

A young man with dark hair, wearing a dark blue jacket, is smiling warmly at the camera. He is holding a yellow can of Cornova beverage in his right hand and a clear plastic bag filled with bread in his left hand. The background is a blurred outdoor setting with other people. The image is decorated with several large, semi-transparent circles in red, green, and blue. The text 'ANNUAL REPORT 2020' is overlaid in large white letters on the bottom left.

ANNUAL REPORT 2020

The logo for NICODEMUS features the word 'NICODEMUS' in a bold, black, sans-serif font. The letter 'O' is replaced by a circular icon composed of small, colorful dots in red, green, blue, and yellow. Below the main text, the tagline 'TRANSFORMING COMMUNITIES' is written in a smaller, all-caps, black, sans-serif font.

NICODEMUS
TRANSFORMING COMMUNITIES

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

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TRUSTEES WELCOME

Thank you, everyone, for your commitment to rescuing individuals, restoring hope, and rebuilding communities - our success is yours." Alastair Welford, Trustee

We have just seen a year like no other! Contending not only with the unpredictable economic and political environment resulting from the direct impact of the UK departing the European Union; but we have also found ourselves in the midst of a rapidly evolving global pandemic. As we have witnessed the world grinding to a sudden halt with closures of businesses and critical support services, the pandemic has exacerbated the vulnerabilities of those already marginalised: magnifying social disparity and inequalities, and leaving many disproportionately affected by job losses, poverty, and exploitation. As one of the most challenging seasons in history, with the scale of COVID-19 so vast, every continent across the globe has become affected. Together, as we are now facing the longer-term compounding impacts of grief and mental and physical health decline, the need for our work has become more paramount than ever before.

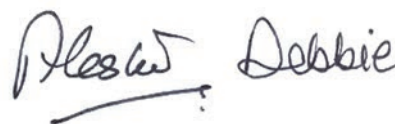
While, like all organisations, our services have been seriously affected by this unprecedented season of challenge, I am keen to shine a light on the significant steps that Nicodemus has continued to make throughout 2020; and celebrate together the successes that have only been made possible by the continued support of those we work with. Despite such unforeseen challenges, we have adapted and persevered with our mission to rescue, restore, and rebuild the lives of those most vulnerable. We testify to the faithfulness of God who has convicted and guided us to navigate such times. We thank Him for His goodness and grace during such a tumultuous period in the life of Nicodemus, that of which we trust has seen us learn, adapt, and set ourselves up well as we head into the future responding to the greatest needs of the church and volunteer sector organisations of whom we have the privilege to partner and walk with.

he commitment from our staff and volunteers, our partners and our supporters has enabled our charity to not only adapt and survive through the pandemic, but also to flourish and thrive.

The pandemic has also yielded new opportunities to expand our work through our delivery of specialist voluntary sector training. This has been a significant highlight for Nicodemus, as we maximised the use of technology to support 73 international community organisations: helping them to adapt, build their capacity and serve their communities through the pandemic; by diversifying their own delivery, so they can bring about local transformation. Our support has served to inspire, motivate and empower project and community leaders to do the same, by engaging in a diverse range of delivery models. Through 2020, our indirect reach has therefore expanded greatly; touching the lives of over 5570 vulnerable individuals, young people and families affected by poverty and disadvantage, while also facilitating volunteer mobilisation and community transformation across the UK and Guatemala.

We would like to express our sincere appreciation to everyone who has contributed to the achievements of 2020. Your commitment to helping us has propelled our determination to strive forward in our mission, to rescue individuals, restore hope, and rebuild communities - our success is yours.

With every blessing, on behalf of the Trustees



Alastair & Debbie Welford
Trustees

MOMENTOUS HIGHLIGHTS

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

190

school places to children excluded from education

326

young people rescued from life on the streets.

126

vulnerable individuals mentored

102

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

VISION

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

MISSION

Inspired by our Christian faith, Nicodemus rescues, restores, and rebuilds broken lives by equipping and empowering communities with the necessary skills and resources to overcome disadvantage and inspire positive change.

**OUR
IMPACT
2020**

7716

Volunteer Hours of which
898 were Volunteer
Mentor training

12

young adults trained to
mentor somebody else

75

young adults supported to
access employment

220

families received
emergency crisis support
in immediate response to
the COVID-19 pandemic

660

food packages directly
distributed to families in
immediate response to the
COVID-19 pandemic

5570

children, young people
and families indirectly
supported

73

international voluntary sector
organisations trained to
successfully develop and deliver
mentoring programmes and
community interventions

We fulfil our mission through the delivery of our Community Connect Initiatives:

Direct Delivery

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

Partnerships

In collaboration with our partners in the UK, Guatemala and Chile, together we are working to relieve poverty across the most overlooked communities. Driven by our faith and shared vision, we walk with our partners to rescue the most marginalised, restore broken and damaged lives, and to raise beneficiaries up to become community leaders.

Specialist Voluntary Sector Training

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

326

children and young
people rescued from street
living and abusive
situations

339

children and young people
supported to access formal
and informal education

2389

children, young people
and vulnerable adults
directly supported through
mentoring and outreach

106

communities impacted
internationally

STRATEGY



Nicodemus is a charity that bridges the gap.

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

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

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



**IMPACT
UPON OUR
STRATEGY**

COVID-19

For many, the pandemic has destroyed hopes, dreams and aspirations: crippled businesses and enterprises, and given rise to increased economic inactivity and uncertainty.

With up to 14.5 million people in the UK suffering from poverty prior to the outbreak of COVID-19 (House of Commons, 2021), our UK economy has further plummeted: pushing another 690,000 people into hardship during the winter of 2020 (Legatum Institute, 2020). This surge in poverty, inequality and reduced life outcomes is also widely experienced across our marginalised communities within Guatemala. Latin America has become one of the “worst affected developing regions”, with 27.7% of all deaths having been accounted for by COVID-19 (Financial Times, 2021). Furthermore, just over a third of the population (209 million people) have also become affected by extreme poverty: with eight in ten individuals now being considered ‘vulnerable’ (ECLAC Report, 2021).

Guatemala’s 36 year-long civil war ended in 1996 but had already left behind a legacy of broken lives, inequality, and crime. The pandemic has further exposed Guatemala’s deeply entrenched systems of human exploitation, inequality, violence and injustice. Inevitably, as the needs of our marginalised communities across both the UK and Guatemala have become further exacerbated, support services, charities and NGO’s have been left stretched beyond their capacity. Following the struggles of lockdowns, social isolation, school closures and economic devastation, voluntary sector organisations are needed now more than ever, as we work together, to rebuild communities.

Through our consultations with over 156 of our partner voluntary organisations, and multi-agencies, we increasingly recognise the urgency to respond to the needs of those most marginalised: to prevent those at-risk within society from being pushed even further into exclusion, and to protect our future generations to come.

2/5
voluntary organisations reported having just six months of reserves left as a result of the pandemic.*

COVID-19: Impact upon our strategy continued

As community needs have become exacerbated since the pandemic, mounting pressures are being placed upon the voluntary sector to meet the demand. Yet, with spending cuts looming, community resource is dwindling. Consequently, community services are struggling to sustain their operations; with reduced staff teams left working beyond their capacity.

1/3

facing increased costs.*

46%

of organisations have had to use their cash reserves to cope with the pandemic's impact.*

As a charity, we have adapted our strategy beyond the pandemic, to best meet the rapidly changing needs of our beneficiaries; and to provide critical support to the voluntary organisations we work in partnership with. Through the training of voluntary organisations, we will equip them with the tools they need to become sustainable, while empowering their leaders and helping them to better engage their communities. In doing so, we are supporting projects to become more strategic in their approach, so they can build bigger, grow stronger and last longer.

A survey carried out by the NCVO, Nottingham Trent, and Sheffield Hallam universities with 600 international voluntary organisations, highlighted that*

Almost
10%

of respondents have no cash reserves or not enough to last them a month.*

COMMUNITY CONNECT INITIATIVES

Direct Delivery

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

Partnerships

In collaboration with our partners in the UK, Guatemala and Chile, together we are working to relieve poverty across the most overlooked communities. Driven by our faith and shared vision, we walk with our partners to rescue the most marginalised, restore broken and damaged lives, and to raise beneficiaries up to become community leaders.

Connect

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

Influence

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

Mobilisation

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

WHO IS INVOLVED?

Beneficiaries & Communities

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

Partners

We dedicate ourselves to strengthening partner relationships. As we devote time and energy to asking open ended questions to learn from our partners, we are invited in to see and understand their realities including their joys and successes as well as their sorrows and struggles.

Staff & Volunteers

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

Trustees

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

Donors

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

Training & Resource Centres

Our three centres provide a welcoming space and enriching opportunities where partners, volunteers and our staff can connect and receive training, while becoming refreshed and re-inspired.

NICODEMUS STRATEGY

FULFILLING OUR MISSION

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

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

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

IMPACT

VOLUNTARY SECTOR

1. Increasing community leader's skills and confidence to serve and lead in their communities.
2. Improving sustainability and longevity of community projects, by helping them to build their capacity, and develop community resilience.
3. Strengthening multi-agency working across communities: reducing prejudices, stereotypes and inequalities, and improving community cohesion.

