

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS, NETTLEHAM

England & Wales - Charity number 1187862

Details

Other names	NETTLEHAM PCC
Status	Registered
Legal form	Other
Registered	2020-02-11
Register	View on the Charity Commission register

Contact

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Nettleham Community Hub
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Activities

Objects: PROMOTING IN THE ECCLESIASTICAL PARISH THE WHOLE MISSION OF THE CHURCH.

Activities: All the activities of church and PCC are intended to work towards the development of God's Kingdom in the Parish of Nettleham in Lincolnshire.

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services
- **What:** Religious Activities
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Lincolnshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£159,858	£111,038	-	-
2023-12-31	£93,546	£110,804	-	-
2022-12-31	£100,700	£99,461	-	-
2021-12-31	£104,245	£107,033	-	-
2020-12-31	£101,974	£95,050	-	-

Trustees

Name	Role	Appointed
Rev MICHELLE DAWN WEBB	Chair	2023-06-08
ANDREW CLAYSON LEWIS		2015-04-26
Cedric Hanson		2019-03-24
John Dent		2019-03-24
John Terry Little		2025-05-21
Lucille Luton		2024-05-26
Monica Wooster		2023-05-24
Myfanwy Denton		2023-05-24
Nigel West		2013-11-19
Pamela Gainey		2024-05-26
Pauline Allcock		2021-05-19
Russell Coulter		2017-04-02
Sarah Subden		2015-04-26
Simon Hardy		2019-03-24

Accounts

Trustees' annual return 2024

**The Parochial Church Council
of the ecclesiastical parish
of All Saints, Nettleham**

Charity Number: 1187862

Financial year end: 31 December 2024

ALL SAINTS NETTLEHAM PAROCHIAL CHURCH COUNCIL (PCC) REPORT 2024

The role of the PCC is governed by law (the Parochial Church Councils (Powers) Measure 1956 as amended) and the Church Representation Rules. Its principal function, with the Priest-in-Church, is “promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical”. The PCC members are charitable trustees and so the provisions of charity law apply to their corporate responsibilities, financial management and decision-making.

The PCC’s vision is to *‘engage with all, flourish in faith and grow God’s Kingdom’*.

The trustees who served during 2024 are as follows:

Pauline Allcock	Lay Member (elected May 2024)
Sally Bradley	Lay Member (resigned May 2024)
Lynne Combes	Churchwarden (resigned May 2024)
Russ Coulter	Deanery and Diocesan Synod representative, Safeguarding Officer
John Dent	Churchwarden (elected May 2024)
Myfanwy Denton	Lay Member
Pam Gainey	Lay Member (elected May 2024)
Cedric Hanson	Lay Member
Simon Hardy	Deanery Synod representative, Treasurer
Andy Lewis	Churchwarden
Sally Lidbury	Lay Member (resigned October 2024)
Lucille Luton	Lay Member (elected May 2024)
Revd Judy Shaw	Associate Priest
Michael Smalley	Lay Member and Vice Chair (resigned May 2024)
Sarah Subden	Deanery Synod representative
Revd Michelle Webb	Priest-in-Charge and Chair
Nigel West	Lay Member
Monica Wooster	Lay Member

The PCC is required to meet at least four times a year. In 2024, the PCC held seven meetings. As required, the PCC has a Standing Committee whose role and composition are laid out in the Church Representation Rules. There is also a Finance Sub-Committee and Community Lottery Sub-Committee for which there are terms of reference.

PCC trustees receive regular safeguarding training and DBS checks, as well as completing annual Fit and Proper Person declarations and pecuniary interest forms. They declare an interest and withdraw from any items in which they have a conflict of interest. They have, during the year, undergone a series of PCC training sessions through CPAS ‘PCC Tonight’, prompting discussion and actions. They were also given an induction session with the Church of England Trustee booklet. For 2025, a series of PCC vision mornings has been planned to allow longer discussion around vision and strategy.

The PCC has looked at how its vision is being achieved and received regular reports from Church officers.

In terms of 'engaging with all', there has been contact with the village through much work in both schools, Tennyson Wharf care home, Scouts and Guides, and the many flourishing church groups offering outreach. