



ANNUAL REPORT OF THE PAROCHIAL CHURCH COUNCIL OF THE PARISH OF LOUTH FOR 2024

**Presented to the Annual Parochial Church
Meeting on 22nd May 2025**

THE LIFE OF THE CHURCH IN THE PARISH OF LOUTH

In this annual report we reflect on the Church of England's mission and ministry in Louth. In doing so, it's right we look back, celebrate what's gone well, learn lessons where we need to and then look to the future, committed to action. Let's first consider what is meant by those words, 'mission' and 'ministry'.

The root of the word mission has to be understood as being about doing something, or achieving something, or travelling somewhere. In a moment, we'll briefly apply that word to Louth.

The root of the word ministry has to be understood to be about service, with a minister being a servant. The word implies those who minister also serve and that the ministry of the Church of England has to be about service and servanthood. So here's a question to consider, as we begin to reflect: how effective is the Louth Team Ministry as a servant in Louth and what does that mean for us?

Those words, 'mission' and 'ministry' can just trip off the tongue and be used without much further thought. It's good we consider what they mean for us.

Let's now consider that word 'mission' along with two other words that can be readily used: 'purpose' and 'vision'. Only when we've considered and agreed what we understand by these words, purpose, vision and mission can we think about objectives and activities. So let's bring some clarity to our shared understanding.

The box to the right of this text provides a useful summary of what might be understood by those words purpose, vision and mission. However, unless they are brought to life in actions that are plain to see, they are just words on a page in a sterile annual report.

Here in Louth, we know we are better than the dry bones of just words. We are better than dust-bowl drabness.

The Louth Team Ministry is about the business of a living faith at the heart of the community. And here we consider those three words:

Understanding Purpose, Vision & Mission



Purpose

Summarised as the reason why something exists and evidenced in terms of the benefits that might be created.



Vision

Requiring a focus on the future and the not yet, a vision is always beyond the present and the fulfilment of a defined purpose.



Mission

All about actions, impacts, outcomes and the fulfilment of the vision in order to create the benefits anticipated in the purpose that has been summarised.

Purpose



It is the PCC whose role is to lead the mission and ministry of the Team Parish of Louth. This is summarised as being engaged in 'the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England'. In doing so it 'co-operates with the minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical'.¹ In the case of Louth, where a Team Ministry is in place, this co-operation is both with the Team Ministry (Priest-in-Charge, Team Vicar) and the Parish

Ministry Team they oversee, and those working in the Districts that make up the wider parish. That simple phrase, 'the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England', important though it is, remains dry as dust and as useful as a dry well in a desert to thirsty

¹ PCC (Powers) Measure 1956.

folk. The purpose of the church is the reason for its existence that needs to be brought to life with a clarity of vision that is brought to life in the work of the Church through the PCC, in the Districts and in the work of the Trinity Centre.

Vision



During the past year, the PCC, the Trinity Centre and St James' in particular spent a good deal of time considering our shared focus on the future, on looking forward to how we might live out and demonstrate the gospel – to live out our purpose – here in Louth.

Readers of this report may already be familiar with the graphic to the right of this text which summarises the three priorities we adopted at the annual meeting in 2024. These were that we would seek excellence in doing whatever we could to the best of our abilities, in being prophetic in listening for God's leading in mission and ministry, and in enabling pilgrimage as we seek to develop as Church Communities. One aspect of the emerging vision that is being realised is in the work done in the PCC that involves beginning to develop mission and ministry across the town of Louth as a whole, instead of in separate units, another is in the establishment of the Parish Development Group to consider our buildings and other resources as a whole, along with our brilliant projects based at the Trinity Centre. Yet this future focus, this vision, is all just words without a clearly articulated and lived out mission.



Mission



If our purpose is about why the Team Parish and its constituent parts exist, and if our vision is about what we are seeking to achieve, our mission is about what we are going to do. Mission is about actions and outcomes that are plain to see.

So let's consider some actions that have already been decided upon and some priorities for the future. Here we are building on the work of the mission and ministry of the Team Parish across the Districts and through the work of the Trinity Centre. We'll summarise these as objectives.

Objectives



Parish Development Group

It has already been decided that a Parish Development Group will be established to look to the development of the 'estate' of properties across Louth, to develop the employment and management of staff and to managing contracts.



Mission & Ministry in Louth

It has already been decided that the town of Louth will be regarded as a single unit of mission. This is not to diminish the role of either one of our two parish churches (St Michael's & St James') but is to be committed to those two churches working together.



Developing Common Resources & Connecting Initiatives

It is recognised that staff at Trinity have developed excellent, far-reaching projects, working well beyond the team parish, and that other initiatives such as the ministry of Anna Chaplains and ALMs, work in the parish. We want to coordinate and connect all ministries across the Team Parish



Christian Nurture & Discipleship

We appointed Sr Rachel Overton as 'Director of Spritual Formation' during the past year. Sr Rachel will work with the Priest-in-Charge to support the delivery of programmes of Christian nurture and discipleship in the coming year and serving the Team Parish.



Website

A great deal of work has gone on behind the scenes in regard to web development, livestreaming and presentation. A new website is being commissioned and alongside this, new equipment for livestreaming and a freshening of the parish's presentation.

The Local Church & the Greater Vision

Through the three priorities of seeking excellence, being prophetic and promoting pilgrimage we want to support the communities gathering at St James, at South Elkington, at Stewton, at Welton-le-Wold and at St Michael's. In the diocesan initiative, Time to Change Together, St James was categorised as a Key Mission Church, South Elkington and Stewton as community churches and Welton-le-Wold and St Michael's as festival churches. South Elkington, Stewton and Welton-le-Wold are content with their categorisation. St James' is committed to developing as a Key Mission Church and is seeking to invest in its mission and ministry. St Michael's is also looking to develop, and to move from being a festival church and on the road to closure. The Team Parish has learned during the year that for St Michael's and St James' to develop, they will need to work together and across the town of Louth, through the PCC and the Parish Development Group.