BENEFICIARIES

1. Rescuing individuals from immediate crisis: reducing poorer life outcomes associated with poverty.
2. Improving the emotional wellbeing & mental health of vulnerable individuals: restoring their self-esteem, building their support networks, and empowering them to realise and achieve their potentials as they access education and employment.
3. Raising beneficiaries to become active in their communities as they invest back into programmes that previously helped them; taking roles of leadership, becoming agents of change and contributing towards developing the solution.

LIDIA'S* STORY

With street life being Lidia's only known memory of 'home', her childhood was catastrophically impacted by drug addiction and abuse.



Two years ago, through the support of the Time of Rescue team, and their perseverance through constant care, crisis support, and relationships and trust development, Lidia [aged 26] left street living. Leaving the streets, however, was not a simple process for Lidia. Lidia continued to struggle with the adaptation and often turned to glue sniffing whilst living with just her brother and cousins in a neighbourhood where drug trafficking and prostitution is prevalent.

Thankfully, upon leaving the streets, the Time of Rescue team and Nicodemus Youth Leadership Programme continued to support her through longer-term mentoring.

"I thank God for the encouragement and belief Cesar and the Time of Rescue team show to me which helps me keep going", explains Lidia.

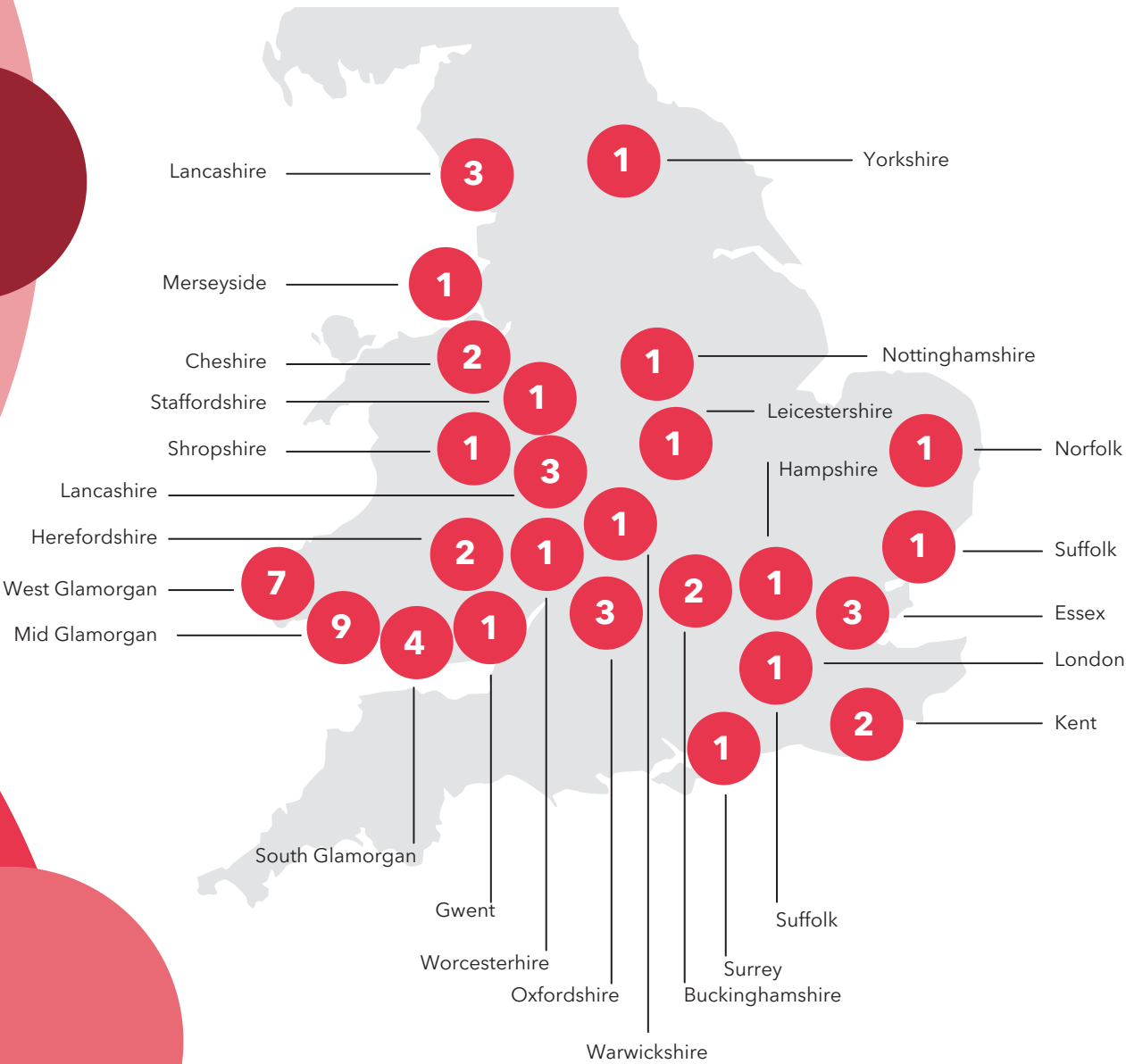
They check up on me and regularly take me to visit my daughter". Lidia's daughter, age 9, is currently living in a children's home. One day, they both hope to be reunited, whilst in the meantime, they both prepare for that to become a viable option.

This year, Lidia secured stable accommodation and enrolled in school at the My Special Treasure Education Centre. She has four years to go until she will complete secondary school, but despite her age, that has not stunted her motivation. Lidia is thankful for the opportunity to learn again to read and write. Her first trimester of grades reflected her efforts, passing all her exams!

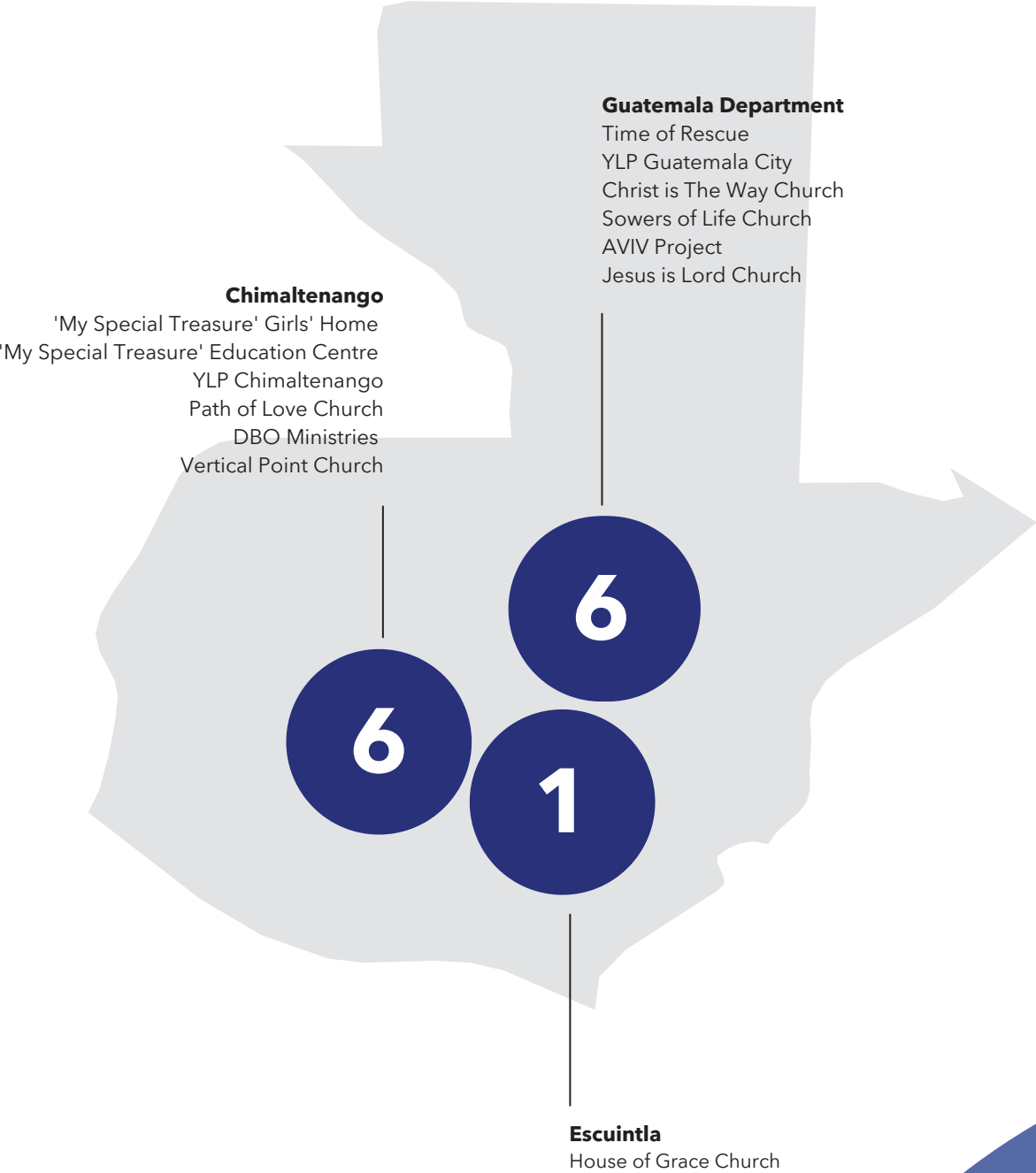
Often citing the Nicodemus Youth Leadership Programme as an important path of hope for street youth, Cesar, director of Time of Rescue, is pleased to have seen Lidia's progression - from a drug-addicted child living on the streets, to where she is today. Partnering together with Time of Rescue, we hope we can continue to support Lidia, and others in similar situations, to take positive steps toward the future they always dreamed of.

