

JOURNEY COMMUNITIES

England & Wales · Charity number 1163017

Details

Status Registered

Legal form CIO

Registered 2015-08-05

Register [View on the Charity Commission register](#)

Contact

Address 2 West Circular Road
Ambrosden
Bicester
Oxfordshire
OX25 2BB

Phone 07712816677

Email jeff@journeycommunities.co.uk

Website www.journeycommunities.co.uk

Activities

Objects: THE OBJECTS OF JOURNEY COMMUNITIES ARE:TO ADVANCE THE CHRISTIAN FAITH IN BICESTER AND IN SUCH OTHER PARTS OF THE UNITED KINGDOM OR THE WORLD FOR THE BENEFIT OF THE PUBLIC IN PARTICULAR, BUT NOT EXCLUSIVELY THROUGH THE HOLDING OF PRAYER MEETINGS, LECTURES, PUBLIC CELEBRATION OF RELIGIOUS FESTIVALS PRODUCING AND/OR DISTRIBUTING LITERATURE ON THE CHRISTIAN FAITH TO ENLIGHTEN OTHERS ABOUT THE CHRISTIAN RELIGION. TO PROMOTE AND FULFIL SUCH OTHER CHARITABLE PURPOSES BENEFICIAL TO THE COMMUNITY IN BICESTER AND IN SUCH OTHER PARTS OF THE UNITED KINGDOM OR THE WORLD AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT

Activities: We are a relational network of Christian missional communities and microchurches seeking to discover full life through Jesus and bring heaven to earth. We connect virtually and physically throughout the month for worship, community, mission, and discipleship purposes.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, Religious Activities, Economic/community Development/employment
- **Who:** Children/young People, The General Public/mankind

Geography

- Birmingham City
- Buckinghamshire
- Kent
- Oxfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£107,149	£116,419	-	-
2024-08-31	£158,712	£179,688	-	-
2023-08-31	£167,186	£173,727	-	-
2022-08-31	£157,676	£150,086	-	-
2021-08-31	£157,211	£138,950	-	-

Trustees

Name	Role	Appointed
Jazz Shaban	Chair	2022-06-15
Christie Lothamer		2025-02-12
Peter James Stoddart		2026-06-02
Shelbey Hunt		2025-03-20

JOURNEY COMMUNITIES

England & Wales - Charity number 1163017

Accounts

**JOURNEY COMMUNITIES
(A CHARITABLE INCORPORATED ORGANISATION)**

UNAUDITED

TRUSTEES' RECEIPTS AND PAYMENTS ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2025

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FOR THE YEAR ENDED 31 AUGUST 2025**

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**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2025**

The Trustees

Jazz Shaban	Chairman
Luke Hatcher	Treasurer
Alexandra Sweeney-Lui	
Shelbey Hunt	
Christie Lothamer	

Principal Address

2 West Circular Road
Ambrosden
Bicester
Oxfordshire
OX25 2BB

Registered Charity Number

1163017

Independent Examiners

Morgan Accountancy Solutions
Suite 16
Enterprise House
Bicester Business Centre
Telford Road
Bicester
Oxfordshire
OX26 4LD

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2025

The Trustees have pleasure in presenting their report and the unaudited financial statements of the charity for year ended 31 August 2025.

Structure, Governance and Management

History

Journey Communities, a Charitable Incorporated Organisation, was incorporated on 5 August 2015 (charity number 1163017). On 5 August 2015, it achieved charitable status and was entered onto the Register of Charities with the Registered Charity Number 1163017.

Prior to this, Journey Communities had been meeting as a church formerly known as The Crowded House Bicester informally beginning in Spring 2011. In the Autumn of 2014, under the guidance of minister Steven Caton on behalf of the church staff, 7 members of the church met regularly to arrive at a name for the church which communicated its identity. In the winter of 2014/2015, the approved name of the church formally became Journey Communities.

In the Autumn of 2015 Journey Communities staff and elders at the time elected to join the Fellowship of the Churches in Great Britain and Scotland (simply known as FCC). FCC provides consultation, support, encouragement and is ready to assist the church should it need and ask for it. Steven Caton was ordained as a minister in the FCC October of 2016.

In the Spring of 2017 Journey Communities started FLTR Coffee Ltd., a community café in the Langford Village neighbourhood of Bicester, to promote and fulfil such other charitable purposes beneficial to the community in Bicester.

In the Autumn of 2021 Journey Communities was continuing to grow and in order to better achieve the charity objectives the church organised into two communities meeting in different neighborhoods in Bicester. We called these communities micro churches. The Microchurch Network was established under the charity as an arm to serve these micro churches to help them achieve the charity objectives.

In January of 2023 a 3rd microchurch was planted in the Kingsmere estate in Bicester. In 2025 a 4th microchurch was planted in Old Place Yard in B i c e s t e r ~~centre~~. Both the Kingsmere and Old Place Yard Communities seek to achieve the charity objectives in their respective community and lead and organise activities within their respective areas: a basketball club that meets at a local school in Kingsmere and the local neighborhood community in Old Place Yard. All four microchurches are technically under the name Journey Communities and seek to achieve the charity objectives in their respective communities.

Constitution updated in June 2024 with the Charity Commission.

Recruitment and Appointment of Trustees

Upon pursuit of charity registration, new trustees were (and are) selected on the basis of their experience and skills, normally from amongst the members of Journey Communities, Bicester, but also from those with skills, familiarity and goodwill towards the church who are outside the church congregation. It is seen to be desirable that the Core Leadership team (Staff) of the church should be represented on the Trustee Board. Simon Loo formally, a trustee member and co-Director of Journey was appointed as Director in October 2024. Simon has been attending trustee meetings as an officer during the current year. Jeff Lothamer stepped down as a Journey director, but remained director of FLTR Coffee during the current year.

Jeff and Christie Lothamer, Sarah and Steve Caton as well as Simon Loo, who were elected elders of Journey communities continue to be elders. They and the Trustees aim to meet together on a regular basis to ensure effective governance of the church and discuss issues of mutual concern or decision.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2025**

The Trustees regularly consider the composition of the Trustee Board in order to ensure that the Board has access to the right balance, diversity and spread of expertise needed to govern the affairs of the Charitable Incorporated Organisation. Trustees are officially appointed at the Journey AGM. If a Trustee vacancy arises during the year potential candidates are identified and approached following discussion at a T r u s t e e s meeting. They are offered the opportunity to meet the existing Trustees and attend a board meeting with a view to remaining on the board until their official appointment at the next AGM.

Organisation of the Charitable Incorporated Organisation (CIO)

The Trustees meet three times per year to administer the affairs of the CIO; there are no sub-groups acting for them. During the year, two Trustees financially benefited from the CIO's operations. Clear expectations for their participation in financial decisions, as well as details regarding services provided by Trustees and other related party activities, are outlined in our Governance Policy.

Journey Communities currently employs two part-time staff members The four missionaries, two full-time and two part-time, Jeff and Christie Lothamer and Steve and Sarah Caton, stepped down in March 2025. With their resignation as paid staff members funded through the US partnership agreement, additional funding to enable dedicated activity and travel ended along with the relationship with Greater Europe Mission, with which Journey Communities had a grant agreement and partnership with. Andy Boxall was employed part-time and stepped down in December 2024 when the Microchurch Network Initiative was transferred to KX.

Jeff and Christie Lothamer and Steve and Sarah Caton continued to fulfil the church's leadership roles as volunteers, funded through their individual US partnership agreements according to areas of expertise. These were worship leading, congregational teaching, financial and organisational leadership, leadership development, community ministry, and youth and c h i l d programs. s

Qualification for church membership is currently based on Christian commitment, commitment to the Church, and a desire to be formally recognised as a member of Journey Communities. Decisions regarding the overall direction and care of the Church are made by the Core Leadership, with input as necessary from other individuals or groups. Key issues are discussed widely within the church.

The church community gathers regularly for worship, community, mission, and discipleship. Each leader is trained to practically guide groups of people in life. Their training is a hybrid of theological, social, and practical strategies designed to strengthen individuals and families. Each leader and potential leader is encouraged, equipped, and resourced through participation in the Leadership Collective (TLC), a community of leaders that meets monthly. Facilitation of The Leadership Collective passed to the Service Platform when Jeff and Christie Lothamer resigned as staff members.

Objects, Mission and Aims

The objects of Journey Communities are:

To advance the Christian faith in Bicester and in such other parts of the United Kingdom or the world for the benefit of the public in particular, but not exclusively through the holding of prayer meetings, lectures, public celebration of religious festivals producing and/or distributing literature on the Christian faith to enlighten others about the Christian religion.

To Promote and fulfil such other charitable purposes beneficial to the community in Bicester and in such other parts of the United Kingdom or the world as the trustees may from time to time think fit.

The Trustees confirm that in setting their objectives they have complied with their duty under the Charities Act 2011 to have a due regard to the public benefit guidance published by the Charity Commission.

TRUSTEES' ~~Report~~ ^{Account}
FOR THE YEAR ENDED 31 AUGUST 2025

Activities, Achievements, Development

ACTIVITIES

“ Journey Strong ”

Journey Community operates on a structured rhythm of gatherings and leadership meetings with an overarching vision to "Saturate Bicester with microchurches and micro-missions". This vision, termed "Journey Strong," underpins all activities through **Microchurches (MCs)** and **Micro-missions (MMs)**, where the community's "heart, mission and service" reside, with a goal to support the "birth of new micro-missions/microchurches".

Journey Church aims to balance **support** (caring, celebrating birthdays, interactive feedback) with **challenge** (asking tough questions about mission definition and comfort zones). This includes equipping individuals for evangelism and leadership.

The church utilizes a distributed model focused on fostering community, deepening faith, and expanding its mission. Key gatherings and rhythms include:

Monthly Rhythms: These are designed to foster community and spiritual growth, but does not replace individual Microchurch Rhythms:

- The Gathering: A foundational community space emphasizing "Communitas" and communication, serving to "Demonstrate - then announce". Examples include the September 7th (2024) Kick-Off BBQ, October's (2024) "Journey Strong" focus, and a January 4th (2025) "Worship and Prayer for the new year" gathering.
- Annual events like the Christmas Fun Night and Easter Service are also significant.
- Family In-Time: Dedicated social time for reconnection and The Leadership Collective (TLC) has remained a crucial monthly meeting.

Operational details include using Langford Village Hall as a primary venue for gathering the four microchurches who are part of Journey Communities, often featuring "Bring and Share" meals, integrating children into events, and utilising sound equipment and projectors. Leadership roles involve Simon, Becky and Shelby who are part of the Journey Communities service platform in leading Communion, Worship, social activities and services. Journey mainly uses WhatsApp and its own website to communicate upcoming events.

Service Platform

The Service Platform is a team that is tasked with organising events, trainings and activities that help support the microchurches who are part of the Journey Communities church. The Service Platform has three staff: two part time paid staff and one part-time volunteer.

The responsibility of the Service Platform (SP) can be divided into two main areas:

1. The overall running and development of the combined services and support of the microchurches.
 1. Development and support of the combined services required by the micro churches
 2. Support any specific needs of Microchurches.
 3. Support combined youth and c h i l d r e n services such as Bible school.
 4. Organise and run the combined regular gathering of microchurches and communications
 5. Organise and run the monthly meetings of the collective of leaders (TLC) of Journey microchurches.

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2025

2. The ongoing financial and safeguarding operations of Journey Communities as a charity.
 1. Financial management
 2. Safeguarding training for those members who work regularly with children or vulnerable adults.

The Service Platform continues to develop the collective microchurch spaces that strengthen the Journey DNA such as the monthly gathering space (Family Time) and leadership support and accountability space of The Leadership Collective. These spaces have grown into the purposes that they were created for.

FLTR Community Microchurch

The FLTR Community continues to be a life-giving presence by connecting with neighbours through our coffee shop, FLTR Coffee and in individual homes. A number of activities and missions continued to meet either in the coffee shop itself: crafting group, games groups or in individual homes such as the workplace mission prayer group.

As a way of bringing business and missional purpose together FLTR introduced the “TPaying” promotion utilising the shop's board to ask people to put up a prayer request, etc.

Business viability challenges remained throughout the year as FLTR Coffee struggled to keep pace with rising costs, poor mental health of staff and increasing business rates. As a result the Trustees and Leadership Collective along with FLTR staff held a discernment process to help guide the future of the coffee shop as a going concern and discern what that means for the FLTR microchurch. At the end of the year the process was ongoing with a number of options being proposed.

Graven Hill Microchurch

The GHMC (Graven Hill Microchurch) streamlined its combined social gatherings to five key events per year: Autumn Launch, Christmas, Chinese New Year, Easter, and Summer BBQ. Each event has a tailored invite list—some more intimate, others with broader reach.

The GHMC is experiencing a period of gradual expansion, with its capacity to serve growing, and relationships within the community maturing. Two new individuals within the neighbourhood are drawing closer to the group and will soon join the bi-weekly rhythm of “Li & Deia laod”, Pray, Listen, Scripture and women's DNA groups meet regularly and have expanded with two new families that joined during the reporting period.

Kingsmere Microchurch

The Kingsmere microchurch has grown and our Sunday brunch rhythm for our church continues. At this Sunday brunch we used the time to worship, read and study the Bible, pray, and remember Jesus by taking communion together. Storytimes have been added to the Sunday gathering to accommodate the growing number of children within the community. We also began gathering in DNA's (3s meeting together for discipleship) during the week.

The Kingsmere microchurch continued leading a basketball club on Tuesday nights at our local school, formally named the club the Bicester Badgers. Besides training and playing together on a Tuesday night we ran a couple 3v3 tournaments where we invited all the players' families to come and watch and had a half-time talk on something related to our mission. We also were invited by a local prison to come and play some of the inmates as a way to encourage them.

In September it launched a 45-minute women's session with up to seven participants, and one of our players has organised an additional Thursday night session. The basketball community remains strong with the summer BBQ attended by 50 attendees.

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2025

Saturday kids' training sessions, run in partnership with Hoop Heroes, have 50 children across two sessions. Two additional head coaches have been developed and a new Thursday night Hoop Heroes session has begun.