This greater vision, includes Trinity at its heart. The staff team at Trinity are an amazing resource going out in service to many communities beyond Louth. In the coming year the staff team will work increasingly with the PCC and Parish Development Group.

Looking Ahead

Much is being achieved through the individual churches and through Trinity. Much more will be achieved working together, delivering our core mission and its associated objectives such that our words are not like seed scattered on parched ground but are instead nourished by action and by service.

PARISH CHURCH OF LOUTH ST JAMES

The Team

In his first year in post Revd Mike has helped us to review practices and update procedures to ensure we comply with legislation. We have identified a vision for future development through consultation both locally and with experts from further afield. With the departure of our Musical Director in July, and without a formal Choir the style of worship has changed supported by less formal musical accompaniment and we are currently seeking to employ a Musical Director and Youth Worker to ensure our aspirations to be more outward looking and to encourage discipleship and nurture faith can be met. Attendance at services is steadily increasing with more families and young people joining the congregation. Mike Angus replaced Kate Roberts as Churchwarden and a team providing contributions to the services through Readings, Intercessions and administering the Chalice

continues to grow. The Gift shop and Coffee shop continue to raise considerable funds for the Church and the welcome which the volunteers, the Guides and the Vergers provide ensures our many visitors have an enjoyable experience when visiting St James'.

The DCC continue to be very grateful to the Friends of St James' for their assistance in funding repairs and for the fantastic fundraising Christmas Tree Festival event. Other significant events held in St James' include musical Concerts and the Friendship Festival all of which attract huge numbers.

Fabric work

The Quinquennial Report identified High level masonry repairs as the next most urgent project and we are currently applying for a List B Faculty with the hope that work can commence in July once the Peregrines have fledged. The Friends of St James' have committed to fund this work.

Net Zero Carbon project

Following a visit by the DAC in December and in consultation with Boston St Botolph's and our Architect a proposal to install Infra-red chandeliers in the St Stephen's Chapel and West end of the Church before next winter is being scoped with financial support from The Friends.

Keddington Churchyard

The Gardener employed by the PCC continues to maintain the area to the satisfaction of locals and families with relatives buried there. A minor repair to the gate and hedge next to the gate is needed resulting from walkers pushing through the hedge when the gate was stuck closed.

Jane Fletcher – Churchwarden

PARISH CHURCH OF ALL SAINTS, SOUTH ELKINGTON

Re Leading of the South Aisle.

The saga continues, I was supposed to obtain Grant Aid for this job but have failed to do so. I am really hoping someone else will take this task, so please put your heads together and let's find someone. Leaks through the roof have not got any worse.

The Electrics have passed their inspection, and the fire extinguishers have been checked.

The plaster in the vestry is still awaiting attention.

The Quinquennial is next year.

There are no other major issues with the Church fabric.

The Church and the Institute are supported by a large number of individuals, without their help we would cease to exist. I am afraid to record their names in case I miss anyone out.

Church Services are continuing their usual pattern and thanks must be given to Paul Hill and Mother Karen for their support.

Charles Dobson - Churchwarden

PARISH CHURCH OF ST MARTIN, WELTON LE WOLD

Activities at St Martin's during 2024

Community Coffee & Cake @ Church – 26th Jan 2024

Parish Meeting - April

Easter Service – Sunday 31st March - 2pm (Rev. Paul Salmon)

Polling Day – Tuesday 2nd May

Music Rehearsal – Andrew West – Sunday 30th June

Polling Day – Thursday 4th July

Funeral – Margaret Lillian Dickinson – Friday 5th July

Lincolnshire Wolds & Coast Churches Festival – 14th & 15th September -DIY refreshments

Saturday's Harvest Get-Together Service – 21st September - 4pm (Rev. Karen Gooding)

Trinity & PCC members "Team Building Away Day" – Monday 14th October

Remembrance - DIY Service 11th November

Funeral - David Peter Stubbs – Monday 2nd December

Participated in the St James' Christmas Tree Festival 6th – 11th December with our own St Martin's Christmas Tree.

Christmas Carol Concert 14th December – 4pm (Rev. Karen Gooding)

Maintenance undertaken at St Martin's

April – Church Gutter Cleaning - Tim Stubbs & Ozzie Chapman

July & September – Churchyard maintenance – Hedges & Grass Cutting - Jason Parker, Margaret Stubbs, Ozzie Chapmen & Tim Stubbs

The Church Terrier, Inventory and Register have been updated accordingly.

Rebekah Stubbs – Churchwarden

PARISH CHURCH OF ST ANDREW, STEWTON

Structure

There is always general ongoing maintenance, with particular attention given to the inspection and clearing of the gutters, repainting the outer porch doors, and a professional company cleaning the building just before Christmas.

The annual fire extinguisher safety check and the five-year electrical inspection have taken place this year with no further action needed.

Churchyard

In the middle of summer, when the previous firm could no longer complete the job, we had to suddenly find a new company to keep the churchyard cut and tidy. This proved expensive, but by the end of the year we had

found a new person who would cut the grass only when needed. Maintaining the grounds means that we can utilise the outdoor space for events. As part of the general maintenance the area beyond the lych-gate was booned to allow for better access especially in wet weather.

Minor vandalism had been caused to the inside of the toilet by a couple who were allegedly sleeping rough before taking up a live-in job on the coast.

A fresh display of 40 Twinned Toilets was put in our own facility to show part of the extent of our involvement with caring for the wider world community.

Life of the church

We were particularly pleased to hear that Mark Hunkin, our treasurer, who was already an Authorised Local Minister, had been selected for Reader Training and will be licenced later in 2025. We wish him well in his new endeavour.

Our monthly Community Coffee Mornings held throughout the warmer months are always extremely well supported and gives us the opportunity to welcome not just those from our own congregation but also people from further afield who have heard us getting a mention on Radio Lincolnshire. And it's always a delight to give visitors one of our history leaflets but also the leaflet explaining why we do what we do, which we feel is really important.

