

JESUS SHAPED PEOPLE

England & Wales - Charity number 1169938

Details

Other names JSP

Status Registered

Legal form CIO

Registered 2016-10-28

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

Contact

Address Leeds Episcopal Area Office
Church House
17-19 York Place
Leeds
LS1 2EX

Phone 07470 136193

Email brendan@jesusshapedpeople.net

Website www.jesusshapedpeople.net

Activities

Objects: THE OBJECT OF THE CIO IS, TO ADVANCE THE CHRISTIAN RELIGION FOR THE BENEFIT OF THE PUBLIC THROUGH, BUT NOT LIMITED TO: 4.1. THE PROVISION OF CHRISTIAN DISCIPLING RESOURCES AND TRAINING; 4.2. SUPPORTING CHRISTIAN PEOPLE TO LIVE OUT THEIR CHRISTIAN FAITH IN PRACTICAL WITNESS AND SERVICE FOR THE BENEFIT OF ALL IN THEIR LOCAL COMMUNITIES; 4.3. PROVIDING MENTORING; 4.4. PROVIDING LEADERSHIP TRAINING FOR CLERGY AND OTHERS; 4.5. PROVIDING CHRISTIAN PUBLIC WORSHIP PARTICULARLY FOR A NON-BOOK CULTURE; 4.6. THE ONGOING DEVELOPMENT OF CHRISTIAN RESOURCES FOR USE BY ADULTS, CHILDREN AND YOUNG PEOPLE; 4.7. THE DEVELOPMENT OF MUSIC AND HYMNS FOR CHRISTIAN PUBLIC WORSHIP; AND 4.8. STIMULATING DEVELOPMENT OF CHRISTIAN DISCIPLESHIP IN PARTNERSHIP WITH OTHER ORGANISATIONS.

Activities: development and delivery of a whole church discipleship programme leading to a deepening of faith and engaging with the local community

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Religious Activities
- **Who:** The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£80,425	£80,580	-	-
2023-12-31	£61,819	£70,015	-	-
2022-12-31	£30,331	£72,711	-	-
2021-12-31	£45,858	£68,438	-	-
2020-12-31	£76,856	£67,427	-	-

Trustees

Name	Role	Appointed
Rt Revd PAUL JOHN SLATER	Chair	2024-06-07
ANTHONY PETER HESSELWOOD		2016-10-28
Brother BENEDICT SSF		2016-10-28
CHARLES GORDON NORMAN DEY		2016-10-28
Deborah Anne Child		2016-10-28
Jacqueline Mary Stamper		2016-10-28
Rev DENISE JUNE POOLE		2016-10-28
Rev Graham Alec James Potter		2023-02-09
Rev Phil Stone		2019-08-29
Rev Philip Arnold		2023-02-09

JESUS SHAPED PEOPLE

England & Wales - Charity number 1169938

Accounts

Jesus Shaped People
(A Charitable Incorporated Organisation)
Annual Report and Financial Statements
For the year ended 31 December 2024

Charity registration number: 1169938

Jesus Shaped People
(A Charitable Incorporated Organisation)

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**Jesus Shaped People
(A Charitable Incorporated Organisation)**

Legal and administrative information

Charity number	1169938
Registered office	Church House, 17-19 York Place, Leeds LS1 2EX.
Trustees	Rt Revd Paul Slater – Chairman (from 7 June 2024) Rt Revd Arun Arora - Chairman (to 5 March 2024) Revd Canon Gordon Dey Brother Benedict SSF Jacqueline Stamper Deborah Child – Vice chair Revd Canon Denise Poole Revd Canon Andy Delmege (to 27 February 2024) Tony Hesselwood Revd Canon Phil Stone Revd Canon Phil Arnold Revd Graham Potter
Independent examiner	A Neal 31 Belle Vue Terrace Lancaster
Bankers	Co-operative Bank P O Box 250 Delf House Southway Skelmersdale WN8 6WT
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

**Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report**

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2024. The Trustees as listed on page 1 have served, as detailed, throughout the period and up to the date of this report.

Structure, governance and management

Jesus Shaped People is a charitable incorporated organisation. It was incorporated on 28 October 2016. Its governing document is its constitution as adopted on incorporation.

Organisational Structure

The Trustees, who are also the members of the charity, meet on a regular basis to review progress. Their names are set out on page 1. Revd Brendan Bassett the Team Leader (Full time employee) deals with the day-to-day management and development of JSP and along with Revd Canon Gordon Dey engages with a range of churches, dioceses, and other agencies for the advancement of JSP practice and principles. Mrs Julie Rainer is part time Administrator. James Clayton manages the IT and website administration. Tony Hesselwood undertakes the financial administration on behalf of the Trustees.

Related Parties

The charity has the Leeds Diocesan Board of Finance as a related party, having historically been a source of funding and seconded staff up to September 2017. They now provide meeting facilities for the Board of Trustees.

Risk

The principal risk of the charity is that it will be unable to maintain financial viability through lack of funding. The Trustees are constantly monitoring the ongoing position. The Trustees have identified other risks and regularly review the mitigation of such.

Objectives and activities

Charitable Objects

The purpose of the charity is to provide Christian discipleship resources and training.

Jesus Shaped People is a movement, a 'whole church discipleship adventure'. It offers an innovative way of encouraging churches, particularly those serving marginalised communities, to re-shape their vision and work, responding to the call of Jesus to 'Follow me'. JSP aims to see spiritual renewal and transformation, churches inspired afresh in mission, and welcoming all.

JSP offers a vision and a method that enables local churches, especially those serving areas of social disadvantage, to adopt more intentionally the priorities that Jesus modeled in his three-year ministry. It assists churches to explore these priorities in enjoyable and practical ways and to reshape themselves. JSP has a specific focus on including children and young people. It aims to help churches evaluate their progress and maintain a Jesus Shaped focus in every area of church life.

Jesus Shaped People originated in 2006 in a church that served a large urban estate community in Bradford. In 2011 the Church Commissioners approved the inclusion of JSP in their 'Church Growth in Deprived Communities' scheme seeking effective models to halt steep decline of church membership in such communities. Their subsequent grant award, plus additional generous support from the Diocese of Bradford/Leeds, helped JSP remodel enabling wider adoption. Growth and expansion followed with JSP established as a Charitable Incorporated Organisation in 2016.

Jesus Shaped People
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Trustees' Annual Report (continued)

Adoption of JSP enables a church to better understand itself, and identify what it is being called to be and to do – so that it can better redefine its future mission strategy. This will involve the inclusion of marginalised people; adoption of teaching methods that are more in keeping with those of Jesus; development of local leadership; intentional relationally based evangelism; developing work with children and young people that is appropriate to the context; service to the community; and speaking out courageously on behalf of such communities. Churches that adopt Jesus Shaped People discover new vision, depth, and purpose, find new ways of engaging with their local communities and begin to attract new members.

Main activities

Jesus Shaped People Programme: offers an introduction to the JSP for church leadership teams and congregations. If adopted, it provides an initial 15-week JSP 'whole church discipleship adventure' which enables churches to evaluate themselves against the life of Jesus, mostly using the Gospel of Mark. It encourages them to be more strategic in adopting his methods, and to view this as the key measure of 'success'. It invites them to believe that as they reshape their life and work that Jesus will fulfil his promise 'I will be with you always to the end of the age.'

Accompaniment: JSP offers ongoing accompaniment and support to churches engaged in the programme, assisting with evaluation and next steps, as they seek to discern what God is calling them to embark on and how best to be equipped for this.

Inclusion of Children and Young People: JSP provides dedicated support and resources for work with children and young people and is now developing inter-generational worship and teaching materials, with special help for Churches with very few or even no work with Children and Young People.

Resource development: JSP resource development is continuing. Materials are available for Sunday worship and small groups – including sermon notes, prayers, worship ideas, and a wide range of resources for work with people of all ages. Additionally in response to expressed needs, a range of additional resources are created, tested and made available

Establishing Diocesan (or equivalent) Support: the expansion of JSP to parishes in new dioceses and areas will normally include the establishment of a partnership with a diocesan/denominational mission team. A church may be accepted onto the pilot project, supported by the JSP Team Leader, the Diocesan Champion and Mission Accompaniers. At present the Mission Accompaniers are JSP trustees, but the Team Leader and Champion are working to recruit and train local people in this role. This should enhance and develop local provision and people in line with the Project's aims

Encouraging Prayer Support: JSP recognises its dependence on God and seeks to encourage regular prayer for its work

Achievements and performance

Trustee Meetings: The Trustees met on 5 occasions, in February, April, June, September and November 2024

JSP adoption: During 2024 JSP was at a variety of meetings and conferences. Churches have adopted and deployed our materials during 2024 or have plans to introduce the material at an appropriate time. We have helped with new enquiries from many parts of the UK, often in disadvantaged communities.

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Trustees' Annual Report (continued)**

The Church Commissioner's 'Innovative Fund' continues to fund partnership with 2 dioceses in 10 parishes to roll out and imbed JSP in the diocese. Two Dioceses, Chester and Bristol have been identified as partners but the implementation has been delayed resulting in agreement of extending the delivery period. A champion was in post in Chester throughout the year and from the summer in Bristol.

Discussions have taken place with a third Diocese which is in the process of discerning whether JSP is the prime discipleship adventure for it to adopt.

Activities.

Work and research on intergenerational ministry have been the major focus of our children and young people's work as we believe it represents the best hope for churches with no children or young people and limited resources. New intergenerational resources have been created to accompany our main programme. Brendan Bassett the Team Leader has taken on this work in the absence of funding for a development worker.

A Grove booklet written by JSP "A Whole Church Discipleship Adventure" published in September 2024 and has continued to be well received

New training and introductory videos were recorded to enhance the effectiveness of JSP.

Partnership Development: alongside the existing partnerships with diocesan teams, the National Estates Churches Network (NECN) and the Franciscan movement, new partnerships were established with the Estates Evangelism Task Force, Setting God's People Free, Scargill Movement and the Anglican Communion Intentional Discipleship Forum. A podcast with NECN has been established with 9 episodes now recorded. We are also in contact with KICK Academics as a reference point for churches who want to respond to JSP's challenge to engage young people.

Prayer Support: The JSP Prayer Support Base has been extended and a regular newsletter goes out to over 100 prayer supporters.

Strategic Growth and Development: Growth in activity was mainly through the accelerating the Innovation Funding Project (JSPi) where the relationship with Bristol and Chester Diocese respectively, has been strengthened and deepened as JSP's profile and impact increases.

Trustees and others are accompanying new churches outside Chester and Bristol on the JSP journey. The team Leader has represented JSP at a number of national and regional conferences and forums and began strategic conversations (ongoing) about adopting JSP with 2 further Anglican diocese (York and Southwark). A number of international contacts with churches and organisations in South America, Europe and Africa have also been further established.

Churches that have run JSP report that;

'JSP helped take the focus away from conflict and individuals'

'A reminder that inclusive culture is fragile and we work at it'

Jesus Shaped People
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Trustees' Annual Report (continued)

'JSP has shown this is only the start of the journey'

'We appreciated the involvement of children and young people but we've had not been good at reaching children other than those who are brought along on a Sunday. Our relationship with the Uniformed organisations has not been fruitful or particularly meaningful. We need to look at that'

'It's helping us relearn the gospels again'

'I feel JSP gave us (the PCC) more authority among the congregation to challenge introspective attitudes that usually translate as 'yes, what about me and what I want' it's a culture and way of thinking that has hampered our progress'

'It helped us assess societal change and equip us to facilitate those changes'

'Liked the age and generational challenge'

'Cross Shaped Jesus is the best Lent resource I've ever used'

'JSP helped me go beyond just saying, 'I go church' and actually have more meaningful conversations'

'The material was incredibly well received by all our congregations'

'We used the Children's and Young People curriculum material.'