* name has been changed

WHERE WE OPERATE: UNITED KINGDOM



WHERE WE OPERATE: GUATEMALA



OUR SERVICES: COMMUNITY CONNECT PROJECTS

Predominantly, we are supporting individuals aged 16-25 years; however, we also run specialist provisions to support at-risk children and young people, women and girls, and vulnerable adults. Many are also from black and minority ethnic backgrounds, struggling with limited English language, facing cultural and gender inequalities, finding themselves excluded and lacking any sense of belonging within their community.

Our Community Connect Projects aim to provide refuge, specialist support and practical care to those most isolated and those without adequate support networks: many of whom are also escaping abuse, gangs, violence and criminal activity. Our projects are holistic in nature, tailored to meet the individual needs of those we are supporting, with the aim of helping individuals to develop their self-esteem; overcome trauma and disadvantage; and develop essential skills for life: increasing their access to education, employment and improving their income opportunities. We adopt a collaborative process which is person-led: empowering individuals to make positive change, while developing their assertiveness, confidence and overall resilience.

Through our projects, we are responding to God's commandment to restore dignity and worth to the lives of marginalised people: particularly those struggling through unemployment, at risk of unhealthy relationships and peer pressures, subject to language and cultural barriers, facing trauma, grief or loss, and including those preparing to start family life. Our projects are bringing hope and a sense of belonging, while increasing confidence: supporting, guiding and teaching individuals as they move on toward independent living and employment; empowering them to break free from poverty, as they progress toward a better future: whether that be embarking on college courses, securing a job, or establishing a stable home for their family. Our projects are equipping those with the poorest life chances so they can move forward in their lives independently; encouraging them to become active in their community, and enabling ongoing transformation in not only their lives, but also for the people around them.

Bringing together people from all walks of life, our projects are bringing about community cohesion and mobilisation: preventing, challenging and combatting stigmas, as we bridge gaps in communities and overcome divides. Engaging wider families wherever possible is a crucial part of this process as we aim to build healthy support networks and break the formation of unhealthy gang cultures. Equally, while equipping individuals and communities with the tools and coping strategies they need to improve their lives: enabling them to thrive, succeed and go on to fulfil their potential.

To outwork our vision, mission and key objectives, in response to some of the greatest needs of marginalised individuals in the UK and Guatemala, our Community Connect Projects comprise of the following response programmes; delivered and supported by local teams of our staff, volunteer mentors, and partner directors:

COMMUNITY CONNECT PROJECTS

GROUP WORKSHOPS

Group Workshops provide specific skill-related support and training to individuals, with the aim of offering opportunities to learn, improving levels of motivation and social integration; while also supporting access to housing, training and further education. Through group workshops, individuals develop healthy meaningful relationships by gaining wider networks of support; overcoming isolation, and peer-supporting each other as they rebuild their lives and improve emotional and mental wellbeing. Sessions empower individuals to use their creativity, develop ideas, and encourages them to take ownership: offering opportunities to lead sessions, peer support others, and get involved in the ongoing development and delivery of our projects: raising them to become leaders in their communities.

COMMUNITY ACTION

Community Action involves individuals volunteering at local projects and ministries or volunteering as mentors themselves. Many of the individuals we support have previously lived in a child's protection home, left behind a street lifestyle, or are living in at-risk households and communities. Our individuals, therefore, offer valuable life experience and empathy toward others who are living in situations where they themselves used to be; enabling them to make a difference to the life of someone else they can relate to and support.

CRISIS SUPPORT

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

SOCIAL ACTIVITIES

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

MINISTERIAL APPRENTICESHIPS

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

EDUCATION SCHOLARSHIPS

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

ANNUAL CAMP

(Guatemala only) - In Guatemala there are few public areas for recreation and in many communities where these public areas are, they are not safe for people to go walking or to play. For many individuals, their priority will simply be to survive day to day, so there is no time for relaxing and no place to do it safely. Our annual camp provides a weekend where all young adults, mentors and leaders from our partner projects and churches have the chance to laugh, play, sing, talk, learn, and build relationships for life. For many of our young people and young adults, this is "the event of the year."

MENTORING

At the heart of the outworking of our vision and mission is our mentoring programme. Mentoring involves a relationship in which a trusting bond between mentor and mentee emerges with the opportunity to provide tailor-focussed guidance, companionship, teaching and encouragement in order to cultivate the individual's spiritual, emotional and professional development. Mentors are provided with training and ongoing support by the programme coordinator and head mentors. As individuals begin to take ownership with the new-found confidence and skills needed to rebuild their lives, they are then encouraged to give back through social and community action. Mentees also have the opportunity to enrol onto our 18-month mentoring training programme, where they can become trained mentors themselves.



BY BEING SUPPORTED THROUGH MENTORING, JERMAINE UNDERSTOOD THAT HE WAS ABLE TO ASK FOR HELP AND WOULD BE LISTENED TO.

JERMAINE'S* STORY

Jermaine's dad left home at a crucial time in his life, when he just started secondary school. Since then, he has struggled with depression, anxiety and feelings of low self-worth. English isn't his first language, and Jermaine was becoming easily frustrated within school. Finding it difficult to understand instructions, he also felt unable to express his feelings to his teachers. Jermaine's schoolwork inevitably suffered, and he quickly fell behind in his work.

Through our UK mentoring programme, Jermaine was supported by a Nicodemus Specialist mentor who visited him within school, and carried out weekly virtual sessions online through the pandemic. Although initially Jermaine found it difficult to accept support, mentoring sessions enabled him to explore his thoughts and feelings freely utilising creative art methods, and to better articulate his feelings. Subsequently, Jermaine became more confident to communicate issues with his peers, teachers and family; and to go onto access the additional support that he needs to manage his depression and anxiety. By being supported through mentoring, Jermaine understood that he was able to ask for help and would be listened to; he also identified that he needed further intervention to help him manage his mental health and emotional wellbeing. As a result, he has now self-referred to CAHMS (child and adolescent mental health services) and is receiving additional specialist help.

*name has been changed



TILLY'S* STORY

Tilly has suffered with severe anxiety and suicidal thoughts since she was in primary school.

Scared of who she could turn to for support, she had not spoken to anyone about her thoughts and feelings, besides her teacher who wasn't able to fully support her. Initially, Tilly was worried about starting mentoring; fearful that she would find it too hard to explain herself, and worried that the mentor would be unable to understand her.

Using cognitive-behavioral methods, Tilly's mentor was able to support her by developing her confidence and helping her to communicate her thoughts and feelings. Through the setting and accomplishment of small achievable targets, Tilly was able to think more objectively and improve her outlook for the future. Tilly was able to focus upon things in her life that encouraged her to push forward and have more hope for the future; to become more mindful of challenges, and to develop coping strategies to overcome suicidal thoughts. Through mentoring, Tilly has shared that she now feels more confident, and is better able to talk to people and express her feelings. Prior to mentoring, Tilly found it difficult to step out of her comfort zone, or to try new activities; however, now she is enrolled to start football coaching, and is feeling happier in herself and her life.

*name has been changed

**TILLY HAS SHARED THAT
SHE NOW FEELS MORE
CONFIDENT, AND IS BETTER
ABLE TO TALK TO PEOPLE
AND EXPRESS HER
FEELINGS.**

**PROJECT
MONITORING
& EVALUATION**

**STAFF AND
VOLUNTEER
MANAGEMENT**

**SPECIALIST
MENTORING**

**ORGANISATIONAL
ANALYSIS**

OUR SERVICES

SPECIALIST VOLUNTARY SECTOR TRAINING

Through 2020, we developed Specialist Voluntary Sector Training and provided virtual one-to-one consultancy to 60 partner voluntary organisations across the UK, and 13 in Guatemala. We also delivered virtual courses throughout lockdown periods, which enabled us to increase the support we gave to our partner voluntary organisations; enabling them to more effectively deliver their own projects through and beyond the pandemic.

As we have continued to advance our technological expertise, our training has also developed to provide capacity building training, and other specialist voluntary sector courses, delivered via our Online Training Platform. Moving beyond the pandemic, training will also be delivered at our three key training centres in Oxhill (Warwickshire), Maltby (South Yorkshire), and Guatemala.

In working with voluntary organisations, we aim to provide bespoke training, which is tailored to meet the needs of the organisations we support: taking into consideration their time limitations, and the need for flexibility. Through delivery of training, our objective is to help and facilitate community leaders on their journey to make a change in the lives of marginalised individuals in their community.