Our charity work has continued over the past twelve months too and back in the summer there was a particular opportunity to help a young man with a family as part of our Kenyan project. He sadly was required to have his leg amputated following a serious illness. In a country like Kenya without access to the resources that we take for granted, this created obvious long-term implications for him and his family. It was therefore decided to take donations from the congregation which it was then agreed to match fund from our own resources. This donation was so gratefully received and had a real impact on his recovery.

We were blessed with good weather for our involvement with the Churches Festival, back in September when we had around 150 visitors to visit our beautiful church and many were impressed by the extent of our outreach from such a small place.

We were once again part of the Christmas Tree Festival at St. James which gave us an opportunity to engage with people some of whom had not even heard about St. Andrew's.

Dorothy Mansfield, Churchwarden

PARISH CHURCH OF ST. MICHAEL & ALL ANGELS, LOUTH

Following the agreement of the PCC to a trial period of regular Sunday worship, St Michael's Church has met for Mass at 9.30am on the first Sunday of each month beginning in January 2024. Parents from St Michael's School requested a Sunday School and, after consultation, this began to meet during services from September. Four families have regularly attended church and Sunday school from this time. Numbers attending monthly Mass have varied over the year from 23 adults and 3 children prior to starting Sunday school to 44 adults and 10 children subsequently. The service lasts around an hour and is sung, using Dom Gregory People's Mass setting. We have a team of regular servers, readers and organists and Fr Terry Steele (Rural Dean) has presided and preached at all the services to date. Services are livestreamed and attract a significant number of people regularly watching live and afterwards.

Following the fall of masonry from the steeple in early December the church building has not been available for use. We are hoping that repairs can be undertaken soon so that the congregation can meet again in Church. The

worshipping community has now expressed a desire to meet more often and to take responsibility for the governance of St Michael's church. From the congregation there has been support given to Louise Peterson to take on the role of Churchwarden and others have indicated their willingness to serve on a DCC.

Karen Gooding, Team Vicar

Additional Note: In the Lincoln Diocesan initiative, Time to Change Together, St Michael's was designated as a Festival Church and in 2023 the PCC passed a resolution to put the church on the route to closure. However the evidence is that new life has been breathed into the church and development plans are in progress for the building and the Church Community, within the Team Parish.

TRINITY CENTRE

The Centre has seen many changes in the last 12 months – not least since the appointment of Mike Croft as Priest in Charge from 11th March 2024.

We still have a Community Connector and Wellbeing Hub facility here at the Trinity Centre which continues to offer support groups and services designed to combat both Mental Health and subsequent Health related issues – groups including Safe Place café, Warm Space groups – (which are dependent upon funding being secured for the period from October to March each year.) Peer Support Groups, and a Night Light Café which runs from both the Trinity Centre in Louth and from 'The Wong' at Horncastle for 2 nights per week at both sites. Funding for all of these groups is secured from the NHS Lincolnshire ICB and from Acts Trust who currently are also providing financial support for the Night Light Café groups.

The remit for the Connectors was always to help to address people displaying mental health issues and to help to combat social isolation and loneliness and to provide a 'safety net' to help to stop people accessing Services with issues which could be safely resolved at a lower, non-clinical level. This intervention is designed to alleviate the stresses of an already overstretched NHS and of course other public services.

We are currently receiving funding from the NHS for the equivalent of 3 x full time Community Connector posts (instead of 2) to be based mainly here at the Trinity Centre. This would mean that we had funding for 2 x Connectors for the East Lindsey PCN area and also for 1 x Connector for the Meridian PCN area. Unfortunately, in the interim period of the funding being secured we have experienced many staff changes and now none of the original Community Connectors are still employed here at the Centre. We have since appointed Jayne Pegg to a newly created 'Lead Community Connector' position, and also Madeline West is a recent recruitment for one of the Community Connector posts. The third Community Connector post is to be split between Sessional Workers who have a shared total of 35hrs per week. We have made permanent appointments of Bridget Baskett and Chris Suich as sessional workers, and a new appointment, Anna Hoyles, to be both a sessional worker and to provide statistical analysis by way of research and evaluation of the Community Connector projects and to assist Jayne Pegg in the running of the many groups being set up from here and the newly created 'satellite stations' to be located across a wide area in the district. We also have funding from Acts Trust to employ facilitators to run 2 x Night Light Café sessions in both Louth at the Trinity Centre and from 'The Wong' at Horncastle – our 2 x new employees are Mike Fowler who runs the Louth sessions and Angela Coccia Johnson who runs the Horncastle sessions – these sessions aim to recruit volunteers who will eventually run the sessions without the need for facilitators. This funding is already secured from the NHS until March 2026 when there will be a formal review of the project and its efficacy.

The Community groups which have traditionally run from the Centre – such as the ‘Memories Matter’ (Dementia) group still go ahead and have been brought under the auspices of the Community Connector project. Our ‘Memories Matter’ group is still run by Jane Pegg and continues to be a very popular and consistently well attended group.

The Probation Service (LAT) and ‘Turning Point’ formerly ‘We Are with You’ – an addiction support group, still runs from the Centre, as do Shaw Trust – an initiative to help and encourage people back to the employment group. We also have numerous Yoga and Exercise groups and several Art classes and painting groups and Dance classes for children. We are still home to the Louth Explorer Scouts group and Lincs Sensory Services (BID), Slimming groups, Singing groups and rentals for private parties and training groups such as SENSE (a group supporting deaf/blind and those experiencing complex disabilities). We also have Mike Turner who runs a Tai Chi exercise group here (in connection with Louth County Hospital) for people who have experienced heart attacks and are in the early stages of recovery – to name but a few.

Of course – we still run our Louth Churches Together Community Food Larder from here at the Centre and we do enjoy continuing support from our small group of extremely hardworking volunteers who we are always eternally grateful to for their continued hard work and unstinting support. Without these Volunteers to assist us we would be unable to maintain the consistent and enduring nature of the Food Bank provision that we provide here.