Some feedback from Old Colwyn: "Our Kids team thoroughly enjoyed the planning materials and the feedback was positive from families as they could discuss the same topic that all ages and aspects of Sunday Morning services throughout the week."

'It's about people ! Helped make us more conscious of others'

During the reporting period, 36 churches were served with our resources equating to approximately 1,200 people coming within the sphere of JSP's values and vision through local churches mostly in low-income communities.

Policies and Procedures: The Trustees kept policies and procedures under review that enable JSP to adhere to employment law, and to monitor and access risk in relation to JSP activities and provision. The risk register was regularly reviewed.

GDPR Compliance: In 2024 the procedures for Data Privacy were reviewed to guide their legal compliance with GDPR legislation and take every precaution to protect personal data.

Financial review

The unaudited financial statements show the financial transactions for the year.

The small deficit for the year has been funded from grant monies previously held.

**Jesus Shaped People
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Trustees' Annual Report (continued)**

The Trustees are actively encouraging churches and individuals who have benefitted from JSP to give regular financial support. Growth in such income is slow since the engagement, in the main, is with churches facing many challenges, including their own financial position. The trustees are grateful to those who have been able to contribute financially.

The Innovation Funding through the Church Commissioners' Strategic Development Fund provides significant resources covering 65% of the team leader's employment costs, administrative support and grants to the participating dioceses to establish local support. This was initially for a period of 3 years from 1 April 2023 but has been extended by 18 months to September 2027 with the commitment remaining at £249,810.

The trustees are mindful that new sources of funding will be needed from October 2027. A different model of funding support to any Diocese adopting JSP as a preferred discipleship programme is being explored which will generate appropriate funding. The final appraisal report of the current scheme may release new avenues of funding.

Reserves

The Trustees' aim is to hold a reserve of cash and net assets equivalent to 6 months overheads, currently £42,000. Currently the majority of costs are covered by the IF Grant which is being claimed on a quarterly basis. At the end of the year the general reserves were £8197 and an additional £1,753 was held as deferred income from the grant drawdown.

Plans for future periods

The immediate future looks challenging but positive as the Revd. Brendan Bassett (a Baptist minister based in Bristol and Plymouth) leads the work. His experience from inner city contexts lends itself to engaging churches in socially disadvantaged communities.

'JSP Innovation' our project with the CoE will take up the bulk of our capacity but in the strategic hope it will help replicate JSP more effectively. Brendan also presents JSP to various forums in regions and nationally. JSP has been included in the CoE's national Discipleship Forum 'MDEN'.

The Trustees' commitment to making JSP available 'free at the point of need' is counter cultural in the world of finance. Whilst having no strategy for charging churches for the support and resources made available to them, they trust that there will be a growing number of churches and individuals who will decide to make generous donations to support future JSP development. Furthermore, our new evaluation forms now ask directly if a church that has benefited from JSP has considered a donation. Additionally, in the future JSP will seek to: -

- support JSP Innovation
- conduct a comprehensive review of existing material, develop additional appropriate resources and digitalise them to enhance accessibility;
- develop greater collegiality amongst churches that have adopted JSP
- engage with denominational regional leadership to encourage churches to participate and to provide local support
- enhance record keeping
- encourage partnership with others who share a common vision for 'culture change' in the church
- continue to support parishes and churches who have adopted JSP
- maintain and develop the contact with supporters.

Jesus Shaped People
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Trustees' Annual Report (continued)

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the advancement of the Christian religion for the benefit of the public.

As Jesus Shaped People has a strong priority for engaging with churches on social housing estates and socially deprived areas, the Trustees are committed to the availability of accompaniment and resources being free of charge to those who adopt JSP.

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

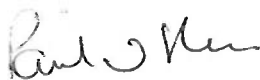
Charity law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable incorporated organisation and the incoming resources and application of resources, including the income and expenditure, of the Charitable Incorporated Organisation 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 2015 (FRSSE);
- Make judgements and estimates that are reasonable and prudent;
State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board

P Slater



Trustee/Chair

4 September 2025

**Jesus Shaped People
(A Charitable Incorporated Organisation)**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF JESUS SHAPED PEOPLE

I report to the trustees on my examination of the accounts of Jesus Shaped People (the CIO) for the year ended 31 December 2024 which are set out on pages 9 to 15.

Respective responsibilities of trustees and examiner

As the charity trustees of the CIO 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 CIO'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 CIO as required by section 130 of the Act; or
- (2) The accounts do not accord with these 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.

Andrew Neal
ACMA
31 Belle Vue Terrace
Lancaster



Date: 4 September 2025

Jesus Shaped People
(A Charitable Incorporated Organisation)

Statement of financial activities
For the year ended 31 December 2024

	Notes	Unrestricted funds £	Restricted funds £	2024 Total £	2023 £
Incoming resources					
Incoming resources from generating funds:					
Donations and legacies	2	8,509	71,653	80,162	61,560
Investment income		263	0	263	259
Total incoming resources		8,772	71,653	80,425	61,819
Resources expended					
Expenditure on charitable activities	3	8,927	71,653	80,580	70,015
Total resources expended		8,927	71,653	80,580	70,015
Net incoming (outgoing) resources for the year		(155)	0	(155)	(8,196)
Funds brought forward		8,352	0	8,352	16,548
Total funds carried forward		8,197	0	8,197	8,352

The charity has no recognised gains or losses other than the results for the year as set out above.
All the activities of the company are classed as continuing.

These financial statements have been subjected to an independent examination – see report on page 8

**Jesus Shaped People
(A Charitable Incorporated Organisation)**

Balance sheet

As at 31 December 2024

CIO registration number: 1169938

	Notes	2024		2023	
		£	£	£	£
Current assets					
Debtors	10	1,423		1,757	
Cash at bank and in hand		12,584		18,202	
			14,007		19,959
Creditors: amounts falling due within one year	11	5,810		11,607	
Net current Assets			8,197		8,352
Total assets less current liabilities			8,197		8,352
Net assets			8,197		8,352
Funds					
Unrestricted income funds	13		8,197		8,352
Restricted Funds	14		0		0
Total funds			8,197		8,352

These financial statements were approved by the board on 4 September 2025 and are signed on their behalf by:

Anthony P Hesselwood
Trustee

These unaudited financial statements have been subjected to an independent examination – see report on page 8

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to financial statements
for the period ended 31 December 2024

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1. Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in July 2015.

1.2. Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

1.3. Resources expended and recognition of liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs include those costs associated with meeting costs associated with the constitutional requirements of the charity and include costs of indemnity insurance.

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2024

2. Voluntary income

	Unrestricted funds	Restricted funds	2024 Total	2023 Total
	£	£	£	£
Donations	4,964	0	4,964	6,733
Grants from churches	2,370	0	2,370	2,900
Grants	0	71,653	71,653	50,333
Income tax recoverable	1,175	0	1,175	1,594
	<u>8,509</u>	<u>71,653</u>	<u>80,162</u>	<u>61,560</u>

3. Expenditure on charitable activities - by fund type

	Unrestricted funds	Restricted funds	2024 Total	2023 Total
	£	£	£	£
Salaries	4,778	50,240	55,018	51,617
Grants to Service providers	0	13,679	13,679	
Resources & administration services	127	0	127	8,035
Office expenses	841	0	841	986
Website and Exhibition costs	2,182	0	2,182	2,530
Travel expenses	375	1,734	2,109	2,215
Insurance	624	0	624	632
Professional fees	0	6,000	6,000	4,000
	<u>8,927</u>	<u>71,653</u>	<u>80,580</u>	<u>70,015</u>

4. Expenditure on charitable activities - by activity

	Activities undertaken directly	Governance costs	Support costs	2024 Total	2023 Total
	£	£	£	£	£
Programme delivery costs	78,909	624	1,097	80,630	70,015

5. Analysis of governance costs

	Unrestricted funds	Restricted funds	2024 Total	2023 Total
	£	£	£	£
Insurance	624	0	624	632

Jesus Shaped People
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Notes to the financial statements
for the year ended 31 December 2024

6. Analysis of support costs

	2024	2023
	Total	Total
	£	£
Communication and information technology	256	243
Other office expenses	841	986
	<hr/>	<hr/>
	1,097	1,229
	<hr/> <hr/>	<hr/> <hr/>

7. Net incoming resources for the year

	2024	2023
	£	£
Net incoming resources is stated after charging:		
Independent examiner's fees	0	0
	<hr/>	<hr/>

8. Employees

Remuneration:	2024	2023
	£	£
Salary	50,698	47,573
Pension	4,320	4,044
	<hr/>	<hr/>
	55,017	51,617
	<hr/> <hr/>	<hr/> <hr/>

The average number of employees in the period was:-

	2024	2023
	Number	Number
Development worker	2	2
	<hr/>	<hr/>
	2	2
	<hr/> <hr/>	<hr/> <hr/>

No employee was paid at a rate in excess of £60,000 pa.

9. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

Jesus Shaped People
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Notes to the financial statements
for the year ended 31 December 2024

10. Debtors

	2024 £	2023 £
Income Tax recoverable	847	1,185
Prepaid expenses	576	572
	<u>1,423</u>	<u>1,757</u>

11. Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	5,810	11,607
	<u>5,810</u>	<u>11,607</u>

12. Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total funds £
Fund balances at 31 December 2024 as represented by:			
Current assets	8,483	5,524	14,007
Current liabilities	(286)	(5,524)	(5,810)
	<u>8,197</u>	<u>0</u>	<u>8,197</u>

13. Unrestricted funds

	At 1 Jan 2024 £	Incoming resources £	Outgoing resources £	At 31 Dec 2024 £
General Fund	8,352	8,772	(8,927)	8,197

14. Restricted Funds

	At 1 Jan 2024 £	Incoming resources £	Outgoing resources £	At 31 Dec 2024 £
Core Team employment costs	0	38,191	(38,191)	0
Innovation Fund Project	0	33,462	(33,462)	0

Jesus Shaped People
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Notes to the financial statements
for the year ended 31 December 2024

15. Commitments

There were no operating or capital commitments at the year end.

16. Transactions with trustees

No remuneration has been paid to any trustee. Expenses of NIL (2023 NIL) have been paid to trustees.

17. Related party transactions

There were no related party transactions.

18. Events since the Balance Sheet date

There have been no significant events since the year end.

19. Pension

Pension contributions of £4,320 (2023 £4,044) were paid into personal pension schemes of staff members.

JESUS SHAPED PEOPLE

England & Wales - Charity number 1169938

Accounts

Jesus Shaped People
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Annual Report and Financial Statements

For the year ended 31 December 2023

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Independent examiner	A Neal 31 Belle Vue Terrace Lancaster
Bankers	Co-operative Bank P O Box 250 Delf House Southway Skelmersdale WN8 6WT
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

**Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report**

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2023. The Trustees as listed on page 1 have served, as detailed, throughout the period and up to the date of this report.

Structure, governance and management

Jesus Shaped People is a charitable incorporated organisation. It was incorporated on 28 October 2016. Its governing document is its constitution as adopted on incorporation.

Organisational Structure

The Trustees, who are also the members of the charity, meet on a regular basis to review progress. Their names are set out on page 1. Revd Brendan Bassett the Team Leader (Full time employee) deals with the day-to-day management and development of JSP and along with Revd Canon Gordon Dey engages with a range of churches, dioceses, and other agencies for the advancement of JSP practice and principles. Mrs Julie Rainer is part time Administrator. James Clayton manages the IT and website administration. Tony Hesselwood undertakes the financial administration on behalf of the Trustees.