**BIBLICAL
COUNSELLING**

**CONVERSATIONS
WITH YOUTH IN
TRANSITION**

**PROJECT
PLANNING &
MANAGEMENT**

**GOOD
GOVERNANCE
& LEGAL
COMPLIANCE**

**CHILD SEXUAL
AND DRUG
EXPLOITATION**

**SPECIALIST
MENTORING
PROGRAMME
DEVELOPMENT**

**EMERGING
ADULTHOOD**

**BUDGETING &
FINANCIAL
FORECASTING**

**COMMUNITY
ANALYSIS**

**STRATEGIC
PLANNING &
FUNDRAISING**

SPECIALIST VOLUNTARY SECTOR TRAINING CONTINUED

Each of our courses takes participants on a learning pathway that includes the provision of didactic resources and, secondly, which supports them in developing a sustainable community initiative which can be proposed to engage all wider stakeholders. Our training then accompanies our participants through their journey of running and managing their project(s); providing guidance and support from implementation, through to fruition.

Delivered by our Specialist Training and Delivery Managers, who have over 50 years of combined experience in delivering and managing community projects, we are training partner organisations on a collection of training courses (see red, blue & green bubbles)

Through our direct project delivery, we are ensuring that our training remains in line with current community needs and the national climate that they are in. Equally, our training is a fundamental part of our direct delivery as we continue to strive for best practice: improving our approach and the methods we use, to deliver a service that is person-centred, based around their individual needs. Through working with our partner voluntary organisations, we are not only imparting knowledge, but also learning from them.

**COACHING &
CONVERSATION
TECHNIQUES**

**PARENTING
WORKSHOPS**

**COMMUNICATIONS &
MARKETING**

**CHRISTIAN
CHARACTER
FORMATION &
LEADERSHIP
DEVELOPMENT**

**GANGS &
GROOMING
PREVENTION
AND
INTERVENTION**

**YOUTH
INTEGRATION
INTO SOCIETY**

**PHYSICAL
WELL-BEING**

SPECIALIST VOLUNTARY SECTOR TRAINING: PROGRESSION ROUTE

As we progress through 2021, our Specialist Voluntary Sector training will further develop to provide a clear progression route for learners in the voluntary sector:

ESSENTIAL

Modules for Charity and Community Project Leaders. This will combine delivery of online and face-to-face group sessions, where voluntary sector organisations can learn together through the sharing of personal experiences, whilst being guided to adopt best practice.

ENHANCED

Modules will build upon the foundation of Essential modules, enabling learners to further explore training topics, and work towards gaining accredited qualifications.

ELEVATE

Modules will guide learners through bespoke accredited training, specifically tailored to the voluntary sector; enabling them to become part of a professional support network, and pursue personal and professional development, applying their learning into their own personal practice.

**EQUIPPING,
EMPOWERING
AND INSPIRING
PARTNERS TO:**

**ENGAGE MORE
EFFECTIVELY
WITH THEIR
COMMUNITIES**

**DEVELOPING
INNOVATIVE
PROJECTS THAT
TRANSFORM
COMMUNITIES**

**BRINGING
ABOUT
CHANGE**



CASE STUDY

THE MY SPECIAL TREASURE GIRLS' RESIDENTIAL HOME

Our local partner in Guatemala, the My Special Treasure girls' residential home, forms a vital part of our approach to rescue, restore and rebuild the lives of marginalised young people. My Special Treasure is one of a few local residential care homes responding to the specific needs of at-risk teenage girls.

My Special Treasure was founded in 2008 by a Christian couple to offer a safe, family environment. Working with the Guatemalan State 'Children's Courts', who assess and authorise any admissions, the home takes in girls who are often homeless, malnourished, physically or sexually abused, substance abusers or sex workers. Unsurprisingly many also come with significant psychological issues from their past or more recent experiences. As well as offering good food, medical care, access to education and a safe, supervised home environment with a small group of other girls, particular help is offered by psychologists, special needs educators and mentors when required. Where appropriate, attempts are also made to rebuild relationships with the girls' birth families and volunteering is encouraged at local community projects, including a school, also set up by the same local charity, for children of families who live and scavenge on the town's huge rubbish dump.

Girls leave the My Special Treasure home between the ages of 18 and 20, after a period in a 'Transition House' where they are given increasing independence and personal responsibility. As part of ongoing support, as the girls transition into young adulthood they are offered access to our Nicodemus-coordinated Youth Leadership Programme which offers ongoing support and training to help them to bridge the gap into adult society.

Of the twelve girls who have left My Special Treasure since 2015, eight are participating in our Youth Leadership Program, whilst four of the others have started families or moved away. Most of the eight girls who are part of our Youth Leadership Programme have continued in education and all are working. Considering the complex and troubled backgrounds from which the girls came, we are encouraged at the success this represents.



Over the years we have observed that making the transition from a children's residential home into conventional society is one of the hardest and challenging processes for a young person. Challenges surrounding separation, connection, belonging, and identity often come to the fore. Without loving, caring and strategic support from mature adults and mentors, these challenges can have detrimental influences on the formation of relationships with family and friendship groups. This has the potential to leave young people exposed to being caught up in and pulled into unemployment, crime, and other negative influences.

It is here where Nicodemus steps in, providing 1 on 1 first-hand training and support to girls from when they are one year away from leaving My Special Treasure. This support continues into their transition to society and young adulthood. Over this period, topics such as the following are closely taught, discussed, and applied to the context of the young person: Budget planning, CV and interview preparation, housing search, managing identity and emotions, relationships and sex education, Christian character formation, routines and habits, family, church, use of social media, as well as an introduction to becoming a member of our Nicodemus-run Youth Leadership Programme for those aged 18-25.

326

children and young people
rescued from street living
and abusive situations

75

young adults
supported to access
employment



MOMENTOUS HIGHLIGHTS

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

253

young people rescued from life on the streets

44

vulnerable individuals supported through court cases

396

homeless young people received first aid

59

deaths of young people given funeral support

18

young girls brought into refuge and safety

Delivery Methods

Training is delivered through a combination of face-to-face group training sessions, interactive workshops, bitesize training videos, topical workbooks, and access to specialist online resources and podcasts. This diverse delivery strategy will enable practitioners to access course material and content within their limited availability. We are preparing to re-launch face-to-face training and support sessions at the start of 2022, as government restrictions allow.

As we support our partner organisations to improve their approach following the pandemic, there has also become an increased need to demonstrate 'best practice' through project delivery. By engaging practitioners and using our Community Connect Projects as models of best practice, we are aiming to enrich their learning experience: giving them the opportunity to visit our projects, so they can see real-life examples of how learning can be utilised outside of a learning environment and adopted within the practical day-to-day running of an organisation, in ways which are cost effective. We too facilitate opportunities for mature young adults as part of our Youth Leadership Programmes to speak into training sessions citing their personal experiences and testimonies, thus in turn helping to bring a sense of life and reality alongside the topical training themes we deliver.

Finally, as part of our Specialist Voluntary Sector Training, our partner organisations are also able to access team-building opportunities, enrichment days, personal development sessions, and to attend our annual retreat and annual conference. Facilitated at one of our Training, Resource & Retreat centres on the Pacific coast (Guatemala), Oxhill (Warwickshire), and Maltby (Yorkshire), community leaders are offered opportunities to reconnect and reset. Taking them away from the pressures of daily life and project delivery, participants can begin to identify their personal and professional strengths and skills, and address areas in further need of training and support. Participants are also provided with opportunities to build relationships across programmes and ministries, and to share and strengthen vision.

**TRAINING, RESOURCE
& RETREAT CENTRE
IN OXHILL
(WARWICKSHIRE)**





CASE STUDY

EDEN WESTWARD

Eden Westwood is a Church and central Community Hub supporting marginalised young people and families across Greater Manchester. They provide:

- Mentoring, guidance and advocacy services
- Youth and community engagement
- Football, sports and recreational sessions
- Language and life-skills development classes
- Specialist interventions.

NICODEMUS SUPPORT

Many of their young people particularly are identified as being at significant risk of grooming, radicalisation, extremism and terrorism. Eden Westwood approached Nicodemus in June 2020, for support in strategic planning and development. Over the course of a year, Nicodemus has provided extensive capacity building training and one-to-one consultancy, to enable Eden Westwood to develop their project's potential; helping them to address the challenges that have arisen during COVID-19, and to maximise their response in meeting the community need. The feedback gained from Stephen, the Project Leader, demonstrated the impact that our capacity building training and consultancy had upon him and his wider team and project.

Expressing that the training had been extremely valuable, Stephen said that he wished he could have received this “level of capacity building support, over the last 10 years”.

OUTCOME

As a direct result of our support, Eden Westwood have developed a comprehensive project plan, organisational and fundraising strategy, and communications and marketing proposal. As a team, they have now confidently re-launched their services, with a clearer strategy for future growth and development.

PARTNERSHIPS

OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY



We recognise and value the power of partnership. Without our key partners, we wouldn't be able to do all that we do.

During the last year, we have worked alongside the following partners to deliver our Community Connect Projects:

ALL SAINTS CHURCH, HIGHAM'S PARK

Also situated in Waltham Forest, All Saints Church are committed to supporting local residents. They are building a Community Hub in order to support local residents who are transitioning out of the pandemic: a place where they can come together and support each other. Through the pandemic, they provided food parcels and emergency support packs to those most in need. It is through our partnership with All Saints Church, that Nicodemus has been able to form and develop the relationship with Higham's Park School, over the last three years.

HIGHAM'S PARK SCHOOL

Situated in Waltham Forest, London, Higham's Park school is a secondary school and 6th form.