Increasingly, and in the wake of the current structural difficulties being experienced by St Michaels Church, we are providing a ‘home’ for Father Terry and Mother Karen for Sunday Services, Christenings and events that they would have formerly used St Michaels for – events which are very well attended on a continuing basis – it is a pleasure to have such lovely people come to use our Chapel here at the Trinity Centre.

We do, also continue to provide support and assistance to those families and individuals who are most vulnerable and in need in our local Community - with the option to provide both practical assistance in the form of food and toiletries from our Food Bank etc to ongoing support and assistance through sign posting to our resident Community Connectors or to agencies further afield should the situation require different types of help and assistance or a multi - faceted approach.

Our room rentals here at the Centre are continuing to be a valuable source of income. Revenue from our rooms rentals provides a welcome boost in Income for the Centre in what is proving to be an ever increasingly difficult financial climate.

One of our strengths as an organisation is held in the efforts of our loyal staff members who are now working much smarter and more efficiently than previously with a shift towards multi-tasking and an emphasis on training and upskilling. This, however, can only be achieved with the help and continuing efforts of our hard working, committed workforce. I know that they are as committed as I am, to ensuring that the Centre will continue to be at the heart of our Communities and to be a stabilizing influence in the life of so many who are supported and indeed rely upon the work that continues to happen here.

Jill Trafford, Trinity Centre Manager

REPORT FROM THE PRIEST IN CHARGE

Since I was licensed on March 11th 2024, and part way through 2024, this is a summary report, headlining my observations arriving in the Team Parish of Louth, principal actions taken in the period, March to December and looking forward into 2025 and beyond.

Reflecting on the Team Parish of Louth through Three Themes

At the Annual Parochial Church Meeting in 2024, we adopted the themes: **seeking excellence**, **being prophetic** and **enabling pilgrimage**. The intention behind the themes was to give some direction to our thinking and actions under the heading, **Pilgrims in the Way**. We used this graphic to help summarise these themes as we sought to work to the best of our abilities, to discern the call of God and in recognition we are a pilgrim church led by the Holy Spirit.



Reflecting on Arriving in the Team Parish

It is important to stress the warmth of welcome experienced when Chris and I moved to Louth. We greatly appreciate the hospitality and the generosity of people around the Team Parish. Thank you. The warmth of the welcome has been a support in highlighting a number of challenges in the Team Parish, some of them historic and in particular concerning Safeguarding. These challenges are addressed elsewhere in this report, so I will not dwell on them. However, I do want to pay tribute to colleagues amongst the staff team and to those giving their time freely in 'seeking excellence', and sometimes learning new lessons and thinking and acting differently.

Some Actions Taken

We've considered carefully a number of aspects of Team Parish life in the year, including how we are preparing for mission and ministry and its development. This has included reviewing our Safeguarding practises and administration, the beginnings of the refreshing of our employment practises and the development of new projects. Some of this has been difficult and I am grateful to those who've worked so positively as we've sought to discern God's calling and the right and prudent actions to be taken in planning for the future.

Looking to the Future

It's been genuinely exciting and encouraging to see the work of the Trinity Centre develop. It's important the staff team based there are encouraged and supported and that their work is recognised and affirmed across the Team Parish, especially as we develop our 'estate'. Throughout the second half of the year we began to reflect

on the development of our estate of properties. In this we began planning, anticipating work that would be begun in 2025. This work, at the heart of our mission and ministry has to focus on supporting the wonderful work maintaining a vibrant presence in Welton, in South Elkington and in Stewton, but also in working collaboratively across the town of Louth in a common commitment, through which we use and develop our rich resources.

A Commitment to Collaboration and Team Working

Personally, I've always chosen to work in collaborative environments, in teams. As Christians we talk endlessly about lessons from scripture about the Church using a range of metaphors that are all about our being in this together as 'the body of Christ'. Yet I've also repeatedly experienced individual Christians, churches and (perish the thought), clergy, giving up on team working and collaboration for their own reasons. Looking to the future and learning lessons from the past, I'd like us to re-commit to collaboration – to working as a team – as we journey as Pilgrims in the Way. I hope you will join me in this re-commitment.

Rev Mike Croft
Priest-in-Charge

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF LOUTH

Reference and administrative information

This is the annual report for the activities of The Parochial Church Council for the Parish of Louth (the 'PCC') for the year from 1st January to 31st December 2024.

The churches and chapels in the parish are:

- The Parish Church of All Saints, South Elkington
- The Parish Church of St. Andrew, Stewton
- The Parish Church of Louth St. James, Westgate, Louth
- The Parish Church of St. Martin, Welton-le-Wold
- The Parish Church of St. Michael, Church Street, Louth
- Trinity Centre, Eastgate, Louth (incorporating the Chapel of Holy Trinity, Louth)

The address for official correspondence for the PCC is: c/o The Deanery Office, 6 Upgate, Louth LN11 9ET.

The bankers to the PCC are: Lloyds Bank, Mercer Row, Louth.

The following people have been members of the PCC during the period being reported:

Licensed clergy: The Reverend Mike Croft (**Chair**)
 The Reverend Robert Mansfield (PTO)
 The Reverend Karen Gooding
 The Reverend Keith Dally (PTO)

Readers: Dr Paul Hill
 Mrs Sue Smith

Churchwardens:	Mr Charles Dobson Mrs Dorothy Mansfield Mr Tony Doherty Mrs Lesley Lewis Mrs Jane Fletcher Mrs Sue Smith Mr Mike Angus Mrs Rebekah Stubbs Mrs Sylvia White
Deanery Synod:	Mr Mike Crosby (Treasurer and Lay Vice-chair) (St. James) Mr Tony Doherty (South Elkington) Mr Peter Taylor (Welton le Wold) Dr Paul Hill (St. James) Mr Malcolm Locking (Stewton) Mrs Sue Smith (St. James)
Elected Members:	Mrs Jill Day (South Elkington) Mr Peter Taylor (Welton le Wold) Mr Fred Popoff (St. James) Miss Julie Markham (St James) Mr James Carrier (Stewton)
Co-opted:	Mrs Jennifer Goodwin (Secretary)

In the normal course of events the day-to-day activities of the PCC are delegated to the appropriate Churchwardens, DCCs or PCC officers who work alongside the various members of the Ministry Team serving the parish.