Related Parties

The charity has the Leeds Diocesan Board of Finance as a related party, having historically been a source of funding and seconded staff up to September 2017. They now provide meeting facilities for the Board of Trustees.

Risk

The principal risk of the charity is that it will be unable to maintain financial viability through lack of funding. The Trustees are constantly monitoring the ongoing position. The Trustees have identified other risks and regularly review the mitigation of such.

Objectives and activities

Charitable Objects

The purpose of the charity is to provide Christian discipleship resources and training.

Jesus Shaped People is a movement, a 'whole church discipleship adventure'. It offers an innovative way of encouraging churches, particularly those serving marginalised communities, to re-shape their vision and work, responding to the call of Jesus to 'Follow me'. JSP aims to see spiritual renewal and transformation, churches inspired afresh in mission, and welcoming all.

JSP offers a vision and a method that enables local churches, especially those serving areas of social disadvantage, to adopt more intentionally the priorities that Jesus modeled in his three-year ministry. It assists churches to explore these priorities in enjoyable and practical ways and to reshape themselves. JSP has a specific focus on including children and young people. It aims to help churches evaluate their progress and maintain a Jesus Shaped focus in every area of church life.

Jesus Shaped People originated in 2006 in a church that served a large urban estate community in Bradford. In 2011 the Church Commissioners approved the inclusion of JSP in their 'Church Growth in Deprived Communities' scheme seeking effective models to halt steep decline of church membership in such communities. Their subsequent grant award, plus additional generous support from the Diocese of Bradford/Leeds, helped JSP remodel enabling wider adoption. Growth and expansion followed with JSP established as a Charitable Incorporated Organisation in 2016.

Trustees' Annual Report (continued)

Jesus Shaped People (A Charitable Incorporated Organisation)

Adoption of JSP enables a church to better understand itself, and identify what it is being called to be and to do – so that it can better redefine its future mission strategy. This will involve the inclusion of marginalised people; adoption of teaching methods that are more in keeping with those of Jesus; development of local leadership; intentional relationally based evangelism; developing work with children and young people that is appropriate to the context; service to the community; and speaking out courageously on behalf of such communities. Churches that adopt Jesus Shaped People discover new vision, depth, and purpose, find new ways of engaging with their local communities and begin to attract new members.

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Jesus Shaped People Programme: offers an introduction to the JSP for church leadership teams and congregations. If adopted, it provides an initial 15-week JSP ‘whole church discipleship adventure’ which enables churches to evaluate themselves against the life of Jesus, mostly using the Gospel of Mark. It encourages them to be more strategic in adopting his methods, and to view this as the key measure of ‘success’. It invites them to believe that as they reshape their life and work that Jesus will fulfil his promise ‘*I will be with you always to the end of the age.*’

Accompaniment: JSP offers ongoing accompaniment and support to churches engaged in the programme, assisting with evaluation and next steps, as they seek to discern what God is calling them to embark on and how best to be equipped for this.

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Resource development: JSP resource development is continuing. Materials are available for Sunday worship and small groups – including sermon notes, prayers, worship ideas, and a wide range of resources for work with people of all ages. Additionally in response to expressed needs, a range of additional resources are created, tested and made available

Establishing Diocesan (or equivalent) Support: the expansion of JSP to parishes in new dioceses and areas will normally include the establishment of a partnership with a diocesan/denominational mission team. A church may be accepted onto the pilot project, supported by the JSP Team Leader, the Diocesan Champion and Mission Accompaniers. At present the Mission Accompaniers are JSP trustees, but the Team Leader and Champion are working to recruit and train local people in this role. This should enhance and develop local provision and people in line with the Project’s aims

Encouraging Prayer Support: JSP recognises its dependence on God and seeks to encourage regular prayer for its work

Achievements and performance

Trustee Meetings: The Trustees met on 5 occasions, in February, April, June, September and November 2023

JSP adoption: During 2023 JSP was at a variety of meetings and conferences. Churches have adopted and deployed our materials during 2023 or have plans to introduce the material at an appropriate time. We have helped with new enquiries from many parts of the UK, often in disadvantaged communities.

Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)

Churches which have benefited from JSP have continued to offer some financial support. The final grant from Henry Smith was received. The successful bid to the Church Commissioner's 'Innovative Fund' to partner with 2 dioceses in 10 parishes to roll out and imbed JSP in the diocese but with enhanced support and missional accompaniment was due to start in April. Two Dioceses, Chester and Bristol have been identified as partners but the implementation was delayed until towards the end of the year. A champion was in post in Chester and a plan is evolving in Bristol. There is a great amount of enthusiasm in both dioceses.

Activities.

Work and research on intergenerational ministry have been the major focus of our children and young people's work as we believe it represents the best hope for churches with no children or young people and limited resources. New intergenerational resources have been created to accompany our main programme. Brendan Bassett the Team Leader has taken on this work in the absence of funding for a development worker.

A Grove booklet written by JSP "A Whole Church Discipleship Adventure" iD10 was published in September 2023 and has been well received

New training and introductory videos were recorded to enhance the effectiveness of JSP.

Partnership Development: alongside the existing partnerships with diocesan teams, the National Estates Churches Network (NECN) and the Franciscan movement, new partnerships were established with the Estates Evangelism Task Force, Setting God's People Free, Scargill Movement and the Anglican Communion Intentional Discipleship Forum. A podcast with NECN has been established with 9 episodes now recorded.

Prayer Support: The JSP Prayer Support Base has been extended and a regular newsletter goes out to over 100 prayer supporters.

Strategic Growth and Development: Growth in activity is mainly through the IF Project but trustees and others are accompanying new churches outside Chester and Bristol on the JSP journey.

Policies and Procedures: The Trustees kept policies and procedures under review that enable JSP to adhere to employment law, and to monitor and access risk in relation to JSP activities and provision. The risk register was regularly reviewed.

GDPR Compliance: In 2023 the procedures for Data Privacy were reviewed to guide their legal compliance with GDPR legislation and take every precaution to protect personal data.

Financial review

The unaudited financial statements show the financial transactions for the year.

The deficit for the year has been funded from grant monies previously held.

The Trustees are actively encouraging churches and individuals who have benefitted from JSP to give regular financial support. Growth in such income is slow since the engagement, in the main, is with churches facing many challenges, including their own financial position. The trustees are grateful to those who have been able to contribute financially.

**Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)**

Reserves

The Trustees' aim is to hold a reserve of cash and net assets equivalent to 6 months overheads, currently £42,000. Currently the majority of costs are covered by the IF Grant which is being claimed on a quarterly basis. At the end of the year the general reserves were £8352 and an additional £11,062 was held as deferred income from the grant drawdown.

Plans for future periods

The immediate future looks challenging but positive as the Revd. Brendan Bassett (a Baptist minister based in Bristol and Plymouth) leads the work. His experience from inner city contexts lends itself to engaging churches in socially disadvantaged communities.

'JSP Innovation' our project with the CoE will take up the bulk of our capacity but in the strategic hope it will help replicate JSP more effectively. Brendan also presents JSP to various forums in regions and nationally.

The Trustees' commitment to making JSP available 'free at the point of need' is counter cultural in the world of finance. Whilst having no strategy for charging churches for the support and resources made available to them, they trust that there will be a growing number of churches and individuals who will decide to make generous donations to support future JSP development. Furthermore, our new evaluation forms now ask directly if a church that has benefited from JSP has considered a donation.

Additionally, in the future JSP will seek to: -

- support JSP Innovation
- develop additional appropriate resources;
- develop greater collegiality amongst churches that have adopted JSP
- engage with denominational regional leadership to encourage churches to participate and to provide local support
- enhance record keeping
- encourage partnership with others who share a common vision for 'culture change' in the church
- continue to support parishes and churches who have adopted JSP
- maintain and develop the contact with supporters.

Trustees' Annual Report (continued)

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the advancement of the Christian religion for the benefit of the public.

As Jesus Shaped People has a strong priority for engaging with churches on social housing estates and socially deprived areas, the Trustees are committed to the availability of accompaniment and resources being free of charge to those who adopt JSP.

Jesus Shaped People
(A Charitable Incorporated Organisation)

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable incorporated organisation and the incoming resources and application of resources, including the income and expenditure, of the Charitable Incorporated Organisation 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 2015 (FRSSE);
- Make judgements and estimates that are reasonable and prudent;
State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board

D Child



Trustee/Vice chair

19 June 2024

**Jesus Shaped People
(A Charitable Incorporated Organisation)**

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF JESUS SHAPED PEOPLE

I report to the trustees on my examination of the accounts of Jesus Shaped People (the CIO) for the year ended 31 December 2023 which are set out on pages 8 to 14.

Respective responsibilities of trustees and examiner

As the charity trustees of the CIO 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 CIO'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 CIO as required by section 130 of the Act; or
- (2) The accounts do not accord with these 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.

Andrew Neal
ACMA
31 Belle Vue Terrace
Lancaster



Date: ~~10 May 2023~~ 23 October 2024

Jesus Shaped People
(A Charitable Incorporated Organisation)

Statement of financial activities
For the year ended 31 December 2023

		Unrestricted funds	Restricted funds	2023 Total	2022
	Notes	£	£	£	£
Incoming resources					
Incoming resources from generating funds:					
Donations and legacies	2	11,227	50,333	61,560	30,265
Investment income		259	0	259	66
Total incoming resources		11,486	50,333	61,819	30,331
Resources expended					
Expenditure on charitable activities	3	19,682	50,333	70,015	72,711
Total resources expended		19,682	50,333	70,015	72,711
Net incoming (outgoing) resources for the year		(8,196)	0	(8,196)	(42,380)
Funds brought forward		16,548	0	16,548	58,928
Total funds carried forward		8,352	0	8,352	16,548

The charity has no recognised gains or losses other than the results for the year as set out above.
All the activities of the company are classed as continuing.

These financial statements have been subjected to an independent examination – see report on page 7

Jesus Shaped People
(A Charitable Incorporated Organisation)

Balance sheet

As at 31 December 2023

CIO registration number: 1169938

	Notes	2023		2022	
		£	£	£	£
Current assets					
Debtors	10	1,757		1,237	
Cash at bank and in hand		18,202		17,341	
			19,959		18,578
Creditors: amounts falling due within one year	11	11,607		2,030	
Net current Assets			8,352		16,548
Total assets less current liabilities			8,352		16,548
Net assets			8,352		16,548
Funds					
Unrestricted income funds	13		8,352		16,548
Restricted Funds	14		0		0
Total funds			8,352		16,548

These financial statements were approved by the board on 19 June 2024 and are signed on their behalf by:



Anthony P Hesselwood
Trustee

These unaudited financial statements have been subjected to an independent examination – see report on page 7

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to financial statements
for the period ended 31 December 2023

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1. Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in July 2015.

1.2. Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

1.3. Resources expended and recognition of liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs include those costs associated with meeting costs associated with the constitutional requirements of the charity and include costs of indemnity insurance.