Waltham Forest is one of the most diverse boroughs in the country, with 53% of residents from black and minority ethnic backgrounds. Our partnership with Higham's Park school has developed to provide mentoring and supporting to young people who are struggling with educational, behavioural, social and emotional difficulties; as well as to support those from diverse backgrounds who might be struggling with English as their additional language. Through our partnership with Higham's Park School, we have become a significant part of a strong team of multi-agency divisions, involving CAHMS, grief counsellors, safeguarding, mental health counsellors, SENCO staff and mentors: together, we are ensuring that each individual has tailored support and the best chance in life: educating on gangs, grooming, and criminal activity, and working together to prevent individuals from becoming NEET as they transition into adulthood.

CONTINUED >

OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY

GENDROS BAPTIST CHURCH AND YORK PLACE BAPTIST CHURCH

Working in Swansea, we have partnered with Gendros Baptist Church and York Place Baptist Church, to support their outreach work where they are meeting the needs of streetworkers, vulnerable women, those at risk of abuse, and families with disengaged young people. Identified by the Welsh Index of Multiple Deprivation (WIMD) 2019, as falling within the top 10% most deprived in Wales, Swansea suffers with high crime rates, prostitution, unemployment and low job prospects; of which has only become exacerbated since the pandemic.

Through the pandemic, both churches distributed hot meals and provided a foodbank to those most in need. Through our partnership, we have developed resources to further support and engage those most at risk; and to develop strategies to engage those most isolated in the community through the development of a community hub. Alongside this, we have directly provided one-to-

one mentoring for one of their most vulnerable young people who was suffering with depression and anxiety which had become heightened as a result of the pandemic, and moving away from home in London, to Swansea.

As a result of weekly mentoring, the individual was able to better manage their mental health, and confidently prepare for the upcoming transition from school to university; gaining confidence as they went on to join a new community and growing in their faith through becoming part of a new church and making positive friendship groups. By the end of mentoring, the individual was excited about the new opportunity of university and felt well supported as they went onto settle into new student accommodation. The individual shared how grateful they were for the support; for having someone believe in them and encourage them through what they imagined to be a stressful and overwhelming period in their life.



CONTINUED >

OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY



WALTHAM COUNCIL

One of Waltham Council's priorities is to provide transitional support for young people: particularly for those who are moving from school to college or apprenticeships. As a result of the work that we have been carrying out in partnership with Higham's Park School, we have successfully formed a partnership with Waltham Council, and particularly with their Early Help Team. Waltham Council's Early Help Team work with a number of schools across the borough, to support young people to complete their education and to prevent them from falling through the net in service provision post-16. Waltham Council's Community Safety Team are also working with young ex-offenders to integrate them back into the community and work opportunities. Finally, Waltham Council's Family & Children's Centre offer mentoring to whole families, so children are supported alongside their parents. Through our partnership with Waltham Council, we have expanded our reach in the area, to provide more transitional support to children and young people in the borough.

CAREERVERB

As a start-up organisation working with young people in the areas of careers, personal development and starting their own businesses, Careerverb bring together professionals from different industries in the business world such as finance and property management, to mentor young people in order to support them with careers, jobs, training and business launching. This can be in the form of one-to-one mentoring, or through the facilitation of group workshops. This is a free service and is offered virtually so is available over the whole country. Together with Careerverb, Nicodemus has expanded our support to young people particularly across the London and Essex Boroughs in the UK: together leading workshops and mentoring, and developing resources to keep young people engaged through the pandemic.

CONTINUED >

OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY

"MY SPECIAL TREASURE" GIRLS' HOME

Founded in 2008 by Cesar and Carol Lopez, the "My Special Treasure" Girls' Home receives teenage girls from the Guatemala State children's courts. The home provides a space and opportunity of restoration for the girls. The girls are provided with a safe home, a place to be educated, and are taught and disciplined to come to know God. On their property is a transition house which functions to help the older girls as they make the necessary steps to initiate a transition into independent living. Our Youth Leadership organises group social activities for the girls, and with those who are reaching their final year in the home before leaving and reintegrating back with their families, Nicodemus provides a series of tailored support to enable the girls to prepare for the process towards their transition into young adulthood and society. On leaving, the girls are offered the opportunity to become members of the Nicodemus Youth Leadership Programme where they can receive ongoing mentoring support, an education scholarship, and access to crisis support.

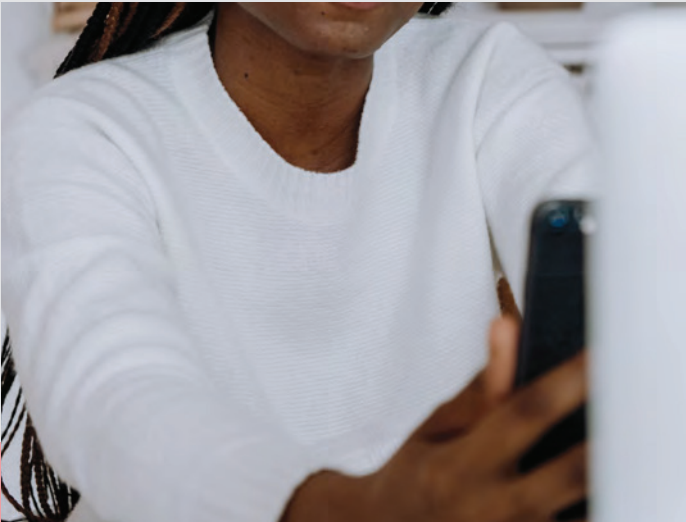


"MY SPECIAL TREASURE" EDUCATION CENTRE"

Directed by Luis and Vanessa Marroquin, the "My Special Treasure" Education Centre provides State approved schooling, teaching in social skills and Bible teaching to children from families who work on the Chimaltenango rubbish dump and live in the surrounding red-zone area. Other services provided to the community include medical clinics and workshops for parents. With an aim to build relational trust ahead of the children reaching young adulthood, our Youth Leadership Programme runs workshops and social activities for the older students. Education scholarships are provided, which for these young people are key to breaking generational cycles of formally uneducated family members. As these young people finish secondary schooling, GCSEs, or even primary schooling, they are often generationally the first in their families to reach these educational levels. The first group of eleven children from the Education Centre reached adulthood in 2020, with three of them now participating in our Youth Leadership Program and attending university.



OUR PARTNERS: COMMUNITY CONNECT PROJECT DELIVERY



CYNON VALLEY CHURCH

Cynon Valley is a former coal mining valley in Wales. 22% of the area falls within the 10% most deprived area in Wales, and overall, most of its area is more deprived than the Welsh average.

Cynon Valley Church has a passion for delivering community outreach and support; particularly to meet the needs of children and youth in the area, and to improve the longer-term outlook for those experiencing rural poverty and isolation. Through their outreach, Cynon Valley delivers a children's and youth club, community and youth outings, and parenting support; of which has been critical since the pandemic where the community needs have become heightened. In partnership with Cynon Valley, we have supported their work through the development of virtual mentoring sessions in response to COVID-19, where face-to-face sessions were not possible to deliver. Through this mentoring and support initiative, we have been able to support individuals to explore significant challenges in their lives; including covering topics of relationships, learning from home, physical and mental health challenges, grief, and anxiety through the pandemic; and the ongoing impact that COVID-19 has had on their lives. Through this initiative, we have worked closely with their safeguarding officer, and created longer-term plans to ensure continued support for young people at risk in Cynon Valley.



TIME OF RESCUE

Founded by Cesar Garcia in 2011, Time of Rescue is a ministry dedicated to serving the needs of and rescuing street children and youth of Guatemala. Attending to 175 street children and youth per month, Time of Rescue passionately supports these young people with love and care, developing deep and trusting relationships. The Time of Rescue team are alert 24 hours a day, responding to medical emergencies and crisis needs. A very special part of this ministry is that three of their team used to live on the streets. They themselves are powerful examples, demonstrating that a successful life after the streets is possible. Our Youth Leadership Programme, partnering with Time of Rescue since 2010, provides a pathway for young people coming off the streets, rehabilitating, and reintegrating into society. The Youth Leadership Programme offers ex-street living youth the opportunity to rebuild their lives with peer support from the group and long-term care from a mature adult mentor. Since the beginning of our partnership, five young adults have left street living, joined our Youth Leadership Programme, and have joined the Time of Rescue Street team.

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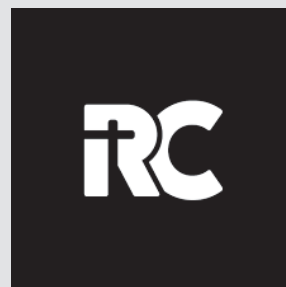
SPECIALIST VOLUNTARY SECTOR TRAINING:



Over the last year, Nicodemus has collaborated with 73 voluntary sector organisations across the UK and Guatemala: equipping community leaders to help and care for individuals who are struggling and marginalised in society. We value and appreciate the partnerships that we have formed through our delivery of Specialist Voluntary Sector Training.

By providing holistic support, one-to-one training and consultancy to our partners, we have helped them to implement and develop their community initiatives, in a way that is person and community led. As many of our partner voluntary organisations had initially struggled to adapt to the changing environment caused by the pandemic, we have helped them to redesign the delivery of their services and interventions and adapt their methods of community engagement. By streamlining their services and refining their processes, we have enabled them to not only sustain the running of their critical services, but to also increase their capacity; keeping connected with their service users and partner agencies, while ensuring sustainability and longevity through significant periods of uncertainty by maximising opportunities and scrutinising their budgets to minimise expenditure.