Structure, governance and management

The Parochial Church Council of the Parish of Louth is a corporate body established in law as part of the Church of England. The PCC operates under the legal powers and provisions of the Parochial Church Council Powers Measure² and the Church Representation Rules.³ The PCC exceeds the limits for exception from registering with the Charity Commission, and is therefore registered under the name of 'The Parochial Church Council of the Ecclesiastical Parish of Louth' (Charity No. 1132658). The geographical parish which the PCC of the Parish of Louth serves is coterminous with that which is served by the Parish of Louth Team Ministry, which was established by a Scheme made under the Pastoral Measure 1968 in 1974.

The appointment of PCC members is governed by and set out in the Church Representation Rules, under which a scheme has been drawn up for the representation of five districts within the parish. In line with these provisions, membership of the PCC is provided for as follows:

² <http://www.legislation.gov.uk/ukcm/Eliz2/4-5/3/contents>

³ <https://www.churchofengland.org/about-us/structure/churchlawlegis/church-representation-rules/church-representation-ruleshttps://www.churchofengland.org/about-us/structure/churchlawlegis/church-representation-rules/church-representation-rules-online.aspxonline.aspx>

Ex officio members of the PCC:

All ordained and lay ministers licensed within the parish

2 Churchwardens for each of the 5 districts within the Parish

Representatives to Deanery Synod (the maximum number is decided by Diocesan Synod and is based upon each district being represented by the number of representatives relative to their electoral roll as if they were individual parishes).

Any member of Diocesan Synod or the General Synod entitled to be a member

Elected members of the PCC:

One member per hundred electors (or part thereof) within each district

Co-opted members of the PCC:

The PCC is entitled to co-opt additional members up to one fifth of the number of elected members.

On appointment/election, members of the PCC are informed of their status as charity trustees and the broad remit of their responsibilities both under church and charity law and must sign the appropriate fit and proper persons declarations. PCC members are informed, via the PCC Secretary, of training opportunities provided by the diocese. As is legally required, the PCC has a Standing Committee that comprises the Priest-in-Charge, two Church Wardens (elected by, and from among, the churchwardens), the lay vice-chair of the PCC, the secretary of the PCC, the treasurer of the PCC, and three ordinary members of the PCC (elected by the PCC). The Standing Committee has the power to transact business on behalf of the PCC between its meetings. In addition to the Standing Committee the following groups have powers delegated to them as described:

District Church Councils for each of the five parish churches have powers delegated under a scheme established in 1995 and are responsible, through their Churchwardens and PCC representatives, to the PCC for the life of the church in the districts for which they are responsible. Their activities are outlined in the individual reports for each District that are attached as annexes to this report.

Trinity Centre Sub-committee, established by resolution of the PCC in 2011, which is responsible for the maintenance of the building and provision of ecclesiastical services in Trinity Centre that were formerly the responsibility of the Holy Trinity District Church Council. It also manages the separate funds of the various community outreach programmes.

PCC Report 2024

The PCC met four times in 2024. Areas covered included:

- Regular finance reports;
- Regular safeguarding reports;
- Reverend Mike Croft welcomed as Priest-in-charge. Priest's Reports from Mike have kept the PCC informed of his proposals for the ongoing sustainable development of the Team Parish and its mission. An Operations Group was formed;
- Reverend Karen Gooding returned to work as Team Vicar;
- St Michael's Church House: Progress reported on the lease for Button's Nursery;
- Alan Smith, Master of Choristers at St James' resigned to take up a teaching role in London as from August 2024. Two attempts we made to secure an interim Director of Music, without success. In consequence, Rosemary Field agreed to play and lead the choir at the Sunday evening service for one Sunday per month

and a rota of organists was secured for the Sunday morning service. In October, Lisa Taylor agreed to take on the role of organist, mainly playing for Sunday morning services;

- St Michael's Church: In 2023 the PCC had voted to initiate the closure procedure, and the Diocese was made aware of this.. Meanwhile Father Terry Steele was allowed one year to take steps to revitalise the church and to raise funds to cover maintenance and other costs. Progress was reported during 2024 and there were some new members, though funding was still low. Conversations with the Orthodox Church continued, with a view to possible shared use of the building;
- In December 2024, a fall of masonry at St Michael's led to the church being closed until further notice.

Jennifer Goodwin, PCC Secretary

PERMISSION TO ADMINISTER AT THE COMMUNION

The following have been given permission by the Bishop of Lincoln to administer at the Communion:

Jane Fletcher, Robert Haynes, Matthew Oakes, Dorothy Mansfield, Jane Rushby, Adrian Sales, Julie Markham, Lesley Lewis, Mark Hunkin.

All of these run from the 19th November 2023 to the 18th November 2028.

SAFEGUARDING REPORT

The Team Parish of Louth has adopted the safeguarding policies and procedures of the Church of England. This means that we are committed to:

- The safeguarding of all children, young people and vulnerable adults in our Parish.
- Carefully selecting paid and voluntary staff who might come into contact with children or vulnerable adults, using the Disclosure and Barring Service (DBS).
- Responding without delay to any concerns made which could suggest that a child or young person or vulnerable adult may have been harmed physically, psychologically, sexually, financially, or by radicalisation, and/or exploitation.
- Cooperating fully with the police, local authority and all other professional statutory bodies should an investigation be required.
- Ministering appropriately to any child, young person or vulnerable adult, who has experienced abuse of any kind.
- Ensuring that any child, young person and vulnerable adult is protected within our parish and offered our support and pastoral care to those in need.
- Our safeguarding practices are audited by the Safeguarding Team in Lincoln.