Old Place Yard Microchurch

Old Place Yard Community is located within the town center straddling a social housing estate and high-end private houses. The group has continued to increase in numbers since it launched in January 2025 with 8 regular attendees. The principal approach is community and serving each other. Focusing on friendship and fun.

Worship/prayer and teaching sessions occur alternate Thursdays. Monthly socials on Sundays.

Socials are mostly attended by residents of Old Place Yards Sanctuary Housing Scheme with a number of interlopers from the 'outside of the wall' and dog walkers from Pingle Field with an average of around 15 people joining in a range of activities mostly centered around food.

During the Summer most MC members camped at the Big Church Festival in Sussex and were joined by some members of the Kingsmere Microchurch.

The Leadership Collective Activities

The Leadership Collective meets monthly for support, encouragement, prayer, and equipping for the microchurches. These crucial monthly meetings, which the source defines as "Training, Learning, and Coaching/Community," are typically held on the third Monday of the month. Their purpose is "a space to receive input, support, and prayer from the collective," focusing on leadership development, accountability, and strategic alignment. It has always been envisioned that TLC would be a space where we come together to learn, support, and challenge those who are in leadership within the Journey churches..

Journey Microchurch Network

The Microchurch Network continued to function in an overlapping capacity with the Journey Service Platform Staff until January 2025 whereupon it transitioned to be part of Kairos Connexions. The investment that Journey Communities made in supporting the Microchurch Network has resulted in significant learning regarding collaboration, charitable functions, developing systems for teamwork, assessing area needs, and providing support through equipping and prayer.

Leadership and Team development

Governance for the Journey Communities Churches are governed by the Leaders of the churches, accountable to The Leadership Collective and, ultimately, the trustees. Leadership Collective is a group of leaders in Micro-churches and micro-missions that meet monthly for the purpose of encouragement, development, and mutual accountability. The Service Platform is governed by the Co-Directors for strategic leadership and functions with a peer-led team ethos. There is still quite a gap in organisation effectiveness due to insufficient man-power - this related to an underdeveloped funding model.

Financial Performance

Funds held by the charity are:

- Unrestricted general funds - that can be used in accordance with the charitable objects at the discretion of the Trustees.
- Restricted funds - that can only be used for restricted purposes within the objects of the charity; restrictions arise when donations or grants are received for particular restricted purposes.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2025**

Financial Activities

The Trustees are grateful to the members and regular donors within the church for the (often) sacrificial way in which they contribute to meet the financial needs of the church. Many of the donors are family or young people, so limited in their ability to give. The gifts given for unrestricted general funds were similar to the previous fiscal year and met the needs of the budget and community projects. However, the trustees continue to dream about greater impact in our community. Therefore, the Trustees are committed to encouraging a continued commitment to increase giving so that the church can develop its local community work in the future and also its financial support to Christian workers and organisations in the UK and abroad alongside its other activities. We are convinced that we will have the sufficient resources through the faithful giving of our members to continue to meet our objectives. Financial support from Greater Europe Mission (North American) used to support four members of staff concluded in March 2025.

Reserves

The Trustees believe the Charity should maintain financial reserves equivalent to three months of operating costs which currently amounts to £6,500. At the end of our fiscal year on August 31st, 2025, the Charity had total funds of £11,254.

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

General Conclusion

The Trustees look forward to the future with confidence and continue to see much need for the Church's charitable activities in seeking to fulfil its aims, mission and objects. We will remain committed to our social and spiritual investment in young people and families in our community. The Trustees consider that the Charity is on a proper footing both organisationally and financially. They welcome any enquiries in respect of clarification of the Charity's work or its future plans or financial and organisational arrangements.

TRUSTEES' REPORT (c o n t i n u e d)
FOR THE YEAR ENDED 31 AUGUST 2025

Enquiries should be directed to the Chairman - Ms Jazz Shaban, c/o the registered office.

2 West Circular Road
Ambrosden
Bicester, Oxfordshire
OX25 2BB

S i g n e d b y o r d e r o09/01/2026e T r u s t e e s o n



Jazz Shaban
Chairman of Trustees

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2025**

I n d e p e n d e n t E x a m i n e r ' s R e p o r t f o r J o u r n e y C o m m u n i t i e s T r u s t e e s o f

I report to the trustees on my examination of the accounts of Journey Communities (the charity) for the year ended 31st August 2025.

Responsibilities and Basis of Report

As the charity trustees of the charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (" A b e ")

I report in respect of my examination of t h e c h a r i t y ' s a c c o u n t s c a r r i e d o u t u n d e r s e c t i o n 1 4 5 o f t h e 2 0 1 1 A c t a n d i n c a r r y i n g o u t m y e x a m i n a t i o n , I h a v e f o l l o w e d t h e a p p l i c a b l e D i r e c t i o n s g i v e n b y t h e C h a r i t y C o m m i s s i o n u n d e r s e c t i o n 1 4 5 (5) (b) o f t h e A c t .

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- a c c o u n t i n g r e c o r d s w e r e n o t k e p t i n a c c o r d a n c e w i t h s e c t i o n 1 3 0 o f t h e A c t o r
- t h e a c c o u n t s d o n o t a c c o r d w i t h t h e a c c o u n t i n g r e c o r d s

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



Marie Morgan FCCA

Morgan Accountancy Solutions
Suite 16
Enterprise House
Bicester Business Centre
Telford Road
Bicester
Oxfordshire
OX26 4LD

Date: 09/01/2026

RECEIPTS AND PAYMENTS ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2025

RECEIPTS AND PAYMENTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
RECEIPTS				
Donations and gifts	24,318	-	24,318	25,480
Grants	561	-	561	499
Greater Europe Mission (North American)	80,990	-	80,990	128,454
FLTR	898	-	898	300
Microchurch network donations	150	-	150	1,826
Interest	232	-	232	378
Charitable activities	-	-	-	1,775
TOTAL RECEIPTS	107,149	-	107,149	158,712
PAYMENTS				
Direct costs				
Church resources	736	-	736	555
Leadership development	346	-	346	759
Personal development training	-	-	-	-
Travel and entertainment	-	-	-	-
Equipment	-	-	-	6
Denominations/networks	2,460	-	2,460	2,285
Marketing/communication	-	-	-	100
Gathering/events	1,143	-	1,143	4,966
GC Support/mission	3,335	-	3,335	1,199
Mircochurch Network Building and Development	3,399	-	3,399	2,597
Payroll services	-	-	-	-
Salaries and staff costs	101,537	-	101,537	157,194
Youth activities	29	-	29	544
Special project	210	-	210	988
Benevolent giving	-	-	-	-
FLTR Generosity Investment	499	-	499	-
Fleetwood grant	-	-	-	2,589
Support costs				
DBS	163	-	163	315
Website and technology	941	-	941	1,160
Retreats	-	-	-	2,250
Insurance	485	-	485	434
Governance Costs				
Independent examiners fee	1,136	-	1,136	1,747
TOTAL PAYMENTS	116,419	-	116,419	179,688
Net of receipts/(payments)	(9,270)	-	(9,270)	(20,976)
CASH FUNDS LAST YEAR END	20,446	78	20,524	41,500
CASH FUNDS THIS YEAR END	11,176	78	11,254	20,524

**RECEIPTS AND PAYMENTS ACCOUNTS
AS AT 31 AUGUST 2025**

STATEMENT OF ASSETS AND LIABILITIES

	Unrestricted Funds £	Restricted Funds £
CASH FUNDS		
Journey Communities Current Ac	2,136	78
Journey Communities Savings Ac	9,040	-
TOTAL CASH FUNDS	11,176	78
 INVESTMENT ASSETS		
FLTR Share Capital	26,682	-
 ASSETS RETAINED FOR THE CHARITIES OWN USE		
Equipment	2,083	-

The financial statements were approved by the Trustees
their behalf by:



Jazz Shaban
Chairman of Trustees

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2025****RESTRUCTURED FUNDS**

	2025 £	2024 £
There has been no movement in restricted funds during the year:		
Hardship Fund	<u>78</u>	<u>78</u>
	<u>78</u>	<u>78</u>

Hardship Fund represents monies donated towards neighbourhood aid for those at risk and in need during COVID-19 lockdown.

INVESTMENTS

During the 2017 accounting period the Charity set up a wholly owned trading subsidiary, FLTR Coffee Ltd, in which it owns 100% of the £26,682 issued share capital.

RELATED PARTY TRANSACTIONS**Transactions with Trustees**

There were no trustees included on the payroll within the financial year.

Accounts

Charity Number: 1163017

**JOURNEY COMMUNITIES
(A CHARITABLE INCORPORATED ORGANISATION)**

UNAUDITED

**TRUSTEES' REPORT AND RECEIPTS AND PAYMENTS ACCOUNTS
FOR THE YEAR ENDED 31 AUGUST 2024**

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FOR THE YEAR ENDED 31 AUGUST 2024**

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Alexandra Sweeney-Lui	
Shelbey Hunt	
Christie Lothamer	
Luke Hatcher	

Principal Address

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Upon pursuit of charity registration new trustees were (and are) selected on the basis of their experience and skills, normally from amongst the members of Journey Communities, Bicester, but also from those with skills, familiarity and goodwill towards the church who are outside the church congregation. It is seen to be desirable that the Core Leadership team (Staff) of the church should be represented on the Trustee Board and Jeff Lothamer has fulfilled this dual role during the current year.

The Core Leaders and the Trustees aim to meet together on a regular basis to ensure effective governance of the church and discuss issues of mutual concern or decision.

The practice that is employed in appointing new Trustees is that potential new Trustees are identified and approached following discussion at a Trustees' meeting; then, and in consultation with the Core Leaders, they are offered the opportunity to meet the existing Trustees with a view to possible Trusteeship. The Trustees regularly consider the composition of the Trustee Board in order to ensure that the Board has access to the right balance, diversity and spread of expertise needed to govern the affairs of the Charitable Incorporated Organisation. New Trustees are appointed formally by the current Trustee Board of the church.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2024**

Organisation of the Charitable Incorporated Organisation

The Trustees meet three times per year to administer the affairs of the CIO; there are no sub-groups acting for them. During the year, two Trustees financially benefited from the CIO's operations. Clear expectations for their participation in financial decisions, as well as details regarding services provided by Trustees and other related party activities, are outlined in our Governance Policy.

During the year, Journey Communities employed seven staff members (two full-time and five part-time). The church's staff leadership operates according to areas of expertise, such as worship leading, congregational teaching, financial and organisational leadership, leadership development, community ministry, and youth and children's programs. Four of the seven staff members' salaries are funded from various partners in the United States. These staff are Jeff and Christie Lothamer and Steve and Sarah Caton. As a result, these staff members are required to dedicate activity, time, and travel to maintain these partnerships. These staff members are members of Greater Europe Mission, with which Journey Communities has a grant agreement and partnership.

Qualification for church membership is currently based on Christian commitment, commitment to the Church, and a desire to be formally recognised as a member of Journey Communities. Decisions regarding the overall direction and care of the Church are made by the Core Leadership, with input as necessary from other individuals or groups. Key issues are discussed widely within the church.

The church community gathers regularly for worship, community, mission, and discipleship. Each leader is trained to practically guide groups of people in life. Their training is a hybrid of theological, social, and practical strategies designed to strengthen individuals and families. Each leader and potential leader is encouraged, equipped, and resourced through participation in the Leadership Collective, a community of leaders that meets monthly. The Leadership Collective is led by two of our staff members.

Objects. Mission and Aims

The objects of Journey Communities are:

To advance the Christian faith in Bicester and in such other parts of the United Kingdom or the world for the benefit of the public in particular, but not exclusively through the holding of prayer meetings, lectures, public celebration of religious festivals producing and/or distributing literature on the Christian faith to enlighten others about the Christian religion.

To Promote and fulfil such other charitable purposes beneficial to the community in Bicester and in such other parts of the United Kingdom or the world as the trustees may from time to time think fit.

The Trustees confirm that in setting their objectives they have complied with their duty under the Charities Act 2011 to have a due regard to the public benefit guidance published by the Charity Commission

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2024**

Activities, Achievements, Development

ACTIVITIES

Service Platform

The Service Platform is a team that is tasked with organising events, trainings and activities that help support the microchurches who are part of the Journey Communities church. Various full and part time staff members of Journey Communities support the activities of The Service Platform.

FLTR Community Microchurch

The FLTR Community continues to be a life-giving presence by connecting with neighbours through our coffee shop, FLTR Coffee. A retreat was held to strengthen the staff and the Jesus culture within the shop. They also have a new group who are meeting to focus on the workplace as a mission, and laying the prayer foundation for a new microchurch in Brill.

A mental health listening group was offered to our social network and FLTR customers in collaboration with Kintsugi Hope.

The community also hold regular rhythms of craft and game nights at the café.

Graven Hill Microchurch

The GHMC (Graven Hill Microchurch) planned regular social and serving opportunity on the estate such as BBQs, Christmas get-togethers, Litter Picking and other similar activities.

The GHMC is experiencing a period of gradual expansion, with its capacity to serve growing, and relationships within the community maturing. Two new individuals within the neighbourhood are drawing closer to the group and will soon join the bi-weekly rhythm of "Listen & Dialog," and "Pray, Listen, Scripture".

Kingsmere Microchurch

The Kingsmere microchurch has grown and our Sunday brunch rhythm for our church continues. At this Sunday brunch we used the time to worship, read and study the Bible, pray, and remember Jesus by taking communion together. We also began gathering in DNA's (3s meeting together for discipleship) during the week.

The Kingsmere microchurch continued leading a basketball club on Tuesday nights at our local school, formally named the club the Bicester Badgers. Besides training and playing together on a Tuesday night we ran a couple 3v3 tournaments where we invited all the players families to come and watch and had a half-time talk on something related to our mission. We also were invited by a local prison to come and play some of the inmates as a way to encourage them.

The Leadership Collective Activities

The Leadership Collective meets monthly for support, encouragement, prayer, and equipping for the microchurches.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2024**

Journey Microchurch Network Initiatives

- Monthly equipping gatherings are organized for Journey microchurches, with Highway Church as guests.
- A joint Easter service was held with Highway Church.
- A group from Journey attended the Big Church Day Out.
- A teenage girls' DNA group and Weekly Youth Group are active.
- A worship team led a worship gathering in November.

