


ANNUAL REPORT 2019

adidas


NICODEMUS
Believing in Young People

CHAIRMANS FORWARD



This report describes the impact our work is making in the lives of young people, their families and communities, over the past year in the UK and Guatemala. The diversity and creativity of our approach means we work with multidisciplinary teams and mobilise churches and communities through capacity building, training and development to make the greatest impact in the lives of young people. There are so many ways people determine success and the transformation a charity brings. I passionately believe our difference is determined by how we achieve our mission of believing and investing in young people so that they can bring transformations to their local communities. We have

helped many young people escape damaging and difficult situations, empowering them to rebuild their lives and, in turn, impact those around them.

In 2019 we solidified our YLP Hubs across the UK, increasing the support we provide to our Partners who are passionate about transforming young lives and communities. We have continued to deliver a broad, relevant and professional level of training and support to our partners in 2019 ensuring they are equipped with the relevant skills to effectively impact young lives for good. In 2019 the UK made great strides and successfully implemented our church partnership model. We currently have 61 partners, of which 32 are active having received the necessary resources and training, with some already delivering their projects and others ready to commence

Within Guatemala we have worked with our Partners there to rescue 253 young people from damaging and potentially dangerous circumstances through our TAKEN rescue programme. We have also supported 2,496 young people living 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, 1,712 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. In 2019, around 5,626 young lives were impacted across the UK and Guatemala on a monthly basis 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.

I would like to express my appreciation to everyone who has contributed to the achievements of Nicodemus.

Thank you for making a commitment to rebuilding young lives and restoring hope.

With every blessing,

Alastair Welford
CEO

“**AT NICODEMUS
WE BELIEVE IN
YOUNG PEOPLE!**”

Throughout this year we have been so encouraged to see the seeds of our strategic plan develop and flourish, continually reminding us that we are a unique charity due to:

- **Our innovation;** empowering us to think ‘out of the box’ and seek solutions that bring about long-term change that empowers young voices to influence all we do. Creating a culture that brings about healing, transformation and an ongoing ripple effect in communities.
- **Our passion;** grounded in the work we do, the tenacity and compassion of our staff, volunteers and Partners on the ground who are determined that no young person falls through the gaps.
- **Our community;** without your ongoing support, resources and encouragement many young people would be unable to access the much-needed services on the ground. Your help has made such a difference by freeing young people from their limitations, enabling them to reach their full potential.

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**TOGETHER WE
CAN DO MORE**

MARVIN HAS LEFT
A LEGACY AND IS
AN EXAMPLE TO
OTHERS"

MARVIN

MARVIN'S STORY

Marvin, 19, is part of a humble family; he lives with his parents and 6 siblings. Due to their financial situation Marvin has to work full time to support his family income.

Marvin and his family live in a house that was inherited from past generations. One of three rooms has cement flooring and the other two rooms are just compacted dirt. The family house has no access to water and electricity, so a neighbour is sharing electricity with them and they have to walk two streets away to collect water from another family member's house.

Marvin works at the Chimaltenango rubbish dump rummaging for items of value and recycling materials. Throughout his time studying at the 'My Special Treasure' Education Centre, Marvin was always a very responsible student. He was smart and well behaved.

Marvin works hard to support his family and is a great example for his siblings, encouraging them to work hard for a better future.

Marvin is mentored by Sergio as part of Nicodemus' Youth Leadership Programme, receives an education scholarship from Nicodemus and hopes to graduate from secondary school next year. Being part of the first and oldest group who completed primary school at the Education Centre, Marvin has left a legacy and is an example to other children who, like him, have grown up with a similar upbringing.



📍 WHO WE ARE

MISSION STATEMENT

We exist to rescue, restore and rebuild young people, unlocking their full potential. We want to equip and empower young adults to live interdependently, free from poverty, so that they are able to leave a lasting legacy; enabling them to be ambassadors in their communities and their world.

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.



HOW THE YOUTH GROUP HAS TRANSFORMED LOUISE'S LIFE:

"I used to brush my feelings aside and ignore them. Deep down, I felt lonely at times. I sometimes felt I couldn't speak with people because they wouldn't know or understand where I was coming from. Speaking about my life was something I used to struggle with but being part of this youth group has enabled me to communicate more with people than ever before and mix with people I wouldn't normally hang out with. My behaviour has improved at school; I receive fewer checks and am more focused." Louise

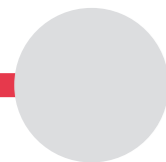




'WE EXIST TO RESCUE, RESTORE AND REBUILD YOUNG PEOPLE, UNLOCKING THEIR FULL POTENTIAL'

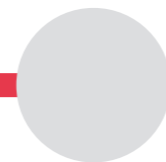
STRATEGIES FOR ACHIEVING OUR AIMS

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



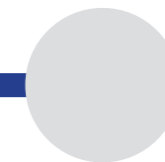
RESTORING YOUNG LIVES

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.



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.



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.



HOW WE WORK

OUR PROGRAMMES

The Nicodemus Youth Leadership Programmes (YLP) in Guatemala and the UK are young people led programmes working with some of the most hard-to-reach and marginalised young adults. We strongly believe that young people have the power, energy and potential to transform their lives, communities, and their world. Our Programmes are designed to rescue, restore, and rebuild, bringing hope and interdependence.

BENEFITS OF PARTNERING WITH NICODEMUS

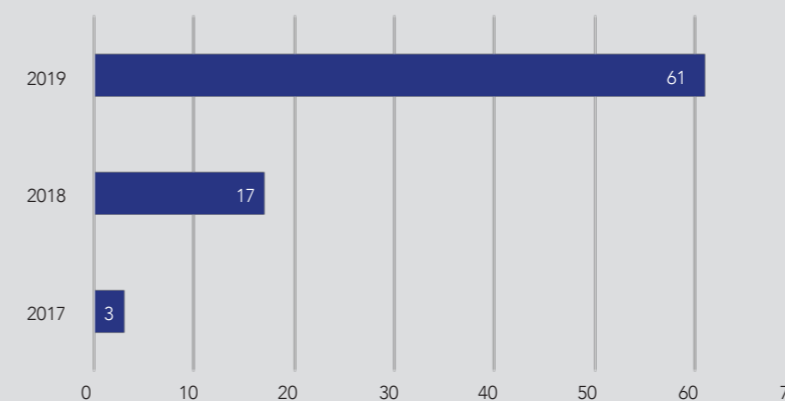
- Informal advice and guidance
- Crisis support when needed
- Project transitions and challenges
- Moral, emotional, and relational support
- Future - Capacity Building.
- Responsibility and commitment
- Training
- Encouragement and planning of social action

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. At the start of 2019 we began to redesign our Partnership Programmes, working with 7 organisations across the UK to run projects ranging from creating social spaces to running enterprise hubs to providing parenting support.



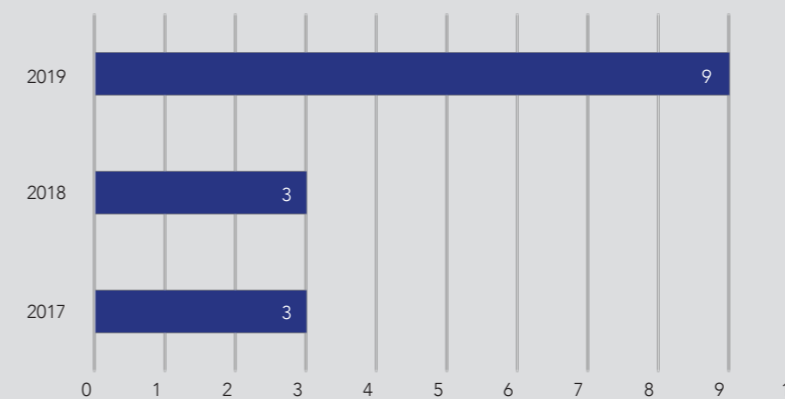
UK PARTNER GROWTH



We are now actively training churches and providing one-to-one strategic support as we roll out our capacity building engagement. We will continue developing our regional partnerships and fundraising to ensure that together we provide innovative programmes that are effective, efficient and most of all, empower young people to rebuild their lives both in Guatemala and the UK. By the end of 2019 there was a total of **61 active partners**.

In Guatemala during 2019, we worked with **9 Partner organisations** to provide rescue and restoration, secure homes and deliver education to young people who are marginalised and disadvantaged. During this year we developed six new partnerships with local churches and projects. Through supporting the work of our Partners, we helped 253 young people rescued from street-life, provided 181 school places and enabled 18 young girls to have a safe place to live.