The Church of England has a dedicated National Safeguarding Team, NST, who are working to increase the capacity and expertise of parishes, dioceses and other Church of England institutions to respond to safeguarding concerns and support victims and survivors. The diocese has a similar team and their contact details are displayed in all of our church buildings together with the contact details for the Parish Safeguarding Officer.

The Parish Safeguarding Officer (PSO), Lay Vice Chair and Incumbent have reviewed the PCC's compliance with its duty under Section 5 of the Safeguarding and Clergy Discipline Measure 2016 (duty to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults). Our conclusion is that we did not fully comply with the duty in 2024. Good progress has been made in ensuring most PCC members and all staff are fully up to date with their DBS checks and required training. In addition, some volunteers have now received DBS checks as appropriate and have undertaken basic and foundation safeguarding training. Work will continue in 2025 to ensure that all staff and volunteers across the parish have appropriate DBS checks and safeguarding training.

In 2024 The Makin Review was published. This was an independent review into the Church of England's handling of allegations of abuse. The report made various recommendations on the prompt and full investigation of such allegations. During 2024 there were no reported safeguarding cases in the parish which involved children, young people or vulnerable adults. However, serious concerns were raised with the Diocese about previous practices and record keeping of children and adult choristers attending choir practices and services at St James. This has resulted in the development of a detailed safeguarding policy covering membership and leadership of the choir and record keeping of those attending.

Jane Crosby, Parish Safeguarding Officer

FINANCIAL REVIEW

The PCC is responsible for all the income, expenditure and reserves across the parish. The Parish Treasurer manages those expenses that are parish-wide in nature and centrally held investments. The individual DCCs and Trinity Centre manage their income and expenditure on a day to day basis.

Accounts are prepared in line with the Church Accounting Regulations 2006 and the Charities Act 2011. The accounts of each District are presented and adopted at the Annual District Meeting and consolidated with the accounts relating solely to the PCC and presented to the Annual Parochial Church Meeting.

In 2024 the PCC reported a significant increase in total income compared to 2023. Increases were reported in grants, donations and appeals, fund raising and income from investments. A reduction in Gift Aid donations was to an extent offset by an increase in collections. The reported income in 2024 excludes some deferred income received as prepayments for 2025.

Total expenditure in 2024 was significantly lower than in 2023. The main increases in expenditure compared with 2023 were fundraising costs and other resources expended. The main decreases were missionary and charitable giving, church running expenses, church hall running costs, church hall repairs, staff costs and community and parish projects. The reduction in church and church hall running expenses were mainly explained by reduced utility costs, churchyard upkeep and church hall repairs.

The parish reported net income of £265k (before investment gains) in 2024, but against the backdrop of no major church repairs and a number of staff posts unfilled.

The reserves and investment policies are kept under regular review:

Reserves Policy: The PCC holds reserves to cover peaks and troughs in income and expenditure, to protect against uncertainties in future income and to deliver future charitable activities. The Parish Treasurer reviews reserves with DCC Treasurers to ensure adequate cover for planned activities and to identify future risks for the PCC.

Investment Policy: The PCC holds investments mainly through The Central Board of Finance (CBF) Church of England Funds managed by CCLA Investment Management Limited, deposit accounts including The CBF Church of England Deposit Fund and UK banks, and current accounts with UK banks. The investment funds provide a vital source of dividend income to support the work of the parish. The Parish Treasurer reviews the detail of the investments with DCC Treasurers and confirms the institutions and investments acceptable to the PCC for any investments.

Funds held as custodian trustees on behalf of others

Trinity Centre undertakes a number of activities that serve the wider mission of the Church to the local community. The assets of these various projects are held by Trinity Centre. Each project is accounted for as a separate fund within the Trinity Centre accounts.

Mike Crosby, Parish Treasurer

THE DEANERY SYNOD OF THE DEANERY OF LOUTHESK

The synod considered proposals made by the diocese to amalgamate four existing deaneries into one deanery for East Lindsey. The synod expressed a wish as part of the consultation exercise to remain separate.

The Bishop of Grimsby's proposal to appoint a third stipendiary minister in the deanery / Local Mission Partnership (LMP) was considered by synod with initial discussion on how the deanery should develop and priorities for the appointment. Father Terry Steele confirmed a Greater Chapter consisting of priests, retired clergy, readers, and ALMs had been constituted and the views of Synod would be fed back to it, then circulated and finally sent to the Bishop of Grimsby. The Louth representatives on the synod reminded colleagues that the approach taken by the diocese and deanery at the time of Rev Mike Croft's recruitment recognised the benefice of Louth as the hub of the LMP with a plan to locate three FTE clergy there on a Minister model.

Other topics discussed at synod included Safeguarding, progress on Time To Change Together (TTCT), Focal Ministry, and the work of Anna Chaplains.

Mike Crosby, St. James' Deanery Synod representative

ELECTORAL ROLL REPORT

I declare that, following the Annual Revision, the total numbers on the individual Rolls are:

	2024	2023
St James, Louth	112	101
All Saints, South Elkington	39	36
St Andrew, Stewton	34	35
St Martin, Welton-le-Wold	17	17
Team Parish Combined.	207	189

My thanks to the individual DCC Deputy Electoral Roll Officers for their help and support.

