

Registered Charity Number 1170143  
Registered Company Number 10300111  
(England and Wales)

# ANNUAL REPORT

# 2017



**NICODEMUS**  
*Believing in Young People*

#TransformALife





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# CHAIRMAN'S FOREWARD

*We are very encouraged by the achievements that have been attained this year as many young lives have been changed. We continue to celebrate the lives of young adults who have lived very harsh and marginalised lives. Yet, in spite of their challenging pasts, today they impact other young people who need support and mentoring to journey through life's difficulties.*



In 2017, we made a successful transition from our former charity (1102456), in order to modernise our legal structure going forward to all projects and operations since 2017 now being accomplished through our new Charity (1170143). This annual report gives a picture of where we are and where we are heading.

We are delighted to have rescued and are in the process of rescuing 1392 young people and children through our TAKEN Rescue Mission. We have worked with over 130 young people on our TRANSFORM Youth Leadership Programme who in turn have impacted a further 3478 people within their local community. This is remarkable as we see growth year on year of young people experiencing healing as they help others.

2017, has been a very inspiring year for Nicodemus as we partner with churches, community groups and schools, with similar visions and passions to our own. These initiatives will enable us to reach out to a higher number of marginalised young people while expanding our reach and impact.

We passionately believe, that together, we can do more. Working together, embracing future opportunities and expanding our scope, while empowering local communities through training, development and capacity building. Simultaneously changing the life chances of marginalised young people.

Looking ahead, we intend to continue our existing services and partnership model. We shall also be developing the projects within our eleven Partnerships projects in Guatemala and our thirteen Partnerships Projects in the UK. This will ensure that together we provide innovative programmes that empower young people to rebuild their own lives. This will include the development of additional partnerships in local communities that enable those within the communities to reach young lives and transform the broader community.

transform the broader community. additional partnerships in local communities that enable those within the communities to reach young lives and transform the broader community.

**THANK YOU,** to all our volunteers, donors, staff, young leaders, partners and stakeholders. You have made all this possible through your continued support. We are now in a position to do more seed planting into the lives of young people and giving them optimism for today and a positive outlook for tomorrow. You have all sacrificed your time and financial resources; giving to young people who are marginalised and too often overlooked. Your generosity proves to our beneficiaries that there are people who care and who are willing to stand in the gap.

**TOGETHER,** we bring hope for a brighter future and empower young people to impact their communities.

**Alastair Welford**  
Chairman





## Our Programmes

### Vision

Our Vision is a just world where; Every young person is free from poverty and experiences healing by participating in breaking the cycle of poverty in their world.

Creating a Ripple Effect...

### Mission Statement

To **rescue**, **restore** and **rebuild** young people unlocking their full potential. Equipping and empowering them to live interdependently free from poverty, leaving a lasting legacy and enabling them to be ambassadors in their communities and their world.

The Nicodemus Youth Leadership Programme (YLP) in Guatemala and the UK is a youth-led programme working with some of the most hard-to-reach and marginalised young adults by building relationships, trust, stabilizing and gently progressing young people to take leadership and ownership of their communities.

Through the various services provided by YLP, we help young people develop aspirations, a sense of stability in their lives and give them the opportunity to develop within the wider community, gaining skills for life transition.

## Strategies for Achieving Our Aim

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





Relationships & Love

Innovative

Inclusive Support

Integrity

Restoring

Trust

Passionate

Empowering

Christ



## Restoring Lives

### No Longer Left Behind

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, marginalised and forgotten.

## Raising Leaders

### Youth Led

We believe that young people have the power, energy and potential to transform their lives and, qualified by experience, to transform their communities and their world.

## Reviving Communities

### Community Based

Our programmes are all implemented by local people who are passionate about rebuilding young lives, empowering and equipping them to transform their communities. All our volunteers, staff and partners have a shared vision and the common goal to increase the effectiveness of and make a positive impact on the lives of young people, who in turn are healed and restored as they rebuild their communities through social action.



# Mentoring

Most of the young people we work with have come from dysfunctional families, living on the streets and lack the direction of a caring, responsible adult to provide a space where active listening and reflection can create positive choices. In our structured mentoring programme, a supportive and caring mentor will be matched and work personally with a young person. The mentor's role is to build a relationship with the young person by building trust, offering guidance, support, and encouragement to cultivate the youth's positive and healthy development.

## One 2 One Support

- Provide informal advice & guidance
- Crisis Support
- Support in Life transitions
- Bible study & prayer support (optional)
- Encouragement & planning of social action
- Moral and emotional support
- Reflecting on performance & establishing goals & objectives
- Academic tutoring
- Support in searching for employment and placements
- Learn how to establish & sustain healthy relationships
- Responsibility & commitment for their part in the friendship
- Assign to other appropriate and available services
- Explore next steps



## Crisis Support

Many of the young people that we work with have come from broken backgrounds and are estranged from their family. This creates emotional and psychological difficulties as they go through transition. Their natural response is to seek relief through drugs, alcohol and self-destructive cycles that give birth to addictive and negative behaviours. Our Crisis support service provides assistance when needed the most, picking up the pieces and allowing young people to create positive strategies, breaking the cycle of negative reactions. Providing immediate response within a safe environment and a trusted adult to bring clarity and calmness in the stressful situation. e.g. self-harm, extortion, domestic and gang violence, bereavement and rejection.