US Partnerships

- The Lothamers traveled to the USA for continued supporter development.
- Steve Caton continues to extend the reach of our church through GEM, leading spiritual retreats for missionaries.
- Sarah Caton has honed her leadership skills as an Area Leader for GEM, leading several area missionaries in personal development.

ACHIEVEMENTS

FLTR Community Microchurch

2 new missions bubbling up: Workplace. Luke and Hannah as well as Bob has finished the Workplace sharing faith course. The Brill microchurch was not formally started up due to lack of people.

Successful delivery of Kintsugi Hope Mental Health Group: We were able to heighten people's awareness of different mental health issues (such as anxiety, depression, anger, perfectionism), provide some tools for individuals to cope with their own mental health as well as care for others.

Graven Hill Microchurch

Through above activities and initiatives, the GHMC community is not only growing in numbers but also in relational strength. God has used circumstances and new people to create opportunities for deepening relationships within the community. This is seen as key to continuing as a vibrant and supportive community on the Graven Hill estate.

Kingsmere Microchurch

We hosted 3v3 tournaments, which included a gospel presentation. The Kingsmere microchurch contains four families. We have continued to study the Bible, seeking to apply its teachings to our lives.

The Kingsmere community continue to strengthen relationally and spiritually. Ella has indicated her desire to step up to be a part of the core team.

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2024

The Leadership Collective

Those in a covenant relationship within TLC have grown in their relationships through our retreat times and monthly meetings. There is a strong spirit of mutual support and love as we seek to follow Jesus in our missional callings.

We introduced a new format that we believe will enable the leadership to fully embrace their shared responsibility to care for, pray for, and support one another in our microchurch and missional activities. The Service Platform is on rota to host these sessions, and each microchurch/mission leader will receive individualised encouragement.

A new framework for TLC has been implemented, which simplifies weekly organisation and facilitates shared leadership.

The Microchurch Network

The Microchurch Network continues to function in an overlapping capacity with the Journey Service Platform Staff. We continue to define what it means to operate as a collective of churches sharing resources while functioning autonomously in specific areas.

Significant learning has occurred regarding collaboration, charitable functions, developing systems for teamwork, assessing area needs, and providing support through equipping and prayer.

DEVELOPMENTS

Graven Hill Microchurch

Alex who was baptised in the Graven Hill microchurch has been a regular member of the our community. She has not only been coming regularly, she has also planned and lead on a few of the regular social gatherings that the community does as a whole. She has really grown in her spiritual life.

As part of the Graven Hill microchurch, both the ladies and the men have been meeting separately to pray and read scripture together to encourage each other to be think and act in a way that is more reflective of how we are taught to be in Scripture. This has improved further the relationship between the Graven Hill microchurch members.

Kingsmere Microchurch

As the Kingsmere microchurch mission, the Bicester Badgers formally established its basketball club under the guiding mission of "Healthy bodies, Healthy minds, Healthy spirits." Our approach to implementing this mission is increasingly strategic. Alongside developing and maintaining a healthy basketball culture that is inclusive and encouraging for all participants, we are actively sharing talks on diverse topics at 3v3 tournaments, serving inmates at the local prison, and engaging in deliberate, mission-aligned conversations in local pubs.

FLTR Coffee

The FLTR community continues to meet regularly at FLTR. However, we've learned that meeting at the coffee shop has become a hindrance to deepening relationships with both coffee shop customers and staff. While the community will continue to meet there on Sundays, Games Night and Craft Nights will also continue. As the community has grown and evolved, leadership believes it is time to transition from meeting at the shop to meeting in homes. It is also likely that the community will divide into two or three smaller groups to increase capacity for new participants.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2024**

Leadership and Team development

Governance for the Journey Communities Churches are governed by the Leaders of the churches, accountable to The Leadership Collective and, ultimately, the trustees.

Leadership Collective is a group of leaders in Micro-churches and micro-missions that meet monthly for the purpose of encouragement, development, and mutual accountability.

The Service Platform is governed by the Co-Directors for strategic leadership and functions with a peer-led team ethos. There is still quite a gap in organisation effectiveness due to insufficient man-power - this related to underdeveloped funding model.

Financial Performance

Funds held by the charity are:

- Unrestricted general funds - that can be used in accordance with the charitable objects at the discretion of the Trustees.
- Restricted funds - that can only be used for restricted purposes within the objects of the charity; restrictions arise when donations or grants are received for particular restricted purposes.

Financial Activities

The Trustees are grateful to the members and regular donors within the church for the (often) sacrificial way in which they contribute to meet the financial needs of the church. Many of the donors are family or young people, so limited in their ability to give. The gifts given for unrestricted general funds were similar to the previous fiscal year and met the needs of the budget and community projects. However, the trustees continue to dream about greater impact in our community. Therefore, the Trustees are committed to encouraging a continued commitment to increase giving so that the church can develop its local community work in the future and also its financial support to Christian workers and organisations in the UK and abroad alongside its other activities. We are convinced that we will have the sufficient resources through the faithful giving of our members to continue to meet our objectives.

We continued our relationship with Greater Europe Mission (North American) who provides substantial funding which allows us to employ pastoral staff.

Reserves

The Trustees believe the Charity should maintain financial reserves equivalent to three months of operating costs, excluding missionary staff costs, which currently amounts to £6,500. Our missionary staff will have their own reserve funds, held either with Journey Communities or Greater Europe Mission, our partner organisation in the US.

At the end of our fiscal year on August 31st, 2024, the Charity had total funds of £20,524. While the reserves at year-end exceeded the established policy amount, the Trustees intend to invest further in one of the new charity initiatives, the Microchurch Network UK. This strategic investment aims to realign reserves with the policy level. An administrator will be employed for this project to support its development.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2024**

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

General Conclusion

The Trustees look forward to the future with confidence and continue to see much need for the Church's charitable activities in seeking to fulfil its aims, mission and objects. We will remain committed to our social and spiritual investment in young people and families in our community. The Trustees consider that the Charity is on a proper footing both organisationally and financially. They welcome any enquiries in respect of clarification of the Charity's work or its future plans or financial and organisational arrangements.

Enquiries should be directed to the Chairman - Ms Jazz Shaban, c/o the registered office.

2 West Circular Road
Ambrosden
Bicester, Oxfordshire
OX25 2BB

Signed by order of the Trustees on ...30/06/2025.....



Jazz Shaban
Chairman of Trustees

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2024**

Independent Examiner's Report to the Trustees of Journey Communities

I report to the trustees on my examination of the accounts of Journey Communities (the charity) for the year ended 31st August 2024.

Responsibilities and Basis of Report

As the charity trustees of the charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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



Marie Morgan FCCA

Morgan Accountancy Solutions
Suite 16
Enterprise House
Bicester Business Centre
Telford Road
Bicester
Oxfordshire
OX26 4LD

Date: 30/06/2025

RECEIPTS AND PAYMENTS ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2024

RECEIPTS AND PAYMENTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
RECEIPTS				
Donations and gifts	25,480	-	25,480	25,017
Grants	499	-	499	2,882
Greater Europe Mission (North American)	128,454	-	128,454	138,139
FLTR	300	-	300	838
Microchurch network donations	1,826	-	1,826	240
Interest	378	-	378	70
Charitable activities	1,775	-	1,775	
TOTAL RECEIPTS	158,712	-	158,712	167,186
PAYMENTS				
Direct costs				
Church resources	555	-	555	318
Leadership development	759	-	759	255
Personal development training	-	-	-	500
Travel and entertainment	-	-	-	418
Equipment	6	-	6	385
Denominations/networks	2,285	-	2,285	1,841
Marketing/communication	100	-	100	13
Gathering/events	4,966	-	4,966	1,019
GC Support/mission	1,199	-	1,199	1,528
Mircochurch Network Building and Development	2,597	-	2,597	4,250
Payroll services	-	-	-	120
Salaries and staff costs	157,194	-	157,194	154,555
Youth activities	544	-	544	538
Special project	988	-	988	-
Benevolent giving	-	-	-	500
FLTR Generosity Investment	-	-	-	2,357
Fleetwood grant	2,589	-	2,589	628
Support costs	-	-	-	-
DBS	315	-	315	301
Website and technology	1,160	-	1,160	1,693
Retreats	2,250	-	2,250	-
Insurance	434	-	434	407
Governance Costs				
Independent examiners fee	1,747	-	1,747	2,101
TOTAL PAYMENTS	179,688	-	179,688	173,727
Net of receipts/(payments)	(20,976)	-	(20,976)	(6,541)
CASH FUNDS LAST YEAR END	41,422	78	41,500	48,041
CASH FUNDS THIS YEAR END	20,446	78	20,524	41,500

**RECEIPTS AND PAYMENTS ACCOUNTS
AS AT 31 AUGUST 2024**

STATEMENT OF ASSETS AND LIABILITIES

	Unrestricted Funds £	Restricted Funds £
CASH FUNDS		
Journey Communities Current Ac	5,039	78
Journey Communities Savings Ac	15,407	-
TOTAL CASH FUNDS	20,446	78
 INVESTMENT ASSETS		
FLTR Share Capital	26,682	-
 ASSETS RETAINED FOR THE CHARITIES OWN USE		
Equipment	2,083	-

The financial statements were approved by the Trustees and signed on30/06/2025..... on their behalf by:



Jazz Shaban
Chairman of Trustees

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2024****RESTRUCTURED FUNDS**

	2024 £	2023 £
There has been no movement in restricted funds during the year:		
Hardship Fund	<u>78</u>	<u>78</u>
	<u>78</u>	<u>78</u>

Hardship Fund represents monies donated towards neighbourhood aid for those at risk and in need during COVID-19 lockdown.

INVESTMENTS

During the 2017 accounting period the Charity set up a wholly owned trading subsidiary, FLTR Coffee Ltd, in which it owns 100% of the £26,682 issued share capital.

RELATED PARTY TRANSACTIONS**Transactions with Trustees**

Christie Lothamer, a Trustee received a salary of £16,450 (2023: £20,400) in the current year for duties carried out as an employee of the Charity. Employers pension contributions were also paid of £839.

Accounts

**JOURNEY COMMUNITIES
(A CHARITABLE INCORPORATED ORGANISATION)**

UNAUDITED

TRUSTEES' REPORT AND RECEIPTS AND PAYMENTS ACCOUNTS

FOR THE YEAR ENDED 31 AUGUST 2023

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FOR THE YEAR ENDED 31 AUGUST 2023**

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**REFERENCE AND ADMINISTRATIVE DETAILS
FOR THE YEAR ENDED 31 AUGUST 2023**

The Trustees

Jeffrey Lothamer Chairman
Peter Stoddart
Helen Loo
Jazz Shaban
Luke Hatcher

Principal Address

2 West Circular Road
Ambrosden
Bicester
Oxfordshire
OX25 2BB

Registered Charity Number

1163017

Independent Examiners

Morgan Accountancy Solutions
Suite 16
Enterprise House
Bicester Business Centre
Telford Road
Bicester
Oxfordshire
OX26 4LD

TRUSTEES' REPORT FOR THE YEAR ENDED 31 AUGUST 2023

The Trustees have pleasure in presenting their report and the unaudited financial statements of the charity for year ended 31 August 2023.

Structure, Governance and Management

History

Journey Communities, a Charitable Incorporated Organisation, was incorporated on 5 August 2015 (charity number 1163017). On 5 August 2015, it achieved charitable status and was entered onto the Register of Charities with the Registered Charity Number 1163017.

Prior to this, Journey Communities had been meeting as a church formerly known as The Crowded House Bicester informally beginning in Spring 2011. In the Autumn of 2014, under the guidance of minister Steven Caton on behalf of the church staff, 7 members of the church met regularly to arrive at a name for the church which communicated its identity. In the winter of 2014/2015, the approved name of the church formally became Journey Communities.

In the Autumn of 2015 Journey Communities staff and elders at the time elected to join the Fellowship of the Churches in Great Britain and Scotland (simply known as FCC). FCC provides consultation, support, encouragement and is ready to assist the church should it need and ask for it. Steven Caton was ordained as a minister in the FCC October of 2016.

In the Spring of 2017 Journey Communities started FLTR Coffee Ltd., a community café in the Langford Village neighbourhood of Bicester, to promote and fulfil such other charitable purposes beneficial to the community in Bicester.

In the Autumn of 2021 Journey Communities was continuing to grow and in order to better achieve the charity objectives the church organised into two communities meeting in different neighbourhoods in Bicester. We called these communities microchurches. The Microchurch Network was established under the charity as an arm to serve these microchurches, and others, and to help them achieve the charity objectives. These two microchurches are technically one church under the name Journey Communities and seek to achieve the charity objectives in their respective communities.

In January of 2023 a 3rd microchurch was planted in the Kingsmere estate in Bicester. The Kingsmere Community seeks to achieve the charity objectives in their respective community and lead and organise a basketball club that meets at a local school.

Recruitment and Appointment of Trustees

Upon pursuit of charity registration new trustees were (and are) selected on the basis of their experience and skills, normally from amongst the members of Journey Communities, Bicester, but also from those with skills, familiarity and goodwill towards the church who are outside the church congregation. It is seen to be desirable that the Core Leadership team (Staff) of the church should be represented on the Trustee Board and Jeff Lothamer has fulfilled this dual role during the current year.

The Core Leaders and the Trustees aim to meet together on a regular basis to ensure effective governance of the church and discuss issues of mutual concern or decision.

The practice that is employed in appointing new Trustees is that potential new Trustees are identified and approached following discussion at a Trustees' meeting; then, and in consultation with the Core Leaders, they are offered the opportunity to meet the existing Trustees with a view to possible Trusteeship. The Trustees regularly consider the composition of the Trustee Board in order to ensure that the Board has access to the right balance, diversity and spread of expertise needed to govern the affairs of the Charitable Incorporated Organisation. New Trustees are appointed formally by the current Trustee Board of the church.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

Organisation of the Charitable Incorporated Organisation

The Trustees meet three times per year to administer the affairs of the CIO and there are no sub-groups acting for them. During the year, two of the Trustees benefited financially from the operations of the CIO and clear expectations of how they participate concerning financial decisions is outlined in our Governance Policy; services provided by Trustees and other related party activities are outlined in the Governance Policy as well.