SHINING A LIGHT ON SOME OF OUR PARTNERSHIPS



“Working with Nicodemus has helped us focus on our future development as a charity and has provided us with encouragement and reassurance that we are now on the right path.”

CASE STUDY

THE DORCAS DRESS PROJECT

Maria Skoyles is the CEO and project leader of The Dorcas Dress Project, which was prompted to empower the voiceless in the fashion supply chain. Developing size-adjustable dresses, which are specially designed so they can be made in remote parts of the world, where access to electricity is limited, and sourcing trimmings difficult. Aiming to release garment makers from poverty, The Dorcas Dress Project mentors and empowers women to generate a fair-trade income through engaging them in the production and sales of Dorcas Dresses, which are subsequently distributed across the UK. The Dorcas Dress Project is also developing and delivering Learning Hubs, with the aim of equipping creative individuals with the resources and skills they need to escape poverty and hardship: increasing aspirations, improving confidence and self-worth, and developing employability.

Nicodemus has been providing The Dorcas Dress Project with training and support to further develop and expand their projects internationally; and to ignite change across the sector by raising awareness of and tackling modern slavery that exists within the garment industry across the world. Through providing fundamental project management support, The Dorcas Dress Project has successfully established SMART Objectives, and has begun to develop a clear fundraising strategy: identifying new income streams and implementing a plan to support future team and staff development, and the sustainable expansion of Learning Hubs.

STARFISH ALLIANCE

Starfish Alliance provides essential support to children living in foster placements, in Wales; through delivery of mentoring, guidance, and Starfish Kids Camps which aim to provide life-changing moments for children most affected by trauma and abuse. Through the pandemic, where Starfish Alliance had temporarily ceased the running of their services, Nicodemus supported the charity to adapt their provisions, by planning and developing virtual services and support, to re-engage and keep connected with those most at risk. Also, through the delivery of one-to-one consultancy and capacity building training, Starfish Alliance were able to confidently develop their fundraising strategy and successfully obtain £52,919 in funding; this enabled Starfish Alliance to re-launch their mentoring programme through the pandemic, and to expand support to engage foster carers and social workers through provisions of mentoring and resource packs. As a result of this intervention, Starfish Alliance were able to reach out to 72 children and 160 social work practitioners through the pandemic.

INC

As a new start-up community project in Wales, INC needed significant support to understand and explore the differing legal entities and establish the essential frameworks needed to form and build their interventions. With a commitment to supporting men's mental health across Wales, and to prevent male suicide, INC were supported by Nicodemus with their governance and strategic planning, as well as to develop their fundraising and marketing approach to encourage funder confidence and to build donor relationships. As a result of our support, INC successfully obtained £37,478 in funding through the pandemic, which enabled them to successfully develop their online platform and deliver survival packs to men in crisis during the pandemic. Through their influencers (mentors), by engaging actively online and broadcasting on radio stations, INC are making a significant difference to the lives of vulnerable men in Wales and are now in the process of registering as a CIC.

LOVE BRANCH

Love Branch has a commitment to supporting BAME communities through and beyond the pandemic, but were struggling with limited resources, time, and personnel to develop their projects. Nicodemus instilled confidence and vision through training to help Love Branch to develop a clear pathway ahead: helping them to develop their volunteer strategy, and effectively set up a Job Club for BAME individuals to be able to access.

"We would like to appreciate Nicodemus for their support all the way from the first initial contact to budgeting, planning, getting our compliance in place, reporting requirements and supporting us with raising funds.

We would not have otherwise been about to continue our mission as a charity, without Nicodemus.

We are so short staffed and could not afford the time to set aside to develop our fundraising, marketing or strategy, but through the help and advice of Nicodemus, we have grown our volunteers to four and our Trustees have increased also to five. The other good news is that we have been able to help two of our candidates by reviewing their CVs and conducting a mock interview that led to them obtaining a secure job. I would like to say a big thank you to Alex, Paul and Ros; their advice is worth more than money. Lastly, we were not as well organised before we started the training with Nicodemus. Now we are getting better with budgeting, strategy, planning, and Volunteer development. Thank you very much"





REACHING OUT COMMUNITY FELLOWSHIP

Providing critical support to vulnerable and marginalised communities in Waltham Cross, London, and overseas in Ghana, Reaching Out Community Fellowship have received longer-term support from Nicodemus to help them implement the structures they need to deliver sustainable projects: enabling them to confidently plan and monitor their projects, to develop and maintain accurate budgets, and to market and communicate their work effectively.

DESTINY SPRINGS MINISTRIES INTERNATIONAL

Providing emergency supply provisions for individuals and families in Oxford, Destiny Springs have been supported by Nicodemus to expand their services, and to provide consistent support and signposting to individuals and families affected by poverty. As a result of Nicodemus' training and support, Destiny Springs have improved their governance and accountability, and developed a strategy to sustain and expand the running of their services beyond the pandemic.

CHRIST APOSTOLIC PENTECOSTAL ASSEMBLY

With a commitment to support the BAME community in Wolverhampton, Nicodemus supported Christ Apostolic Pentecostal Assembly to establish SMART objectives and milestones in line with their vision and mission. This support has had a direct impact on their ability to communicate their work to wider stakeholders through their fundraising and marketing strategy and donor and volunteer communications. Our partnership has also enabled them to obtain funding to secure their project through the pandemic.

GATHERING PLACE

As the pandemic spiralled, Gathering Place were supported by Nicodemus to develop their emergency response initiative to support individuals and families most in need in Swansea, including street workers and the travelling communities. At a time where the future of Gathering Place was very uncertain due to depleting funds, Nicodemus supported them to research and develop their fundraising strategy, maximise COVID funding available in Wales, and expand their services quickly to meet the needs of their community. As a result, Gathering Place successfully secured £35,000 in funding, and delivered 300 care packages per month during the first six months of the pandemic along with establishing connections with various multi agencies across Wales to improve the outlook of those most excluded.

NEW SPRINGS

As a well-established church in the community of Loughborough, Nicodemus supported New Springs with their wider strategic planning; realigning their diverse projects and initiatives and supporting them to ensure longevity. Through our support, New Springs have been able to conduct an organisational analysis to maximise the services which are progressing effectively and streamline their approach, so they can better communicate their work and provisions, and therefore generate a secure financial future.

GENERATION OF SALVATION

A youth group as part of 'Christ is the Way' church, Generation of Salvation is a group of young adults and teenagers who meet every Saturday to learn about God and serve the local at-risk youth community living near to and working on the Guatemala City rubbish dump. Generation of Salvation has a passionate leadership team of eight young adults who since the start of our partnership have received ongoing training from Nicodemus to serve their vulnerable youth exposed to the negative influences in their community. Training topics such as counselling, teamwork, social relationships, and project development have helped the Generation of Salvation team to strengthen their coordination and personalised support for the young people they serve.

VERTICAL POINT CHURCH

Situated in San Andrés Itzapa in the department of Chimaltenango, Vertical Point Church coordinates weekly events for marginalised teenagers and young adults in their community including socials, Bible studies and community outreach activities. With the help of training in Youth Mentoring, Loneliness, and Identity, 13 at-risk young people in the community are currently being mentored as they approach young adulthood.

HOUSE OF GRACE CHURCH

Located in Palin in the department of Escuintla, the team of youth leaders at House of Grace Church host a monthly evening meal and an evangelistic talk for marginalised youth in their community. With training and accompaniment in the topics of Administration and Coordination of Events and Youth Mentoring, House of Grace Church has taken significant steps in strengthening relationships and teamwork among the youth leaders of the church, and has enabled them to initiate evangelistic events and relationship building with those living in the church community.

AVIV

Led by Elder and Monica Perez, AVIV is a ministry in the suburb of Villa Nueva providing education and Bible teaching to teenagers and young adults with limited opportunities, preparing them for employment in society. English classes and weekly social activities form a part of AVIV's activities. AVIV has recently been taking steps towards developing fruitful connections with other ministries as well as initiating a partnership with the government municipality of Villa Nueva. This has enabled AVIV to create opportunities for 30 English scholarships for at-risk teenagers living in the local "red zone" community, and in doing so they are provided with one of the municipality's event salons to carry out weekly meetings and classes. To support this ongoing work Nicodemus has been providing ongoing advisory support about conducting ministerial relationships.



DBO MINISTRIES

DBO is a ministry that seeks to transform and empower the lives of those most in need and rejected by conventional society. Founded and led by Ronald Mendez with his wife, Shannon, and a dedicated group of volunteers, DBO Ministries runs its own centre and home visits providing Bible activities, breakfasts and hot dinners for the Chimaltenango community including child shoe shiners and the homeless elderly in Antigua. Run by a thriving group of 35 staff and volunteers who as well as directing their weekly activities are also passionate about learning and being trained so to enhance the quality of delivery of their service. Alongside regular visits to some of their activities, Nicodemus provides monthly training to DBO's staff and volunteers which has helped contribute to the formation of a mentoring program supporting 10 vulnerable youth who are currently making the transition into adulthood.