GUATEMALA PARTNER GROWTH



RESCUE



WHAT OUR WORK LOOKS LIKE

HUBS

Through our Youth Leadership Programmes (YLP) in both the UK and Guatemala, we offer mentoring to young people, supporting them to manage life's challenges and helping them to plan their next steps. We also provide social and emotional

support, as well as offering educational assistance where needed, and engage young people in social action. We find that, often, it is through helping others that young people are empowered to face their future with confidence.

SEXUAL EXPLOITATION

Supporting individuals who are being, or who are in danger of being victimised and at risk of grooming and exploitation: these one-to-one and group work sessions aim to give the tools to build confidence and self-esteem; to provide holistic support that rehabilitates individuals in overcoming addictions, and to break free from sexual violence and exploitation, as they build a stable future and start again.

CREATION CARE

Our projects in Creation Care focus on enhancing positive attitudes toward the world around us: through looking at our environment and natural heritage, we encourage children, adults and families to take ownership and responsibility for the natural world around them, and to explore different ways they can make a positive impact on their community.

OFFENDING, VIOLENCE & KNIFE CRIME

Working with ex-offenders and those at risk of offending, many of our individuals come from broken homes or have come through the carers' systems; through these programmes, we aim to address root causes and emotional triggers that have led these individuals to offend and commit crime. Our programmes aim to be preventative through early intervention: and to provide individuals with practical support as we challenge mindsets, and work with them to rebuild their lives through exploring aspirations and enterprise opportunities as a means to generate income in alternative ways to crime.

JAMAL'S STORY

"STRUGGLING WITH FORGIVENESS WAS THE MAIN ISSUE FOR ME AND I FOUND IT DIFFICULT TO SEE THINGS FROM OTHER PEOPLE'S PERSPECTIVE. I ALSO FOUND IT CHALLENGING TO TALK ABOUT THE PROBLEMS I WAS FACING WITH MY FAMILY. KNOWING THAT OTHER PEOPLE IN THE GROUP HAVE ALSO BEEN THROUGH SIMILAR CHALLENGES HAS MEANT THAT I HAVE BEEN ABLE TO MEET ENCOURAGING PEOPLE WHO STEER ME IN THE RIGHT DIRECTION."



"I FEEL FREE AND HAVE A SENSE OF RELIEF BECAUSE I HAVE BEEN ABLE TO TALK TO SOMEONE ABOUT THE ISSUES IN MY LIFE."
KIRSTY

YORK PLACE BAPTIST CHURCH

We would like to provide holistic support to help sex workers overcome addiction, be protected against sexual violence, build a stable future, and eventually leave sex working all together, by providing a safe space and respite to gather, away from the risks of the street. We aim to support them through professional counselling, guidance and advice and providing an employability service to support them in rebuilding their lives. We will also work with a range of agencies to support the women, including those that need rehab and additional support.

Our street outreach started in February and

has developed and continued through word of mouth and also by working with the local police and domestic violence unit to be able to go to further hot spots to do our outreach work. We have offered to share our learning to other local groups and projects we are networking with to help the women we meet.

We are learning more by working with the women, hearing them voice their struggles and documenting the transitions from the streets into the rebuilding of their lives. This allows us to refine the project according to the identified needs and successful strategies.

THIS PROJECT WILL GIVE THESE WOMEN CONFIDENCE TO SPEAK OUT AND GET OUT OF THE TRADE. THEY ARE QUALIFIED BY EXPERIENCE AND CAN IMPACT OTHER WOMEN'S LIVES WITH THEIR STORIES."

Since starting to engage with the sex workers in February we have been able to shape this project in accordance to their desires and needs. We currently work with 40 sex workers and through ongoing chats and support we can get their views and help design and shape the programme. We have been able to get the views of other local projects and community leaders who are supportive and give us additional scope for sign posting. Through our regular chats and programme development the women have stressed that because of the criminalisation of sex work, the abuse and violence they encounter is often overlooked and they lack support because of

the stigma around their work. They find it hard to disclose their trauma and pain and, in many cases, have engaged in such work through exploitation and being vulnerable. This project will give these women confidence to speak out and get out of the trade. They are qualified by experience and can impact other women's lives with their stories. Peer support is an essential part of the programme, empowering these women to support themselves, especially on the streets.

'OPERATION JAEGER'

South Wales police started 'Operation Jaeger' to tackle the problem in 2019, although through charges/prosecutions the numbers seen on the streets did decrease, once the operation was over, the numbers increased again.

over
100

known street workers in 2019 are working on the high street in Swansea that stretches for a mile.

40%

of the children in Swansea are living on the poverty line.

YOUTH EMPLOYABILITY & ENTERPRISE HUB

Nicodemus runs Youth Employability and Enterprise Hubs specifically for young adults who are NEET and are finding it difficult to get jobs because of lack of aspirations, qualifications, and local job availability. Many of these young adults are from disadvantaged backgrounds, living in families that are marginalised and excluded. These young adults often become a negative influence on other young people as they hang around the streets and engage in anti-social and criminal behaviour. Young adults have voiced their needs of having skills and support to get work, and the Hubs have been created to respond to their needs.

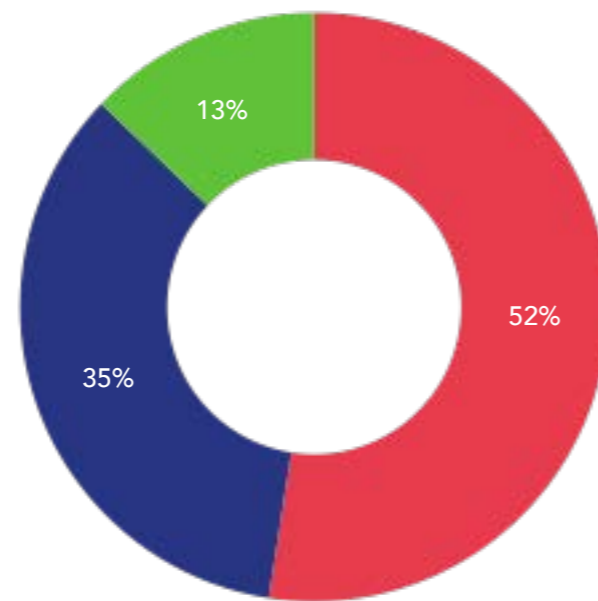
These young adults are provided with practical workshops and activities in order to develop skills and empower them to use their creativity and develop their ideas. The main turning point for many young adults is finding something they are passionate about and can excel in. Young adults are supported to take ownership of the workshops, to help them to problem solve creatively, and effectively reflect and challenge their own behaviour, but more importantly for them, to feel a sense of identity and belonging.

These projects work alongside local agencies, youth organisations and local businesses in order to target and support young adults who are at risk of being NEET. The projects are a lifeline to the young adults in the local community who no longer think it is possible to get out of the cycle of criminality, and who as a result find themselves disconnected and marginalised.



HOMELESS & AT RISK YOUNG PEOPLE

In 2018/19 it was estimated that around 84,000 young people in England approached their local authority due to being homeless or at risk. For 52% of the young people who presented to a local authority in 2018/19 there was no documented support provided, leaving them at risk of homelessness, or leading them to become one of the 'hidden homeless' (i.e. sofa surfing). 35% were offered support through prevention and relief duty (e.g. supporting someone to remain in their home) and 13% were accepted as statutory homeless and offered a housing solution.