During the year five staff members were employed by Journey Communities (two full-time and three part-time). The staff leadership of the church operates pertaining to areas of expertise, ie, worship leading, congregational teaching, financial and organisational leadership, leadership development, community ministry, youth and children's programs. Four of the five staff members' salaries are funded from various partners in the United States. These staff are Jeff and Christie Lothamer and Steve and Sarah Caton. As a result, activity, time, and travel to maintain these partnerships is required by these staff members. These staff members are members of Greater Europe Mission of which Journey Communities has a grant agreement and partnership.

Qualification for membership of the church is currently expressed by virtue of Christian commitment, commitment to the Church and through the desire to be formally recognised as a member of Journey Communities. Decisions about the overall direction of the Church and for its care are made by the Core Leadership, with input as necessary from other persons or groups. Key issues are discussed widely within the church.

The church community gathers regularly for worship, community, mission, and discipleship. Each leader is trained to lead a group of people practically in life. Their training is a hybrid of theological, social and practical strategies to make individuals and families strong. Each leader and potential leaders are encouraged, equipped, and resourced through their participation in the Leadership Collective, a community of leaders that meet every month. The Leadership Collective is led by two of our staff members.

Objects, Mission and Aims

The objects of Journey Communities are:

To advance the Christian faith in Bicester and in such other parts of the United Kingdom or the world for the benefit of the public in particular, but not exclusively through the holding of prayer meetings, lectures, public celebration of religious festivals producing and/or distributing literature on the Christian faith to enlighten others about the Christian religion.

To Promote and fulfil such other charitable purposes beneficial to the community in Bicester and in such other parts of the United Kingdom or the world as the trustees may from time to time think fit.

The Trustees confirm that in setting their objectives they have complied with their duty under the Charities Act 2011 to have a due regard to the public benefit guidance published by the Charity Commission.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

Activities, Achievements, Development

ACTIVITIES

FLTR Community Microchurch

The FLTR Community continues to be a life-giving presence by connecting with neighbours through our coffee shop, FLTR Coffee. A retreat was held to strengthen the staff and the Jesus culture within the shop. They also have a new group who are meeting to focus on the workplace as a mission, and laying the prayer foundation for a new microchurch in Brill.

A mental health listening group was offered to our social network and FLTR customers in collaboration with Kintsugi Hope.

Regular rhythms of craft and game nights at the café.

Graven Hill Microchurch

The GHMC (Graven Hill Ministry Community) planned regular social and serving opportunity on the estate such as BBQs, Christmas get-togethers, Litter Picking and other similar activities.

The GHMC is experiencing a period of gradual expansion, with its capacity to serve growing, and relationships within the community maturing. Two new individuals within the neighbourhood are drawing closer to the group and will soon join the bi-weekly rhythm of "Listen & Dialog," and "Pray, Listen, Scripture".

The children's club, a key part of the GHMC's ministry, resumed for the Autumn term. Despite the children now spanning both primary and secondary school, the club has remained a space for discussing mature concepts about God, the Bible, and Jesus. This has presented a minor challenge but also opened the door to engaging the children in more conceptually advanced discussions.

Kingsmere Microchurch

Jeff and Christie began meeting regularly in the autumn to lay the prayer foundation as they looked to gather a small team to begin the rhythms of church together.

The Kingsmere microchurch started gathering some people for Sunday brunch in January. This was our formal rhythm for our church to begin gathering. At this Sunday brunch we used the time to worship, read and study the Bible, pray, and remember Jesus by taking communion together. We also began gathering in DNA's (3s meeting together for discipleship) during the week.

The Kingsmere microchurch continued leading a basketball club on Tuesday nights at our local school. We formally named the club the Bicester Badgers. Besides training and playing together on a Tuesday night we ran a couple 3v3 tournaments where we invited all the players families to come and watch and had a half-time talk on something related to our mission. We also were invited by a local prison to come and play some of the inmates as a way to encourage them.

The Leadership Collective

The Leadership Collective gathered for a Spiritual 24 hour retreat in May and monthly for support, encouragement, prayer and equipping.

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2023

Other activities offered by Journey and the Microchurch Network

Monthly equipping gatherings were organised for the Journey microchurches, with Highway church as guests. A joint Easter service was held with Highway Church.

A Group from Journey attended Big Church day out.

Youth were invited to attend a week long Evangelism training/activity week in London offered through The Message Trust. We had two teens go to that week along a leader.

A teenage girl's DNA and Weekly Youth Group.

A worship team led a Worship Gathering in November.

A weekly Prayer guide and live prayer time was started.

US Partnerships

Lothamers Travel to USA for continued supporter development.

Steve Caton continues a far reach for our church through GEM, leading Spiritual Retreats for missionaries.

Sarah Caton has honed her leadership skills as an Area Leader for GEM leading several area missionaries in personal development.

ACHIEVEMENTS

FLTR Community Microchurch

2 new missions bubbling up: Workplace and Brill.

Successful delivery of Kintsugi Hope Mental Health Group: We were able to heighten people's awareness of different mental health issues (such as anxiety, depression, anger, perfectionism), provide some tools for individuals to cope with their own mental health as well as care for others.

Graven Hill Microchurch

Through above activities and initiatives, the GHMC community is not only growing in numbers but also in relational strength. God has used circumstances and new people to create opportunities for deepening relationships within the community. This is seen as key to continuing as a vibrant and supportive community on the Graven Hill estate.

Kingsmere Microchurch

3V3 Tournaments with gospel presentation. The Kingsmere microchurch has grown to 4 families. We also studied together the first half of the book of Revelation in the Bible and sought to apply it to our lives.

In July, we were able to hold a Baptism service for Ella Cody as well as a dedication of Ella's daughter Ava to the Lord. We had many unbelieving family and friends attend the baptism and heard

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2023

Ella's testimony of faith in Christ as well as an explanation of what it means to follow Jesus and be baptised.

We had a lady visit our brunch who wanted to accept Jesus into her life. Kaci, who had just come off her Evangelism equipping week was able to lead her in a prayer of salvation.

The Leadership Collective

Those who are in a covenant relationship within TLC have grown in their relationship through our retreat times and monthly meetings. There is a real spirit of support and love for each other as we seek to follow Jesus on mission in our callings.

Introduced started a new format that I believe will prove to allow the leadership to own their shared gravitas in the room to care for, pray for, and support one another in our mc and missional activities. Service Platform are on rota to host the time and each mc/mission leader will have a chance to get individualised encouragement.

A New Framework for TLC began, which makes organising each week simple and allows for the sharing of leadership.

The Microchurch Network

The Microchurch Network continues to work in an overlapping function with the Journey Service Platform Staff. We continue to interpret what it looks like to be a collective of churches sharing resources but functioning autonomously in one area. Great learning has taken place around collaboration, charity function, systems to work in teams, assessing the needs of an area, and supporting with equipping and prayer.

DEVELOPMENTS

Graven Hill Microchurch

The community has also been actively supporting a member of their community during his hospitalisation. Direct ministry time was dedicated to him, and the community's network was engaged to assist his wife in managing their home during this difficult time. This situation has emphasised the importance of community support. Sadly, he passed away in January. Many people within our community and those in the wider Journey communities helped his wife plan and help with his funeral. It was a wonderful remembrance of our friend.

During this period, one of our newest members drew closer to us in our microchurch. After attending a baptism class offered by Christie Lothamer, she expressed an interest in being baptised. We were obviously very excited about this. She wanted to testify to her new life in Jesus to the community of Graven Hill and so wanted to be baptised in her back garden. After we picked out a date and made plans, our microchurch, along with the help of Christie and Jeff, her father and Simon, was baptised on the 9th of July. It was major highlight of our eventful year.

Kingsmere Microchurch

The Bicester Badgers (Kingsmere microchurch mission) formally established its mission as a basketball club to be "Healthy bodies, Healthy minds, Healthy spirits." We are beginning to be more strategic about how we implement our mission. Besides creating and sustaining a healthy basketball culture that is inclusive and encouraging for all participants, we also are sharing talks on various

TRUSTEES' REPORT (continued) FOR THE YEAR ENDED 31 AUGUST 2023

topics at 3v3 tournaments, serving inmates at the local prison, and having intentional conversations around this mission at local pubs.

Leadership and Team development

Governance for the Journey Communities Churches are governed by the Leaders of the churches, accountable to The Leadership Collective and, ultimately, the trustees.

Leadership Collective is a group of leaders in Micro-churches and micro-missions that meet monthly for the purpose of encouragement, development, and mutual accountability.

The Service Platform is governed by the Co-Directors for strategic leadership and functions with a peer-led team ethos. There is still quite a gap in organisation effectiveness due to insufficient man-power - this related to underdeveloped funding model.

Financial Performance

Funds held by the charity are:

- Unrestricted general funds - that can be used in accordance with the charitable objects at the discretion of the Trustees.
- Restricted funds - that can only be used for restricted purposes within the objects of the charity; restrictions arise when donations or grants are received for particular restricted purposes.

Financial Activities

The Trustees are grateful to the members and regular donors within the church for the (often) sacrificial way in which they contribute to meet the financial needs of the church. Many of the donors are family or young people, so limited in their ability to give. The gifts given for unrestricted general funds were similar to the previous fiscal year and met the needs of the budget and community projects. However, the trustees continue to dream about greater impact in our community. Therefore, the Trustees are committed to encouraging a continued commitment to increase giving so that the church can develop its local community work in the future and also its financial support to Christian workers and organisations in the UK and abroad alongside its other activities. We are convinced that we will have the sufficient resources through the faithful giving of our members to continue to meet our objectives.

We continued our relationship with Greater Europe Mission (North American) who provides substantial funding which allows us to employ pastoral staff.

Reserves

The Trustees believe that the Charity should hold financial reserves equivalent to 3 months operating costs (exc missionary staff costs) which equates to £6,500. Our missionary staff will have their own reserve funds, either with Journey Communities or Greater Europe Mission, our partner organisation in the US. At the end of our fiscal year, 31st August 2023, the charity had total funds of £41,500. The trustees acknowledge that the amount of reserves held at the end of the year are above that of the policy amount but intend to invest further in one of the new charity initiatives, the Microchurch Network UK, to bring reserves back down to the policy level. The trustees are employing an administrator for this project.

**TRUSTEES' REPORT (continued)
FOR THE YEAR ENDED 31 AUGUST 2023**

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

General Conclusion

The Trustees look forward to the future with confidence and continue to see much need for the Church's charitable activities in seeking to fulfil its aims, mission and objects. We will remain committed to our social and spiritual investment in young people and families in our community. The Trustees consider that the Charity is on a proper footing both organisationally and financially. They welcome any enquiries in respect of clarification of the Charity's work or its future plans or financial and organisational arrangements.

Enquiries should be directed to the Chairman - Mr Jeff Lothamer, c/o the registered office.

2 West Circular Road
Ambrosden
Bicester, Oxfordshire
OX25 2BB

Signed by order of the Trustees on 27/06/2024

Jeff Lothamer

Jeff Lothamer
Chairman of Trustees

**INDEPENDENT EXAMINER'S REPORT
FOR THE YEAR ENDED 31 AUGUST 2023**

Independent Examiner's Report to the Trustees of Journey Communities

I report to the trustees on my examination of the accounts of Journey Communities (the charity) for the year ended 31st August 2023.

Responsibilities and Basis of Report

As the charity trustees of the charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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



Marie Morgan FCCA

Morgan Accountancy Solutions
Suite 16
Enterprise House
Bicester Business Centre
Telford Road
Bicester
Oxfordshire
OX26 4LD

Date: 27/06/2024

RECEIPTS AND PAYMENTS ACCOUNTS FOR THE YEAR ENDED 31 AUGUST 2023

RECEIPTS AND PAYMENTS

	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
RECEIPTS				
Donations and gifts	25,017	-	25,017	22,065
Grants	2,882	-	2,882	58
Greater Europe Mission (North American)	138,139	-	138,139	128,130
FLTR	838	-	838	7,422
Microchurch network donations	240	-	240	-
Interest	70	-	70	-
TOTAL RECEIPTS	167,186	-	167,186	157,675
PAYMENTS				
Direct costs				
Church resources	318	-	318	665
Leadership development	255	-	255	770
Personal development training	500	-	500	485
Travel and entertainment	418	-	418	-
Equipment	385	-	385	-
Denominations/networks	1,841	-	1,841	1,794
Marketing/communication	13	-	13	-
Gathering/events	1,019	-	1,019	1,136
GC Support/mission	1,528	-	1,528	908
Mircochurch Network Building and Development	4,250	-	4,250	-
Payroll services	120	-	120	90
Salaries and staff costs	154,555	-	154,555	126,619
Youth activities	538	-	538	3,853
Benevolent giving	500	-	500	60
FLTR Generosity Investment	2,357	-	2,357	5,853
Fleetwood grant	628	-	628	-
Support costs	-	-	-	-
Office costs	-	-	-	2,481
DBS	301	-	301	-
Website and technology	1,693	-	1,693	1,923
Depreciation	-	-	-	521
Insurance	407	-	407	368
Governance Costs				
Independent examiners fee	2,101	-	2,101	2,560
TOTAL PAYMENTS	173,727	-	173,727	150,086
Net of receipts/(payments)	(6,541)	-	(6,541)	7,589
CASH FUNDS LAST YEAR END	47,963	78	48,041	40,452
CASH FUNDS THIS YEAR END	41,422	78	41,500	48,041

**RECEIPTS AND PAYMENTS ACCOUNTS
AS AT 31 AUGUST 2023**

STATEMENT OF ASSETS AND LIABILITIES

	Unrestricted Funds £	Restricted Funds £
CASH FUNDS		
Journey Communities Current Ac	11,392	78
Journey Communities Savings Ac	30,030	-
TOTAL CASH FUNDS	41,422	78
INVESTMENT ASSETS		
FLTR Share Capital	26,682	-
ASSETS RETAINED FOR THE CHARITIES OWN USE		
Equipment	1,279	-

The financial statements were approved by the Trustees and signed on 27/06/2024 on their behalf by:

Jeff Lothamer

Jeff Lothamer
Chairman of Trustees

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 AUGUST 2023****RESTRUCTURED FUNDS**

	2023 £	2022 £
There has been no movement in restricted funds during the year:		
Hardship Fund	<u>78</u>	<u>78</u>
	<u>78</u>	<u>78</u>

Hardship Fund represents monies donated towards neighbourhood aid for those at risk and in need during COVID-19 lockdown.