## Young Adults with Purpose

Our youth social action programme is where young people are empowered to make a difference in their community, demonstrating leadership skills whilst changing the lives of others.

- Young Adults with Purpose monthly group community activities
- Explore, encourage and secure personal volunteering opportunities for young people
- Skills and employability development
- Community development

Living in a country where poverty, addiction, street-life, violence and gang crime are rife, the young adults' personal experience of these ongoing struggles enables them

to effectively support and empathise with others, creating long-lasting positive changes in their communities.

Having experienced life-enriching restoration in their own lives, the young adults are passionate and equipped to participate in and lead initiatives that serve others in need. Nicodemus provides coordination for this movement, offering financial support for bi-monthly community outreach activities such as hospital visits, activities for street youth and child shoe shiners, children's home and rehabilitation home visits, and more.

## Educational Support

Many of the young people that we work with come from families, quite often many of whom are disintegrated, with little income and often just earning enough to eat poorly and pay extremely basic living expenses. Paying for your children to go to school quickly appears very low in the priority pile. Many of the young adults we support with education are often up to 5 years behind where their age dictates they should be, with some having not yet finished primary schooling. The gift of an education to a young person in Guatemala under such circumstances is craved and valued. An education for one of our young people lifts self-confidence, knowledge and employability prospects.



# SAMMY'S STORY

Sammy's relationship with her mother wasn't great and at 15 years she was taken into care. She ran away and after having her first child, who was removed and adopted, her confidence and self-esteem hit an all-time low. During this dark period she committed suicide but within minutes of her death a homeless man found her, and the paramedics brought her back to life. Sammy found herself pregnant again and living in a young mother's hostel and due to her self-harm and depression her second child was removed too.

Over time Sammy's Nicodemus Mentor helped her grow in confidence. Sammy says "since I have been part of Nicodemus I have changed for the better. Nicodemus feels like the family I never had, it's very special for me". She now volunteers in a café and hopes to overcome her fear of interviews to get a full time paid job soon. Sammy says, "I'm over half way there and I'm still going!"

Initially Sammy isolated herself from the Nicodemus Hubs (social events) she had been too anxious to attend. In 2017 she helped cook the annual Christmas dinner but had decided to stay in the kitchen all evening. She ended up leading the kitchen team and overcame her fears to eat dinner with everyone!

Sammy still has struggles, but she is determined to overcome them; "the scars will fade but there's a story behind them". With the support of Nicodemus, she hopes to use her past to help change someone else's life.

"NICODEMUS FEELS  
LIKE FAMILY"





# RESCUE

A group of the young adults helped significantly with preparation and delivery at YLP Hub events for mentees, mentors and Foyer/Rachel House residents.

## UK Summary

As our new UK Partnership model is being developed, we continue to run and build the work we are doing with the Youth Leadership Programme (YLP) Hub in Banbury. We plan to identify a partner for our YLP Hub Banbury with a like-minded organization so that we can continue developing the staff and volunteers while increasing its capacity to impact change. The YLP Hub Banbury has been working with hard-to-reach and marginalised young adults. This has meant building relationships, trust, stabilising and gently progressing the young people to take leadership, and ownership of their communities.

### YLP Lab Banbury

The young people have designed and developed the YLP through a new youth ambassadors steering committee, YLP Lab, where five young people contribute to changing their lives and rebuilding their communities.

### Youth Leadership Programme (YLP) Hub Activities

The YLP Hub Activities provide a place where vulnerable young people are able to gain trust amongst their peers and supportive adults. It has given them the ability to develop their social life and communication skills to realise their full potential, making a positive contribution to society.

Through the various services provided by YLP, this year we have helped young people develop aspirations, a sense of stability in their lives and give them the opportunity to volunteer into the broader community, gaining skills and confidence for their life transition.



#TransformALife

10

▲ 2016

10

▲ 2017

### Events Organised

For the Foyer (Youth Homeless hostel) and Rachel House (Young Mothers Hostel) residents including community / team building and social development activities.

27

▲ 2016

32

▲ 2017

### Young Adult Attendance

Young adults (and 13 dependent children) from supported living projects attended and engaged with at least one of these events.



# RESTORE

## UK Partnership Development

We are happy to share that in 2017 we are working with 12 new partners to develop innovative projects that will transform the lives of young people and impact the local community.

This year we have been able to develop partnerships that will enable us to meet a broader range of young people, this includes those who are at risk from grooming, radicalisation and criminal activity. We have designed programmes that provide both preventions for young people at risk and intervention for those already engaged. Please see two of the programmes we have funded this year outlined on this page.

### LEGIT Summary

- 40-week youth enterprise
- For young people aged 11 to 19 yrs
- Support & train young people
- Gain skills to generate legal income
- Practical workshops
- One to one support
- Business ideas & research
- Pilot schemes

### LEGIT

We are excited for our new Partnership with Westbourne Park Family Centre. LEGIT is a 40-week youth enterprise hub for young people aged 11 to 19 years. Legit aims to support and train young people who are marginalised and at risk of engaging in illegal methods to attain income. Through this programme, young people will gain skills to generate income through legal means, and through a series of practical workshops with one to one support. The LEGIT objective is that the young people will be able to explore business ideas, research and then run pilot schemes in their local area. They also have opportunities to hear from other entrepreneurs who have successfully set up businesses locally. We look forward to seeing LEGIT flourish and transform the lives of young people who will tangibly benefit from this type of support. Your support enables Nicodemus to partner with others like Westbourne Park Family Centre, to impact their local community.



