

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
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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 (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.

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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'

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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 benefitted 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.

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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).

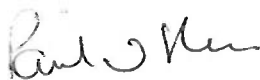
Charity law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable incorporated organisation and the incoming resources and application of resources, including the income and expenditure, of the Charitable 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
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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.

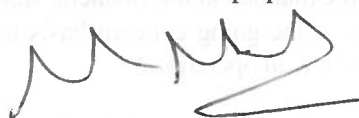
Independent examiner's statement

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
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Statement of financial activities
For the year ended 31 December 2024

		Unrestricted funds	Restricted funds	2024 Total	2023
	Notes	£	£	£	£
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
		<hr/>	<hr/>	<hr/>	<hr/>
Total incoming resources		8,772	71,653	80,425	61,819
		<hr/>	<hr/>	<hr/>	<hr/>
Resources expended					
Expenditure on charitable activities	3	8,927	71,653	80,580	70,015
		<hr/>	<hr/>	<hr/>	<hr/>
Total resources expended		8,927	71,653	80,580	70,015
		<hr/>	<hr/>	<hr/>	<hr/>
Net incoming (outgoing) resources for the year		(155)	0	(155)	(8,196)
Funds brought forward		8,352	0	8,352	16,548
		<hr/>	<hr/>	<hr/>	<hr/>
Total funds carried forward		8,197	0	8,197	8,352
		<hr/>	<hr/>	<hr/>	<hr/>

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

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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

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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.

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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

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

6. Analysis of support costs

	2024 Total £	2023 Total
Communication and information technology	256	243
Other office expenses	841	986
	<hr/>	<hr/>
	1,097	1,229
	<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:		
Salary	50,698	47,573
Pension	4,320	4,044
	<hr/>	<hr/>
	55,017	51,617
	<hr/>	<hr/>

The average number of employees in the period was:-

	2024 Number	2023 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.

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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

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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.