INVESTMENTS

During the 2017 accounting period the Charity set up a wholly owned trading subsidiary, FLTR Coffee Ltd, in which it owns 100% of the £26,682 issued share capital.

RELATED PARTY TRANSACTIONS**Transactions with Trustees**

Jeff Lothamer, a Trustee received a salary of £20,400 (2022: £17,175) in the current year for duties carried out as an employee of the Charity. Employers pension contributions were also paid of £1,020. The spouse of Jeff Lothamer was also employed by the Charity and received a salary of £20,400 (2022: £17,175). Employers pension contributions were also paid of £1,020.

The spouse of Helen Loo, a Trustee was also employed by the Charity and received a salary of £9,000 in the current year.

Accounts

Journey Communities
Financial Statements
Year ended 31 August 2022

Charity Number: 1163017

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The Trustees	Jeffrey Lothamer (Chairman) Peter Stoddart (appointed September 2021) Helen Loo (appointed September 2021) Gigi Shaban (appointed June 2022) Luke Hatcher (appointed September 2021) Simon Loo (resigned April 2022)
Registered Office	2 West Circular Road Ambrosden Bicester, OXON OX25 2BB England
Independent Examiner	Josh Kingston Bsc ACA Burton Sweet Limited The Clock Tower 5 Farleigh Court Old Weston Road Flax Bourton Bristol BS48 1UR
Bank	Barclays 36 Market Square Town Centre Bicester OX26 6AQ

The Trustees have pleasure in presenting their report and the unaudited financial statements of the charity for year ended 31 August 2022.

Structure, Governance and Management

History

Journey Communities, a Charitable Incorporated Organisation, was incorporated on 5 August 2015 (charity number 1163017). On 5 August 2015, it achieved charitable status and was entered onto the Register of Charities with the Registered Charity Number 1163017.

Prior to this, Journey Communities had been meeting as a church formerly known as The Crowded House Bicester informally beginning in Spring 2011. In the Autumn of 2014, under the guidance of minister Steven Caton on behalf of the church staff, 7 members of the church met regularly to arrive at a name for the church which communicated its identity. In the winter of 2014/2015, the approved name of the church formally became Journey Communities.

In the Autumn of 2015 Journey Communities staff and elders at the time elected to join the Fellowship of the Churches in Great Britain and Scotland (simply known as FCC). FCC provides consultation, support, encouragement and is ready to assist the church should it need and ask for it. Steven Caton was ordained as a minister in the FCC October of 2016.

In the Spring of 2017 Journey Communities started FLTR Coffee Ltd., a community café in the Langford Village neighbourhood of Bicester, to promote and fulfil such other charitable purposes beneficial to the community in Bicester.

In the Autumn of 2021 Journey Communities was continuing to grow and in order to better achieve the charity objectives the church organised into two communities meeting in different neighbourhoods in Bicester. We called these communities microchurches. The Microchurch Network was established under the charity as an arm to serve these microchurches, and others, and to help them achieve the charity objectives. These two microchurches are technically one church under the name Journey Communities and seek to achieve the charity objectives in their respective communities.

Recruitment and Appointment of Trustees

Upon pursuit of charity registration new trustees were (and are) selected on the basis of their experience and skills, normally from amongst the members of Journey Communities, Bicester, but also from those with skills, familiarity and goodwill towards the church who are outside the church congregation. It is seen to be desirable that the Core Leadership team (Staff) of the church should be represented on the Trustee Board and Jeff Lothamer has fulfilled this dual role during the current year.

The Core Leaders and the Trustees aim to meet together on a regular basis to ensure effective governance of the church and discuss issues of mutual concern or decision.

The practice that is employed in appointing new Trustees is that potential new Trustees are identified and approached following discussion at a Trustees' meeting; then, and in consultation with the Core Leaders, they are offered the opportunity to meet the existing Trustees with a view to

possible Trusteeship. The Trustees regularly consider the composition of the Trustee Board in order to ensure that the Board has access to the right balance, diversity and spread of expertise needed to govern the affairs of the Charitable Incorporated Organisation. New Trustees are appointed formally by the current Trustee Board of the church.

At the April 2022 trustee meeting we discussed one new potential trustee, Jazz Shaban, and agreed to pursue her to consider the position. All accepted and Simon Loo submitted by email a letter of resignation as of 11th April 2022.

Organisation of the Charitable Incorporated Organisation

The Trustees meet three times per year to administer the affairs of the CIO and there are no sub-groups acting for them. During the year, two of the Trustees benefited financially from the operations of the CIO and clear expectations of how they participate concerning financial decisions is outlined in our Governance Policy; services provided by Trustees and other related party activities are outlined in the Governance Policy as well.

During the year five staff members were employed by Journey Communities (two full-time and three part-time). The staff leadership of the church operates pertaining to areas of expertise, ie, worship leading, congregational teaching, financial and organisational leadership, leadership development, community ministry, youth and children's programs. Four of the five staff members' salaries are funded from various partners in the United States. These staff are Jeff and Christie Lothamer and Steve and Sarah Caton. As a result, activity, time, and travel to maintain these partnerships is required by these staff members. These staff members are members of Greater Europe Mission of which Journey Communities has a grant agreement and partnership.

Qualification for membership of the church is currently expressed by virtue of Christian commitment, commitment to the Church and through the desire to be formally recognised as a member of Journey Communities. Decisions about the overall direction of the Church and for its care are made by the Core Leadership, with input as necessary from other persons or groups. Key issues are discussed widely within the church.

The church community gathers regularly for worship, community, mission, and discipleship. Each leader is trained to lead a group of people practically in life. Their training is a hybrid of theological, social and practical strategies to make individuals and families strong. Each leader and potential leaders are encouraged, equipped, and resourced through their participation in the Leadership Collective, a community of leaders that meet every month. The Leadership Collective is led by two of our staff members.

Objects, Mission and Aims

The objects of Journey Communities are:

To advance the Christian faith in Bicester and in such other parts of the United Kingdom or the world for the benefit of the public in particular, but not exclusively through the holding of prayer meetings, lectures, public celebration of religious festivals producing and/or distributing literature on the Christian faith to enlighten others about the Christian religion.

To Promote and fulfil such other charitable purposes beneficial to the community in Bicester and in such other parts of the United Kingdom or the world as the trustees may from time to time think fit.

The Trustees confirm that in setting their objectives they have complied with their duty under the Charities Act 2011 to have a due regard to the public benefit guidance published by the Charity Commission.

Activities, Achievements, Development

ACTIVITIES

FLTR Community Microchurch

- In Autumn 2021, the FLTR Community reformed, seeing a few different communities merge together to form a community where we experience together these 4 things: Worship, Community, Mission and Discipleship. There are several different missions that this community is involved with, some directly through FLTR or in Langford community, and some with people's schools or work places.
- Every week we gathered as a community to worship and "look up to Jesus" in some way, either by praying together for our community, or by what we call our "Worship, Teach and Dialogue."
- Community happened on a regular basis through FLTR during open hours but also through relationships continuing outside the hours of the shop.
- We were able to shepherd every one of our regular community members in thinking through what their personal mission is to love and bless their neighbour and how we can support them.
- Most of the members of the microchurch were connected in with a DNA where they experience discipleship, nurture and accountability.

Graven Hill Microchurch

- During the last year, we decided as an microchurch to apply **BLESS (Begin with prayer, Listen, Eat, Serve, Story)** as a rubric by which all our activities are motivated. At the same time, as part of our core identity, we were always cognizant of the need to ground their identity in **Worship, Mission & Community (UP, IN, OUT)**.
- For every Thursday of each month, we have core-team time to share, pray and plan with a mindset of "Begin with prayer," and "Listen" to Persons of Peace (POP) from our interaction during "EAT" social times.

The Microchurch Network

- **Service Platform Staff Hot day:** There were 7 individuals paid and volunteers contributing varying amounts of time to serve as the staff who serve the microchurches. There were: Susan Cuin (volunteer), Jeff and Christie Lothamer, Steve and Sarah Caton, Emily Spicer (intern). We co-worked on Tuesdays from 9-2pm, with regular staff and team meetings.
- **Regular Gatherings:** We changed the purpose of Gathering to a monthly Celebration Gathering ran by the Service Platform staff with the purpose of Missional equipping. We held these events once a month. We began to invite others to visit with us in this space and be equipped along side of us. Highway Christian Church members were invited to join in Gatherings as guests.

Journey Communities microchurches shared in an Easter Gathering with Highway Christian Church.

The Service Platform Staff ran a Christmas Dessert Event as an outreach opportunity for the churches to bring their friends to a Christmas event where they would hear the Gospel presented. Journey and Highway friends came to this event.

- **Microchurches:** 2 existing missional communities on Langford Village and Graven Hill Village began to own their identity as a microchurch with their own unique rhythms of gathering. Each gathering in some capacity for prayer, Bible learning, worship, and various missional activities. We regularly checked in if they needed any help. We did provide regular teaching for the FLTR Community MC.
- **Missional Community Planting Event:** Jeff and Christie began exploring microchurch planting on Kingsmere estate. This began as a group of people from various churches gathering for weekly Bible Study. Lothamers began to run after school basketball club for Whitelands students and Tuesday night open gym for 15+ to play basketball and build relationships. A 3v3 tournament was held where Christie shared her testimony and presented the good news of Jesus through story. The basketball club has created a safe and encouraging space for people interested in basketball to come together.
- **Youth Meetings:** Emily Spicer ran events for youth on Thursday nights alternating DNA small groups to big group bible centred events. Various youth outings were offered under Emily's organisation termly.
- **Elder's Meetings:** No more elder's meeting. We began to imagine and implemented a college of leaders for the new network shape of our churches called The Leadership Collective. These leaders began to meet once a month.
- **Children's Meetings:** Graven Hill Microchurch had a need for their children, so we organised and offered, under the leadership of Simon Loo, with the consultation of Sarah Caton, monthly events for Children with a Bible learning time.

US Partnership

- Calling Lab – Christie Lothamer has led a few of these labs under the charity work. One lab she specifically served members of Regeneration Church in OH, part of our personal network of churches.
- Lothamer Travel to USA - In January Jeff travelled to Michigan, Indiana, and Ohio and met with various individuals and church partners, and potential partners. Jeff consulted with one church partner on the issue of church discipleship.
- Steve Caton continues a far reach for our church through GEM, leading Spiritual Retreats for missionaries. We look forward to bringing at least one retreat to our local church during the next ministry year.
- Sarah has honed her leadership skills as an Area Leader for GEM leading several area missionaries in personal development. These skills come into play in many ways for the church and also the network including church/network communication and DNA development and leadership.

ACHIEVEMENTS

FLTR Community Microchurch

- We were able to bring about several after-hours events at FLTR, including board game and create evenings, a "listening" series focusing on healthy communication, and "New to Langford" meet your neighbour sessions. It was great to see many from our micro-church

- involved in various ways, and to love and deepen relationships with our community through these things.
- We saw several in our community grow in their teaching and worship leading abilities as we gave them opportunities to serve in those ways during our gatherings.
- The Journey owned coffee shop, named FLTR Coffee, celebrated its 5th anniversary in April 2021.

Graven Hill Microchurch

- We held monthly socials inviting a few new families on Graven Hill with specific circumstances of being new immigrants to the UK. We feel we've been able to get closer with these families and have had opportunities to encourage and share our faith in various get-togethers.
- Our network of relationships continues to strengthen not only through the monthly socials but also through our individual relationships with our respective neighbours.
- One of the long-time members of our community had been increasingly unwell from a degenerative disease. Due to his immobility, he was not able to take care of the lawn. We took the opportunity to call on our extended network to them in getting their garden into a much better state. We felt that the fact we could call for and receive help meant that we had achieved a level of strong relationships on Graven Hill that we had dreamt about since moving onto the estate.

The Microchurch Network

Execution of the digitally and relationally networked microchurch plan:

- Shifted Journey Centralised Church Staff to a networked model of microchurch leaders and a separate Service Platform Staff
- Continued to lead the Service Platform Staff towards the right hand side of the continuums outlined below. Movement was made in each category and that is a massive achievement.
 - SHIFT 1: From Static to Adaptive Systems
 - SHIFT 2: From Boastful to Modest Superstructures
 - SHIFT 3: From Consumer to Creator Focused
 - SHIFT 4: From an Ambiguous to a Simple Definition of Church
 - SHIFT 5: From a Few to ALL Called into Mission
 - SHIFT 6: From Control to Servanthood in Leadership
 - SHIFT 7: From Scarcity to Abundance in Mission
- Shifted the Centralised Youth Leader to a Youth Integration Role within the Network
- Started a Children's club for primary age children
- Christmas Outreach Event
- Implemented system of goals and accountability for work teams
- Adopted Highway Christian Church and their 3 house churches into the network.
- Began regular coaching with Microchurch leaders and SP staff as Line Management meetings.
- Implemented systems of operations for the Service Platform that provide a more streamlined approach to our work in the Network. Google Suite, Notion, Mighty Network Apps. These were under the direction of Simon Loo.
- Updated websites to be true to our current vision and operations.
- Launched a virtual space (Microchurch network App) for the Network to populate and connect thus extending the network of in-person and online relationships

US Partnerships

- The Lothamers' established two new church partnerships with Redemption Church in Ohio and Grace Gathering in Indiana.
- Steve completed his qualifications as a certified Spiritual Director and is now giving Spiritual Direction sessions to 4 'fringe' or 'people of peace' connections in Bicester. Some are near our church family and others or only just now warm to Jesus and the Gospel.

DEVELOPMENT

FLTR Community Microchurch

- We did some preliminary exploring, prayer and planning around a few future missions, including Kintsugi Hope Wellness groups (starting Jan 2023), a 20-40's meal/table connect group, and parenting courses.