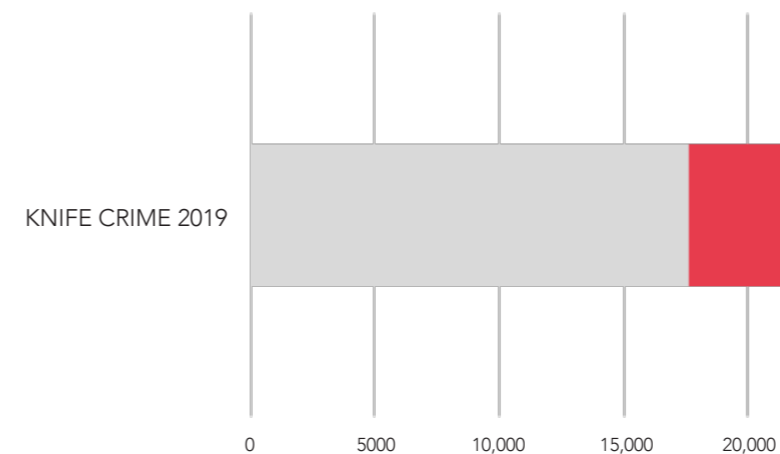
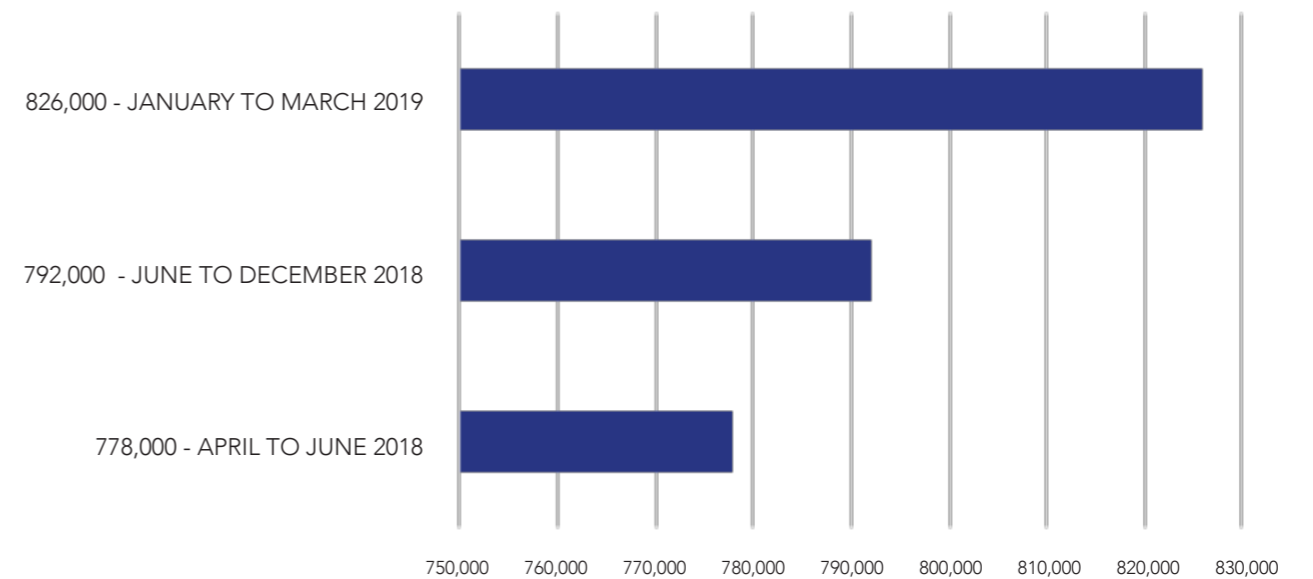


- 52% HIDDEN HOMELESS
- 35% OFFERED SUPPORT & RELIEF
- 13% STATUORY HOMELESS

2019 IN FIGURES

NOT IN EDUCATION, EMPLOYMENT OR TRAINING (NEET)

There were 792,000 young people (aged 16 to 24 years) in the UK who were NEET. This number increased by 28,000 from January to March 2019 and was up 14,000 when compared with April to June 2018.



KNIFE CRIME

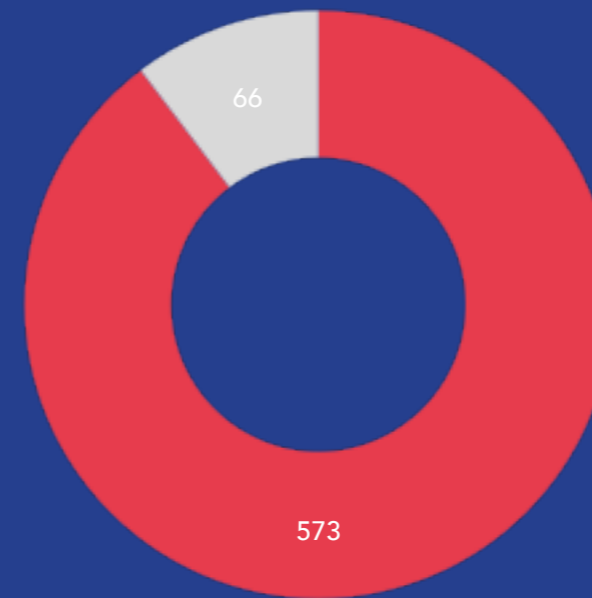
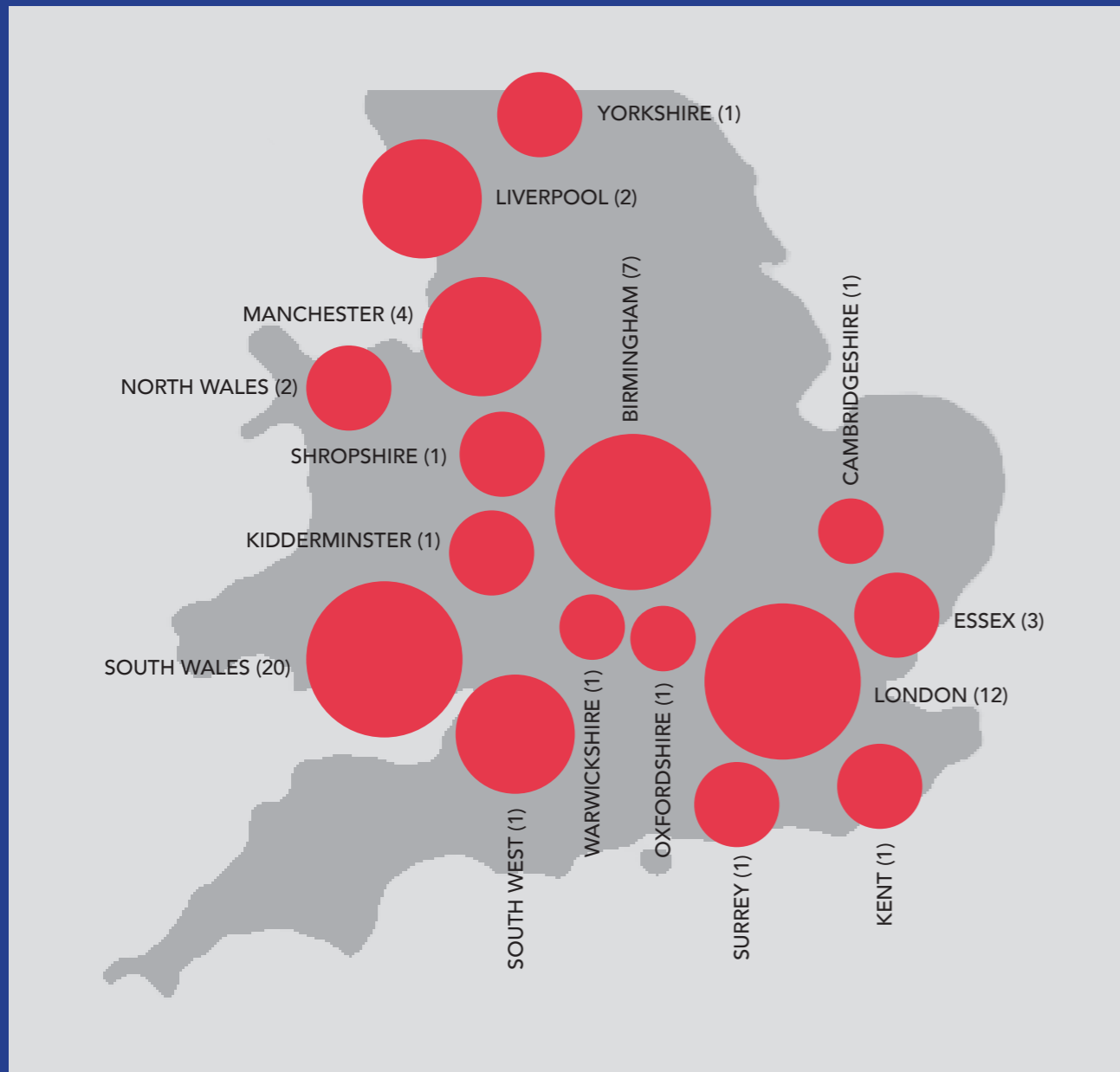
In the year to March 2019, 22,041 people were cautioned, reprimanded, or convicted for carrying a knife in England and Wales, most of whom were adults. But one in five - 4,451 - was under the age of 18.

STATISTICS TAKEN FROM: UN.ESCO, CIA, GOV, YOUNG PEOPLES HEALTH

BUILDING THE SOLUTION IN 2019...



