN FUNDS - CONTINUED

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 £119,540 (2017: £107,340) were made by the Trustees and their related parties to the charity during the year.

During the year, the charity paid for services of £35,991 (2017: £26,439) to children of the trustees. At the balance sheet date £2,675 (2017: £3,821) 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.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2018

	Year ended 31.12.18 £	Period ended 31.12.17 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	145,628	214,833
Gift aid	1,490	2,126
	<u>147,118</u>	<u>216,959</u>
Charitable activities		
Grants	89,400	18,500
Partners hubs & workshops UK fees	44,542	3,952
	<u>133,942</u>	<u>22,452</u>
Total incoming resources	281,060	239,411
EXPENDITURE		
Raising donations and legacies		
Salaries	18,915	11,801
Other costs	390	4,274
	<u>19,305</u>	<u>16,075</u>
Charitable activities		
UK YLP Hubs	98,629	55,731
Guatemala YLP Hubs	64,817	45,278
Guatemala RESCUE	32,201	35,243
Guatemala RESTORE	12,776	13,586
Guatemala REBUILD	26,091	40,654
	<u>234,514</u>	<u>190,492</u>
Support costs		
Other		
Office	4,959	2,129
Marketing	505	574
Transport	1,470	1,470
	<u>6,934</u>	<u>4,173</u>
Governance costs		
Independent examiner's fees	1,860	1,800
Administration	3,765	955
	<u>5,625</u>	<u>2,755</u>
Total resources expended	<u>266,378</u>	<u>213,495</u>
Net Income	<u>14,682</u>	<u>25,916</u>

'FOR I
WAS HUNGRY
AND YOU...

...GAVE ME
SOMETHING
TO EAT,

...I WAS THIRSTY
AND YOU GAVE ME
SOMETHING TO
DRINK...

...I WAS A STRANGER
AND YOU INVITED
ME IN.'

MATTHEW 25:35



WE SIMPLY BELIEVE IN
YOUNG PEOPLE

PHONE

020 7112 8341

EMAIL

sophia@nicodemus.org.uk

ADDRESS

Manor Stables
Oxhill
Warwickshire
CV35 0QE

www.nicodemuscharity.org.uk

Registered Charity Number 1170143
Registered Company Number 10300111