Graven Hill Microchurch

- We did some preliminary praying and thinking about the year ahead. We decided that meeting again regularly on alternate Thursdays was sustainable as two families with young children. On one of the Thursdays we will Pray, Listen and Plan activities and do a "listen and dialogue" on a teaching series on the other Thursday. We also will invite a couple other friends in the neighbourhood to join with us in these rhythms.

The Microchurch Network

- The co-directorship of the Network Function and Operations officially accepted by trustees.
- The further development of Journey Communities can best be understood as two concurrent development of the two OS. One being the network of churches, the other being the Service Platform. Two separate in function and governance.
- Governance for the Service Platform is overseen by: The Strategic Team, accountable to the Trustees.
 - Co-director for Organic/Relational OS (Christie Lothamer)
 - Co-director for Organised/Functional OS (Simon Loo)
 - Vision Consulting (Jeff Lothamer)

Leadership and Team development

- Governance for the Journey Communities Churches are governed by the Leaders of the churches, accountable to The Leadership Collective and ultimately the trustees.
- Leadership Collective is a group of leaders in Micro-churches and micro-missions that meet monthly for the purpose of encouragement, development, and mutual accountability.
- The Service Platform is governed by the Co-Directors for strategic leadership and functions with a peer led team ethos. There is still quite a gap in organisation effectiveness due to insufficient man-power - this related to underdeveloped funding model.
- Each microchurch is led by at least one confirmed elder and a leadership team for their respective charity accountable to the trustees.

Technical Development:

- Minimal development has been enacted to use new digital tools for streamlining work.
- Efforts were made to shift our online presence and create digital space for the network to engage.

COVID-19 Impact

There was a waning impact on day-to-day operations. Shifting some aspects of relationship and communication toward digital. We now move more seamlessly between online and digital platforms.

Financial Performance

Funds held by the charity are:

- Unrestricted general funds - that can be used in accordance with the charitable objects at the discretion of the Trustees.
- Restricted funds - that can only be used for restricted purposes within the objects of the charity; restrictions arise when donations or grants are received for particular restricted purposes.

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Statement of trustees' responsibilities

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Enquiries should be directed to the Chairman - Mr Jeff Lothamer, c/o the registered office.

2 West Circular Road
Ambrosden
Bicester, Oxfordshire
OX25 2BB

Jun 15 2023

Signed by order of the Trustees on

Jeff Lothamer

Jeff Lothamer
Chairman of Trustees

Independent examiner's report to the trustees of Journey Communities

I report to the trustees on my examination of the accounts of Journey Communities (the Charity) for the year ended 31 August 2022.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Joshua Kingston

Josh Kingston Bsc ACA
Burton Sweet Chartered Accountants
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Jun 15 2023

Date:

JOURNEY COMMUNITIES
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 AUGUST 2022

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income from:					
Donations and legacies	2	157,675	-	157,675	157,208
Investments		1	-	1	3
Total income		<u>157,676</u>	<u>-</u>	<u>157,676</u>	<u>157,211</u>
Expenditure on:					
Charitable activities	3	150,086	-	150,086	138,950
Total expenditure		<u>150,086</u>	<u>-</u>	<u>150,086</u>	<u>138,950</u>
Net income/(expenditure)	5	7,590	-	7,590	18,261
Transfers between funds	12	-	-	-	-
Net movement in funds		<u>7,590</u>	<u>-</u>	<u>7,590</u>	<u>18,261</u>
Total funds at start of year	12	66,475	78	66,553	48,292
Total funds at end of year	12	<u>74,065</u>	<u>78</u>	<u>74,143</u>	<u>66,553</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 14 to 21 form part of these financial statements
See note 8 for fund-accounting comparative figures

JOURNEY COMMUNITIES

BALANCE SHEET

AS AT 31 AUGUST 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	9	1,279	259
Investments	10	26,682	26,682
		<u>27,961</u>	<u>26,941</u>
Current assets			
Cash at bank and in hand		48,042	41,292
		<u>48,042</u>	<u>41,292</u>
Liabilities			
Creditors : amounts falling due within one year	11	(1,860)	(1,680)
Net current assets		<u>46,182</u>	<u>39,612</u>
Total assets less current liabilities		<u>74,143</u>	<u>66,553</u>
Net assets		<u><u>74,143</u></u>	<u><u>66,553</u></u>
Funds			
Unrestricted funds			
General funds	13	74,065	66,475
Restricted funds	13	78	78
Total funds		<u><u>74,143</u></u>	<u><u>66,553</u></u>

Jun 15 2023

These financial statements were approved by the Trustees on and are signed on their behalf by:

Jeff Lothamer

Jeff Lothamer
Trustee

The notes on pages 14 to 21 form part of these financial statements

JOURNEY COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2022

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The charity is a public benefit entity as defined under FRS102. There are no material uncertainties about the charity's ability to continue as a going concern, despite the significant uncertainty being caused by COVID-19 and the national cost of living crisis. Whilst the Trustees expect there to be a significant impact on the charity's operations and reserves in the coming months and years, the charity has sufficient reserves to be able to meet these challenges.

Income

Income from donations is included in income when these are receivable, except as follows:

- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Legacies are included on a receivable basis where charity is entitled to the income, it can be measured reliably and receipt is probable. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is not included in income but is treated as a contingent asset and disclosed if material.

Investment income is included on a receivable basis.

Donations in kind comprise donated services where the costs are measurable and the services would otherwise have to be paid for to maintain operational effectiveness.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Charitable Activities

Grants awarded are allocated to charitable activities.

Grants awarded are treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

1 Accounting policies (*continued*)

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

Allocation and apportionment costs

Certain expenditure is directly attributable to specific activities and this has been included in those cost categories. Other costs, which are attributable to more than one category, are apportioned across cost categories on the basis of an assessment of workload carried out from time to time.

Pension costs and other post-retirement benefits

The charity contributes to defined contribution pension schemes. Contributions payable to the charity's pension schemes are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets

Fixed assets are held at cost less accumulated depreciation. Assets costing less than £500 are not capitalised. Depreciation is calculated so as to write off the cost of an asset, less its estimated ultimate residual value, over the useful life of that asset as follows:

Fixtures, fittings and equipment - over 4 years; straight line

Fixed asset investments

Investments are included at cost at 31 August. The SOFA includes the net gains and losses arising on revaluations and disposals during the year.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objects 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.

2 Income from: Donations and legacies

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
Donations & Gifts	22,065	-	22,065	25,381
Grants	58	-	58	10,845
Greater Europe Mission (North American)	128,130	-	128,130	118,553
FLTR	7,422	-	7,422	2,429
	<u>157,675</u>	<u>-</u>	<u>157,675</u>	<u>157,208</u>

All income from donations and legacies in the previous year was unrestricted

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

3 Charitable activities expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Direct Costs				
Church resources	665	-	665	434
Leadership development	770	-	770	-
Personal development training	485	-	485	-
Church retreat	-	-	-	841
Learning community	-	-	-	358
Denominations/networks	1,794	-	1,794	4,084
Special projects	-	-	-	22
Gathering/events	1,136	-	1,136	1,988
GC Support/mission	908	-	908	145
Mission mobilisation	-	-	-	206
Payroll services	90	-	90	90
Salaries and staff costs	126,619	-	126,619	117,260
Youth activities	3,853	-	3,853	2,942
Benevolent giving	60	-	60	66
FLTR Generosity Investment	5,853	-	5,853	2,468
Support Costs				
Office costs	2,481	-	2,481	1,244
Bank charges	-	-	-	84
Website and technology	1,923	-	1,923	4,341
Depreciation	521	-	521	136
Insurance	368	-	368	354
Governance Costs (Note 4)	2,560	-	2,560	1,887
	<u>150,086</u>	<u>-</u>	<u>150,086</u>	<u>138,950</u>

Included within prior year special projects is £22 relating to restricted expenditure. All remaining expenditure in prior year was unrestricted.

4 Governance costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Independent Examiner's Fees:				
- for independent examination	840	-	840	700
- for accounts preparation	1,020	-	1,020	860
- for other services	400	-	400	327
- under/(over) accrual in previous year	300	-	300	-
	<u>2,560</u>	<u>-</u>	<u>2,560</u>	<u>1,887</u>

Governance costs in the prior year were unrestricted.

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

5 Net income/(expenditure) for the year

This is stated after charging:

	2022	2021
	£	£
Independent examiner's fees	2,560	1,887
Trustees' travel, meeting and training expenses	300	-
Depreciation	521	136
	<u> </u>	<u> </u>

No trustees have been reimbursed for expenses in respect of carrying out their duties as a Trustee (2021: £Nil).

Aggregate donations from Trustees, key management personnel, and other related parties was £Nil (2021: £Nil).

6 Staff costs and numbers

The aggregate payroll costs were:

	2022	2021
	£	£
Wages & salaries	120,808	118,597
Social security costs	5,540	4,600
Pension contributions	3,979	3,832
	<u>130,327</u>	<u>127,029</u>

No employee received emoluments of more than £60,000.

The average weekly number of employees during the year was 5 (2021: 5), calculated on the basis of average headcount. The total employment benefits received by key management personnel including employer national insurance and employer pension were £130,327 (2021: £116,207).

7 Taxation

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

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

8 Statement of Financial Activities comparative figures

For the year ended 31 August 2021	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Income from:			
Donations and legacies	157,208	-	157,208
Investments	3	-	3
Total income	157,211	-	157,211
Expenditure on:			
Charitable activities	138,928	22	138,950
Total expenditure	138,928	22	138,950
Net income/(expenditure) for the year	18,283	(22)	18,261
Transfers between funds	-	-	-
Net movement in funds	18,283	(22)	18,261
Total funds at start of year	48,192	100	48,292
Total funds at end of year	66,475	78	66,553

9 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost or valuation		
At 1 September 2021	542	542
Additions	1,541	1,541
At 31 August 2022	2,083	2,083
Depreciation		
At 1 September 2021	283	283
Charge for the year	521	521
At 31 August 2022	804	804
Net book value		
At 31 August 2022	1,279	1,279
At 31 August 2021	259	259

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

10 Investments

During the 2017 accounting period the Charity set up a wholly owned trading subsidiary, FLTR Coffee Ltd, in which it owns 100% of the £26,682 issued share capital.

The subsidiary's first period of accounts were made up to 31 December 2017.

In the 2018 year a further loan to FLTR Coffee was extended by the Charity totalling £2,616. This increased the balance owed to the charity to £3,382 at the year-end. On 31 October 2018 this loan was converted to additional shares in FLTR Coffee Ltd.

	2022	2021
	£	£
Share capital	26,682	26,682
	<u>26,682</u>	<u>26,682</u>

11 Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals and deferred income	1,860	1,680
	<u>1,860</u>	<u>1,680</u>

12 Movement in funds

For the year ended 31 August 2022

	At 1 September 2021 £	Income £	Expenditure £	Transfers £	At 31 August 2022 £
Restricted funds					
Hardship Fund	78	-	-	-	78
	<u>78</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>78</u>
Unrestricted funds					
General Funds	66,475	157,676	(150,086)	-	74,065
	<u>66,475</u>	<u>157,676</u>	<u>(150,086)</u>	<u>-</u>	<u>74,065</u>
Total funds	<u>66,553</u>	<u>157,676</u>	<u>(150,086)</u>	<u>-</u>	<u>74,143</u>

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

12 Movement in funds (*continued*)

For the year ended 31 August 2021

	At 1 Sep 2020 £	Income £	Expenditure £	Transfers £	At 31 August 2021 £
Restricted funds					
Hardship Fund	100	-	(22)	-	78
	<u>100</u>	<u>-</u>	<u>(22)</u>	<u>-</u>	<u>78</u>
Unrestricted funds					
General funds	48,192	157,211	(138,928)	-	66,475
	<u>48,192</u>	<u>157,211</u>	<u>(138,928)</u>	<u>-</u>	<u>66,475</u>
Total funds	<u>48,292</u>	<u>157,211</u>	<u>(138,950)</u>	<u>-</u>	<u>66,553</u>

Restricted funds

Hardship Fund represents monies donated towards neighbourhood aid for those at risk and in need during COVID-19 lockdown.

Designated funds

Hardship Fund was established by Trustees in order to reflect the desire to help those in financial trouble.

13 Analysis of net assets between funds

As at 31 August 2022	Restricted Funds £	Unrestricted Funds £	Total 2022 £
Tangible fixed assets	-	1,279	1,279
Investments	-	26,682	26,682
Other net assets	78	46,104	46,182
	<u>78</u>	<u>74,065</u>	<u>74,143</u>

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2022

13 Analysis of net assets between funds (continued)

As at 31 August 2021	Restricted Funds £	Unrestricted Funds £	Total 2021 £
Tangible fixed assets	-	259	259
Investments	-	26,682	26,682
Other net assets	78	39,534	39,612
	<u>78</u>	<u>66,475</u>	<u>66,553</u>

14 Related party transactions

Transactions with Trustees

Stephen Caton, a Trustee received a salary of £17,400 (2021: £16,800) in the current year for duties carried out as an employee of the Charity. The spouse of Stephen Caton was also employed by the Charity and received a salary of £20,200 (2021: £20,300).

Jeff Lothamer, a Trustee received a salary of £17,175 (2021: £14,750) in the current year for duties carried out as an employee of the Charity. The spouse of Jeff Lothamer was also employed by the Charity and received a salary of £17,175 (2021: £14,750).

These transactions were authorised and agreed by the Trustee body, in the absence of the named individuals. Further to this the Charity's constitution permits such transactions. In taking this decision the Trustees believe they have acted in the best interests of the Charity and its beneficiaries.

Accounts

Journey Communities
Financial Statements
Year ended 31 August 2021

Charity Number: 1163017

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The Trustees	Jeffrey Lothamer (Chairman) Steven Caton (resigned August 2021) Ryan Murphy (resigned August 2021) Simon Loo Darin Stevens (resigned August 2021) Peter Sotddart (appointed September 2021) Helen Loo (appointed September 2021) Luke Hatcher (appointed September 2021)
Registered Office	2 West Circular Drive Ambrosden Bicester, OXON OX25 2BB England
Independent Examiner	Joshua Kingston Bsc ACA Burton Sweet Limited The Clock Tower Farleigh Court Old Weston Road Flax Bourton Bristol BS48 1UR
Bank	Barclays 36 Market Square Town Centre Bicester OX26 6AQ

The Trustees have pleasure in presenting their report and the unaudited financial statements of the charity for year ended 31 August 2021.