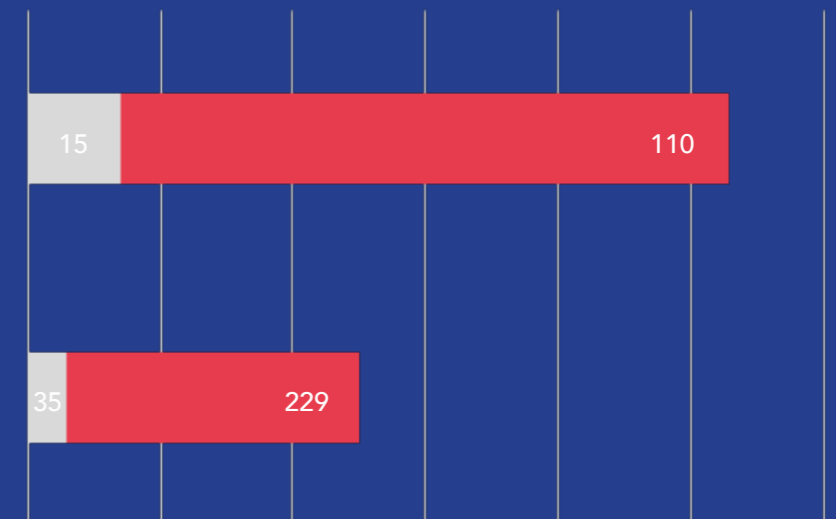
NICODEMUS INCREASED THE NUMBER OF UK PARTNERSHIPS FROM 7 TO 61 PARTNERS DURING 2019:



IN 2019 WE INCREASED OUR REACH FROM 66 TO 573 YOUNG PEOPLE THROUGH OUR PARTNERSHIPS IN THE UK

2019
2018

110 YOUNG PEOPLE RECEIVED MENTORING IN THE UK.



229 HUB MEETINGS TOOK PLACE IN THE UK.

“ MENTORING IS MORE THAN GUIDANCE; IT'S FRIENDSHIP AND A BLESSING ”

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 and work personally with a young person over a substantial period. The mentor's role is to build a relationship with the young person by building trust and offering guidance, support, and encouragement to cultivate the youth's positive and healthy development.

Nicodemus has enabled Highams Park School to provide vulnerable Sixth Form students with quick access to Specialist Mentoring support which would not have been possible through any other channel. The Key Stage 3 and Sixth Form Students have highly benefitted from the Specialist Mentoring within their school; this has provided young people the opportunity to speak in confidence within school to a worker who is not directly employed by the school. Young people have said that they have enjoyed receiving mentoring, and the opportunity to talk openly, without feeling judged. They have also been able to build positive working relationships, enabling them to reflect upon issues within their lives and within school; consequently, this has led to them improving their wellbeing, becoming more focused within school and making action plans for their future. The young people's overall mental health has also improved through mentoring: this can be seen through overall better anger management and coping strategies, as well as a more positive outlook and a higher sense of wellbeing. Without this support, some students maybe have dropped out of school completely, or become NEET (not in education, employment, or training).

FOR THE STUDENTS, THE PROJECT HAS RESULTED IN:

- improved educational attainment
- students equipped with the skills needed to deal with and manage their mental health issues
- more confidence and happiness
- more positive and healthy life choices
- better focus and direction
- more hopes and dreams
- more effective communication skills
- more determination and motivation to succeed



“ I GUESS I FEEL LIKE I HAVE A VOICE AND THAT SOMEONE IS HERE TO LISTEN TO ME. I DON'T REALLY HAVE ANYONE ELSE.” OUR SPECIALIST MENTORING PROGRAMMES HAVE SUCCESSFULLY SUPPORTED YOUNG PEOPLE WHO DON'T HAVE ANYONE TO TALK TO. THROUGH THE PROJECT YOUNG PEOPLE HAVE BEEN DEALING WITH A VARIETY OF EMOTIONAL ISSUES, INCLUDING BEREAVEMENT, EXCLUSION FROM SCHOOL, ANXIETY AND ISSUES WITH CONFIDENCE AND SELF-ESTEEM. ”



RESTORE

REBUILDING AND EQUIPING YOUNG PEOPLE

Within the area of rebuilding and equipping young people, in 2019 we began to build partnerships with 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.

GENDROS

Our project is a mobile youth outreach service, which supports young people within the Penderry Ward, of South Wales. Within our service, we provide opportunities for young people to socialise and learn; and to develop necessary life skills of communication, teambuilding, and interpersonal skills. Our mobile outreach service supports young people actively within the community: engaging them in workshops and activities, as well as providing 1:1 support and mentoring.

Our service aim is to empower them to believe that “more is possible” by providing an outlet of support that they can turn to: a safe space offering opportunities to thrive and pursue activities of interest.

By developing positive relationships with our mobile outreach team, the young people have consistent support which is well needed within their fragmented home lives. We support young people within their own environment: on the streets where they feel safe, and to which they currently find a sense of identity and belonging.

We engage with mutual respect and trust, supporting them in developing confidence, self-esteem and encouraging them to become the person that they want to be: empowering them to take control of their lives- and to build a better future.

Through the project, we have built connections with local primary and secondary schools, local services and community groups: as an example, we have established relationships with Gendros Community Centre; Friends of Ravenhill Park; Swansea Children's Centre, and other local community groups: our connections with local people are helping to promote and share our work, and are signposting and referring young people into our service. Finally, we are promoting our work through social media.

As a small church we yearned to reach out with faith and hope to young people on our estate, and when the possibility of using a fully equipped double decker youth bus came along we got so excited. So, we went along with the plan knowing we had no finances to match our hope. Then at a proposal meeting someone mentioned this 'group called Nicodemus'! Thank God for Nicodemus UK! We have been resourced through your work to reach over 200 young people during 2019. We know a real impact has been made in Swansea, and we have been supported and stretched by the training and support offered.

THANK-YOU!



“MORE IS POSSIBLE”



"I WANT TO GO ABOUT MY LIFE WITH THE DIRECTION MY FAITH GIVES ME."

JULIE

Forgiving those closest to you can be so hard. Julie grew up estranged from her mother and they remain distant to this day. The pain and anger she felt was suppressed for years, later developing into chronic anxiety. She needed support and to start healing from the challenges in her life. They made her feel "unaccepted, anxious and like [she] didn't belong."

'Youthwave', a project supported by Nicodemus, has provided Julie with a space to connect with others on a weekly basis. "Knowing that other people in the youth group have been through similar challenges has meant

that I have been able to meet encouraging people who steer me in the right direction," she says.

Through her newfound Christian faith, she has developed an openness towards people, has learnt the value of reflection and feels better equipped to handle difficulties in her life.

She hopes that in the future, she will be able to confront the way she feels about her mum and take the first step towards healing that relationship. "I want to go about my life with the direction my faith gives me."

RESTORE COMMUNITY CHURCH

OAKWOOD HILL IN LOUGHTON IS IN THE LOWEST 20TH PERCENTILE OF POVERTY IN THE UK; MANY FAMILIES ARE STRUGGLING WITH EXTREME FINANCIAL HARDSHIP, UNEMPLOYMENT AND POOR PHYSICAL HEALTH.

Many have been exposed to or suffered physical or emotional abuse, and as a result struggle with poor mental health, anxiety and depression. Pressure to be involved in gangs, violent crime and anti-social behaviour, drug use and drug trafficking, as well as other criminal activities is constant; for many young people this seems like the only way to survive.

Over time we have established and built upon connections in the local community; networking through a variety of sources to reach the most at risk children and young people in Loughton. This includes working with the local council, schools in the community, social services and connections in our own organisation including Noah's Ark, a group for children under school age and their parents/carers, and a youth initiative called Spark which works with vulnerable children and young people to support them in their mental and emotional wellbeing.

Our connection with local schools has been strengthened by leadership within our own organisation coming from a current Head teacher, as well as former teachers and school Governors forming members of the charity's leadership team. This provides incredible insight into young people in the community who are at risk or in need of additional support, and the best way to reach those children with the most effective help.

Ongoing work with the local council, and connection with social services also provides us with good lines of communication, alerting us to those children in need of additional help and support, with continuing partnership to best serve our young people.

Through our own internal network, we also see several children go on to find support through our youth provision. Noah's Ark, the children and parent/carer group run during the week, has seen many children go on to find support from our 'Spark' youth provision and other groups. This has proven to be a very effective referral system, involving the whole family and limiting the risk of a young person being overlooked.



RESTORE

REBUILD



OUR WORK IN THIS AREA

SALEM BAPTIST CHURCH

Salem community is a close-knit team of staff and volunteers, based in tonteg, south wales, serving our local community who face enormous pressures caused by poverty and deprivation.

Many of these challenges and issues filter down to our young people and lead to a host of problems and difficulties.

Salem Community is working hard to change this by running various support groups in the community, including youth provision, a local Food Bank, family support groups and support for the elderly. We have a strong and active base of 40 volunteers, from a wide demographic, seeking to play their part in helping their neighbourhood. We have developed strong relationships with local people, building trust and creating opportunities to support those in need. We have connected with local schools and local Children's Services, with members of staff working hard to develop key relationships over several years.

We have successfully run youth provision and youth outreach activities from our centre for up to 100 young people, with consistent numbers of at least 40 attending every week. We have supported vulnerable families through the provision of food from our Food Bank, alongside supporting them in their mental and emotional wellbeing, providing literacy help, face to face advice and connecting them with other services.

We have contact with a group of 20 vulnerable individuals through a mental and emotional wellbeing group, providing them with mental health support and advice, and regularly checking in with them in the community. We have a consistent base of 40 volunteers, with hopes to see this grow as we develop our program and promote our work. Our project leader has built upon key relationships with local schools, presenting in assemblies and running in-class workshops.



PROJECT LEADER

The project leader, Revd Dr Rosa Hunt has a wealth of experience working in the area of Tonteg, having moved to the region over 13 years ago. She is highly qualified, with a degree and PhD, bringing skills in management, oversight, training and leadership. She has spent years building and developing relationships with local schools and children's services and is well trusted in the community. Her experience of working with young people is extensive and in particular encompasses the young people of Tonteg, understanding the pressures and challenges they face, the difficulties their families are battling with, and the challenges in the wider community. She is a gifted communicator, with experience in academic teaching and public speaking; this is a key skill within the community, as she is required to communicate with a variety of people, and plays a crucial role in communicating our work to the local people.

REVD DR ROSA HUNT

DEVELOPING & CULTIVATING LOCAL COMMUNITY

We now look forward to 2020 and with it comes much anticipation as we engage with new partnerships and networks in creative and innovative ways. Throughout 2019 there has been a need to simplify the way we provide our services to churches and community groups which is both accessible and empowering. The Hub at Oxhill will achieve just that. It will not merely house our staff, but will become the base and main base

for all the YLP Hubs we support in both Guatemala and the UK. It is intended for the Hub to become Nicodemus' social enterprise arm. This gives us the opportunity to generate a level of sustainable income, while at the same time strengthening our infrastructure and that of our partners. It will also provide a base for staff, volunteers and the training of both our partners and non-partners.



Supporting the infrastructure and development of Nicodemus. Providing a work-space for staff and volunteers.

Providing face-to-face and virtual training with the added ability to engage professionals in a variety of fields. This will strengthen our brand, training and support given to local YLP Hubs.

Create, publish, and distribute training resources of videos and workbooks that focus on the practical needs of the young people we serve. We will also be developing the leaders of our YLP Hubs in spiritual formation that will impact the next generation. Nicodemus will have a library of resources that will be made available for sale beyond our current partnership base.

THE HUB WILL ENABLE US TO PROVIDE THE FOLLOWING ACTIVITIES:

SUPPORTING CHARITIES, CHURCHES & COMMUNITIES

DEVELOPING & CULTIVATING LOCAL COMMUNITY

Churches and community groups will have the opportunity to rent the conference area for various activities, including away days, retreats, and training. This facility will be promoted amongst our church partners and the wider Christian communities.

The studio and equipment will also be advertised for hire and will be an additional platform for diversifying our income streams.

Oxhill has great historical value to the local community. We have intentions of partnering with local groups, both formally and informally, so as to be able to engage them and the wider community through events and activities. In the future, there will be an opportunity for advocacy that will become a key part of our growth in the UK, Guatemala, El Salvador and beyond.



UK SUMMARY & LOOKING TO THE FUTURE

2019 has seen a massive increase with churches and community groups partnering with us to start YLP Hubs working with young people in the UK. The challenges faced by young people today are harsh – younger children, even of primary school age are being recruited by ‘County Lines’ gangs. Our children’s lives are being stolen and as they become young adults and move onwards into their lives they carry massive pain and trouble resulting in ever increasing numbers of young people with mental health issues and more.

Specialist mentoring, mentoring support for teenage Dads, working with young people in gangs to find a positive and legal way of using their entrepreneurial skills, social groups using media as a way of expressing life’s struggles, Enterprise Hubs helping young people to obtain the skills necessary to gain and keep employment to name a few, but all with the aim of helping young people to change their

lives and their communities positively in relevant ways. We provide regular, ongoing training, support, and shared experience into our network of Hubs.

“ WE ARE COMMITTED TO PROVIDING OUR PARTNERS WITH RESOURCES TO IMPACT THEIR COMMUNITIES ”

We now look forward to 2020 and with it comes much anticipation as we engage new Partnerships and Networks in creative and innovative ways. Over 2019

there has been a need to simplify the way we provide our services to churches and community groups in a way that is both accessible and empowering. The Hub at Oxhill will achieve just that.

It will not merely house our staff but will become the base and main Hub for all the YLP Hubs we support in both Guatemala and the UK. It is intended for the Hub to become Nicodemus’ social enterprise arm. This gives us the opportunity to generate a level of sustainable income while at the same time strengthening infrastructure of both ours and our Partners. It will also provide a base for staff and

volunteers, and for the training of our Partners and others.

We have been very blessed with committed UK staff who believe in the vision of Nicodemus in a self-less way. Some have had difficult experiences themselves meaning they are using their past experiences for good, totally in line with the vision for our beneficiaries. We are so grateful for this as it brings a richness and reality to our work that benefits all our Hubs in both the UK and abroad. God willing, we can look forward to seeing further growth in our Hubs across the UK in the years to come.

BUILDING THE SOLUTION IN 2019

4460 YOUNG LIVES

Were impacted to make positive life changes through our Rescue, Restore and Rebuild Projects and Partnerships across the UK and Guatemala.

7521 HOURS

of Nicodemus volunteers and mentors have given their time to transform young lives.

RESCUE



GUATEMALA RESCUE

OUR WORK IN THIS AREA

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 living 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) that carries out street rescue. The nature of the work of TR means there are always multiple outcomes: many youth thrive, others seem to move nowhere 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.

TIME OF RESCUE (TR)

Throughout 2019, TR has administered first-aid on the streets to approximately 26 young people per month and made 156 emergency trips to hospital with street-living youth over the year. TR also supported 36 young people through court cases, and provided funeral support for the deaths of 32 young people.

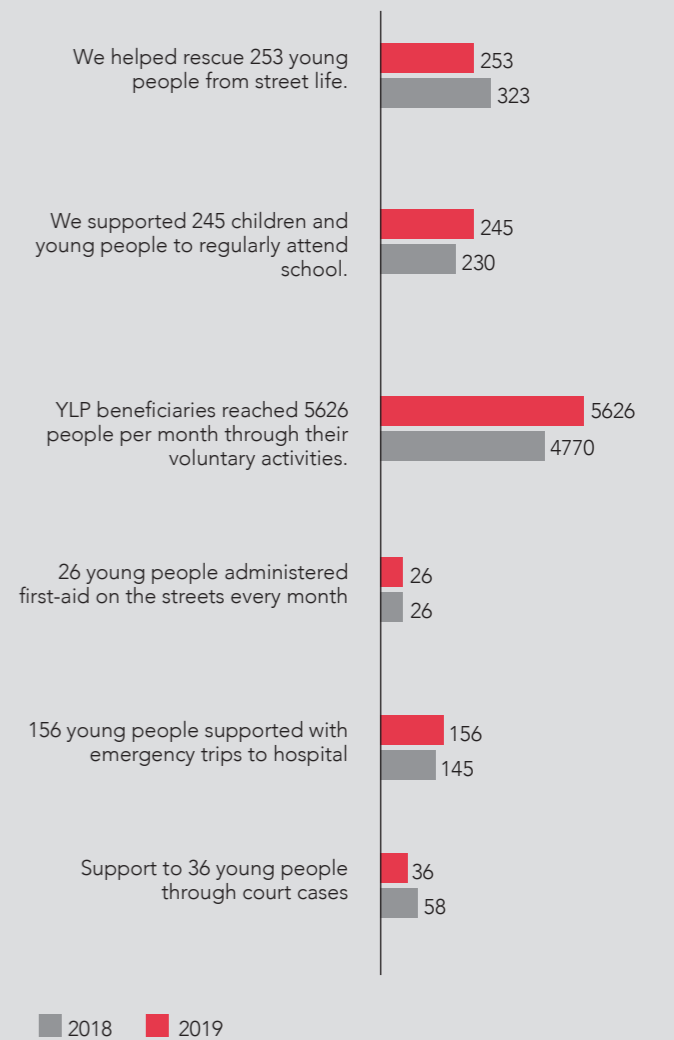
Beyond the emergencies, TR have also seen breakthroughs. Monica after many years of intervention, came off the streets with the help of TR and has been closely supported and mentored by the TR team. Living in a dangerous neighbourhood with her brother and cousins, Monica faces a struggle. However, with the support of TR, she is delighted with the progress she is making on a day to day basis. "The encouragement and belief Cesar and the TR team show to me helps me to keep going", explains Monica. "They check up on me and regularly take me to visit my daughter."

MY SPECIAL TREASURE

This Nicodemus partner project took in four new girls, with an average of 16 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 at other projects. Many of the girls in the home help at the 'Education Centre' which Nicodemus also supports.

