

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

Annual Report and Financial Statements

For the year ended 31 December 2022

Charity registration number: 1169938

Jesus Shaped People
(A Charitable Incorporated Organisation)

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Jesus Shaped People
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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
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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.

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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 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.

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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.

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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.

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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.

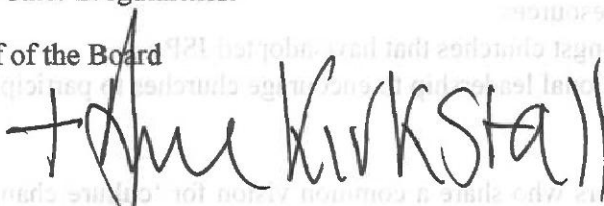
The Trustees are responsible for keeping proper accounting records that are disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets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



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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

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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 classified 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 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

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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.

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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
	10,265	20,000	30,265	45,836

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
	51,711	21,000	72,711	68,438

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

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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
8. Employees		
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.

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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
	1,237	1,762

11. Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals and deferred income	2,030	956
	2,030	956

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)
	16,548	0	16,548

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

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

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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.