Structure, Governance and Management

History

Journey Communities, a Charitable Incorporated Organisation, was incorporated on 5 August 2015 (charity number 1163017). On 5 August 2015, it achieved charitable status and was entered onto the Register of Charities with the Registered Charity Number 1163017.

Prior to this, Journey Communities had been meeting as a church formerly known as The Crowded House Bicester informally beginning in Spring 2011. In the Autumn of 2014, under the guidance of minister Steven Caton on behalf of the church staff, 7 members of the church met regularly to arrive at a name for the church which communicated its identity. In the winter of 2014/2015, the approved name of the church formally became Journey Communities.

In the Autumn of 2015 Journey Communities staff and elders at the time elected to join the Fellowship of the Churches in Great Britain and Scotland (simply known as FCC). FCC provides consultation, support, encouragement and is ready to assist the church should it need and ask for it. Steven Caton was ordained as a minister in the FCC October of 2016.

Recruitment and Appointment of Trustees

Upon pursuit of charity registration new trustees were (and are) selected on the basis of their experience and skills, normally from amongst the members of Journey Communities, Bicester, but also from those with skills, familiarity and goodwill towards the church who are outside the church congregation. It is seen to be desirable that the Core Leadership team (Staff) of the church should be represented on the Trustee Board and Jeff Lothamer have fulfilled this dual role during the current year.

The Core Leaders and the Trustees aim to meet together on a regular basis to ensure effective governance of the church and discuss issues of mutual concern or decision.

The practice that is employed in appointing new Trustees is that potential new Trustees are identified and approached following discussion at a Trustees' meeting; then, and in consultation with the Core Leaders, they are offered the opportunity to meet the existing Trustees with a view to possible Trusteeship. The Trustees regularly consider the composition of the Trustee Board in order to ensure that the Board has access to the right balance, diversity and spread of expertise needed to govern the affairs of the Charitable Incorporated Organisation. New Trustees are appointed formally by the current Trustee Board of the church. At the June 2021 trustee meeting we discussed three new potential trustees, Pete Stoddart, Helen Loo, and Luke Hatcher, and agreed to send an invitation to each of them to consider the position. All accepted and Steven Caton, Darin Stevens, and Ryan Murphy all submitted by email letters of resignation as of 31st August 2021.

Organisation of the Charitable Incorporated Organisation

The Trustees meet once every 6-12 months to administer the affairs of the CIO and there are no sub-groups acting for them. During the year, two of the Trustees benefited financially from the operations of the CIO and clear expectations of how they participate concerning financial decisions is outlined in our Governance Policy; services provided by Trustees and other related party activities are outlined in the Governance Policy as well.

During the year five staff members were employed by Journey Communities (two full-time and three part-time). The staff leadership of the church operates pertaining to areas of expertise, ie, worship leading, congregational teaching, financial and organisational leadership, youth and children's programs. The five staff members receive direction and leadership from the elder team. Four staff serve on this team and one staff serves as an administrator.

Qualification for membership of the church is currently expressed by virtue of Christian commitment, commitment to the Church and through the desire to be formally recognised as a member of Journey Communities. New potential members have the opportunity to know more about the church through our community groups (called Missional Communities). Decisions about the overall direction of the Church and for its care are made by the Core Leadership, with input as necessary from other persons or groups. Key issues are discussed widely within the church.

The church community gathers regularly at a worship service and in Missional Communities for spiritual discussion, encouragement, communion, meals, and recreation. Each MC leader is trained to lead a group of people practically in life. Their training is a hybrid of theological, social and practical strategies to make individuals and families strong. Each MC leader and potential leaders are trained through a process called huddling. A Huddle meets twice monthly for personal development as spiritual leaders in practical, everyday ways. These leader's huddles are currently led by staff members.

Objects, Mission and Aims

The objects of Journey Communities are:

To advance the Christian faith in Bicester and in such other parts of the United Kingdom or the world for the benefit of the public in particular, but not exclusively through the holding of prayer meetings, lectures, public celebration of religious festivals producing and/or distributing literature on the Christian faith to enlighten others about the Christian religion.

To Promote and fulfil such other charitable purposes beneficial to the community in Bicester and in such other parts of the United Kingdom or the world as the trustees may from time to time think fit.

The Trustees confirm that in setting their objectives they have complied with their duty under the Charities Act 2011 to have a due regard to the public benefit guidance published by the Charity Commission.

Activities, Achievements, Development

Activities

Regular Gatherings: Journey Communities met bi-weekly for a hybrid worship service on Saturday nights either online or in-person through the period of COVID restrictions. We also met for weekly prayer meetings early mornings and some mid-day online as a place of connection, grieving, and support during the stay-at-home mandate. When allowed, Journey Communities met together for a worship service and some shared meals together. These times were for Christian worship, Bible learning, and growing together in unity as a church.

YouTube Livestream: Due to the lockdown, Journey communities met online via Zoom and livestream some of our services via YouTube and Facebook.

Missional Community: Our Missional Communities continued to meet throughout the month having times of communion, celebration, meals, prayer, pastoral care, service. Missional Communities also ran events and projects to create community in their neighbourhoods.

Small groups also met together (or virtually in line with Covid restrictions) in huddles or DNAs throughout the month for Bible study, prayer, accountability, leadership development, and personal growth. DNAs saw continued majority engagement from the people connected to Journey and served as a source of hope and encouragement through the pandemic.

Youth Meetings: Journey Youth was able to maintain relationships with the youth through an online games and craft time. We also were able to engage with many new youths through this virtual space. Our youth leader organised youth small group discipleship times weekly throughout the whole year. This met a great need for community and for spiritual encouragement during the lock down. Once live meetings resumed, the youth group meet weekly for bible study, social time, and mutual encouragement.

Elder's Meetings: Elders met regularly online and in-person to discuss day-to-day issues of pastoral needs during various stages of COVID-19 lockdown. They also met together for prayer.

Achievements

Sarah and Christie led the strategic plan of online gatherings and executed the details with the help of many volunteers to execute the teaching, worship, prayer times, readings, dialogue, reflections. We were able to meet online and in person throughout this year.

As a church we gathered on Saturdays each week during the month. We had different offerings on these evenings ranging from Prayer and Communion, Mission equipping, Teach & Dialogue, and Worship nights. The topics explored were Hope, Rest, Philippians, Advent, Holiness, Prayer, Worship, Easter, Transformed Relationships, Gospel Planting: Apologetics, Listening to God, Emotions. We continued to make “dialogue” around teaching a key aspect of journey culture. This became an expected way to process teaching. We continue to cultivate a gathering atmosphere where the gifts of the Holy Spirit are expected, and all can engage in ministering to each other.

In August of 2020, often a quiet holiday month in England, Journey developed a lightweight series of learning about the bible using the materials produced by the Bible Project in a weekly Gathering for those who remained in Bicester.

Journey hosted a Good Friday Prayer Space and Large Worship service for Easter.

Journey shared with a neighbouring church a “Summer Event: Jesus is Lord” with Highway Christian Church of Marsh Gibbon with whom Journey have had a friendship with going back many years.

Jeff and Christie hosted huddles with 3 families who became key leaders and families in the church.

The Journey owned coffee shop, named FLTR Coffee, celebrated its 4th anniversary in April 2021. The founding families made intentional efforts to pass on the leadership of this enterprise to paid staff, intentionally leaving a gap for mission in the hopes that others within the church will step up and carry that in the future.

Development

Leadership and Team

The pandemic’s effect saw our apostolic leader consumed with the tasks of running the church’s enterprise. However, Christie and Sarah were able to step up, meet weekly, and carry much of the planning, development of leaders, and executing of gatherings and events with the help of the church as volunteers.

The elders called for a 10-year plan from the Lothamers, as strategic leaders during this season of stay at home. We took time to begin to learn how to discern God’s will together on matters - Upping our worship was the first task at hand. There was much success in the shifting of the leadership culture at that time from an intellectual exercise to a more spiritual exercise in leading the way forward.

Christie continued to drive forward that there were about 7 key problems facing us as a charity/organisation/church that needed resolution.

1. Leadership not reflective of host culture
2. Lack of clarity for elder leadership function
3. Functional tasks lack accountability structure
4. Centre is defined as church

5. Unsustainable leadership of functions
6. Difficult to explore and pioneer/innovate
7. Not seeing movement of the transformation of lives.

This led to increased discussion around how we were leading church. We debated and discerned at great lengths what form church must take to be called “church” such that where there are “two or three” gathered, Jesus would be in their midst. We concluded that both in the time of the Apostles and again in our time, church must return to the small, networked through relationships; what we are calling microchurch.

Realising the need to shift leadership structures, one of the existing elders, Darin Stevens, decided that it was a good point for him to step down from eldership to focus on shifts in his other responsibilities. It was with mutual hope and blessing that he stepped down.

The Impetus towards movement

Recognising that the idea of a network of microchurches means a significant shift in how Journey has been organised hitherto, Christie and Simon (an elder) took up the responsibility to further envision a “future” for Journey that not only sees the continued spiritual formation of her members but also a whole-church impetus towards an outward looking, Christ-centred missional movement. A church like those in the book of Acts, but a modern church, working with all the appropriate modern, web-based tools for communication and organisation, adept in engagement with the public like the apostle Paul at the Areopagus.

Church and Organisational

With the agreement of the elder team, Christie and Simon started to assess, and develop ideas based on the “the priesthood of all believers” in the form of microchurches and what the minimum requirements are that make a “church,” a church.

It was at this time that another key idea was developed for the context of Journey Communities in Bicester - The Dual Operating System or DUAL OS in short. The Dual OS is the idea that for any church organisation to be healthy, there needs to be both organic-relational system and a functional, organised system.

The organic is particularly suited to the relational and spiritual aspect of church where achieving targets and logistics play a more limited role. This OS is called the “relational” or “spiritual” OS.

On the other hand, to gather Jesus followers, to help microchurches to learn, to go on mission together, to communicate well, require a good level of executing communication plans and organisation. This is especially true given today’s far more layered and complex tools for communication. We call this the “organised” or “functional” OS.

This required a new thinking for the staff and lay leaders of Journey Communities. Instead of a staff or leader leading both as experts in organisation and spiritual formation, a separation of functional role was needed.

If networked microchurch as an organisational principle is a re-formation of the church sociological space, then DUAL OS is the reformation of the operational/executional system. This contrasts with the hierarchical model more prevalent among traditional churches. As such, the set of tools for organisation and communication must be adapted as well. This led to the concurrent development of the technical needs of the organised OS

Technical

During this period, Journey Communities started building out more of its systems of communication, with a specific emphasis on it being web based. This meant that staff and volunteers can easily access the information and communication platforms that would become a communication glue for the entire community.

Journey, as a registered charity was able to obtain many web-based services for much reduced price or free.

Simon Loo, an elder, was able to obtain Google Workspace through the charity therefore providing free email, shared calendar, document sharing, domain hosting, YouTube channel among Google's many other services.

Other services also obtained for much reduced cost for the purpose of building out Journey Communities' communication tool stack included Notion, an advanced note sharing app, Canva, a graphic creation tool, charity Zoom account, and Davinci Resolve, a professional quality video editing software.

One significant investment Journey made during this time was subscribing to a community platform app - Mighty Networks. It is akin to a private Facebook app allowing independent church communities such as Journey to be able to start developing a digital network with all interested party without some of the distracting issues related to more public social media apps.

Apart from evaluating or integrating new software-based services, Journey Communities also started evaluating needed hardware investment with a specific view that portability and flexibility is key. This was proposed against the possibility of a grant to further facilitate growing of new disciples which Journey was successful in obtaining.

COVID-19 Impact

Covid-19 has had a significant impact on our charity.

Decrease in attendance at events and gatherings spaces due to pressures caused by pandemic caused a real pruning of our core group. Time to rethink the why and how we do church life led to a "let's do the basics" whilst rethinking where we want to go for the future.

It also continued to impact how we meet together in the physical space. Due to the pandemic and the social distancing measure that we all adhere to, we primarily met virtually (unless the guidelines allowed for physical gatherings). We initially moved our worship gatherings, prayer meetings, small group Bible studies, and youth activities all online. We used platforms such as Zoom, Facebook and WhatsApp. While there is an impact on meeting virtually verses meeting in person, we actually saw an increase in attendance and participation in all of our activities.

Our giving continued to be healthy during the pandemic. As a result of our church's generosity, and low expenses such as renting facilities to meet physically, our financial situation is healthy and strong. In fact, we have been able to increase our save some financial resource to assist in the process of coming out of the pandemic and reengaging with our constituency.

As a result of the pandemic, our church continued to be involved in responding to some of the new needs around us.

So, concerning our ability to continue as a going concern, we are confident we will continue to carry out our objectives as a church and as a charity.

Financial Performance

Funds held by the charity are:

- Unrestricted general funds - that can be used in accordance with the charitable objects at the discretion of the Trustees.
- Restricted funds - that can only be used for restricted purposes within the objects of the charity; restrictions arise when donations or grants are received for particular restricted purposes.

Financial Activities

The Trustees are grateful to the members and regular donors within the church for the (often) sacrificial way in which they contribute to meet the financial needs of the church. Many of the donors are family or young people, so limited in their ability to give. The gifts given for unrestricted general funds were similar to the previous fiscal year and met the needs of the budget and community projects. However, the trustees continue to dream about greater impact in our community. Therefore, the Trustees are committed to encouraging a continued commitment to increase giving so that the church can develop its local community work in the future and also its financial support to Christian workers and organisations in the UK and abroad alongside its other activities. We are convinced that we will have the sufficient resources through the faithful giving of our members to continue to meet our objectives.

We continued our relationship with Greater Europe Mission (North American) who provides substantial funding which allows us to employ pastoral staff.