### Outcomes



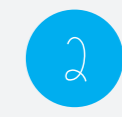
▲ 2017

#### Launch of YLP Hubs

Westbourne Park LEGIT & All Saints Higham's Park Specialist Mentoring Project.

#### YLP Banbury

Young adults in the mentoring programme.



▲ 2016



▲ 2017



▲ 2016



▲ 2017

#### YLP Banbury

Young adults regularly attending YLP Hubs.

### Specialist Mentoring Programme

#### All Saint's Highams Park

We are happy to be partnering with All Saint's Highams Park to provide a Specialised Mentoring Programme to meet the needs of young people who are going through a crisis or challenging problems. The Mentoring and themed practical workshops are for youth who are at risk of drug exploitation, being groomed, radicalised and engaging in criminal activity. The aim is to reduce the risk of them becoming NEET's (Not in education, employment and training) and to promote positive engagement, community cohesion and social inclusion while giving them the space to discuss and learn how to make positive life choices.





# BEN'S STORY

Coping with everyday life was a real challenge for Ben after a long period of living on the streets. He lacked self-confidence, struggled with meeting new people and how to cope with his mental health.

Ben was introduced to Nicodemus and joined our Mentor programme 2 years ago. His Mentor got alongside Ben and has not only been a listening ear but has also helped him with withdrawals from his addiction and helps him to cope with his anxieties.

Ben hopes in the future to have a full-time job and a better place to live outside of town. He goes fishing with his Mentor and has found a lot of peace and enjoyment in doing this. He likes nature and would love to live in the countryside as he has lived in the same town since he was 4 years old. Ben would like to live somewhere new and fresh and get away from the difficult memories and people from his past.

Ben has an NVQ level 1 & 2 and with the support of Nicodemus we hope Ben will get his driving license so he can get a job as a car technician. For now, Ben is on a journey and is an inspiration and encouragement to anyone else going through similar troubles to his own.



**"ON A JOURNEY & AN INSPIRATION"**

He is a perfect example of what a difference one person believing in another can make!



# REBUILD

## UK Summary

2017 has seen a lot of development in the lives of the young adults who had previously been beneficiaries of Nicodemus. In November 2016, we had a youth consultation called "The Big Breakfast". During this session young people, including those living in hostels, mother and baby units for teenage girls and young people who have transitioned into independent living, were able to voice their needs and concerns. Five young people signed up to be on the youth ambassadors steering group, designing and delivering the youth-led programmes and making up the Youth Steering Group.

## Development & Training Days

This has further developed through the development and delivery of youth-led training for young adults who are socially excluded, marginalised and vulnerable. They often find themselves in a variety of stressful situations; including, homelessness, single parenting, unemployment and addiction. Young adults have shaped their own personal stories focusing on areas

dealing with recognising and confronting domestic violence. The development/training days have been led by young adults who again, often find themselves overlooked because of their background and/or circumstances. They have often been through or are going through stressful situations. They will be supported by a professional trainer and volunteers, who will assist and encourage young adults to use their experience to help others who are at risk or vulnerable.



## Survivor

2017, has had a fantastic start and has gone from strength to strength. The development of a youth-led training programme for schools called SURVIVOR. This Youth Led training, assembly and workshop are specially designed to raise awareness in schools about Domestic Violence. Through the development of this programme, young adults have:

- Gained skills in public speaking, training delivery and interpersonal skills.
- Acquired leadership skills, change their communities, gain confidence in teamwork, confidence building, time management and employability skills.
- Support youth leadership, peer support and empower young adults to use their life experiences to impact the lives of others.
- Supported young adults to work more closely with a variety of agencies.

50

people have been impacted by the volunteering

3

young adults

## 2017

7

Steering group meetings.

4

Young adults became Ambassadors creating and developing programmes for other marginalised young people, attending .

1

The recruitment of a Young Adult in the role of Trainee YLP Hub Coordinator who is developing her transition from being the beneficiary to enabling change in the lives of other young people.

2

Young Adults being Ambassadors for young homeless people by doing presentations and sharing their personal experiences to professionals and leaders in conferences and business breakfast meetings, increasing the awareness of the needs and stereotyped images of marginalised young people.





# UK

## Aspirations

In 2018, we are anticipating another year of growth as we enter into partnership with like-minded organisations to expand our reach to a higher number of overlooked young people. We will be working on developing more projects and securing more partnerships. These include delivery of Westbourne Park LEGIT project and All Saints Higham's Park 'Specialist Mentoring Project.'

## Future Plans

We are also looking forward to the development of the YLP Hub in Banbury which will include, launching a Banbury 'Specialist Mentoring Project', working with the local police and schools.

We also look forward to the young adults delivering the 'SURVIVOR' programme in schools, raising awareness of domestic violence amongst teenage pupils.