STATS: BUILDING THE SOLUTION

In 2019, as part of our Guatemala 'Rescue' work we supported:



IN 2019, WE SUPPORTED **245** CHILDREN AND YOUNG PEOPLE TO REGULARLY ATTEND SCHOOL.

IN GUATEMALA, ALMOST **385,857** YOUNG PEOPLE AND CHILDREN WERE NOT ATTENDING SCHOOL IN 2019.



RESTORE

GUATEMALA RESTORE

OUR WORK IN THIS AREA

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 2019, 78 young people were involved in YLPs and were helped to transition into independent living.

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 all of our partner projects and in January 2019, we took 110 young people to a campsite just outside Guatemala City. We spent time playing board games and football, enjoying a bonfire and worship time. We played wide games, led a devotional and went to a local adventure park with trail walks, playground spaces and giant swings! Due to a

lack of suitable areas and unsafe neighbourhoods in Guatemala, opportunities to socialise for young people are few. For this reason, the Nicodemus annual youth camp is always a key event for the young people to look forward to. The camp provides a space for relationship-building, relaxation, and an opportunity to meet up with old friends and to make new friends.

ANNUAL PARTNER RETREAT

In September we had our annual Partners retreat for our local staff, mentors from our coordinated YLP, and our church and project Partners. 63 people in total were in attendance and Alastair and Debbie Welford travelled to Guatemala for the occasion. A retreat centre on the Pacific coast was the location for the weekend. It was a fun-filled weekend, providing opportunities to build relationships, to strengthen and share vision. Alastair

and Debbie gave a talk about servant leadership and the essence of working in partnership. Two mentors, who both grew up living on the streets gave their testimonies. We were able to spend a lot of time relaxing in the pool, went on an afternoon visit to a zoo and released baby turtles into the ocean, which was a special experience for everyone.



“NICODEMUS, HAVE HELPED ME TO LEAVE THE STREETS, GET BACK INTO SOCIETY AND BE A YOUNG ADULT WITH PURPOSE” CRISTIAN



YOUTH LEADERSHIP PROGRAMMES (YLP)

Our YLPs in Guatemala provide a secure 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 2019, we organised 54 community activities, reaching a total of 547 vulnerable young people. Through volunteering in their churches and local community projects, our young adults in our YLP together helped on average 5,456 young people per month. Over the year we also delivered 7 group meetings with our mentors covering topics of mentoring and relationships, conversation techniques, gangs and grooming, managing emotions and team-work.

MY SPECIAL TREASURE EDUCATION CENTER (EC)

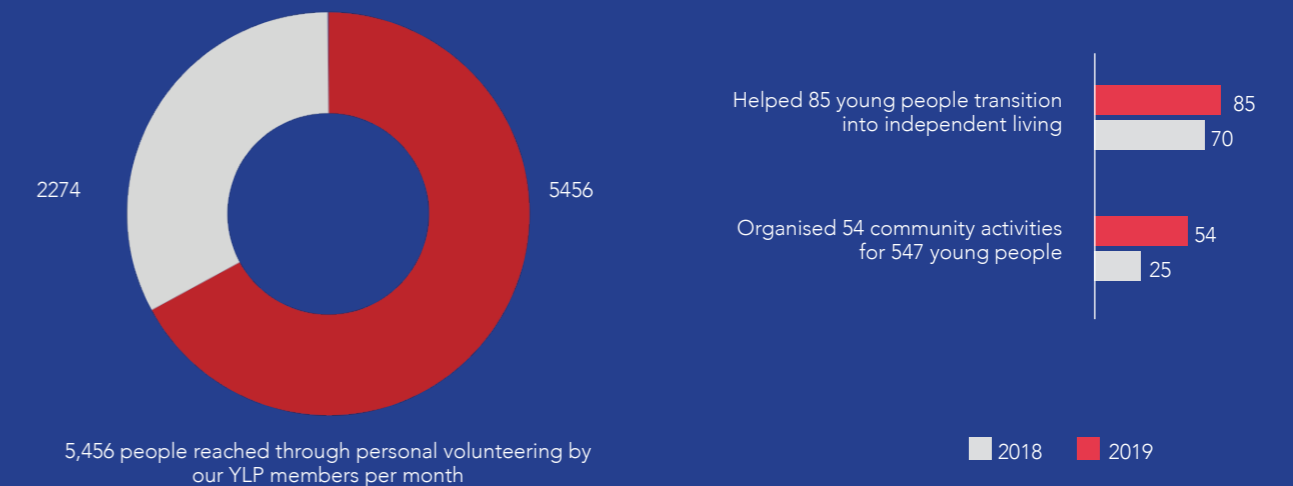
The Education Centre (EC) helps ensure that children in Guatemala who are living in extreme poverty can receive an education. In 2019, 181 children and young people attended the school including ten children with special educational needs. 18 young adults from our YLP received distance learning.

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 Nicodemus-coordinated YLP to offer work experience, volunteering opportunities and employment to young people who would otherwise be vulnerable to gang activity and street life. In addition, rehabilitated and restored ex-street youth from our YLP go in to speak to older teenagers at the Education Centre warning them about addiction, grooming and street life.

STATS: BUILDING THE SOLUTION

During 2019, as part of our Guatemala 'Restore' work, we helped:



THE EDUCATION CENTER 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.



REBUILD



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.

IN 2019, YOUNG ADULTS ON OUR YOUTH LEADERSHIP PROGRAMME:

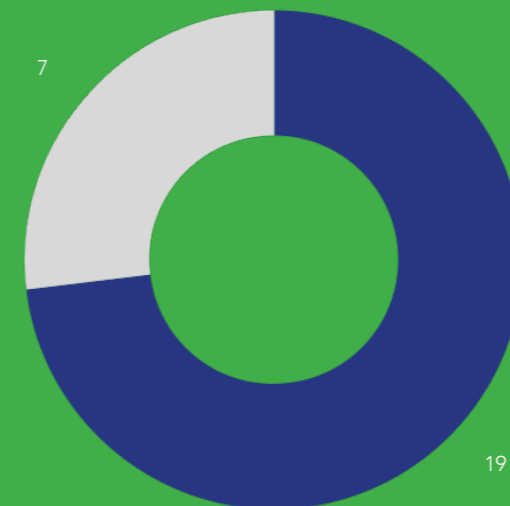
- visited street youth to run games, worship, devotionals and prayer
- ran games, devotionals, baking and self-care sessions with eight of the older girls in the girls' home transition house
- organised football, games and devotionals for young people aged 16+ at the Education Centre.

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 and been trained as youth mentors themselves.

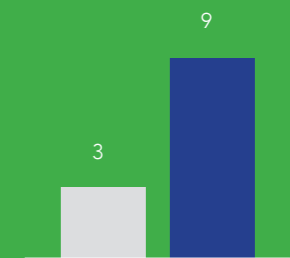
Through seeing young adults, who themselves have come through difficult times, in leadership roles, young people in the Education Centre or the girls' Home are encouraged to become involved in the Youth Leadership Programme themselves and to seek much needed support in their transition into adulthood.

In 2019 Nicodemus ran 54 community activities, 19 social activities and 7 mentor training sessions. We also supported 9 young adults in employment within Nicodemus Partner projects. Altogether, 25 young adults and mentors volunteered within church ministries in 2019.

STATS: BUILDING THE SOLUTION



In 2019, as part of our Guatemala 'Rebuild' work, we supported 19 social activities



9 young adults in employment roles within Nicodemus partner projects.

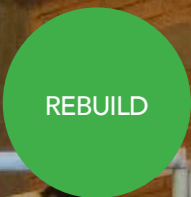
■ 2018 ■ 2019

GUATEMALA REBUILD

OUR WORK IN THIS AREA

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. An essential part of helping young people to rebuild their lives and their communities is our Youth Leadership Programme.



PARTNERSHIP CAPACITY PROGRAMME

In 2019 we developed six new partnerships with local churches and projects. As part of our Partner Capacity Building Nicodemus supports our partners with training, resources and education scholarships. With our Partner churches and projects, we work with youth leaders and volunteers; training and equipping them in topics such as mentoring and relationships, gangs and grooming, teamwork and trauma.

IGLESIA SENDERO DE AMOR (PATH OF LOVE CHURCH)

Located in the rural town of Chimaltenango, 'Path of Love Church' has a thriving youth group which meets every Saturday afternoon and is active in their community; donating staple foods to poor families, providing support to poor widows and carrying out hospital visits. A group of ten youth have been selected to receive training from Nicodemus to start a 'one in, one out' mentoring programme, where each person will mentor a member of the youth attending the church and a teenager at the Education Centre. We have provided training to Path of Love Church in Bible interpretation and context, the history of Guatemala and assertive communication, mentoring, teamwork and logistics.