Reserves

The Trustees have reviewed the Charity's needs for reserves in line with the guidance issued by the Charity Commission. The Trustees believe that the Charity should hold financial reserves equivalent to 6 months operating costs (exc staff costs) which equates to £5,848. At the end of our fiscal year, 31st August 2021, the charity had total funds of £66,779. Of the total funds £39,624 are considered to be unrestricted free reserves this is currently above the target level. Due to the Covid pandemic restrictions, our charity expenses were decreased, and our community projects were limited, although our donations continued to be strong. As a result of the surplus in the reserves, we will be considering various future projects in the year to come.

Statement of trustees' responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

General Conclusion

The Trustees look forward to the future with confidence and continue to see much need for the Church's charitable activities in seeking to fulfil its aims, mission and objects. We will remain committed to our social and spiritual investment in young people and families in our community. The Trustees consider that the Charity is on a proper footing both organisationally and financially. They welcome any enquiries in respect of clarification of the Charity's work or its future plans or financial and organisational arrangements.

Enquiries should be directed to the Chairman - Mr Jeff Lothamer, c/o the registered office.

2 West Circular Road
Ambrosden
Bicester, Oxfordshire
OX25 2BB

Jun 16 2022

Signed by order of the Trustees on

Jeff Lothamer
Chairman of Trustees

Jeff Lothamer

Independent examiner's report to the trustees of Journey Communities

I report to the trustees on my examination of the accounts of Journey Communities (the Charity) for the year ended 31 August 2021.

Responsibilities and basis of report

As the charity trustees of the Charity you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Joshua Kingston

Joshua Kingston Bsc ACA
Burton Sweet Limited
The Clock Tower
5 Farleigh Court
Old Weston Road
Flax Bourton
Bristol BS48 1UR

Jun 16 2022
Date:

JOURNEY COMMUNITIES
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 AUGUST 2021

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Income from:					
Donations and legacies	2	157,208	-	157,208	137,597
Charitable activities		-	-	-	663
Investments		3	-	3	13
Total income		<u>157,211</u>	<u>-</u>	<u>157,211</u>	<u>138,273</u>
Expenditure on:					
Charitable activities	3	138,928	22	138,950	131,692
Total expenditure		<u>138,928</u>	<u>22</u>	<u>138,950</u>	<u>131,692</u>
Net income/(expenditure)	5	18,283	(22)	18,261	6,581
Transfers between funds	12	-	-	-	-
Net movement in funds		<u>18,283</u>	<u>(22)</u>	<u>18,261</u>	<u>6,581</u>
Total funds at start of year	12	48,192	100	48,292	41,711
Total funds at end of year	12	<u>66,475</u>	<u>78</u>	<u>66,553</u>	<u>48,292</u>

The Charity has no recognised gains or losses other than the results for the year as set out above.

All of the activities of the charity are classed as continuing.

The notes on pages 15 to 22 form part of these financial statements
See note 8 for fund-accounting comparative figures

JOURNEY COMMUNITIES
BALANCE SHEET
AS AT 31 AUGUST 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	9	259	395
Investments	10	26,682	26,682
		<u>26,941</u>	<u>27,077</u>
Current assets			
Cash at bank and in hand		41,292	22,805
		<u>41,292</u>	<u>22,805</u>
Liabilities			
Creditors : amounts falling due within one year	11	(1,680)	(1,590)
Net current assets		<u>39,612</u>	<u>21,215</u>
Total assets less current liabilities		<u>66,553</u>	<u>48,292</u>
Net assets		<u>66,553</u>	<u>48,292</u>
FUNDS			
Unrestricted funds			
General funds	13	66,475	48,192
Designated funds	13	-	-
Restricted funds	13	78	100
Total funds		<u>66,553</u>	<u>48,292</u>

Jun 16 2022

These financial statements were approved by the Trustees on and are signed on their behalf by:

Jeff Lothamer

Jeff Lothamer
Trustee

The notes on pages 15 to 22 form part of these financial statements

JOURNEY COMMUNITIES

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED 31 AUGUST 2021

1 Accounting policies

Accounting convention

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2019.

The accounts (financial statements) have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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) issued in October 2019 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The charity is a public benefit entity as defined under FRS102. There are no material uncertainties about the charity's ability to continue as a going concern, despite the significant uncertainty being caused by the worldwide COVID-19 crisis. Whilst the Trustees expect there to be a significant impact on the charity's operations and reserves in the coming months and years, the charity has sufficient reserves to be able to meet these challenges.

Income

Income from donations is included in income when these are receivable, except as follows:

- I. When donors specify that donations given to the charity must be used in future accounting periods, the income is deferred until those periods;
- II. When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred until the pre-conditions have been met.

Legacies are included on a receivable basis where charity is entitled to the income, it can be measured reliably and receipt is probable. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is not included in income but is treated as a contingent asset and disclosed if material.

Investment income is included on a receivable basis.

Donations in kind comprise donated services where the costs are measurable and the services would otherwise have to be paid for to maintain operational effectiveness.

Expenditure

Expenditure is recognised in the period in which it is incurred. Expenditure includes attributable VAT which cannot be recovered.

Charitable Activities

Grants awarded are allocated to charitable activities.

Grants awarded are treated as expenditure and a liability in the accounts as soon as they become legal or constructive obligations. In the case of multi-year grant awards, the funding for all years is immediately recognised unless there are conditions which need to be met by the recipient to enable the release of subsequent years' funding.

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

1 Accounting policies (*continued*)

Governance costs

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. Governance costs are included within support costs.

Allocation and apportionment costs

Certain expenditure is directly attributable to specific activities and this has been included in those cost categories. Other costs, which are attributable to more than one category, are apportioned across cost categories on the basis of an assessment of workload carried out from time to time.

Pension costs and other post-retirement benefits

The charity contributes to defined contribution pension schemes. Contributions payable to the charity's pension schemes are charged to the Statement of Financial Activities in the period to which they relate.

Tangible fixed assets

Fixed assets are held at cost less accumulated depreciation. Assets costing less than £500 are not capitalised. Depreciation is calculated so as to write off the cost of an asset, less its estimated ultimate residual value, over the useful life of that asset as follows:

Fixtures, fittings and equipment - over 4 years; straight line

Fixed asset investments

Investments are included at cost at 31 August. The SOFA includes the net gains and losses arising on revaluations and disposals during the year.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objects 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.

2 Income from: Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £
Donations & Gifts	25,381	-	25,381
Grants	10,845	-	10,845
Greater Europe Mission (North American)	118,553	-	118,553
FLTR	2,429	-	2,429
	<u>157,208</u>	<u>-</u>	<u>157,208</u>

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

2 Income from: Donations and legacies

For the year ended 31 August 2020	Unrestricted Funds	Restricted Funds	Total Funds 2020
	£	£	£
Donations & Gifts	22,749	148	22,897
Grants	-	500	500
Greater Europe Mission (North American)	114,200	-	114,200
	<u>136,949</u>	<u>648</u>	<u>137,597</u>

3 Charitable activities expenditure

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
	£	£	£	£
Direct Costs				
Church resources	434	-	434	50
Church retreat	841	-	841	756
Learning community	358	-	358	540
Denominations/networks	4,084	-	4,084	742
Special projects	-	22	22	555
Gathering/events	1,988	-	1,988	2,202
GC Support/mission	145	-	145	214
Mission mobilisation	206	-	206	240
Payroll services	90	-	90	90
Salaries and staff costs	117,260	-	117,260	117,941
Youth activities	2,942	-	2,942	2,886
Benevolent giving	66	-	66	1,000
FLTR Generosity Investment	2,468	-	2,468	-
Support Costs				
Office costs	1,244	-	1,244	1,227
Bank charges	84	-	84	72
Website and technology	4,341	-	4,341	864
Depreciation	136	-	136	136
Insurance	354	-	354	352
Governance Costs (Note 4)	1,887	-	1,887	1,825
	<u>138,928</u>	<u>22</u>	<u>138,950</u>	<u>131,692</u>

Included within prior year special projects is £555 relating to restricted expenditure. All remaining expenditure in prior year was unrestricted.

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

4 Governance costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
Independent Examiners Fees:				
- for independent examination services	1,680	-	1,680	1,590
- for other services	207	-	207	235
	<u>1,887</u>	<u>-</u>	<u>1,887</u>	<u>1,825</u>

Governance costs in the prior year were unrestricted.

5 Net income/(expenditure) for the year

This is stated after charging:	2021 £	2020 £
Independent Examiners Fees:		
- for independent examination services	1,680	1,590
- for other services	207	235
Trustees' travel, meeting and training expenses	-	-
Depreciation	136	136
	<u>136</u>	<u>136</u>

No trustees have been reimbursed for expenses in respect of carrying out their duties as a Trustee (2020: £Nil).

Aggregate donations from Trustees, key management personnel, and other related parties was £Nil (2020: £7,500).

6 Staff costs and numbers

The aggregate payroll costs were:

	2021 £	2020 £
Wages & salaries	118,597	105,885
Social security costs	4,600	3,749
Pension contributions	3,832	3,085
	<u>127,029</u>	<u>112,719</u>

No employee received emoluments of more than £60,000.

The average weekly number of employees during the year was 5 (2020: 5), calculated on the basis of average headcount. The total employment benefits received by key management personnel including employer national insurance and employer pension were £116,207 (2020: £112,719).

7 Taxation

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

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

8 Statement of Financial Activities comparative figures

For the year ended 31 August 2020	Unrestricted Funds £	Restricted Funds £	Total Funds 2020 £
Income from:			
Donations and legacies	136,949	648	137,597
Charitable activities	663	-	663
Investments	13	-	13
Total income	137,625	648	138,273
Expenditure on:			
Charitable activities	131,137	555	131,692
Total expenditure	131,137	555	131,692
Net income/(expenditure) for the year	6,488	93	6,581
Transfers between funds	(7)	7	-
Net movement in funds	6,481	100	6,581
Total funds at start of year	41,711	-	41,711
Total funds at end of year	48,192	100	48,292

9 Tangible fixed assets

	Fixtures, fittings and equipment £	Total £
Cost or valuation		
At 1 September 2020	542	542
Additions	-	-
At 31 August 2021	542	542
Depreciation		
At 1 September 2020	147	147
Charge for the year	136	136
At 31 August 2021	283	283
Net book value		
At 31 August 2021	259	259
At 31 August 2020	395	395

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

10 Investments

During the 2017 accounting period the Charity set up a wholly owned trading subsidiary, FLTR Coffee Ltd, in which it owns 100% of the £26,682 issued share capital.

The subsidiary's first period of accounts were made up to 31 December 2017.

In the 2018 year a further loan to FLTR Coffee was extended by the Charity totalling £2,616. This increased the balance owed to the charity to £3,382 at the year-end. On 31 October 2018 this loan was converted to additional shares in FLTR Coffee Ltd.

	2021	2020
	£	£
Share capital	26,682	26,682
	<u>26,682</u>	<u>26,682</u>

11 Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals and deferred income	1,680	1,590
	<u>1,680</u>	<u>1,590</u>

12 Movement in funds

For the year ended 31 August 2021

	At 1 Sep 2020	Income	Expenditure	Transfers	At 31 Aug 2021
	£	£	£	£	£
Restricted funds					
Hardship Fund	100	-	(22)	-	78
	<u>100</u>	<u>-</u>	<u>(22)</u>	<u>-</u>	<u>78</u>
Unrestricted funds					
General Funds	48,192	157,211	(138,928)	-	66,475
	<u>48,192</u>	<u>157,211</u>	<u>(138,928)</u>	<u>-</u>	<u>66,475</u>
Total funds	<u>48,292</u>	<u>157,211</u>	<u>(138,950)</u>	<u>-</u>	<u>66,553</u>

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

12 Movement in funds (*continued*)

For the year ended 31 August 2020

	At 1 Sep 2019 £	Income £	Expenditure £	Transfers £	At 31 August 2020 £
Restricted funds					
Hardship Fund	-	100	-	-	100
Good Neighbour Scheme	-	548	(555)	7	-
	<u>-</u>	<u>648</u>	<u>(555)</u>	<u>7</u>	<u>100</u>
Unrestricted funds					
Hardship Fund	-	-	(1,000)	1,000	-
General funds	41,711	137,625	(130,137)	(1,007)	48,192
	<u>41,711</u>	<u>137,625</u>	<u>(131,137)</u>	<u>(7)</u>	<u>48,192</u>
Total funds	<u>41,711</u>	<u>138,273</u>	<u>(131,692)</u>	<u>-</u>	<u>48,292</u>

Restricted funds

Hardship Fund represents monies donated towards neighbourhood aid for those at risk and in need during COVID-19 lockdown.

Good Neighbour Scheme represents money raised towards neighbourhood aid for those at risk and in need during the COVID-19 lockdown.

Designated funds

Hardship Fund was established by Trustees in order to reflect the desire to help those in financial trouble.

13 Analysis of net assets between funds

	Restricted Funds £	Unrestricted Designated Funds	General Funds £	Total 2021 £
As at 31 August 2021				
Tangible fixed assets	-	-	259	259
Investments	-	-	26,682	26,682
Other net assets	78	-	39,534	39,612
	<u>78</u>	<u>-</u>	<u>66,475</u>	<u>66,553</u>

JOURNEY COMMUNITIES
NOTES TO THE FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021

13 Analysis of net assets between funds (continued)

As at 31 August 2020	Restricted Funds £	Unrestricted		Total 2020 £
		Designated Funds	General Funds £	
Tangible fixed assets	-	-	395	395
Investments	-	-	26,682	26,682
Other net assets	100	-	21,115	21,215
	<u>100</u>	<u>-</u>	<u>48,192</u>	<u>48,292</u>

14 Related party transactions

Transactions with Trustees

Stephen Caton, a Trustee received a salary of £16,800 (2020: £16,800) in the current year for duties carried out as an employee of the Charity. The spouse of Stephen Caton was also employed by the Charity and received a salary of £20,300 (2020: £16,100).

Jeff Lothamer, a Trustee received a salary of £14,750 (2020: £14,800) in the current year for duties carried out as an employee of the Charity. The spouse of Jeff Lothamer was also employed by the Charity and received a salary of £14,750 (2020: £14,000).

These transactions were authorised and agreed by the Trustee body, in the absence of the named individuals. Further to this the Charity's constitution permits such transactions. In taking this decision the Trustees believe they have acted in the best interests of the Charity and its beneficiaries.