Revd Keith Dally, Interim Parish Electoral Roll Officer

LOUTH PAROCHIAL CHURCH COUNCIL

Financial Statements

Year ended 31 December 2024

LOUTH PAROCHIAL CHURCH COUNCIL

Contents of the Financial Statements for the year ended 31 December 2024

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LOUTH PAROCHIAL CHURCH COUNCIL

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

	Note	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
INCOMING RESOURCES						
Voluntary Income	2a	425,885	53,766	-	479,651	328,074
Activities for generating Funds	2b	36,471	503	-	36,974	29,065
Income from Investments	2c	41,522	4,105	-	45,627	38,945
Income from church activities	2d	103,099	1,374	-	104,473	104,684
Other Incoming resources	2e	8,455	-	-	8,455	15,922
Sale of fixed assets	2f	-	-	-	-	-
TOTAL INCOMING RESOURCES		615,432	59,748	-	675,180	516,690
RESOURCES EXPENDED						
Church Activities	3a	330,705	39,517	-	370,222	457,405
Fund Raising Costs	3b	10,715	-	-	10,715	5,367
Governance	3c	2,101	-	-	2,101	2,514
Other Resources expended	3d	18,978	8,016	-	26,994	21,536
TOTAL RESOURCES EXPENDED		362,499	47,533	-	410,032	486,822
NET INCOMING RESOURCES BEFORE OTHER RECOGNISED GAINS AND LOSSES		252,933	12,215	-	265,148	29,868
NET (LOSS)/GAIN ON INVESTMENTS		9,622	6,080	656	16,358	47,307
NET INCOMING RESOURCES		262,555	18,295	656	281,506	77,175
TRANSFER BETWEEN FUNDS		-	-	-	-	-
NET MOVEMENT IN FUNDS		262,555	18,295	656	281,506	77,175
BALANCES B/FWD 1 JANUARY 2024	8, 9, 10	726,985	279,472	32,571	1,039,028	961,853
BALANCES C/F 31 DECEMBER 2024	8, 9, 10	989,540	297,767	33,227	1,320,534	1,039,028

LOUTH PAROCHIAL CHURCH COUNCIL

BALANCE SHEET AT 31 DECEMBER 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible	5a	36,513	4,234
Investments	5b	684,242	654,182
		720,755	658,416
CURRENT ASSETS			
Debtors	6	1,245	385
Short Term Deposits		87,551	118,690
Cash at bank and in hand		580,289	410,393
		669,085	529,468
LIABILITIES			
Creditors - due in one year	7	5,968	9,009
Deferred income	7	63,338	139,847
		69,306	148,856
NET CURRENT ASSETS/LIABILITIES		599,779	380,612
Total Assets less current Liabilities		1,320,534	1,039,028
Creditors - due after one year		-	-
TOTAL NET ASSETS		1,320,534	1,039,028
PARISH FUNDS			
Unrestricted	8, 9 & 10	989,540	726,985
Restricted	8, 9 & 10	297,767	279,472
Endowment	8, 9 & 10	33,227	32,571
		1,320,534	1,039,028

Signed on behalf of the board of trustees by:

MCroft

08 May 2025

.....

.....

Mike Croft - Chair

Date

Jennifer Goodwin

08 May 2025

.....

.....

Jennifer Goodwin - Secretary

Date

LOUTH PAROCHIAL CHURCH COUNCIL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1 ACCOUNTING POLICIES

BASIS OF PREPERATION

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Church Accounting Regulations 2006.

Louth Parochial Church Council meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 any restatement of the comparative items was required.

INCOMING RESOURCES

Income is recognised when the chairity has entitelment to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be recevied and the amount can be measured reliably.

RESOURCES EXPENDED

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, if it is probable that the settlemmt will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

Cost of fundraising - Comprises the costs associated with the fund raising activities held by the charity

Expenditure on charitable activities - includes the costs of church activies undertaken to further the purpose of the charity and associated support and running costs.

Other expenditure represents those items not falling into any other catergy.

ASSETS

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by Section 10(2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Investments

Investments quoted on a recognised stock exchange or whose value derives from them are valued at market value at the year end. Other investment assets are included at the PCC's best estimate of market value.

Movement in value of investments measured at fair or market value is taken through the statement of fianncial activites.

Short term deposits

These are the cash held on deposit either with the CCLA or at the bank.

LOUTH PAROCHIAL CHURCH COUNCIL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

FUNDS

Unrestricted Funds

These represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use or for spending on a future project and which are therefore not included in its 'free reserves' as disclosed in the trustees' report.

Restricted Funds

These are income funds that must be spent on restricted purposes and details of the funds and restrictions provided are shown in the notes to the accounts.

Endowment Funds

These are restricted funds that must be retained as trust capital either permanently or subject to a discretionary power to spend capital as income, and where the use of any income or benefit derived from the capital may be restricted or unrestricted. Full details of all their restrictions are shown in the notes to the accounts.

2 INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total 2024 £	Total 2023 £
2(a) Voluntary Income					
Planned Giving:					
Gift Aid Donations	29,664	161	-	29,825	34,194
Tax Recoverable	12,064	-	-	12,064	9,149
Other	1,750	-	-	1,750	1,238
Collections (open plate)	17,642	-	-	17,642	14,791
Grants	333,255	21,263	-	354,518	229,085
Donations, appeals, etc.	31,110	32,342	-	63,452	35,286
Legacies	400	-	-	400	4,331
	425,885	53,766	-	479,651	328,074
2(b) Activities for generating Funds					
Fund raising	36,471	503	-	36,974	29,065
	36,471	503	-	36,974	29,065
2 (c) Income from Investments					
Dividends and Interest including tax recoverable	20,827	4,105	-	24,932	22,064
Rent from land & buildings	20,695	-	-	20,695	16,881
	41,522	4,105	-	45,627	38,945
2(d) Income from church activities					
Church and Church Hall Lettings	87,216	1	-	87,217	91,553
Fees for weddings and funerals	15,833	-	-	15,833	11,512
Parish Magazine sales and advertising	-	-	-	-	17
Trinity Activities	50	1,373	-	1,423	1,602
	103,099	1,374	-	104,473	104,684
2(e) Other Incoming resources	8,455	-	-	8,455	15,922
2(f) Sale of fixed assets	-	-	-	-	-
Total Incoming resources	615,432	59,748	-	675,180	516,690

LOUTH PAROCHIAL CHURCH COUNCIL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