DIOS BUENA ONDA (DBO) MINISTRIES

Is an active youth ministry in Chimaltenango and is working in neighbouring Antigua as well. Bringing support to a total of 110 people monthly, DBO run a range of community activities; a centre for children, their parents and teenage mothers in a red zone suburb, outreach with child shoe shiners in the central park of Chimaltenango, and meals for the homeless and migrants in Antigua's Central Park. David meets with Ronald, founder of DBO, providing one-to-one support and orientation for the running of the project, and has provided training in relationships and mentoring, history of Guatemala and assertive communication, teamwork and managing emotions.

IGLESIA JESÚS ES EL SEÑOR (JESUS IS LORD CHURCH)

Located in San Miguel Petapa, a large red zone suburb of Guatemala City, the Jesus is Lord Church has a thriving and large youth group of 60 who meet every Saturday and are extremely active in their community carrying out family visits, sports events and other activities. The Pastor, in acknowledging the high scale of outreach activities the church organises, has a great passion for the church to serve intentionally and consistently a couple of selected groups in need, implementing discipleship and mentoring. This year the youth and their leaders have received training in mentoring, activity planning, teamwork and youth counselling.

IGLESIA JESÚS ES EL CAMINO (JESUS IS THE WAY CHURCH)

Located in zone 7 of Guatemala City, a kilometre from the City rubbish dump, this community is marked as a red zone, a dangerous area where gang violence and poverty are rife. The young people in this community are extremely exposed to risk. In serving the local community, Jesus is the Way Church has a medical clinic and a school on site. This year their team of youth leaders have received training in relationships and discipleship, managing emotions, history of Guatemala and assertive communication, and mentoring.

IGLESIA CASA DE GRACIA (HOUSE OF GRACE CHURCH)

Located in Palin in the department of Escuintla, the small team of youth leaders at House of Grace Church, with support from Nicodemus, have been organising an evening once a week with a meal and an evangelistic talk for marginalised youth in the community. David has been working closely with Oliver aged 19 years-old, the pastors' son and youth leader, giving him one-to-one support and orientation and has provided training to the youth leaders about casting vision and events organisation, activity planning and teamwork.

AVIV

Located in Villa Nueva, a red zone suburb of Guatemala City, AVIV provides tutoring, English classes and a weekly youth Hub to 28 marginalised youth. David meets with Elder and Monica, providing one-to-one support and orientation for running of the project, and has provided training in events planning and logistics, and networking with other projects.



FERNANDA'S STORY

Fernanda is a 29-year-old woman from Guatemala who found herself living on the streets throughout her teenage years. (Fernanda right)

A single mum raising three young children, one who suffers from Leukaemia, Fernanda's life hasn't been a straight-forward one. Growing up in a very abusive family and never knowing her mother, Fernanda has had very few female role models in her life. Six years ago, Fernanda was finally able to turn her back on the street life and through the support of one of our partner projects, 'Time of Rescue,' was able to return home and come off all drugs.

Carrying her baby daughter on her back, she would sell sweets on buses in an attempt to do whatever she could to support her children and stay off the streets. With no support from the children's' father or any other family members it came as a real shock when the father's mother suddenly filed a court case against Fernanda for negligence and not taking care of her baby properly.

Now also having to endure court cases on top of everything else most

people might have just given up. But with ferocious determination and an incredible fighting spirit, Fernanda persevered. The court ordered her to find psychological support and get a formal job if she was to keep her baby. Fernanda had joined the Youth Leadership Programme six months prior to the court case and had started building up great relationships with Nicodemus. We were able to find her psychological support free of charge through a local organisation and eventually also managed to find funding to take Fernanda on at the Education Centre as a cook in the kitchen. Now earning herself a proper wage, Fernanda was able to keep her baby and is thriving in her new environment. Her fighting personality and incredible dedication as a mum has seen this young woman turn a corner and grab her second chance at life with both hands.



HER FIGHTING PERSONALITY
WAS THE KEY TO
HER SUCCESS
IN TURNING
AROUND HER
LIFE WITH

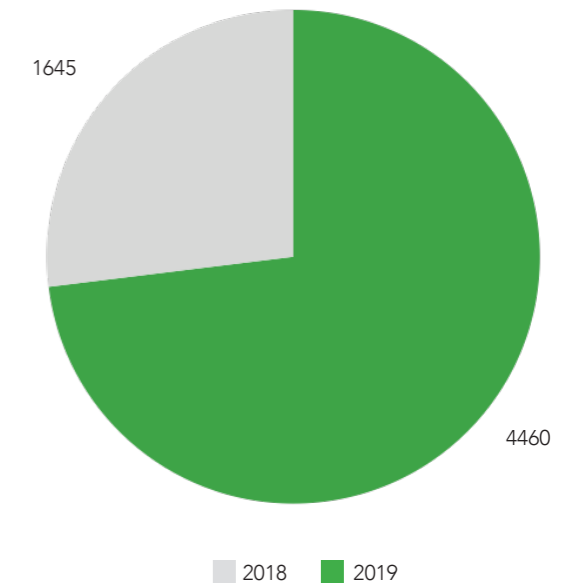


STAFF & VOLUNTEERS

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

We have many committed staff continuing to develop our work in a creative way. This year we have added a YLP coordinator in Guatemala in order that we can deliver greater depth & reach to our work. In 2019 we had 6 staff in the UK and 5 staff in Guatemala.



GUATEMALA SUMMARY & LOOKING TO THE FUTURE

2019 has been a rewarding year for the work of Nicodemus in Guatemala. Our recruitment of Saira Prado, previously a mentor with us for five years, as our new coordinator of our Youth Leadership Programme has seen our programme grow further in its attention to detail, equipping of mentors and service to our young adults. David Dominguez moved into the role of Partnerships Coordinator in Guatemala, which has seen us serve and equip six new church and project partners throughout this year.

This year we made two trips to El Salvador to start to make initial contact with three potential partners; a Children's Home, a church programme serving

vulnerable teenagers and young adults from their community, and a church programme providing residential care, rehabilitation, and employment through an onsite bakery to ex-gang members. At the end of 2019 we are in the process of recruiting another Partnerships Coordinator to strengthen our existing Guatemalan network and develop our El Salvador network starting in 2020.

Moving into 2020 we look ahead, excited for more opportunities in Guatemala and El Salvador, to form more partners and to help more marginalised young people needing support and care as they transition into young adulthood.



VOLUNTEERS

7521 HOURS

Nicodemus is very grateful to our volunteers in both the UK and Guatemala who gave **7,521** hours of their time in 2019 to transform the lives of marginalised young people.

Altogether in 2019, through our Rescue, Restore and Rebuild projects and partnerships, we supported **4460** young people across the UK and Guatemala to make positive life changes.



SOPHIA LIPSKA

DELIVERY & DEVELOPMENT MANAGER

“WORK ALONGSIDE SO MANY INSPIRATIONAL INDIVIDUALS WHO ARE NOT ONLY PASSIONATE TO SEE CHANGE, BUT WHO WILL GO THE EXTRA MILE TO MAKE A DIFFERENCE IN OUR COMMUNITIES.” SOPHIA

I have been working in Nicodemus for 1.5 years, and my main role consists of supporting partners through their one to one and Hub Training sessions, where I help them to plan and develop their projects, as well as to access the resources they need to make their projects sustainable for the longer term. Also, as part of my role, I carry out fundraising, in addition to managing some of our fundraising team and training new staff members.

Being part of Nicodemus has given me a real insight into the challenges that young people are facing across the UK, as well as overseas, and has motivated me to want to

do more. I have been able to work alongside so many inspirational individuals who are not only passionate to see change, but who will go the extra mile to make a difference in our communities. Working with both our team, and with our partners, has been the most amazing journey as on a personal level, I have been able to become a part of the development of various projects and interventions, through which I have also been able to find and pursue my own passions along the way.

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 DECEMBER 2019 FOR NICODEMUS

Contents of the Financial Statements

For the year ended 31 December 2019

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Detailed Statement of Financial Activities	68

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

REFERENCE AND ADMINISTRATIVE DETAILS

For the year ended 31 December 2019

Trustees A W Welford
Mrs D M Welford
G Freeman
Mrs J Matthews
D L Holden
Mrs H Skaife

Registered 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 2019

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 2019. 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

Objectives and aims

Please refer to pages 6-15

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 33,47

ACHIEVEMENTS AND PERFORMANCE

Please refer to pages 16-49

FINANCIAL REVIEW

Financial position

The total net deficit for the period was £2,271 (2018 : surplus £14,682), comprising unrestricted incoming resources of £387,452 (2018 : £281,060) and unrestricted resources expended of £389,723 (2018 : £266,378) and restricted incoming resources of £54,204 (2018 : £8,000) and restricted resources expended of £54,204 (2018 : £10,000).