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2023

2. Voluntary income

	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total
Donations	6,733	0	6,733	4,597
Grants from churches	2,900	0	2,900	4,728
Grants	0	50,333	50,333	21,000
Income tax recoverable	1,594	0	1,594	940
	<hr/>	<hr/>	<hr/>	<hr/>
	11,227	50,333	61,560	30,265
	<hr/>	<hr/>	<hr/>	<hr/>

3. Expenditure on charitable activities - by fund type

	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total £
Salaries	6,217	45,400	51,617	57,358
Resources & administration services	8,035	0	8,035	7,789
Office expenses	854	132	986	826
Website and Exhibition costs	2,530	0	2,530	3,479
Travel expenses	1,414	801	2,215	2,623
Insurance	632	0	632	636
Professional fees	0	4,000	4,000	0
	<hr/>	<hr/>	<hr/>	<hr/>
	19,682	50,333	70,015	72,711
	<hr/>	<hr/>	<hr/>	<hr/>

4. Expenditure on charitable activities - by activity

	Activities undertaken directly £	Governance costs £	Support costs £	2023 Total £	2022 Total
Programme delivery costs	68,158	632	1,229	70,015	72,711
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

5. Analysis of governance costs

	Unrestricted funds £	Restricted funds £	2023 Total £	2022 Total
Insurance	632	0	632	636
	<hr/>	<hr/>	<hr/>	<hr/>

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2023

6. Analysis of support costs

	2023	2022
	Total	Total
	£	
Communication and information technology	243	243
Other office expenses	986	823
	<hr/>	<hr/>
	1,229	1,069
	<hr/>	<hr/>

7. Net incoming resources for the year

	2023	2022
	£	£
Net incoming resources is stated after charging:		
Independent examiner's fees	0	0
	<hr/>	<hr/>

8. Employees

Remuneration:

Salary	47,573	52,377
Pension	4,044	4,981
	<hr/>	<hr/>
	51,617	57,358
	<hr/>	<hr/>

The average number of employees in the period was:-

	2023	2022
	Number	Number
Development worker	2	2
	<hr/>	<hr/>
	2	2

No employee was paid at a rate in excess of £60,000 pa.

9. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2023

10. Debtors

	2023	2022
	£	£
Income Tax recoverable	1,185	661
Prepaid expenses	572	576
	<u>1,757</u>	<u>1,237</u>

11. Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals and deferred income	11,607	2,030
	<u>11,607</u>	<u>2,030</u>

12. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fund balances at 31 December 2023 as represented by:			
Current assets	8,897	11,062	19,959
Current liabilities	(545)	(11,062)	(11,607)
	<u>8,352</u>	<u>0</u>	<u>8,352</u>

13. Unrestricted funds

	At 1 Jan 2023	Incoming resources	Outgoing resources	At 31 Dec 2023
	£	£	£	£
General Fund	16,548	11,486	(19,682)	8,352

14. Restricted Funds

	At 1 Jan 2023	Incoming resources	Outgoing resources	At 31 Dec 2023
	£	£	£	£
Core Team employment costs	0	20,000	(20,000)	0
Innovation Fund Project	0	30,333	(30,333)	0

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2023

15. Commitments

There were no operating or capital commitments at the year end.

16. Transactions with trustees

No remuneration has been paid to any trustee. Expenses of NIL (2022 NIL) have been paid to trustees.

17. Related party transactions

There were no related party transactions.

18. Events since the Balance Sheet date

There have been no significant events since the year end.

19. Pension

Pension contributions of £4,044 (2022 £4,452) were paid into personal pension schemes of staff members.

Pension contributions to a Defined Benefits Scheme in 2023 were Nil (2022 £718).

JESUS SHAPED PEOPLE

England & Wales - Charity number 1169938

Accounts

Page

**Jesus Shaped People
(A Charitable Incorporated Organisation)**

Annual Report and Financial Statements

For the year ended 31 December 2022

Charity registration number: 1169938

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Jesus Shaped People
(A Charitable Incorporated Organisation)

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**Jesus Shaped People
(A Charitable Incorporated Organisation)**

Legal and administrative information

Charity number 1169938

Registered office Church House,
17-19 York Place,
Leeds LS1 2EX.

Trustees Rt Revd Paul Slater -Chairman (resigned 31 January 2022)
Rt Revd Arun Arora Chairman (from 17 November 2022)
Revd Canon Gordon Dey
Revd Helen Hodgson (resigned 31 December 2022)
Brother Benedict SS
Jacqueline Stamper
Deborah Child –vice chair
Revd Canon Denise Poole
Revd Canon Andy Delmege
Tony Hesselwood
Revd Canon Phil Stone
Revd Phil Arnold (from 9 February 2023)
Revd Graham Potter (from 9 February 2023)

Independent examiner A Neal
31 Belle Vue Terrace
Lancaster

Bankers Co-operative Bank
P O Box 250
Delf House
Southway
Skelmersdale
WN8 6WT

Solicitors Anthony Collins Solicitors LLP
134 Edmund Street
Birmingham
B3 2ES

**Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report**

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2022. The Trustees as listed on page 1 have served, as detailed, throughout the period and up to the date of this report.

Structure, governance and management

Jesus Shaped People is a charitable incorporated organisation. It was incorporated on 28 October 2016. Its governing document is its constitution as adopted on incorporation.

Organisational Structure

The Trustees, who are also the members of the charity, meet on a regular basis to review progress. Their names are set out on page 1. Rev Brendan Bassett the Team Leader (Full time employee) deals with the day-to-day management and development of JSP and along with Canon Gordon Day engages with a range of churches, dioceses, and other agencies for the advancement of JSP practice and principles. Sharon Blyth oversaw work with children and young people from June to December. Mrs Julie Rainer is part time Administrator. James Clayton manages the IT and website administration. Tony Hesselwood undertakes the financial administration on behalf of the Trustees.

Related Parties

The charity has the Leeds Diocesan Board of Finance as a related party, having historically been a source of funding and seconded staff up to September 2017. They now provide a workspace for the staff team and meeting facilities for the Board of Trustees.

Risk

The principal risk of the charity is that it will be unable to maintain financial viability through lack of funding. The Trustees are constantly monitoring the ongoing position. The Trustees have identified other risks and regularly review the mitigation of such.

Objectives and activities

Charitable Objects

The purpose of the charity is to provide Christian discipleship resources and training.

Jesus Shaped People is a movement, a 'whole church discipleship adventure'. It offers an innovative way of encouraging churches, particularly those serving marginalised communities, to re-shape their vision and work, responding to the call of Jesus to 'Follow me'. JSP aims to see spiritual renewal and transformation, churches inspired afresh in mission, and welcoming all.

JSP offers a vision and a method that enables local churches, especially those serving areas of social disadvantage, to adopt more intentionally the priorities that Jesus modeled in his three-year ministry. It assists churches to explore these priorities in enjoyable and practical ways and to reshape themselves. JSP has a specific focus on including children and young people. It aims to help churches evaluate their progress and maintain a Jesus Shaped focus in every area of church life.

Jesus Shaped People originated in 2006 in a church that served a large urban estate community in Bradford. In 2011 the Church Commissioners approved the inclusion of JSP in their 'Church Growth in Deprived Communities' scheme seeking effective models to halt steep decline of church membership in such communities. Their subsequent grant award, plus additional generous support from the Diocese of Bradford/Leeds, helped JSP remodel enabling wider adoption. Growth and expansion followed with JSP established as a Charitable Incorporated Organisation in 2016.

Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)

Adoption of JSP enables a church to better understand itself, and identify what it is being called to be and to do – so that it can better redefine its future mission strategy. This will involve the inclusion of marginalised people; adoption of teaching methods that are more in keeping with those of Jesus; development of local leadership; intentional relationally based evangelism; developing work with children and young people that is appropriate to the context; service to the community; and speaking out courageously on behalf of such communities. Churches that adopt Jesus Shaped People discover new vision, depth, and purpose, find new ways of engaging with their local communities and begin to attract new members.

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Accompaniment: JSP offers ongoing accompaniment and support to churches engaged in the programme, assisting with evaluation and next steps, as they seek to discern what God is calling them to embark on and how best to be equipped for this.

Inclusion of Children and Young People: JSP provides dedicated support and resources for work with children and young people and is now developing inter-generational worship and teaching materials, with special help for Churches with very few or even no work with Children and Young People.

Resource development: JSP resource development is continuing. Materials are available for Sunday worship and small groups – including sermon notes, prayers, worship ideas, and a wide range of resources for work with people of all ages. Additionally in response to expressed needs, a range of additional resources are created, tested and made available

Establishing Diocesan (or equivalent) Support: the expansion of JSP to parishes in new dioceses and areas will normally include the establishment of a partnership with a diocesan/denominational training team. A church may be accepted as a pilot project, supported by the JSP Core Team and then used as a training provision for wider adoption of JSP in the diocese. This may be supplemented by additional JSP training provision to the diocesan team.

Encouraging Prayer Support: JSP recognises its dependence on God and seeks to encourage regular prayer for its work

Achievements and performance

Trustee Meetings: The Trustees met on 5 occasions, in February, April, June, September and November 2022

JSP adoption: The Covid 19 Pandemic continued to create some disruption to how adoption and growth of JSP was anticipated. However, during 2022 presentations and conferences went ahead where JSP was presented. Churches have adopted and deployed our materials during 2022 and we have helped with new enquiries from many parts of the UK, often in disadvantaged communities.

Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)

Churches which have benefited from JSP have continued to offer some financial support. In addition, the Trustees were successful in obtaining a substantial two-year extension grant from Henry Smith and final years grant from the Allchurches Trust (now Benefact Trust). We also successfully made a bid to the Church Commissioner's 'Innovative Fund' to partner with 2 dioceses in 10 parishes to roll out and imbed JSP in the diocese but with enhanced support and missional accompaniment.

Activities. Work and research on intergenerational ministry have been the major focus of our children and young people's work as we believe it represents the best hope for churches with no children or young people and limited resources. New intergenerational resources have been created to accompany our main programme.

Grove books commissioned JSP to write a book for their Discipleship Series around the work of JSP, we expect this to be published in May 2023. We also hosted a conference with the Scargill Movement about church cultural reform.

New training and introductory videos were recorded to enhance the effectiveness of JSP.

Partnership Development: alongside the existing partnerships with diocesan teams, the National Estates Churches Network (NECN) and the Franciscan movement, new partnerships were established with the Estates Evangelism Task Force, Setting God's People Free, Scargill Movement and the Anglican Communion Intentional Discipleship Forum. A podcast with NECN has been established with 9 episodes now recorded.

Prayer Support: The JSP Prayer Support Base has been extended and a regular newsletter goes out to over 100 prayer supporters.

Strategic Growth and Development: During 2022 a new Children, Youth, and Family advisor was appointed.

Policies and Procedures: The Trustees renewed a range of additional policies and procedures that enable JSP to adhere to employment law, and to monitor and access risk in relation to JSP activities and provision. The risk register was regularly reviewed.

GDPR Compliance: In 2022 the Trustees refreshed their Data Privacy policy that guides their legal compliance with GDPR legislation and take every precaution to protect personal data.

Financial review

The unaudited financial statements show the financial transactions for the year.

The deficit for the year has been funded from grant monies previously held.

The Trustees are actively encouraging churches and individuals who have benefitted from JSP to give regular financial support. Growth in such income has been held back due to being unable to engage face to face with churches who were participating in the discipleship programme online over the previous 2 years, The Team Leader has, towards the end of the year, been able to engage face to face with more users.

Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)

Reserves

The Trustees' aim is to hold a reserve of cash and net assets equivalent to 6 months overheads, currently £42,000.

Plans for future periods

The immediate future looks positive as the Revd. Brendan Bassett (a Baptist minister based in Bristol and Plymouth) leads the work with the worst of the pandemic over. His experience from inner city contexts lends itself to engaging churches in socially disadvantaged communities. A concerted effort will be made to build up a team of volunteers in various areas of the country to act as JSP Champions and missional accompaniers.

'JSP Innovation' our project with the CoE will take up the bulk of our capacity but in the strategic hope it will help replicate JSP more effectively.

The Trustees' commitment to making JSP available 'free at the point of need' is counter cultural in the world of finance. Whilst having no strategy for charging churches for the support and resources made available to them, they trust that there will be a growing number of churches and individuals who will decide to make generous donations to support future JSP development. Furthermore, our new evaluation forms now ask directly if a church that has benefited from JSP has considered a donation.

