

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

**Annual report and Financial statements**

**For the year ended 31 December 2021**

**Charity registration number: 1169938**

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**(A Charitable Incorporated Organisation)**

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

**Legal and administrative information**

<b>Charity number</b>	1169938
<b>Registered office</b>	Church House, 17-19 York Place, Leeds LS1 2EX.
<b>Trustees</b>	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
<b>Independent examiner</b>	A Neal 31 Belle Vue Terrace Lancaster
<b>Bankers</b>	Co-operative Bank P O Box 250 Delf House Southway Skelmersdale WN8 6WT
<b>Solicitors</b>	Anthony Collins Solicitors LLP 134 Edmund Street Birmingham B3 2ES

**Jesus Shaped People**  
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**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 17<sup>th</sup> 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.

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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:*** 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,

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**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. .

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**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 benefited 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.

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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

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



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**Statement of financial activities**  
**For the year ended 31 December 2021**

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

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

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**Balance sheet**

**As at 31 December 2021**

**CIO registration number: 1169938**

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

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**  
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**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 costs associated with the constitutional requirements of the charity and include costs of indemnity insurance.

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

**6. Analysis of support costs**

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

**7. Net incoming resources for the year**

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

**8. Employees**

**Remuneration:**

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

The average number of employees in the period was:-

	<b>2021 Number</b>	<b>2020 Number</b>
Trustees	10	10
Development worker	2	2
	<hr/> 12	<hr/> 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**  
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**Notes to the financial statements**  
**for the year ended 31 December 2021**

**10. Debtors**

	<b>2021</b>	<b>2020</b>
	<b>£</b>	<b>£</b>
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**

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

**12. Analysis of net assets between funds**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
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**

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

**14. Restricted Funds**

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

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**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).