SOWERS OF LIFE CHURCH

Situated in Zone 2 of Guatemala City, Sowers of Life Church carries out missional work to communities living in the department of Escuintla at the base of the Pacaya volcano. Sowers of Life Church are taking initial steps to develop their mentoring programme for marginalised youth living in the poverty-stricken community of Pacaya. Having recently received training in Trauma care, Identity, and Counselling, Nicodemus are now implementing a series of training in the principles of mentoring as their youth leaders seek to deepen and strengthen one-to-one relationships with the Pacaya community.

PATH OF LOVE CHURCH

Located in the 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 and carrying out visits to local families, providing support to widows and carrying out hospital visits. Through our partnership, five young people in transition to adulthood are currently being mentored. With Nicodemus' support from ongoing training and accompaniment, the Path of Love church are working towards training up more mentors. Topics such as Loneliness and Childhood Wounds have also helped to equip the youth leaders to empathise with the local needs of youth in their church and community.

JESUS IS LORD CHURCH

Located in San Miguel Petapa, a large red zone suburb of Guatemala City, the Jesus is Lord Church has a youth group of 60 who meet every Saturday and are extremely active in their community carrying out family visits, sports events, and other activities. Through mentoring and discipleship, Jesus is Lord Church has a passion to serve intentionally and consistently in their community. Training in Managing Emotions, Teamwork, and Loneliness have supported the youth leadership to respond to mental health issues and to strengthen trusting relationships. As a message of thanks to the church, one of the young people shared, "Thank you for helping me in a crucial moment of my life when I was on the brink of taking some very bad decisions, but with the help of your ministry, Jesus has helped to guide me."

"Thank you for helping me in a crucial moment of my life when I was on the brink of taking some very bad decisions, but with the help of your ministry, Jesus has helped to guide me."



2020 Summary & Looking Forward

2020 has been an extraordinary year, with COVID having an impact across all areas of our work. We therefore, particularly wish to commend and appreciate all of our staff, volunteers and our supporters: as we pay tribute to the time, care and resources dedicated to serving and responding to the greatest needs of those most marginalised. We recognise that this year has brought significant suffering for many: with the challenges faced particularly by our children, young people and families, only further exacerbated.

In Guatemala, many of our individuals have struggled to survive the harsh environment of street living; with 59 of those we have supported, having succumbed to death. Harsh Government-imposed curfews and restrictions, have further intensified the conditions of life on the streets, with violence, murder, domestic abuse and conflict ravaging Guatemala City's Street community. As a team, this has required us to adopt a more strategic approach when triaging and supporting vulnerable individuals; left with little choice but to prioritise those in immediate crisis and those who are readily willing to accept our help to leave the streets. Cesar Garcia, Street Team Leader, says "Having to make selective choices of who to attend to and who not to is sad for me. I have to be careful and protect myself and my team. Things are not like they were before the pandemic. Before my eyes I have seen many people die." Responding 24 hours a day, our projects have become a pinnacle of hope amongst the suffering and hardship: with first aid, medical attention, transportation, rehabilitation and resettlement support, significantly improving not only the lives of those most marginalised in Guatemala now, but also yielding opportunity for the future.

In the UK, we have also witnessed the catastrophic affects that the pandemic has had upon our vulnerable children and families: disproportionately impacting those in poverty, as they have found themselves living on the breadline: scared, further isolated and excluded within their community. Isolation, inconsistent supervision and limited support has left our young adults particularly more at risk, both in their community and online, where gang culture, grooming and online sexual exploitation has significantly surged. Alongside heightened levels of unemployment, economic inactivity and reduced aspirations, we have seen spiralling mental health, anxiety and depression, and increased family breakdown.

As a service that has become a lifeline to thousands across both continents, we are grateful to have been able to utilise and adopt various engagement methods: to build bridges and keep people connected at a time they have needed our support the most; and to have not only survived through the pandemic, but to also have refined our strategy so that we can continue to thrive and make a difference into the next year ahead. As we draw this report to a close, it is through this process of reflection, where we can truly honour and appreciate the blessings of this last year: celebrating the development of our new Training & Resource Centre in Oxhill; and also drawing strength from the acts of kindness that we have been able to give, receive and share across our communities. While many of the challenges faced throughout 2020 will continue through into the new year, we are encouraged to see the cumulative impact of our projects, staff, volunteers and partners combined, being far bigger than we ever anticipated. As we bear witness to the light that has continued to shine in the darkness, we seek to inspire communities and transform the lives of the people we serve: praying together, that God may keep our lamps burning as we go forward in our mission.

FUNDRAISING STRATEGY

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

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

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

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

We have also reviewed and identified our project key performance indicators (KPIs), and implemented a project plan to ensure project viability, sustainability and growth as we adapt following the pandemic. We have continued to remain stringent in our budgeting and financial forecasting: adapting in line to meet community needs, and maximising opportunities for growth where possible. This approach has proven extremely successful, as we have come to establish marketable products, which will also support us in generating an income to ensure ongoing organisational growth and sustainability. Our priority as we move forward into 2021, is to develop our Specialist Voluntary Sector Training, through which we will later be establishing ourselves as an accredited training provider with the Institute of Leadership and Management (ILM) and City and Guilds: of which can be rolled out across our two UK Training Centres, our Centre in Guatemala, and our Online Training Platform. For ourselves as an organisation, this will enable us to continue to upskill our own team of volunteers internally: providing them with credible internationally recognised qualifications; while also building their confidence in supporting delivery of our Community Connect Projects. For our partner organisations, this will also provide affordable and accessible training and expert support for their staff and volunteers: which they otherwise would have not had access to: therefore, developing their confidence and increasing their resilience which is even more essential in today's challenging economic climate: and improving the quality of support services offered to marginalised people. Additionally, formal accreditation of our programmes will significantly transform our organisation's growth into the future: enabling us to diversify our own funding strategy, as we can begin to offer purchasable and marketable accredited courses to private individuals and companies; and equally, so that we can access a wider range of government and statutory funding.



FUNDRAISING STRATEGY CONTINUED

While we have faced reduced income as a direct result of the pandemic, and inevitably have been left with little choice but to reduce budgets and streamline our work, we have subsequently carried out ongoing consultations with partners and beneficiaries, to adapt and remodel our services in line with where the greatest needs are. Together in collaboration with our partners, we have identified the most room for opportunity and growth can come particularly through the expansion of our Specialist Voluntary Sector Training internationally. By proceeding forward with this strategy, we will be able to increase the robustness of our own organisation, while also making a significant difference to other international voluntary organisations who are struggling to recover from the impact of the pandemic. Finally, we will also be able to invest the time and resources needed to increase the capacity of our Community Connect Projects. Investing in the building, training and retention of our volunteer bases will not only ensure longer-term continuation and longevity of our direct work and interventions, but will also increase the number of beneficiaries we can support both directly and indirectly throughout our projects and services.

Throughout all areas of our work, and fundraising efforts, we are allocating time to planning, monitoring and evaluation: collating monthly dashboard reports, quarterly reviews, and carrying out annual reports; from which, all findings and considerations for reform, are shared and fed back to trustees, funders and wider stakeholders. We have also implemented essential financial planning measures and controls: reviewing our annual organisational budget, and individual project budgets, of which are being monitored monthly. Through 2020, we have made use of furlough schemes, and streamlined our staffing structure where it has been necessary to do so, in order to ensure longevity and growth. Finally, dedicated staff resource has been allocated to writing grant applications on an ongoing basis, in addition to building donor relationships, and maximising community partnerships.

REGISTERED COMPANY NUMBER: 10300111 (England and Wales)

REGISTERED CHARITY NUMBER: 1170143

REPORT OF THE TRUSTEES AND

UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2020

FOR

NICODEMUS

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

NICODEMUS

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FOR THE YEAR ENDED 31 DECEMBER 2020

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NICODEMUS

REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 DECEMBER 2020

TRUSTEES	A W Welford Mrs D M Welford G Freeman (resigned 5.6.20) Mrs J Matthews D L Holden Mrs H Skaife C J R Adlam (appointed 5.6.20)
REGISTERED OFFICE	Manor Stables Beech Road Oxhill Warwickshire CV35 0QE
REGISTERED COMPANY NUMBER	10300111 (England and Wales)
REGISTERED CHARITY NUMBER	1170143
INDEPENDENT EXAMINER	Murphy Salisbury Limited Chartered Accountants 15 Warwick Road Stratford upon Avon Warwickshire CV37 6YW

NICODEMUS

REPORT OF THE TRUSTEES **FOR THE YEAR ENDED 31 DECEMBER 2020**

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 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

Please refer to pages 5-10

Public benefit

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

Contributions made by volunteers

Please refer to pages 6

ACHIEVEMENT AND PERFORMANCE

Please refer to pages 4, 11-38

FINANCIAL REVIEW

Financial position

The total net deficit for the period was £5,408 (2019 : £2,271), comprising unrestricted incoming resources of £397,394 (2019 : £333,248) and unrestricted resources expended of £412,349 (2019 : £335,519) and restricted incoming resources of £64,037 (2019 : £54,204) and restricted resources expended of £54,490 (2019 : £54,204).

Total funds at the year end were £32,919 (2019 : £38,327) being unrestricted of £23,372 (2019 : £38,327) and restricted of £9,547 (2019 : £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.