## Challenges

Ensuring we have the right staff, who have a passion for changing the lives of young people is one challenge we anticipate. Developing young adult training will empower them in the future to become change agents in the lives of other young people. This is central to the Nicodemus vision and we see this as a model we would like to implement as young adults volunteer and become more confident and experienced within the charity sector and beyond.

2  
New Hubs Launch

4  
Young Ambassadors

4  
Domestic Abuse Awareness Course

12  
Working with 12 Partners



## Key Milestones

**2017, has been a year where we are seeing young adults taking back responsibility for their communities and making a real impact. We are also seeing new projects being developed in partnerships. We have so much to celebrate including:**

The launch of two YLP Hubs, Westbourne Park LEGIT project and All Saints Higham's Park Specialist Mentoring Project. Working with 12 partners in the development of projects to change young lives.

Four young adults becoming Ambassadors creating and developing programmes for other marginalised young people, attending seven steering group meetings.

The recruitment of a passionate young adult in the role of Trainee YLP Hub Coordinator who is developing her transition from the beneficiary to enabling change in the lives of other young people.

Four young adults involved in training being given by Emma Jenkins who reached the top of her field in marketing and sales by the time she was thirty. She has travelled the world and even gave up her job last year to volunteer for Nicodemus in Guatemala. When Emma returned to the UK, she asked if there was anything she could do to help Nicodemus locally. She is now training four young people in how to make calls to schools offering to present the "Survivor" course (a domestic abuse awareness course). All four of these young people have been victims of domestic abuse and now want to take their past experiences and make sure that others know the signs and can find help if they have experienced or are struggling with domestic abuse.

One of our regular Young People, Rhiannon is about to move out of Rachel House (a home for young mothers). She is doing extremely well and is attending the training. Rhiannon has just ended an abusive relationship with her daughter's father as she said she had realised through being involved with the making of "Survivor" that she did not have to put up with his behaviour any longer!

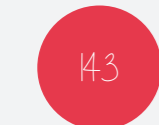


# RESCUE

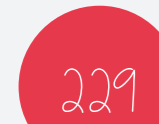
## Guatemala Summary

Working with our partner projects, 2017 has seen Nicodemus continue to rescue many marginalized young people who are overlooked and are living on the fringes of society. In 2017 Time of Rescue (TR) rescued 244 children and youth (229 in 2016 and 143 in 2015). Throughout the course of the year the Girls Home (GH) cared for a total of 20 girls (21 in 2016 and 20 in 2015). The Education Centre (EC) enrolled 133 children (121 in 2016, 107 in 2015).

Street Rescues...



▲ 2015



▲ 2016



▲ 2017

### Time of Rescue

Time of Rescue (TR) continues having a significant impact on lives, building relationships and intervening in emergency situations. TR receives countless emergency calls attending to family and medical issues. Lives continue to be saved and receive urgent medical care. A big loss this year was Jorge who passed away in his late twenties. Jorge lived almost his whole life on the streets and built his lifestyle with street living without ever expressing any real intent to leave street life. TR, especially director Cesar, had a strong bond and friendship with Jorge built up over many years of both hard and enjoyable experiences lived together. Jorge left behind his partner and three children who are living together in a rented room and continue with TR support. Such an experience enforces why TR values first young people having their identity in Christ before any other needs they have.



Girls cared for...



▲ 2015



▲ 2016



▲ 2017

Children Enrolled...



▲ 2015



▲ 2016



▲ 2017

### Girls Home

The GH continues to operate specializing in receiving physically abused teenage girls from the children's courts. The GH is their first point of rescue as they then transition through to restoration, healing and care as part of their experience of life at the GH.

### Education Centre

At the end of 2017 the EC received permission from the Ministry of Education to teach nursery and the last year of lower secondary school. The EC receives and helps children who live in extreme poverty and are at risk. Receiving this permission from the Ministry of Education means the EC can reach more at risk children.

### 2016

229  
3  
172  
257  
77  
10  
279  
169  
35  
121

### 2017

244  
3  
178  
199  
90  
10  
547  
299  
50  
133

### Outcomes

- Rescues
- Girls rescued and moved to Girls home
- On average street children and youth attended to per month
- Accusation cases attended to with government social worker
- Court appearance cases
- Street groups attended to across the year
- Administered first aid
- Street youth taken to hospital
- Funerals for street children and youth
- Children enrolled at the education centre





# ALEJANDRA'S STORY

Alejandra, the second of five siblings, grew up in the harshest of environments. An absent working mother and harsh living conditions left Alejandra and her sisters vulnerable. Through her childhood Alejandra spent the mornings at school and the afternoons on the streets scavenging for food and stealing. Abused and beaten by her mothers' boyfriend and the shock of the murder of her older brother left Alejandra's world shaken. Her home pushed her away and the streets pulled her in.

"I never was given the space and opportunity to be a child, to play and be someone. I had no self-value."

Alejandra was desperate to put her pain behind her. Little by little the streets pulled her into glue-sniffing, drug taking and alcohol abuse until her addiction set in. She spent her late childhood and all her teenage years on the streets. Time of Rescue developed a strong bond of friendship and trust with Alejandra of which this special relationship proved vital in her decision making in her early adult life. In her early 20s, Alejandra became pregnant on the streets. After birth at the hospital her baby girl, Crystal, stopped breathing and was on the verge of death. During these moments with Cesar of Time of Rescue, Alejandra wailed a promise to God, that if God would bring her daughter back to life then she would never go back to the streets.