Additionally, in the future JSP will seek to: -

- launch JSP Innovation
- develop additional appropriate resources;
- develop greater collegiality amongst churches that have adopted JSP
- engage with denominational regional leadership to encourage churches to participate and to provide local support
- enhance record keeping
- encourage partnership with others who share a common vision for 'culture change' in the church
- continue to support parishes and churches who have adopted JSP
- maintain and develop the contact with supporters.

Trustees' Annual Report (continued)

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the advancement of the Christian religion for the benefit of the public.

As Jesus Shaped People has a strong priority for engaging with churches on social housing estates and socially deprived areas, the Trustees are committed to the availability of accompaniment and resources being free of charge to those who adopt JSP.

**Jesus Shaped People
(A Charitable Incorporated Organisation)**

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

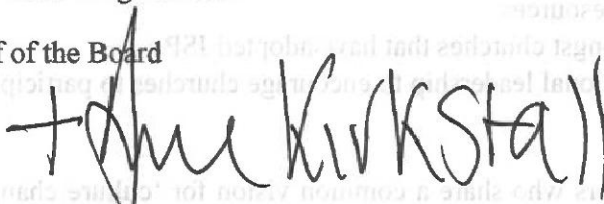
Charity law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable incorporated organisation and the incoming resources and application of resources, including the income and expenditure, of the Charitable Incorporated Organisation 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 2015 (FRSSE);
 - Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board

A Arora
Trustee



10 May 2023

Jesus Shaped People
(A Charitable Incorporated Organisation)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF JESUS SHAPED PEOPLE

I report on the accounts of Jesus Shaped People for the year ended 31 December 2022 which are set out on pages 8 to 14.

Respective responsibilities of trustees and examiner

The Trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145 (5) (b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Andrew Neal
31 Belle Vue Terrace
Lancaster



Date: 10 May 2023

**Jesus Shaped People
(A Charitable Incorporated Organisation)**

**Statement of financial activities
For the year ended 31 December 2022**

	Notes	Unrestricted funds £	Restricted funds £	2022 Total £	2021 £
Incoming resources					
Incoming resources from generating funds:					
Donations and legacies	2	10,265	20,000	30,265	45,836
Investment income		66	0	66	22
Total incoming resources		10,331	20,000	30,331	45,858
Resources expended					
Expenditure on charitable activities		51,711	21,000	72,711	68,438
Total resources expended		51,711	21,000	72,711	68,438
Net incoming (outgoing) resources for the year		(41,380)	(1,000)	(42,380)	(22,580)
Funds brought forward		57,928	1,000	58,928	81,508
Total funds carried forward		16,548	0	16,548	58,928

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

All the activities of the company are classed as continuing.

These financial statements have been subjected to an independent examination – see report on page 7

Jesus Shaped People
(A Charitable Incorporated Organisation)

Balance sheet

As at 31 December 2022

CIO registration number: 1169938

	Notes	£	2022	£	2021	£
Current assets						
Debtors		1,237		1,762		
Cash at bank and in hand		17,341		58,122		
			<u>18,578</u>		<u>59,884</u>	
Creditors: amounts falling due within one year		2,030		956		
Net current Assets			<u>16,548</u>		<u>58,928</u>	
Total assets less current liabilities			<u>16,548</u>		<u>58,928</u>	
Net assets			<u>16,548</u>		<u>58,928</u>	
Funds						
Unrestricted income funds			16,548		57,928	
Restricted Funds			0		1,000	
Total funds			<u>16,548</u>		<u>58,928</u>	

These financial statements were approved by the board on 10 May 2023 and are signed on their behalf by:



Anthony P Hesselwood
Trustee

These unaudited financial statements have been subjected to an independent examination – see report on page 7

**Jesus Shaped People
(A Charitable Incorporated Organisation)**

**Notes to financial statements
for the period ended 31 December 2022**

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1. Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in July 2015.

1.2. Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

1.3. Resources expended and recognition of liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs include those costs associated with meeting costs associated with the constitutional requirements of the charity and include costs of indemnity insurance.

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2022

2. Voluntary income

	Unrestricted funds	Restricted funds	2022 Total	2021 Total
	£	£	£	£
Donations	4,597	0	4,597	5,553
Grants from churches	4,728	0	4,728	4,750
Grants	0	20,000	21,000	21,000
Government grants re Covid 19	0	0	0	13,347
Income Tax recoverable	940	0	940	1,186
	<u>10,265</u>	<u>20,000</u>	<u>30,265</u>	<u>45,836</u>

3. Expenditure on charitable activities - by fund type

	Unrestricted funds	Restricted funds	2022 Total	2021 Total
	£	£	£	£
Salaries	36,358	21,000	57,358	57,028
Resources & administration services	7,789	0	7,789	6,742
Office expenses	826	0	826	1,744
Website and Exhibition costs	3,479	0	3,479	1,817
Travel expenses	2,623	0	2,623	495
Insurance	636	0	636	612
	<u>51,711</u>	<u>21,000</u>	<u>72,711</u>	<u>68,438</u>

4. Expenditure on charitable activities - by activity

	Activities undertaken directly	Governance costs	Support costs	2022 Total	2021 Total
	£	£	£	£	£
Programme delivery costs	71,006	636	1,069	72,711	68,438

5. Analysis of governance costs

	Unrestricted funds	Restricted funds	2022 Total	2021 Total
	£	£	£	£
Insurance	636	0	636	612

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2022

6. Analysis of support costs

	2022	2021
	Total	Total
	£	£
Communication and information technology	243	243
Other office expenses	826	503
Other	-	-
	1,069	1,014

7. Net incoming resources for the year

	2022	2021
	£	£
Net incoming resources is stated after charging:		

Independent examiner's fees	0	0
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8. Employees

	2022	2021
Remuneration:		
Salary	52,377	51,898
Pension	4,981	5,130
	57,358	57,028

The average number of employees in the period was:-

	2022	2021
	Number	Number
Development worker	2	2
	2	2

No employee was paid at a rate in excess of £60,000 pa.

9. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

**Jesus Shaped People
(A Charitable Incorporated Organisation)**

**Notes to the financial statements
for the year ended 31 December 2022**

10. Debtors

	2022	2021
	£	£
Income Tax recoverable & Gov grants	661	1,031
Prepaid expenses	576	731
	<u>1,237</u>	<u>1,762</u>

11. Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals and deferred income	2,030	956
	<u>2,030</u>	<u>956</u>

12. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fund balances at 31 December 2022 as represented by:			
Current assets	18,578	0	18,578
Current liabilities	(2,030)	0	(2,030)
	<u>16,548</u>	<u>0</u>	<u>16,548</u>

13. Unrestricted funds

	At 1 Jan 2022	Incoming resources	Outgoing resources	At 31 Dec 2022
	£	£	£	£
General Fund	57,928	10,331	(51,711)	16,548
	<u>57,928</u>	<u>10,331</u>	<u>(51,711)</u>	<u>16,548</u>

14. Restricted Funds

	At 1 Jan 2022	Incoming resources	Outgoing resources	At 31 Dec 2022
	£	£	£	£
Core Team employment costs	1,000	20,000	(21,000)	0
	<u>1,000</u>	<u>20,000</u>	<u>(21,000)</u>	<u>0</u>

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2022

15. Commitments

There were no operating or capital commitments at the year end.

16. Transactions with trustees

No remuneration has been paid to any trustee. Expenses of NIL (2021 NIL) have been paid to trustees.

17. Related party transactions

There were no related party transactions.

18. Events since the Balance Sheet date

There have been no significant events since the year end.

19. Pension

Pension contributions of £4,452 (2021 £3,693) were paid into personal pension schemes of staff members.

Pension contributions to a Defined Benefits Scheme in 2021 were £718.

JESUS SHAPED PEOPLE

England & Wales - Charity number 1169938

Accounts

Jesus Shaped People
(A Charitable Incorporated Organisation)

Annual report and Financial statements

For the year ended 31 December 2021

Charity registration number: 1169938

2

Jesus Shaped People
(A Charitable Incorporated Organisation)

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Jesus Shaped People
(A Charitable Incorporated Organisation)

Legal and administrative information

Charity number	1169938
Registered office	Church House, 17-19 York Place, Leeds LS1 2EX.
Trustees	Rt Revd Paul Slater -Chairman (resigned 31 January 2022) Revd Canon Gordon Dey Revd Helen Hodgson Revd Paul Walker (resigned 8 June 2021) Brother Benedict SS Jacqueline Stamper Deborah Child –vice chair Revd Canon Denise Poole Revd Canon Andy Delmege Tony Hesselwood Revd Canon Phil Stone
Independent examiner	A Neal 31 Belle Vue Terrace Lancaster
Bankers	Co-operative Bank P O Box 250 Delf House Southway Skelmersdale WN8 6WT
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2021. The Trustees as listed on page 1 have served, as detailed, throughout the period and up to the date of this report.

Structure, governance and management

Jesus Shaped People is a charitable incorporated organisation. It was incorporated on 28 October 2016. Its governing document is its constitution as adopted on incorporation.

Organisational Structure

The Trustees, who are also the members of the charity, meet on a regular basis to review progress. Their names are set out on page 1. Rev Brendan Bassett the Team Leader (Full time employee) deals with the day to day management and development of JSP and along with Canon Gordon Day engages with a range of churches, dioceses, and other agencies for the advancement of JSP practice and principles. Dawn Savidge oversaw work with children and young people up until 17th September 2021 when she stepped down from her JSP post. James Clayton manages the IT and website administration. Tony Hesselwood undertakes the financial administration on behalf of the Trustees. We were pleased to appoint Mrs Julie Rainer in May 2021 as part time Administrator.

Related Parties

The charity has the Leeds Diocesan Board of Finance as a related party, having historically been a source of funding and seconded staff up to September 2017. They now provide a workspace for the staff team and meeting facilities for the Board of Trustees.

Risk

The principal risk of the charity is that it will be unable to maintain financial viability through lack of funding. The Trustees are constantly monitoring the ongoing position. The Trustees have identified other risks and regularly review the mitigation of such.

Objectives and activities

Charitable Objects

The purpose of the charity is to provide Christian discipleship resources and training.

Jesus Shaped People is a movement, a 'whole church discipleship adventure'. It offers an innovative way of encouraging churches, particularly those serving marginalised communities, to re-shape their vision and work, responding to the call of Jesus to 'Follow me'. JSP aims to see spiritual renewal and transformation, churches inspired afresh in mission, and welcoming all.

JSP offers a vision and a method that enables local churches, especially those serving areas of social disadvantage, to adopt more intentionally the priorities that Jesus modeled in his three year ministry. It assists churches to explore these priorities in enjoyable and practical ways and to reshape themselves. JSP has a specific focus on including children and young people. It aims to help churches evaluate their progress and maintain a Jesus Shaped focus in every area of church life.

Jesus Shaped People originated in 2006 in a church that served a large urban estate community in Bradford. In 2011 the Church Commissioners approved the inclusion of JSP in their 'Church Growth in Deprived Communities' scheme seeking effective models to halt steep decline of church membership in such communities. Their subsequent grant award, plus additional generous support from the Diocese of Bradford/Leeds, helped JSP remodel enabling wider adoption. Growth and expansion followed with JSP established as a Charitable Incorporated Organisation in 2016.

**Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)**

Adoption of JSP enables a church to better understand itself, and identify what it is being called to be and to do – so that it can better redefine its future mission strategy. This will involve the inclusion of marginalised people; adoption of teaching methods that are more in keeping with those of Jesus; development of local leadership; intentional relationally based evangelism; developing work with children and young people that is appropriate to the context; service to the community; and speaking out courageously on behalf of such communities. Churches that adopt Jesus Shaped People discover new vision, depth, and purpose, find new ways of engaging with their local communities and begin to attract new members.