2020 Summary & Looking Forward

Please refer to pages 39

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 charities policy that new Trustees undergo an orientation process to brief them on their legal obligations under

NICODEMUS

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2020

charity law, the charities 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.

Approved by order of the board of trustees on 10th September 2021 and signed on its behalf by:



.....
A W Welford - Trustee

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

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

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2020.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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



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

Date:

NICODEMUS

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	Unrestricted fund £	Restricted fund £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	86,235	-	86,235	174,348
Charitable activities					
Charitable activities	3	311,159	64,037	375,196	213,104
Total		<u>397,394</u>	<u>64,037</u>	<u>461,431</u>	<u>387,452</u>
EXPENDITURE ON					
Raising funds	4	14,699	-	14,699	19,755
Charitable activities					
Charitable activities	5	397,650	54,490	452,140	369,968
Total		<u>412,349</u>	<u>54,490</u>	<u>466,839</u>	<u>389,723</u>
NET INCOME/(EXPENDITURE)		(14,955)	9,547	(5,408)	(2,271)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>38,327</u>	<u>-</u>	<u>38,327</u>	<u>40,598</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>23,372</u></u>	<u><u>9,547</u></u>	<u><u>32,919</u></u>	<u><u>38,327</u></u>

The notes form part of these financial statements

NICODEMUS

BALANCE SHEET
31 DECEMBER 2020

	Notes	Unrestricted fund £	Restricted fund £	2020 Total funds £	2019 Total funds £
FIXED ASSETS					
Tangible assets	11	6,274	-	6,274	2,940
CURRENT ASSETS					
Debtors	12	6,874	-	6,874	17,190
Cash at bank		<u>14,666</u>	<u>9,547</u>	<u>24,213</u>	<u>24,739</u>
		21,540	9,547	31,087	41,929
CREDITORS					
Amounts falling due within one year	13	(4,442)	-	(4,442)	(6,542)
		<u>17,098</u>	<u>9,547</u>	<u>26,645</u>	<u>35,387</u>
NET CURRENT ASSETS					
		<u>17,098</u>	<u>9,547</u>	<u>26,645</u>	<u>35,387</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>23,372</u>	<u>9,547</u>	<u>32,919</u>	<u>38,327</u>
NET ASSETS					
		<u>23,372</u>	<u>9,547</u>	<u>32,919</u>	<u>38,327</u>
FUNDS					
	14				
Unrestricted funds				23,372	38,327
Restricted funds				<u>9,547</u>	<u>-</u>
TOTAL FUNDS					
				<u>32,919</u>	<u>38,327</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 December 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 December 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

NICODEMUS

BALANCE SHEET - continued

31 DECEMBER 2020

The financial statements were approved by the Board of Trustees and authorised for issue on 10th September 2021 and were signed on its behalf by:



.....
A W Welford - Trustee

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Expenditure

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

Tangible fixed assets

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

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

Taxation

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

Fund accounting

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

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

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

2. DONATIONS AND LEGACIES

	2020	2019
	£	£
Donations	84,788	172,233
Gift aid	<u>1,447</u>	<u>2,115</u>
	<u>86,235</u>	<u>174,348</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

3. INCOME FROM CHARITABLE ACTIVITIES

		2020	2019
		£	£
	Activity		
Grants	Charitable activities	69,653	54,204
Partners hubs & workshops UK fees	Charitable activities	<u>305,543</u>	<u>158,900</u>
		<u>375,196</u>	<u>213,104</u>

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

		2020	2019
		£	£
Other grants		<u>69,653</u>	<u>54,204</u>

4. RAISING FUNDS

Raising donations and legacies

		2020	2019
		£	£
Salaries		14,699	18,583
Other costs		<u>-</u>	<u>1,172</u>
		<u>14,699</u>	<u>19,755</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Support costs (see note 6)	Totals
	£	£	£
Charitable activities	<u>441,803</u>	<u>10,337</u>	<u>452,140</u>

6. SUPPORT COSTS

	Other	Governance costs	Totals
	£	£	£
Charitable activities	<u>7,187</u>	<u>3,150</u>	<u>10,337</u>

7. NET INCOME/(EXPENDITURE)

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

		2020	2019
		£	£
Depreciation - owned assets		<u>2,362</u>	<u>1,470</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

8. TRUSTEES' REMUNERATION AND BENEFITS

During the period, expenses totalling £7,840 (2019: £7,240) were reimbursed to a trustee for travel and subsistence related costs incurred on behalf of the charity.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2020 nor for the year ended 31 December 2019.

9. STAFF COSTS

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

2020	2019
<u>9</u>	<u>10</u>

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted fund £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	174,348	-	174,348
Charitable activities			
Charitable activities	158,900	54,204	213,104
	<hr/>	<hr/>	<hr/>
Total	333,248	54,204	387,452
EXPENDITURE ON			
Raising funds	19,755	-	19,755
Charitable activities			
Charitable activities	315,764	54,204	369,968
	<hr/>	<hr/>	<hr/>
Total	335,519	54,204	389,723
	<hr/>	<hr/>	<hr/>
NET INCOME/(EXPENDITURE)	(2,271)	-	(2,271)
RECONCILIATION OF FUNDS			
Total funds brought forward	40,598	-	40,598
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	<u>38,327</u>	<u>-</u>	<u>38,327</u>

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

11. TANGIBLE FIXED ASSETS

	Motor vehicles £	Computer equipment £	Totals £
COST			
At 1 January 2020	7,350	-	7,350
Additions	<u>-</u>	<u>5,696</u>	<u>5,696</u>
At 31 December 2020	<u>7,350</u>	<u>5,696</u>	<u>13,046</u>
DEPRECIATION			
At 1 January 2020	4,410	-	4,410
Charge for year	<u>1,470</u>	<u>892</u>	<u>2,362</u>
At 31 December 2020	<u>5,880</u>	<u>892</u>	<u>6,772</u>
NET BOOK VALUE			
At 31 December 2020	<u>1,470</u>	<u>4,804</u>	<u>6,274</u>
At 31 December 2019	<u>2,940</u>	<u>-</u>	<u>2,940</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade debtors	5,000	13,000
Prepayments and accrued income	<u>1,874</u>	<u>4,190</u>
	<u>6,874</u>	<u>17,190</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade creditors	1,252	2,861
Social security and other taxes	1,060	1,150
Other creditors	150	611
Accruals and deferred income	<u>1,980</u>	<u>1,920</u>
	<u>4,442</u>	<u>6,542</u>

14. MOVEMENT IN FUNDS

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

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

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	397,394	(412,349)	(14,955)
Restricted funds			
Restricted fund	64,037	(54,490)	9,547
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>461,431</u>	<u>(466,839)</u>	<u>(5,408)</u>

Comparatives for 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
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>40,598</u>	<u>(2,271)</u>	<u>38,327</u>

Comparative 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)	-
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>387,452</u>	<u>(389,723)</u>	<u>(2,271)</u>

continued...

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

14. MOVEMENT IN FUNDS - continued

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

	At 1.1.19 £	Net movement in funds £	At 31.12.20 £
Unrestricted funds			
General fund	40,598	(17,226)	23,372
Restricted funds			
Restricted fund	-	9,547	9,547
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>40,598</u>	<u>(7,679)</u>	<u>32,919</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	730,642	(747,868)	(17,226)
Restricted funds			
Restricted fund	118,241	(108,694)	9,547
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>848,883</u>	<u>(856,562)</u>	<u>(7,679)</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 £62,360 (2019: £145,078) were made by the Trustees and their related parties to the charity during the year.

During the year, the charity paid for services of £39,238 (2019: £33,524) to children of the trustees. At the balance sheet date £1,012 (2019: £1,924) was owed to the children of the trustees by the charity.

NICODEMUS

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE YEAR ENDED 31 DECEMBER 2020

16. STATUS OF THE CHARITY

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

NICODEMUS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	84,788	172,233
Gift aid	1,447	2,115
	<u>86,235</u>	<u>174,348</u>
Charitable activities		
Grants	69,653	54,204
Partners hubs & workshops UK fees	305,543	158,900
	<u>375,196</u>	<u>213,104</u>
Total incoming resources	461,431	387,452
EXPENDITURE		
Raising donations and legacies		
Salaries	14,699	18,583
Other costs	-	1,172
	<u>14,699</u>	<u>19,755</u>
Charitable activities		
UK YLP Hubs	267,861	198,983
Guatemala YLP Hubs	80,021	70,849
Guatemala RESCUE	30,147	31,299
Guatemala RESTORE	22,915	19,665
Guatemala REBUILD	40,233	40,361
El Salvador Delivery	626	-
	<u>441,803</u>	<u>361,157</u>
Support costs		
Other		
Office	4,003	4,316
Marketing	756	1,105
Legal fees	250	-
Exchange Rate Variance	(184)	-
Transport	1,470	1,470
Computer equipment	892	-
	<u>7,187</u>	<u>6,891</u>
Governance costs		
Independent examiner's fees	1,980	1,920
Accountancy	1,170	-
	<u>3,150</u>	<u>1,920</u>

NICODEMUS

DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020	2019
	<u>£</u>	<u>£</u>
Total resources expended	<u>466,839</u>	<u>389,723</u>
Net expenditure	<u><u>(5,408)</u></u>	<u><u>(2,271)</u></u>