God kept His promise, and so did Alejandra. On leaving the streets Alejandra integrated into YLP, attending and participating in social and community activities. Her self-esteem slowly built as she joined a group of young people who had lived the same life experiences as her. The following year Nicodemus gave Alejandra an education scholarship and she finished off and graduated from secondary school – a huge achievement and something she never thought would be happen.

YLP has given Alejandra aspiration and hope. She serves with Taty, her mentor, in Sigo Vivo which is a ministry working with street youth. Alejandra is now an ambassador and an inspiring example to her street friends.

Alejandra's biggest lessons she passes on to her friends still living on the street are to value themselves, to seek identity and cleanliness in Christ and to always reach out for help.



**"INSPIRING  
EXAMPLE TO HER STREET FRIENDS"**



# RESTORE

## Guatemala Summary

In partnership with our partner projects we work to provide an integral plan of support so that young people can transition into our YLP in their older teenage years and into youth adulthood. In partnership with TR this year 2 young people transitioned to YLP (4 in 2016). From the GH, 7 aged 17+ girls attended YLP Hubs and Social Action activities (3 in 2016, 5 in 2015). This year there were 12 children at the EC in the most advanced school grade aged 16+ meaning there are now children at the EC reaching the age range within which YLP can now work with. In YLP 78 young people went through our programme of which 20 include our mentors.



▲ Mentees 2017



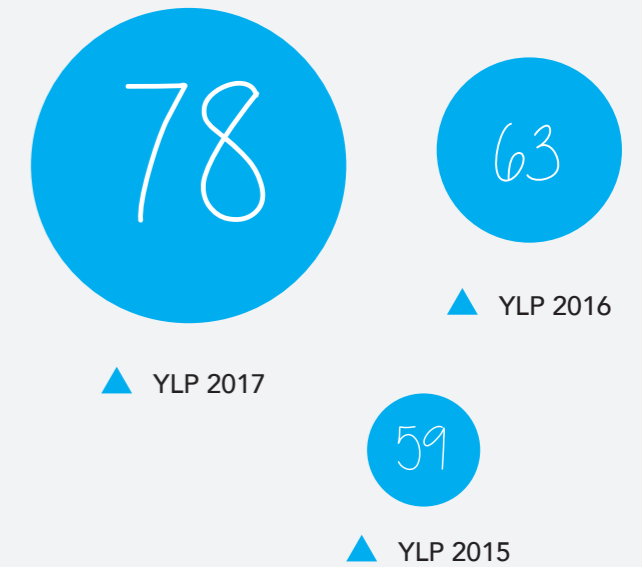
▲ Mentors 2017

### Mentoring

This year Nicodemus contracted David Dominguez, our new YLP Hubs Manager in Guatemala. David and our International Director designed and presented in-depth training for our mentors covering themes of what is mentoring, how to establish a new mentor-mentee relationship, practical advice for the first few 1-1 meetings, methods of communication between mentor and mentee, aims of the mentoring relationship, Nicodemus partner projects and integral support, Biblical values, what living the Christian life looks like and identity. Providing our mentors with such broad content has enabled them to be better equipped as they meet 1 to 1 and develop and maintain relationships with their mentees.



Alongside training, Nicodemus has been providing attention and follow-up to mentors on a day to day and weekly basis. Our local team including our International Director, Hubs Manager and Pastoral Mentor Support Committee meet up 1-1 and in small groups with mentors discussing how their mentor-mentee relationships are going, give advice and devotionals and follow up on themes discussed in the previous mentor training sessions.



### 2016

121  
34  
7  
63  
46  
58

### 2017

133  
40  
12  
78  
40  
53

### Outcomes

- Children enrolled at the Education Centre (EC)
- Children at the EC receiving regular medical support
- Children at the EC aged 16+ and heading for transition to YLP
- Young adults who have gone through our Nicodemus YLP
- Young adults mentored
- Young adults and mentors with education



# REBUILD

## Guatemala Summary

This year our Young Adults with Purpose programme organized 17 social action activities which across the year helped 1182 people.

### Examples of Social Action Activities

- Missional Camp** held in Peronia, a poor suburb where crime is high
- Sports Activity** with local child shoe shiners
- Painting & Cleaning** At the Education Centre
- Hospital Visits** Handing out food & prayer
- Games & Devotional Activities** With street youth
- Baking Workshop** Led by the girls from the GH
- Team Games** With the children who were relocated from the government-owned children's home where the fire took place that killed 41 girls.



### Team & Relationship Building

Our Young Adults with Purpose and Team and relationship building activities served a great purpose to create spaces for young people to work together to organize and direct all the activities. Such opportunities for leadership empower our young people and break down barriers and labels they perceive that they have. Seeing our young people growing in confidence, helping others and believing in their futures are outcomes that Nicodemus aspire to see take place in every person we support.

Throughout the year through volunteering and working in ministries and local projects our 55 young people in YLP helped 4706 people per month. Many of our young people are leaders in their churches working with youth, children and in worship. Other young people also volunteer or work in Nicodemus partner projects and serve in other local community projects.