Total funds at the year end were £38,327 (2018 : £40,598) being unrestricted of £38,327 (2018 : £40,598) and restricted of £nil (2018 : £nil).

Investment policy and objectives

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

Reserves policy

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

FUTURE PLANS

Please refer to pages 32-33, 46-47

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 2019

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.

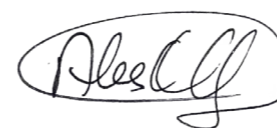
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 2019

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 07.09.20 and signed on its behalf by



AW Welford - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF NICODEMUS

For the year ended 31 December 2019

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 2019.

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:

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2019

	Unrestricted Fund £	Restricted Fund £	2019 Total Funds £	2018 Total Funds £
Notes				
INCOME AND ENDOWMENTS FROM				
Donations and legacies	2 174,348	-	174,348	147,118
Charitable activities	3			
Charitable activities	158,900	54,204	213,104	133,942
Total	333,248	54,204	387,452	281,060
EXPENDITURE ON				
Raising funds	4 19,755	-	19,755	19,305
Charitable activities	5			
Charitable activities	315,764	54,204	369,968	247,073
Total	335,764	54,204	389,723	266,378
NET INCOME/(EXPENDITURE)	(2,271)	-	(2,271)	14,682
RECONCILIATION OF FUNDS				
Total funds brought forward	40,598	-	40,598	25,916
TOTAL FUNDS CARRIED FORWARD	38,327	-	38,327	40,598

BALANCE SHEET

At 31 December 2019

	Notes	Unrestricted Fund £	Restricted Fund £	2019 Total Funds £	2018 Total Funds £
FIXED ASSETS					
Tangible assets	11	2,940	-	2,940	4,410
CURRENT ASSETS					
Debtors	12	17,190	-	17,190	990
Cash at bank		24,739	-	24,739	41,238
		41,929	-	41,929	42,228
CREDITORS					
Amounts falling due within one year	13	(6,542)	-	(6,542)	(6,040)
NET CURRENT ASSETS		35,387	-	35,387	36,188
TOTAL ASSETS LESS CURRENT LIABILITIES		38,327	-	38,327	40,598
NET ASSETS		38,327	-	38,327	40,598
FUNDS	14				
Unrestricted funds				38,327	40,598
TOTAL FUNDS				38,327	40,598

BALANCE SHEET - CONTINUED

At 31 December 2019

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2019.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2019 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 07.09.20 and were signed on its behalf by:



A W Welford -Trustee

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2019

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

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 2019

	2019 £	2018 £	
2. DONATIONS AND LEGACIES			
Donations	172,233	145,628	
Gift aid	2,115	1,490	
	<u>174,348</u>	<u>147,118</u>	
3. INCOME FROM CHARITABLE ACTIVITIES			
	Activity		
Grants	Charitable activities	54,204	89,400
Partners hubs & workshops			
UK fees	Charitable activities	158,900	44,542
		<u>213,104</u>	<u>133,942</u>
Grants received, included in the above, are as follows:			
Other grants		<u>54,204</u>	<u>89,400</u>
4. RAISING FUNDS			
Raising donations and legacies			
Salaries	18,583	18,915	
Other costs	1,172	390	
	<u>19,755</u>	<u>19,305</u>	

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2019

	Direct costs £	Support costs (See note 6) £	Totals £
5. CHARITABLE ACTIVITIES COSTS			
Charitable activities	361,157	8,811	369,968

6. SUPPORT COSTS

	Other Costs £	Governance Costs £	Totals £
Charitable activities	6,891	1,920	8,811

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

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2019

8. TRUSTEES' REMUNERATION AND BENEFITS

During the period, expenses totalling £7,240 (2018: £7,193) were reimbursed to trustees for expenses incurred on behalf of the charity.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2019 nor for the year ended 31 December 2018.

9. STAFF COSTS

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

2019	2018
10	8

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	147,118	-	147,118
Charitable activities			
Charitable activities	125,942	8,000	133,942
Total	273,060	8,000	281,060
EXPENDITURE ON			
Raising funds	19,305	-	19,305
Charitable activities			
Charitable activities	237,073	10,000	247,073
Total	256,378	10,000	266,378

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2019

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - CONTINUED

	Unrestricted Fund £	Restricted Fund £	Total Funds £
NET INCOME/(EXPENDITURE)	16,682	(2,000)	14,682
RECONCILIATION OF FUNDS			
Total funds brought forward	23,916	2,000	25,916
TOTAL FUNDS CARRIED FORWARD	40,598	-	40,598

11. TANGIBLE FIXED ASSETS

COST

At 1 January 2019 and 31 December 2019

Motor
vehicles
£

7,350

DEPRECIATION

At 1 January 2019

2,940

Charge for year

1,470

At 31 December 2019

4,410

NET BOOK VALUE

At 31 December 2019

2,940

At 31 December 2018

4,410

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2019

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR COST

	2019 £	2018 £
Trade debtors	13,000	-
Prepayments	4,190	990
	<u>17,190</u>	<u>990</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Trade creditors	2,861	3,532
Social security and other taxes	1,150	498
Other creditors	611	150
Accruals and deferred income	1,920	1,860
	<u>6,542</u>	<u>6,040</u>

14. MOVEMENT IN FUNDS

	At 1.1.19 £	Net movement in funds £	At 31.12.19 £
Unrestricted funds			
General fund	40,598	(2,271)	38,327
TOTAL FUNDS	<u>40,598</u>	<u>(2,271)</u>	<u>38,327</u>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2019

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	333,248	(335,519)	(2,271)
Restricted funds			
Restricted fund	54,204	(54,204)	-
TOTAL FUNDS	<u>387,452</u>	<u>(389,723)</u>	<u>(2,271)</u>

Comparatives for movement in funds

	At 1.1.18 £	Net movement in funds £	At 31.12.18 £
Unrestricted funds			
General fund	23,916	16,682	40,598
Restricted funds			
Restricted fund	2,000	(2,000)	-
TOTAL FUNDS	<u>25,916</u>	<u>14,682</u>	<u>40,598</u>

Comparative 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>

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2019

14. MOVEMENT IN FUNDS - CONTINUED

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

	At 1.1.18 £	Net movement in funds £	At 31.12.19 £
Unrestricted funds			
General fund	23,916	14,411	38,327
Restricted funds			
Restricted fund	2,000	(2,000)	-
TOTAL FUNDS	<u>25,916</u>	<u>12,411</u>	<u>38,327</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	606,308	(591,897)	14,411
Restricted funds			
Restricted fund	62,204	(64,204)	(2,000)
TOTAL FUNDS	<u>668,512</u>	<u>(656,101)</u>	<u>12,411</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 £145,078 (2018: £119,540) were made by the Trustees and their related parties to the charity during the year.

During the year, the charity paid for services of £33,524 (2018: £35,991) to relatives of the trustees. At the balance sheet date £1,924 (2018: £2,675) was owed to the relatives of the trustees by the charity.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

For the year ended 31 December 2019

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 2019

	2019 £	2018 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	172,233	145,628
Gift aid	2,115	1,490
	<u>174,328</u>	<u>147,118</u>
Charitable activities		
Grants from Trusts & Foundations	54,204	89,400
Capacity Building & Training income	158,900	44,542
	<u>213,104</u>	<u>133,942</u>
Total incoming resources	<u>387,452</u>	<u>281,060</u>
EXPENDITURE		
Raising donations and legacies		
Salaries	18,583	18,915
Other costs	1,172	390
	<u>19,755</u>	<u>19,305</u>
Charitable activities		
UK YLP Hubs	198,983	98,629
Guatemala YLP Hubs	70,849	64,817
Guatemala RESCUE	31,299	32,201
Guatemala RESTORE	19,665	12,776
Guatemala REBUILD	40,361	26,091
	<u>361,157</u>	<u>234,514</u>
Support costs		
Other		
Office	4,316	4,959
Marketing	1,105	505
Transport	1,470	1,470
	<u>6,891</u>	<u>6,934</u>

DETAILED STATEMENT OF FINANCIAL ACTIVITIES - CONTINUED

For the year ended 31 December 2019

	2019 £	2018 £
Governance costs		
Independent examiner's fees	1,920	1,860
Administration	-	3,765
	<u>1,920</u>	<u>5,625</u>
Total resources expended	<u>389,773</u>	<u>266,378</u>
Net (expenditure)/income	<u>(2,271)</u>	<u>14,682</u>





NICODEMUS

Believing in Young People

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Registered Company Number 10300111