Main activities

Jesus Shaped People Programme: it offers an introduction to the JSP for church leadership teams and congregations. If adopted, it provides an initial 15 week JSP 'whole church discipleship adventure' which enables churches to evaluate themselves against the life of Jesus, mostly using the Gospel of Mark. It encourages them to be more strategic in adopting his methods, and to view this as the key measure of 'success'. It invites them to believe that as they reshape their life and work that Jesus will fulfil his promise 'I will be with you always to the end of the age.'

Accompaniment: JSP offers ongoing accompaniment and support to churches engaged in the programme, assisting with evaluation and next steps, as they seek to discern what God is calling them to embark on and how best to be equipped for this.

Inclusion of Children and Young People: JSP provides dedicated support and resources for work with children and young people and now developing inter-generational worship and teaching materials, with special help for Churches with very few or even no work with Children and Young People.

Resource development: JSP resource development is continuing. Materials are available for Sunday worship and small groups – including sermon notes, group leaders' notes, prayers, worship ideas, and a wide range of resources for work with people of all ages. Additionally in response to expressed needs, a range of additional resources are created, tested and made available

Establishing Diocesan (or equivalent) Support: the expansion of JSP to parishes in new dioceses and areas will normally include the establishment of a partnership with a diocesan/denominational training team. A church may be accepted as a pilot project, supported by the JSP Core Team and then used as a training provision for wider adoption of JSP in the diocese. This may be supplemented by additional JSP training provision to the diocesan team.

Encouraging Prayer Support: JSP recognises its dependence on God and seeks to encourage regular prayer for its work

Achievements and performance

Trustee Meetings: The Trustees met on 5 occasions, in February, April, June, September and November 2021

JSP adoption: The Covid 19 Pandemic continued to create significant disruption to how adoption and growth of JSP was anticipated. During 2021 presentations and conferences were largely cancelled or postponed. Nevertheless Churches have adopted and deployed our materials during 2021 and we have helped with enquiries from Liverpool, Birmingham, Guilford, Blackburn, and Chester dioceses as well as other individual churches around the country.

The year has seen continued growth in the number of churches engaging with the programme. These were within the following Anglican Dioceses - Leeds, Lichfield, Blackburn, Manchester, Chester,

Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)

Peterborough, Birmingham, Rochester, Southwark, St Albans, Norwich and London. The majority of these are churches that serve urban estates or similarly disadvantaged communities. New links were established with the dioceses [and regions] of Truro, Blackburn, Plymouth and Liverpool, with the Church in Wales and the Church of Scotland. There was also further growth in interest and adoption of JSP by churches in a range of other denominations.

Churches which have benefited from JSP have continued to offer financial support so that JSP can expand its impact. In addition the Trustees were successful in obtaining a substantial two year extension grant from Henry Smith and a final years grant from the Allchurches Trust (now Benefact Trust).

The above growth in income enabled the Trustees to recruit and appoint a fulltime JSP Team Leader in October 2019 who began January 2020. The new post holder, in partnership with the JSP Children and Young People Advisor, increased JSP's capacity to respond to growing interest, and promote JSP in new areas of the UK. During 2021 the Trustees took the decision to continue to use HMCR JRS to furlough part time the Team Leader and Youth Advisor to limited hours.

Activities. Despite disruptions we held digital conferences, some regional, some national to profile and disseminate our new post Covid context resource, '*Stay Alert to the Spirit*' and several workshops 'The Chrysalis Project' for churches with few or no children around delivering the inter-generational ministry, more are planned for 2022. Work and research on intergenerational ministry has been the major focus of our children and young people's work as we believe it represents the best hope for churches with no children or young people and limited resources. There were other opportunities to make presentations to Heart Edge, Bristol Baptist College, Diocesan officers and clergy about JSP. Furthermore 10 well attended online sessions called 'the World of Jesus' were replicated several times and helped further profile the work of JSP. Once physical visits were possible some regional coordinators were visited and relationship with JSP were revitalized. An outline proposal was enthusiastically received by Grove books and we expect to publish a book in their Discipleship Series around the work of JSP in July 2022. Although Covid has presented us and the churches we serve with substantial challenges it did not prevent us from supporting them through prayer.

Partnership Development: alongside the existing partnerships with diocesan teams, the National Estates Churches Network (NECN) and the Franciscan movement, new partnerships were established with the Estates Evangelism Task Force, Setting God's People Free, Scargill Movement and the Anglican Communion Intentional Discipleship Forum.

Prayer Support: The JSP Prayer Support Base has been extended and a regular newsletter goes out to over 100 prayer supporters.

Strategic Growth and Development: The search for a new Children, Youth, and Family advisor has begun, this has provided us with a timely opportunity to review and adjust the job description and person specification to fit recent post covid realities.

GDPR Compliance: In 2020 the Trustees refreshed their Data Privacy policy that guides their legal compliance with GDPR legislation. .

**Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)**

Policies and Procedures: The Trustees renewed a range of additional policies and procedures that enable JSP to adhere to employment law, and to monitor and access risk in relation to JSP activities and provision. The risk register received a major overhaul

Financial review

The unaudited financial statements show the financial transactions for the year.

The deficit for the year has been funded from grant monies previously held and not required due to staff being furloughed with the support of Government grants. The trustees are grateful that the funders, Henry Smith and Allchurches Trust (now Benefact Trust), were amenable to extending the grant periods as a result.

The Trustees are actively encouraging churches and individuals who have benefitted from JSP to give regular financial support. Growth in such income has been held back due to being unable to engage face to face with churches who were participating in the discipleship programme online.

Reserves

The Trustees' aim is to hold a reserve of cash and net assets equivalent to 6 months overheads, currently £42,000.

Plans for future periods

The immediate future looks positive as the Revd. Brendan Bassett (a Baptist minister based in Bristol and Plymouth) returns to full time duties following periods of furlough during the worst of the Covid restrictions. His experience from inner city contexts lends itself to engaging churches in socially disadvantaged communities. A concerted effort will be made to build up a team of volunteers in various areas of the country to act as Regional Coordinators, companions and mentors to those churches newly engaging with the 'adventure'.

The Trustees' commitment to making JSP available 'free at the point of need' is counter cultural in the world of finance. Whilst having no strategy for charging churches for the support and resources made available to them, they trust that there will be a growing number of churches and individuals who will decide to make generous donations to support future JSP development. Furthermore our new evaluation forms now ask directly if a church that has benefitted from JSP has considered a donation.

Additionally, in the future JSP will seek to:-

- develop additional appropriate resources;
- develop greater collegiality amongst churches that have adopted JSP
- engage with denominational regional leadership to encourage churches to participate and to provide local support
- enhance record keeping Children, Young People, and Families, Champion
- encourage partnership with others who share a common vision for 'culture change' in the church
- continue to support parishes and churches who have adopted JSP
- maintain and develop the contact with supporters.

Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the advancement of the Christian religion for the benefit of the public.

As Jesus Shaped People has a strong priority for engaging with churches on social housing estates and socially deprived areas, the Trustees are committed to the availability of accompaniment and resources being free of charge to those who adopt JSP.

Statement of trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable incorporated organisation and the incoming resources and application of resources, including the income and expenditure, of the Charitable Incorporated Organisation 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 2015 (FRSSE);
- Make judgements and estimates that are reasonable and prudent;
State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board

D Child



Trustee

16 June 2022

Jesus Shaped People

(A Charitable Incorporated Organisation)

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF JESUS SHAPED PEOPLE

I report on the accounts of Jesus Shaped People for the year ended 31 December 2021 which are set out on pages 8 to 14.

Respective responsibilities of trustees and examiner

The Trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145 (5) (b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Andrew Neal
31 Belle Vue Terrace
Lancaster

Date: 16 June 2022



Jesus Shaped People
(A Charitable Incorporated Organisation)

Statement of financial activities
For the year ended 31 December 2021

	Notes	Unrestricted funds £	Restricted funds £	2021 Total £	2020 £
Incoming resources					
Incoming resources from generating funds:					
Donations and legacies	2	11,489	34,347	45,836	76,096
Investment income		22	0	22	217
Total incoming resources		11,511	34,347	45,858	76,856
Resources expended					
Expenditure on charitable activities					
		18,591	49,847	68,438	67,427
Total resources expended		18,591	49,847	68,428	67,427
Net incoming (outgoing) resources for the year		(7,080)	(15,500)	(22,580)	9,429
Funds brought forward		65,008	16,500	81,508	72,079
Total funds carried forward		57,928	1,000	58,928	81,508

The charity has no recognised gains or losses other than the results for the year as set out above.
All the activities of the company are classed as continuing.

These financial statements have been subjected to an independent examination – see report on page 7

Jesus Shaped People
(A Charitable Incorporated Organisation)

Balance sheet

As at 31 December 2021

CIO registration number: 1169938

Notes	£	2021	£	2020	£
Current assets					
Debtors		1,762		3,381	
Cash at bank and in hand		58,122		79,060	
		<u>59,884</u>		<u>82,441</u>	
Creditors: amounts falling due within one year		956		933	
Net current Assets			58,928		81,508
Total assets less current liabilities			<u>58,928</u>		<u>81,508</u>
Net assets			<u>58,928</u>		<u>81,508</u>
Funds					
Unrestricted income funds			57,928		65,008
Restricted Funds			1,000		16,500
Total funds			<u>58,928</u>		<u>81,508</u>

These financial statements were approved by the board on 16 June 2022 and are signed on their behalf by:



Anthony P Hesselwood
Trustee

These unaudited financial statements have been subjected to an independent examination – see report on page 7

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to financial statements
for the period ended 31 December 2021

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1. Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in July 2015.

1.2. Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

1.3. Resources expended and recognition of liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs include those costs associated with meeting constitutional requirements of the charity and include costs of indemnity insurance.

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2021

2. Voluntary income

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total
Donations	5,553	0	5,553	5,748
Grants from churches	4,750	0	4,750	3,808
Grants	0	21,000	21,000	51,500
Government grants re Covid 19	0	13,347	13,347	14,358
Income Tax recoverable	1,186	0	1,186	1,225
	<u>11,489</u>	<u>34,347</u>	<u>45,836</u>	<u>76,639</u>

3. Expenditure on charitable activities - by fund type

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total £
Salaries	7,181	49,847	57,028	56,134
Resources & administration services	6,742	0	6,742	7,030
Office expenses	1,744	0	1,744	1,014
Website	1,817	0	1,817	1,897
Travel expenses	495	0	495	786
Insurance	612	0	612	566
	<u>18,591</u>	<u>49,847</u>	<u>68,438</u>	<u>67,427</u>

4. Expenditure on charitable activities - by activity

	Activities undertaken directly £	Governance costs £	Support costs £	2021 Total £	2020 Total
Programme delivery costs	66,082	612	1,744	68,438	67,427

5. Analysis of governance costs

	Unrestricted funds £	Restricted funds £	2021 Total £	2020 Total
Insurance	612	0	612	566

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2021

6. Analysis of support costs

	2021	2020
	Total	Total
	£	
Communication and information technology	243	242
Other office expenses	503	718
Other	-	
	<hr/>	<hr/>
	1,014	1,625
	<hr/>	<hr/>

7. Net incoming resources for the year

	2021	2020
	£	£
Net incoming resources is stated after charging:		
Independent examiner's fees	0	0
	<hr/>	<hr/>

8. Employees

Remuneration:

Salary	51,898	51,736
Pension	5,130	4,398
	<hr/>	<hr/>
	57,028	56,134
	<hr/>	<hr/>

The average number of employees in the period was:-

	2021	2020
	Number	Number
Trustees	10	10
Development worker	2	2
	<hr/>	<hr/>
	12	12

No employee was paid at a rate in excess of £60,000 pa.

9. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2021

10. Debtors

	2021	2020
	£	£
Income Tax recoverable & Gov grants	1,031	2,886
Prepaid expenses	731	495
	<u>1,762</u>	<u>3,381</u>

11. Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals and deferred income	956	672
	<u>956</u>	<u>672</u>

12. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fund balances at 31 December 2021 as represented by:			
Current assets	58,884	1,000	59,884
Current liabilities	(956)	0	(956)
	<u>57,928</u>	<u>1,000</u>	<u>58,928</u>

13. Unrestricted funds

	At 1 Jan 2021	Incoming resources	Outgoing resources	At 31 Dec 2021
	£	£	£	£
General Fund	65,008	11,511	(18,591)	57,928
	<u>65,008</u>	<u>11,511</u>	<u>(18,591)</u>	<u>57,928</u>

14. Restricted Funds

	At 1 Jan 2021	Incoming resources	Outgoing resources	At 31 Dec 2021
	£	£	£	£
Core Team employment costs	16,500	34,347	(49,847)	1,000
	<u>16,500</u>	<u>34,347</u>	<u>(49,847)</u>	<u>1,000</u>

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2021

15. Commitments

There were no operating or capital commitments at the year end.

16. Transactions with trustees

No remuneration has been paid to any trustee. Expenses of NIL (2020 NIL) have been paid to trustees.

17. Related party transactions

There were no related party transactions.

18. Events since the Balance Sheet date

There have been no significant events since the year end.

19. Pension

Pension contributions of £3,693 (2020 £3,400) were paid into personal pension schemes of staff members.

Jesus Shaped People participated in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

The staff member who participated in this scheme left in September and the trustees of the scheme have confirmed that JSP has no further liability in respect of the pension plan. Contributions in the year were £718 (2020 £998).

JESUS SHAPED PEOPLE

England & Wales - Charity number 1169938

Accounts

Jesus Shaped People
(A Charitable Incorporated Organisation)

Annual report and Financial statements
for the year ended 31 December 2020

Charity registration number: 1169938

Jesus Shaped People
(A Charitable Incorporated Organisation)

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**Jesus Shaped People
(A Charitable Incorporated Organisation)**

Legal and administrative information

Charity number	1169938
Registered office	Leeds Episcopal Area Office Church House, 17-19 York Place, Leeds. LS1 2EX.
Trustees	Rt Revd Paul Slater chairman Revd Canon Gordon Dey Revd Paul Walker Revd Helen Hodgson Brother Benedict SS Jacqueline Stamper Deborah Child Revd Canon Denise Poole Revd Canon Andy Delmege Tony Hesselwood Revd Phil Snelson (to 2 Feb 2021) Revd Canon Phil Stone
Team Leader	Revd Brendan Bassett
Independent examiner	A Neal 31 Belle Vue Terrace Lancaster
Bankers	Co-operative Bank P O Box 250 Delf House Southway Skelmersdale WN8 6WT
Solicitors	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

Jesus Shaped People
(A Charitable Incorporated Organisation)

Trustees' Annual Report

The Trustees present their report and the unaudited financial statements for the year ended 31 December 2020. The Trustees as listed on page 1 have served, as detailed, throughout the period and up to the date of this report.

Structure, governance and management

Jesus Shaped People is a charitable incorporated organisation. It was incorporated on 28 October 2016. Its governing document is its constitution as adopted on incorporation.

Organisational Structure

The Trustees, who are also the members of the charity, meet on a regular basis to review progress. Their names are set out on page 1. Revd Brendan Bassett the Team Leader (Full time employee) appointed October began work in January 2020, he deals with the day to day management and development of JSP and along with Revd Canons Gordon Day and Andy Delmege engages with a range of churches, dioceses, and other agencies for the advancement of JSP practice and principles. Dawn Savidge oversees work with children and young people. James Clayton manages the IT and website administration. Tony Hesselwood undertakes the financial administration on behalf of the Trustees.

Related Parties

The charity has the Leeds Diocesan Board of Finance as a related party, having historically been a source of funding and seconded staff up to September 2017. They now provide a workspace for the staff team and meeting facilities for the Board of Trustees.

Risk

The principal risk of the charity is that it will be unable to maintain financial viability through lack of funding. The Trustees are constantly monitoring the ongoing position. The Trustees have identified other risks and regularly review the mitigation of such.

Objectives and activities

Charitable Objects

The purpose of the charity is to provide Christian discipleship resources and training.

Jesus Shaped People is a 'Whole Church Discipleship Adventure' that stimulates healthy church growth and spiritual re-generation. JSP offers a vision and a method that enables local churches, especially those serving areas of social disadvantage, to adopt more intentionally the priorities that Jesus modeled in his three year ministry. It assists churches to explore these priorities in enjoyable and practical ways and to reshape themselves. JSP has a specific focus on including children and young people. It aims to help churches evaluate their progress and maintain a Jesus Shaped focus in every area of church life.

Jesus Shaped People originated in 2006 in a church that served a large urban estate community in Bradford. In 2011 the Church Commissioners approved the inclusion of JSP in their 'Church Growth in Deprived Communities' scheme seeking effective models to halt steep decline of church membership in such communities. Their subsequent grant award, plus additional generous support from the Diocese of Bradford/Leeds, helped JSP remodel enabling wider adoption. Growth and expansion followed with JSP established as a Charitable Incorporated Organisation in 2016.

Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)

Adoption of JSP enables a church to better understand itself, and identify what it is being called to be and to do – so that it can better redefine its future mission strategy. This will involve the inclusion of marginalised people; adoption of teaching methods that are more in keeping with those of Jesus; development of local leadership; intentional relationally based evangelism; developing work with children and young people that is appropriate to the context; service to the community; and speaking out courageously on behalf of such communities. Churches that adopt Jesus Shaped People discover new vision, depth, and purpose, find new ways of engaging with their local communities and begin to attract new members.

Main activities

Jesus Shaped People Programme: it offers an introduction to the JSP for church leadership teams and congregations. If adopted, it provides an initial 15 week JSP 'whole church discipleship adventure' which enables churches to evaluate themselves against the life of Jesus, mostly using the Gospel of Mark. It encourages them to be more strategic in adopting his methods, and to view this as the key measure of 'success'. It invites them to believe that as they reshape their life and work that Jesus will fulfil his promise *'I will be with you always to the end of the age.'*

Accompaniment: JSP offers ongoing accompaniment and support to churches engaged in the programme, assisting with evaluation and next steps, as they seek to discern what God is calling them to embark on and how best to be equipped for this.

Inclusion of Children and Young People: JSP provides dedicated support and resources for work with children and young people and now developing inter generation worship and teaching materials.

Resource development: JSP resource development is continuing. Materials are available for Sunday worship and small groups – including sermon notes, group leaders' notes, prayers, worship ideas, and a wide range of resources for work with people of all ages. Additionally in response to expressed needs, a range of additional resources are created, tested and made available

Establishing Diocesan Support: the expansion of JSP to parishes in new dioceses will normally include the establishment of a partnership with a diocesan/denominational training team. A church may be accepted as a pilot project, supported by the JSP Core Team and then used as a training provision for wider adoption of JSP in the diocese. This may be supplemented by additional JSP training provision to the diocesan team.

Encouraging Prayer Support: JSP recognizes its dependence on God and so seeks to encourage regular prayer for its work

Achievements and performance

Trustee Meetings: The Trustees met on 6 occasions, in February, April, June, July, September and November 2020.

JSP adoption: The Covid 19 Pandemic created significant disruption to how adoption and growth of JSP was anticipated. Presentations and conferences were largely cancelled, especially during the 1st lockdown between March and June. Nevertheless Churches have adopted and deployed our materials during 2020 and we have helped with enquiries from Liverpool, Birmingham, Guilford, and Chester dioceses as well as other individual churches around the country. year has seen continued growth in the number of churches engaging with JSP resources. These were within the following Anglican Dioceses - Leeds, Lichfield, Blackburn, Manchester, Chester, Peterborough, Birmingham, Rochester, Southwark, St Albans, Norwich and London. The majority of these are churches that serve urban estates or similarly disadvantaged communities. Fledgling links were further nurtured with the dioceses of Truro and Liverpool, with the Church in Wales and

**Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)**

the Church of Scotland. There was also further growth in interest and adoption of JSP by churches in a range of other denominations.

Churches which have benefited from JSP have continued to offer financial support so that JSP can expand its impact. In addition the Trustees were successful in obtaining a substantial three year grant from the Allchurches Trust.

The above growth in income enabled the Trustees to recruit and appoint a fulltime JSP Team Leader from 1 January 2020. The new post holder, in partnership with the JSP Children and Young People Advisor, has increased JSP's capacity to respond to growing interest, and promote JSP in new areas of the UK and profile among other denominations.

Events. We held 2 digital conferences, one national and the other regional both well attended. A further national is scheduled for March 2021 to profile and disseminate our new post Covid context resource, 'Stay Alert to the Spirit' (see below).

Partnership Development: Existing partnerships with diocesan teams, the National Estates Churches Network (NECN), the Franciscan movement, the Estates Evangelism Task Force, Setting God's People Free, Scargill Movement and the Anglican Communion Intentional Discipleship Forum, have been strengthened. New partnerships are emerging with Inspiring Everyday Faith, thefuelcast.com, Grove Books, Bristol Baptist College, Mission Network News, and Heart Edge (St Martin in the Fields).

Prayer Support: The JSP Prayer Support Base has been extended and a regular newsletter goes out to over a 100 prayer supporters.

Development of Resources:

Further improvement has been completed to the following resources:

- A further edit of the main program was updated to include topical and relevant themes such as climate change and racism.
- The pandemic and its associated causations led to some deep reflection. A paper was written about the Pandemic and our work with a number of themes emerging from C19 related closely to the JSP emphasis around Jesus' priorities.
- Early versions of the paper were circulated among the trustees, partners and some academics. Following a listening process, critique and comment it was agreed to create a new resource to help churches reflect and grow during this most challenging of times.
- 'Stay Alert to the Spirit' (SATS) became a 7 week Programme presented in the JSP style. However for the first time intergenerational materials were included. These have stimulated interest in trialing this approach to worship and teaching. Following the Leeds area SATS conference an 'i-gen' workshop is being planned for early 2021. Around 50 new accounts have been created on our website specifically to access SATS.

Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)

Strategic Growth and Development: The appointment of the full time Team Leader has stimulated fresh vision and resource planning, nevertheless the pandemic has taken its toll and after serious consideration the Trustees took the difficult decision in the Summer to furlough the Team Leader and the Youth Advisor. In September they have both come back on 'staged return' part time basis.

Given our steady growth and momentum and despite Covid 19 it is anticipated we will engage someone during 2021 to carry out part time administrative work to ensure regular communication with churches and individuals is consistent and timely.

The Pandemic has imposed on everyone an enhanced reliance on the digital world. The need to overhaul our own digital capabilities has been necessary. In late 2020 the Trustees agreed to begin 'Operation Isidore', a comprehensive review of our website and branding, we also have a vision to develop a smart phone application. We are currently in discussion with a number of individuals and web design companies about how we could best achieve these aims.

GDPR Compliance The Trustees have continued to monitor their Data Privacy responsibilities for legal compliance with GDPR legislation.

Policies and Procedures: The Trustees renewed a range of additional policies and procedures that enable JSP to adhere to employment law, and to monitor and access risk in relation to JSP activities and provision. The risk register received a major overhaul and a governance workshop day with Trustees is planned for September 2021.