2016	2017	Outcomes
56	55	Young adults engaging in volunteering and working in projects and churches reaching communities throughout the year
3000	3448	Average of beneficiaries per month as a result of young adults volunteering and working in communities
56	86	Average of beneficiaries per young adult per month as a result of young adults volunteering and working in communities
1143	1182	Total of beneficiaries as a result of YLP group community activities.





# CRISTIAN'S STORY

Following spending his teenage years growing up in a children's home, at the age of 16 Cristian left to go back to his mother however quickly ended up returning to the streets. At home Cristian suffered a poverty and abuse stricken life.

"I was beaten. I was treated like a dog and had no life. I felt nothing. All I wanted was for someone else to take me to their home because I wanted to eat and sleep in a bed without having any fear."

Cristian became desperate and with his two brothers ran away to the streets. Cristian's life spiralled into drug and alcohol abuse and ran the risk of death every day. Three years ago, Cristian, then aged 25, was arrested for alleged crimes along with his partner and brother. Three months later Cristian was set free however his partner and brother were sentenced to 12 years in prison. On leaving prison after three months Cristian was off drugs and made a promise to himself to take a shot at keeping his life that way with support from Cesar and his Time of Rescue team.

"Cesar has never left me, has always encouraged me and has always had a piece of bread for me. Cesar asked in the Shell garage near where I live if I could work in their car wash. Now I work and earn money to buy my own food."

Cristian has been off the streets for almost three years and gives thanks to God, Time of Rescue and YLP where he is mentored and is part of a Hub of many other young people. Cristian testifies that his three biggest changes in life are that he is now off drugs, goes to church and he does not steal. Cristian is now working part-time with Time of Rescue as well as continuing to work at the car wash. Cristian is a living and breathing example to his street friends that it is possible to leave the streets.

Cristian is a great example of how your past does not need to define your future. Cristian continues to have fears and struggles. However, in his own words, "I know I will make it because I have taken the first few strides...".



**"LIVING &  
BREATHING EXAMPLE"**



# GUATEMALA

## Key Milestones

Each of Nicodemus' three partner projects in Guatemala are all very young and have each been founded and started up within the last eight years. The Education Centre (EC) is the youngest of these projects and this year reached a significant level of financial stability through another donor committing to support. This is a great testament to the great work they are doing and the persistent faith and belief they have put into their ministry despite having lived moments of serious financial constraints.

Time of Rescue (TR) is employing part-time a fourth member of their team. Cristian, aged 26 and a member of YLP (featured story above), came off the streets 2 years ago and courageously stabilized finding work in a car wash, renting his own room, joining YLP and getting stuck into a church. Cristian's example is of huge encouragement to his street living friends.

The Girls Home (GH) made significant strides in developing on-site training and businesses for the girls to manage. Emma, a Nicodemus volunteer from England, helped them start up a jewelry business that continues to generate significant income. They have chickens laying 50 eggs a day, a small hydroponics farm growing lettuce, onions and other vegetables, and they are being trained in baking and cake decorating as well as the finances involved in costing and selling. These strides in 2017 have been significant in providing the girls with huge opportunities for learning how income can be generated through being innovative and creative.

Our partner projects with Youth Leadership Programme (YLP) continue to work together successfully providing effective transition for vulnerable young people into YLP, meaning as they leave the projects they receive ongoing support through mentoring, group social and community activities and emergency support as they acclimatize to reintegrating into society. YLP provides young adults in Guatemala with further restoration and empowers young people to rebuild their communities through community action in churches and local projects.



## Aspirations

For the first part of 2018, YLP, Young Adults With Purpose Team and Relationship Building activities have been planned.

These include the girls from the GH giving a bakery workshop to the young adults. The girls receive bakery classes once a week in the GH.

An activity is planned for the EC teenagers with YLP to plan and carry out a community activity for DBO Ministries, a local project led by a Nicodemus mentor, who works with child shoe shiners in Chimaltenango.

## Future Plans

As we progress through the activities during the year we hope to build a sense that older teenagers (17+) from Nicodemus partner projects are part of Nicodemus YLP, to provide established trustful relationships leading to successful full transition to YLP. During this year, we hope to start with some teenagers from partner projects being mentored in small groups by YLP Mentors and their YLP young adults.

We plan to continue developing in-depth Mentor training material on more themes such as conflict resolution, living a life of identity in Christ, communication and fostering independent living, whilst also revisiting the training sessions we have done to ensure our current Mentors are well grounded in their roles and responsibilities.

## Key Challenges

We are currently developing relationships with two churches and an Education Centre in another region of Guatemala where we plan to start more YLP Hubs.

Development of good quality Mentor training material will mean we are well equipped to train and empower Guatemalans to develop meaningful Mentor-Mentee relationships with marginalized Guatemalan youth.



# VOLUNTEERS

## Contribution

Nicodemus couldn't make the impact that it does without the ongoing support from volunteers who give up their time to impact the lives of young people in the UK and in Guatemala. Nicodemus volunteers have given 6267 hours of their time this year to transform the lives of marginalised young people.