3 RESOURCES EXPENDED	Unrestricted Funds	Restricted Funds	Endowment Funds	Total 2024	Total 2023
3(a) Church Activities					
Missionary and Charitable Giving	2,003	161	-	2,164	5,678
Ministry: Diocesan Parish Share	57,000	-	-	57,000	55,000
Ministry Costs	1,367	-	-	1,367	2,809
Church Running expenses	41,671	5,000	-	46,671	65,414
Church Maintenance	11,780	16,263	-	28,043	31,405
Upkeep of services	865	654	-	1,519	4,841
Depreciation/equipment	1,475	-	-	1,475	794
Church Yard Up keep	1,670	-	-	1,670	6,341
Church Hall Running Costs	34,205	-	-	34,205	49,076
Major Repairs Hall	-	-	-	-	4,553
Bank Charges	599	-	-	599	629
Staff Costs	168,514	7,605	-	176,119	199,495
Community and Parish Project	9,556	9,834	-	19,390	31,370
	330,705	39,517	-	370,222	457,405
3(b) Fund Raising Costs					
Coffee Morning Costs/refreshments	5,679	-	-	5,679	5,342
Other fund raising costs	5,036	-	-	5,036	25
	10,715	-	-	10,715	5,367
3(c) Governance	2,101	-	-	2,101	2,514
3(d) Other Resources expended	18,978	8,016	-	26,994	21,536
Total Resources expended	362,499	47,533	-	410,032	486,822
4 STAFF COSTS	2024	2023			
	£	£			
4(a) Wages and salaries	176,119	199,495			

During the year the PCC employed or paid vergers, a Community Centre Manager, Administrator, Caretaker/Cleaner, Community Connectors, Lead Community Connector, Sessional Workers, Master of Choristers

4(b) RELATED PARTIES

No payments or expenses were paid to PCC members in their capacity as trustees.

LOUTH PAROCHIAL CHURCH COUNCIL

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

5 FIXED ASSETS

5(a) Tangible		Church Equipment £	Church Halls	Total
Actual Cost/NBV	At 1 January 2024	79	4,155	4,234
	Net Disposals/ Additions	32,291	-	32,291
	less depreciation	(12)	-	(12)
	At 31 December 2024	32,358	4,155	36,513

The addition was the external floodlight system fitted to St. James' Church.

5(b) Investments

The majority of Investments are held in the CBF Church of England Investment Fund. The market value at 31 December 2024 was £684,242 (2023 £654,182) which represents investments for:

	£
Unrestricted Funds	465,251
Restricted Funds	185,764
Endowment Funds	33,227
	<u>684,242</u>

6 CURRENT ASSETS

Debtors (Unrestricted funds)	1,245
	<u>1,245</u>

7 LIABILITIES

Liabilities	5,968
Deferred income	63,338
	<u>69,306</u>

8 FUNDS

The restricted funds are funds gifted to specific churches / Trinity Centre, or grants received for restricted purposes.

The summary records the closing balances for each church, Trinity Centre, and balances held centrally as parish funds:

	Unrestricted £	Restricted £	Endowment £	Total 2024 £
St James'	66,726	129,071	30,591	226,388
St Michael's	4,209	400	-	4,609
South Elkington	59,520	5	-	59,525
Holy Trinity	13,029	96,178	-	109,207
Trinity Centre	383,169	27,184	-	410,353
St Andrew's, Stewton	19,989	36,170	-	56,159
St Martin's, Welton le Wold	12,567	7,324	-	19,891
Parish	430,331	1,435	2,636	434,402
Balance 31 December 2024	<u>989,540</u>	<u>297,767</u>	<u>33,227</u>	<u>1,320,534</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

9 SUMMARY OF FUND MOVEMENTS

	Unrestricted	Restricted	Endowment	2024
	£	£	£	£
Balance 1 January 2024	726,985	279,472	32,571	1,039,028
Incoming resources	615,432	59,748	-	675,180
Resources expended	- 362,499	- 47,533	- -	410,032
Investment gains	9,622	6,080	656	16,358
Transfer between funds	-	-	-	-
Balance 31 December 2024	989,540	297,767	33,227	1,320,534

10 ANALYSIS OF ASSETS BY FUND

	Unrestricted	Restricted	Endowment	Total 2024
	£	£	£	£
Tangible Fixed Assets	421	36,092	-	36,513
Investment Fixed Assets	465,251	185,764	33,227	684,242
Current Assets	586,179	82,906	-	669,085
Liabilities:				-
due in one year	- 62,311	- 6,995	- -	69,306
due after one year	-	-	-	-
	989,540	297,767	33,227	1,320,534

INDEPENDENT ACCOUNTANTS REPORT TO LOUTH PAROCHIAL CHURCH COUNCIL

We report on the accounts of the council for the year ended 31st December 2024 which are set out on pages 1 to 7.

Respective responsibilities of the council and examiner

The charity's trustees are responsible for the preparation of the accounts.

The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 ("the Charities Act") and that an independent examination is needed.

It is our responsibility to:

- i. examine the accounts under section 145 of the Charities Act;
- ii. to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5) (b) of the Charities Act; and
- iii to state whether particular matters have come to our attention

Basis of independent examiner's report

Our 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 the Council 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 next statement.

Independent examiner's statement

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

(1) which gives us reasonable cause to believe that in any material respect the requirements:

- * to keep accounting records in accordance with section 130 of the Charities Act; and
- * to prepare accounts which accord with the accounting records and comply with the accounting requirements of the Charities Act

have not been met or

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



D Johnson

MAAT

Independent Examiner

Dexter & Sharpe (Louth)

Chartered Certified Accountants and Registered Auditors

1 Eastgate

LOUTH

Lincolnshire

LN11 9NB

Dated 27-May-25

INDEPENDENT ACCOUNTANTS REPORT TO LOUTH PAROCHIAL CHURCH COUNCIL

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



D Johnson

MAAT

Independent Examiner

Dexter & Sharpe (Louth)

Chartered Certified Accountants and Registered Auditors

1 Eastgate

LOUTH

Lincolnshire

LN11 9NB

Dated 27-May-25