Financial review

The unaudited financial statements show the financial transactions for the year. Income generated in the year has met expenditure leaving a surplus in unrestricted funds of £10,292 to be added to the Reserves brought forward and reducing Restricted funds by £853. The second tranche (£30,000) of the grant for the project secured from Allchurches Trust of £90,000 spread over 3 years has been received, leaving £20,000 to be paid in 2021. This was enhanced by the third of three contributions towards the cost of a Team Leader, Children & Youth Officer and Administrator from The Henry Smith Charity (Clergy & Christian projects Committee) of £20,000. A Further grant of £1,500 has been received from the John James Charitable Trust for staff salaries. Both staff have been furloughed on full pay and the Job Retention Scheme grants have been claimed. The restricted funds carried forward (£16,500) represent the John James grant and 9 months of the Henry Smith grant.

The Trustees are grateful for the financial support given by the Diocese of Birmingham in writing the use of JSP into the job description of their Urban Estates Mission Enabler, funded through the CofE Strategic Development Funding initiative. Support from other Dioceses continues to support the adoption of JSP in their parishes.

The Trustees are actively encouraging churches and individuals who have benefitted from JSP to give regular financial support. Whilst the £4,900 received from individuals shows a modest increase the gifts from churches has decreased due to the negative financial impact on churches and the restrictions on face to face meetings as a result of the Covid pandemic. Expenditure has been significantly reduced, particularly travel costs resulting in a positive end of year balance of £65,008 in unrestricted funds.

**Jesus Shaped People
(A Charitable Incorporated Organisation)
Trustees' Annual Report (continued)**

Reserves

The Trustees' aim is to hold a reserve of cash and net assets equivalent to 6 months overheads, currently £48,000.

Plans for future periods

The immediate future looks quite exciting with the appointment of Revd Brendan Bassett (a Baptist minister based in Bristol) as fulltime team leader. The development will increase the capacity for JSP to become available to a wide range of churches across the UK, particularly those that serve socially disadvantaged communities. A concerted effort will be made to build up a team of volunteers in various areas of the country to act as Regional Coordinators, companions and mentors to those churches newly engaging with the 'adventure'.

The Trustees' commitment to making JSP available 'free at the point of need' is counter cultural in the world of finance. Whilst having no strategy for charging churches for the support and resources made available to them, they trust that there will be a growing number of churches and individuals who will decide to make generous donations to support future JSP development.

Additionally, in the future JSP will seek to:-

- develop additional appropriate resources;
- develop greater collegiality amongst churches that have adopted JSP
- engage with denominational regional leadership to encourage churches to participate and to provide local support
- encourage partnership with others who share a common vision for 'culture change' in the church
- continue to support parishes who have adopted JSP
- maintain and develop the contact with supporters.

Public benefit statement

In setting our objectives and planning our activities our Trustees have given serious consideration to the Charity Commission's general guidance on public benefit and in particular the advancement of the Christian religion for the benefit of the public.

As Jesus Shaped People has a strong priority for engaging with churches on social housing estates and socially deprived areas, the Trustees are committed to the availability of accompaniment and resources being free of charge to those who adopt JSP.

Jesus Shaped People
(A Charitable Incorporated Organisation)

Statement of trustees' responsibilities

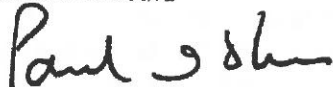
The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Charity law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable incorporated organisation and the incoming resources and application of resources, including the income and expenditure, of the Charitable Incorporated Organisation 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 2015 (FRSSE);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that are disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board



Rt Revd P Slater

Trustee Date: 15 April 2021

Jesus Shaped People
(A Charitable Incorporated Organisation)
INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF JESUS SHAPED PEOPLE

I report on the accounts of Jesus Shaped People for the year ended 31 December 2020 which are set out on pages 9 to 17.

Respective responsibilities of trustees and examiner

The Trustees (who are also directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The Trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination being a qualified member of the Institute of Chartered Accountants in England and Wales.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145 (5) (b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 of the Companies Act 2006; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charitieshave not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Andrew Neal
31 Belle Vue Terrace
Lancaster
Date: 15 April 2021



Jesus Shaped People
(A Charitable Incorporated Organisation)

Statement of financial activities
For the year ended 31 December 2020

	Notes	Unrestricted funds	Restricted funds	2020 Total	2019
		£	£	£	£
Incoming resources					
Incoming resources from generating funds:					
Donations and legacies	2	40,781	35,858	76,639	76,096
Investment income		217	0	217	141
Total incoming resources		40,998	35,858	76,856	76,237
Resources expended					
Cost of raising funds	3	0	0	0	3,482
Expenditure on charitable activities	4	30,716	36,711	67,427	26,751
Total resources expended		30,716	36,711	67,427	30,233
Net incoming (outgoing) resources for the year		10,282	(853)	9,429	46,004
Funds brought forward		54,726	17,353	72,079	26,075
Total funds carried forward		65,008	16,500	81,508	72,079

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

All the activities of the company are classed as continuing.

These financial statements have been subjected to an independent examination – see report on page 8

Jesus Shaped People
(A Charitable Incorporated Organisation)


Balance sheet

As at 31 December 2020

CIO registration number: 1169938

	Notes	2020		2019	
		£	£	£	£
Current assets					
Debtors	11	3,381		1,397	
Cash at bank and in hand		79,060		71,354	
		82,441		72,751	
Creditors: amounts falling due within one year	12	933		672	
Net current liabilities			81,508		72,079
Total assets less current liabilities			81,508		72,079
Net assets			81,508		72,079
Funds					
Unrestricted income funds	14		65,008		54,726
Restricted Funds	15		16,500		17,353
Total funds			81,508		72,079

These financial statements were approved by the board on 15 April 2021 and are signed on their behalf by:


Anthony P Hesselwood
Trustee

These unaudited financial statements have been subjected to an independent examination – see report on page 8

Jesus Shaped People
(A Charitable Incorporated Organisation)

Notes to the financial statements
for the year ended 31 December 2020

1. Accounting policies

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the year and the preceding year.

1.1. Basis of accounting

The financial statements are prepared under the historical cost convention and in accordance with the Statement of Recommended Practice 'Accounting and Reporting by Charities' issued in July 2015.

1.2. Incoming resources

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

Voluntary income is received by way of grants, donations and gifts and is included in full in the statement of financial activities when receivable. Grants where entitlement is not conditional on the delivery of a specific performance by the charity are recognised when the charity becomes unconditionally entitled to the grant. Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included.

1.3. Resources expended and recognition of liabilities

Expenditure is recognised on an accrual basis as a liability is incurred. Expenditure includes any VAT which cannot be recovered, and is reported as part of the expenditure to which it relates.

Costs of generating funds comprise the costs associated with attracting voluntary income. Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management.

Governance costs include those costs associated with meeting costs associated with the constitutional requirements of the charity and include costs of indemnity insurance.

Jesus Shaped People
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Notes to the financial statements
for the year ended 31 December 2020

2. Voluntary income

	Unrestricted funds	Restricted funds	2020 Total	2019 Total
	£	£	£	
Donations	5,748	0	5,748	4,191
Grants from churches	3,808	0	3,808	8,765
Grants	30,000	21,500	51,500	60,000
Government grants re Covid 19	0	14,358	14,358	0
Income Tax recoverable	1,225	0	1,225	930
Contributions to conference expenses	0	0	0	2,210
	<hr/>	<hr/>	<hr/>	<hr/>
	40,781	35,858	76,639	76,096
	<hr/>	<hr/>	<hr/>	<hr/>

3. Cost of raising funds

	2020 Total	2019 Total
Costs of website donations	0	1
Conference expenses	0	3,481
	<hr/>	<hr/>
	0	3,482
	<hr/>	<hr/>

4. Expenditure on charitable activities - by fund type

	Unrestricted funds	Restricted funds	2020 Total	2019 Total
	£	£	£	£
Salaries	22,923	33,211	56,134	12,608
Resources & administration services	3,530	3,500	7,030	7,633
Office expenses	1,014	0	1,014	527
Website	1,897	0	1,897	1,808
Travel expenses	786	0	786	3,492
Insurance	566	0	566	683
	<hr/>	<hr/>	<hr/>	<hr/>
	30,716	36,711	67,427	26,751
	<hr/>	<hr/>	<hr/>	<hr/>

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Notes to the financial statements
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5. Expenditure on charitable activities - by activity

	Activities undertaken directly	Governance costs	Support costs	2020 Total	2019 Total
	£	£	£	£	
Programme delivery costs	65,668	566	1,193	67,427	26,751

6. Analysis of governance costs

	Unrestricted funds	Restricted funds	2020 Total	2019 Total
	£	£	£	
Insurance	566	0	566	683
	566	0	566	683

7. Analysis of support costs

	2020 Total	2019 Total
	£	
Travelling costs	0	268
Communication and information technology	243	243
Other office expenses	950	503
Other	-	
	1,193	1,014

8. Net incoming resources for the year

	2020	2019
	£	£
Net incoming resources is stated after charging:		
Independent examiner's fees	0	0

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Notes to the financial statements
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9. Employees		
Remuneration:		
Salary	51,736	11,621
Pension	4,398	987
	<hr/>	<hr/>
	56,134	12,608
	<hr/> <hr/>	<hr/> <hr/>

The average number of employees in the period was:-

	2020	2019
	Number	Number
Trustees	10	11
Development worker	2	1
	<hr/>	<hr/>
	12	12

No employee was paid at a rate in excess of £60,000 pa.

10. Taxation

The charity's activities fall within the exemptions afforded by the provisions of the Income and Corporation Taxes Act 1988. Accordingly, there is no taxation charge in these accounts.

11. Debtors

	2020	2019
	£	£
Income Tax recoverable & Gov grants	2,886	930
Prepaid expenses	495	467
	<hr/>	<hr/>
	3,381	1,397
	<hr/> <hr/>	<hr/> <hr/>

12. Creditors: amounts falling due within one year

	2020	2019
	£	£
Accruals and deferred income	933	672
	<hr/>	<hr/>
	933	672
	<hr/> <hr/>	<hr/> <hr/>

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Notes to the financial statements
for the year ended 31 December 2020

13. Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
Fund balances at 31 December 2019 as represented by:			
Current assets	65,941	16,500	82,441
Current liabilities	(933)	0	(933)
	<hr/>	<hr/>	<hr/>
	65,008	16,500	81,508
	<hr/>	<hr/>	<hr/>

14. Unrestricted funds

	At 1 Jan 2020 £	Incoming resources £	Outgoing resources £	At 31 Dec 2020 £
General Fund	54,726	40,998	(30,716)	65,008
	<hr/>	<hr/>	<hr/>	<hr/>

15. Restricted Funds

	At 1 Jan 2020 £	Incoming resources £	Outgoing resources £	At 31 Dec 2020 £
Core Team employment costs	17,353	35,858	(36,711)	16,500
	<hr/>	<hr/>	<hr/>	<hr/>

16. Commitments

There were no operating or capital commitments at the year end.

17. Transactions with trustees

No remuneration has been paid to any trustee. Expenses of £NIL (2019 £2,165) have been paid to 0 (2) trustees.

18. Related party transactions

Debbie Child was the CEO of The Leeds Diocesan Board of Finance (DBF) to 31 March 2020 and is considered to be a "person of significant influence" within the activity of the DBF.

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**Notes to the financial statements
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19. Events since the Balance Sheet date

There have been no significant events since the year end.

20. Pension

Pension contributions of £3,400 (2019 Nil) were paid into a personal pension scheme for the Team Leader.

Jesus Shaped People participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2020: £998, 2019: £987).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2016. A valuation as at 31 December 2019 was under way as at 31 December 2020.

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For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Jesus Shaped People could become responsible for paying a share of that employer's pension liabilities.