### Alastair and Debbie Welford 3,240 hours

Alastair and Debbie have been acting as joint CEOs during this year, leading vision, structure and the ongoing recruitment, management and supervision of staff. Their work has included strategic direction, partnership development, integrating Guatemala and the UK into Office 365, staff training and developing the projects in Guatemala and the UK.

### Guatemala Volunteers 1,679 hours

In Guatemala mentors have contributed 1,679 hours to support marginalized young adults to get their lives back on track and helped young adults achieve early success. At its most basic level, mentoring helps because it affirms in a young person that there is someone who cares about them. Mentors provide their Mentees with an experienced friend who is there to help in a number of situations. Our volunteer Mentors provide a positive role-model, trusted friend, regular input, life-skills support and journey alongside a young person.

### UK Volunteers 1,348 hours

The UK volunteering hours has been broken up into mentoring which is the same as in Guatemala but also the roles of regional ambassadors that provide their time to increase awareness of Nicodemus and its work in schools, businesses and churches.





## Contents of the Financial Statements

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## REPORT OF THE TRUSTEES & UNAUDITED FINANCIAL STATEMENTS

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FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017  
FOR NICODEMUS

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



## REFERENCE AND ADMINISTRATIVE DETAILS

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

<b>Trustees</b>	A W Welford (appointed 28.7.16) Mrs D M Welford (appointed 28.7.16) G Freeman (appointed 28.7.16) Mrs J Matthews (appointed 28.7.16) D L Holden (appointed 29.3.17) Mrs H Skaife (appointed 27.4.17)
<b>Registered Office</b>	Manor Stables Beech Road Oxhill Warwickshire CV35 0QE
<b>Registered Company Number</b>	10300111 (England and Wales)
<b>Registered Charity Number</b>	1170143
<b>Independent Examiner</b>	Murphy Salisbury Limited Chartered Accountants 15 Warwick Road Stratford upon Avon Warwickshire CV37 6YW

## REPORT OF THE TRUSTEES

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

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 period 28 July 2016 to 31 December 2017. 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).

### INCORPORATION

The charitable company was incorporated on 28 July 2016 and commenced charitable activities on 1 January 2017.

### OBJECTIVES AND ACTIVITIES

#### Objectives and aims

Please refer to pages 5-12

#### 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 37

### FINANCIAL REVIEW

#### Financial position

The total net surplus for the period was £25,916, comprising unrestricted incoming resources of £235,161 and unrestricted resources expended of £211,245 and restricted incoming resources of £4,250 and restricted resources expended of £2,250.

Total funds at the year end were £25,916 being unrestricted of £23,916 and restricted of £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.

### ACHIEVEMENT AND PERFORMANCE

Please refer to pages 13-36



## REPORT OF THE TRUSTEES - continued

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

### 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 23-24, 35-36

### STRUCTURE, GOVERNANCE AND MANAGEMENT

#### Governing document

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

#### Recruitment and appointment of new trustees

Trustees are appointed in accordance with the Articles of Association.

#### Induction and training of new trustees

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

### CONNECTED CHARITIES

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

### 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.

## REPORT OF THE TRUSTEES - continued

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

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.

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 25th April 2018 and signed on its behalf by:



A W Welford - Trustee



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

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

I report to the charity trustees on my examination of the accounts of the Company for the period ended 28 July 2016 to 31 December 2017.

### Responsibilities and basis of report

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

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

### Independent examiner's statement

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

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

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



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

Date: 25th April 2018

## STATEMENT OF FINANCIAL ACTIVITIES

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

Registered Company Number 10300111

	Notes	Unrestricted Fund £	Restricted Fund £	Total Funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Donations and legacies	2	216,959	-	216,959
<b>Charitable activities</b>	3			
Charitable activities		<u>18,202</u>	<u>4,250</u>	<u>22,452</u>
<b>Total</b>		235,161	4,250	239,411
<b>EXPENDITURE ON</b>				
Raising funds	4	16,075	-	16,075
<b>Charitable activities</b>	5			
Charitable activities		<u>195,170</u>	<u>2,250</u>	<u>197,420</u>
<b>Total</b>		211,245	2,250	213,495
<b>NET INCOME</b>		<u>23,916</u>	<u>2,000</u>	<u>25,916</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u><u>23,916</u></u>	<u><u>2,000</u></u>	<u><u>25,916</u></u>

### CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.



**BALANCE SHEET**

AT 31 DECEMBER 2017

		Unrestricted Fund £	Restricted Fund £	Total Funds £
<b>FIXED ASSETS</b>	<b>Notes</b>			
Tangible assets	10	5,880	-	5,880
<b>CURRENT ASSETS</b>				
Cash at bank		34,939	2,000	36,939
<b>CREDITORS</b>				
Amounts falling due within one year	11	(16,903)	-	(16,903)
		<hr/>	<hr/>	<hr/>
<b>NET CURRENT ASSETS</b>		18,036	2,000	20,036
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<hr/>	<hr/>	<hr/>
		23,916	2,000	25,916
		<hr/>	<hr/>	<hr/>
<b>NET ASSETS</b>		<u>23,916</u>	<u>2,000</u>	<u>25,916</u>
	12			
<b>FUNDS</b>				
Unrestricted funds				23,916
Restricted funds				<u>2,000</u>
<b>TOTAL FUNDS</b>				<u>25,916</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 December 2017.

The members have not required the charitable company to obtain an audit of its financial statements for the period ended 31 December 2017 in accordance with Section 476 of the Companies Act 2006.

**BALANCE SHEET - continued**

AT 31 DECEMBER 2017

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 small charitable companies.

The financial statements were approved by the Board of Trustees on 25th April 2018 and were signed on its behalf by:



A W Welford -Trustee



## NOTES TO THE FINANCIAL STATEMENTS

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

### 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

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

### 2. DONATIONS AND LEGACIES

	£
Donations	214,833
Gift aid	2,126
	<u>216,959</u>

### 3. INCOME FROM CHARITABLE ACTIVITIES

	£
Grants	18,500
Partners hubs & workshops	
UK fees	3,952
	<u>22,452</u>

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

	£
Other grants	18,500
	<u>18,500</u>

### 4. RAISING FUNDS

#### Raising donations and legacies

	£
Salaries	11,801
Other costs	4,274
	<u>16,075</u>

### 5. CHARITABLE ACTIVITIES COSTS

	Direct costs	Support costs	Total
	£	(See note 6) £	£
Charitable activities	<u>190,492</u>	<u>6,928</u>	<u>197,420</u>



## NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

	Other £	Governance costs £	Totals £
<b>6. SUPPORT COSTS</b>			
Charitable activities	<u>4,173</u>	<u>2,755</u>	<u>6,928</u>

### 7. NET INCOME (EXPENDITURE)

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

Depreciation - owned assets	£ <u>1,470</u>
-----------------------------	-------------------

### 8. TRUSTEE'S REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 December 2017.

During the period, expenses totalling £5,524 was 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 period ended 31 December 2017.

### 9. STAFF COSTS

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

7

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

## NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

	Motor vehicles £
<b>10. TANGIBLE FIXED ASSETS</b>	
<b>COST</b>	
Additions	<u>7,350</u>
<b>DEPRECIATION</b>	
Charge for year	<u>1,470</u>
<b>NET BOOK VALUE</b>	
At 31 December 2017	<u>5,880</u>
<b>11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR</b>	
	£
Trade creditors	6,724
Social security and other taxes	204
Other creditors	448
Accruals and deferred income	<u>9,527</u>
	<u>16,903</u>



## NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

	Net movement in funds £	At 31.12.17 £
<b>12. MOVEMENT IN FUNDS</b>		
<b>Unrestricted funds</b>		
General fund	23,916	23,916
<b>Restricted funds</b>		
Restricted fund	2,000	2,000
	<u>          </u>	<u>          </u>
<b>TOTAL FUNDS</b>	<u>25,916</u>	<u>25,916</u>

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

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

## NOTES TO THE FINANCIAL STATEMENTS - continued

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

### 12. MOVEMENT IN FUNDS

#### 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.

### 13. RELATED PARTY DISCLOSURES

A Welford and Mrs D Welford are Trustees of the charity.

During the period, a donation of £6,500 was received from Welford Family Trust, a charity of which A Welford and D Welford are trustees.

In addition, aggregate donations of £100,840 were made by the Trustees and their related parties to the charity during the period.

During the period, the charity paid for services of £22,083 and £4,356 to J Welford and Miss R Welford respectively, both children of A Welford and Mrs D Welford. At the balance sheet date £2,172 was owed to J Welford and £1,649 was owed to Miss R Welford.

### 14. STATUS OF THE CHARITY

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



## DETAILED STATEMENTS OF FINANCIAL ACTIVITIES

FOR THE PERIOD 28 JULY 2016 TO 31 DECEMBER 2017

### INCOME AND ENDOWMENTS

#### Donations and legacies

Donations	214,833
Gift aid	2,126

216,959

#### Charitable activities

Grants	18,500
Partners hubs & workshops UK fees	3,952

22,452

#### Total incoming resources

239,411

### EXPENDITURE

#### Raising donations and legacies

Salaries	11,801
Other costs	4,274

16,075

#### Charitable activities

UK YLP Hubs	55,731
Guatemala YLP Hubs	45,278
Guatemala RESCUE	35,243
Guatemala RESTORE	13,586
Guatemala REBUILD	40,654

190,492

#### Support costs

##### Other

Office	2,129
Marketing	574
Transport	1,470

4,173

#### Governance costs

Independent examiner's fees	1,800
Administration	955

#### Total resources expended

2,755

213,495

#### Net income

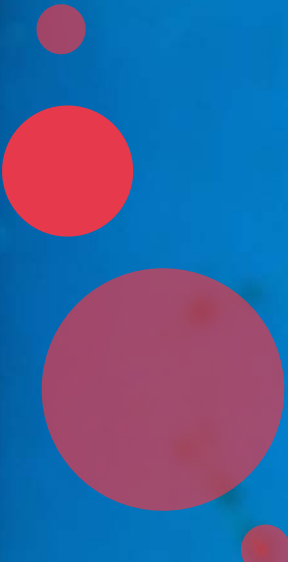
25,916

'Some of you will **rebuild** the deserted ruins of your cities. Then you will be known as a builder of walls and a **restorer** of homes.'

#### Isaiah 58:12







# YOU CAN **TRANSFORM** A LIFE



**Email**

info@nicodemuscharity.org.uk



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**Call**

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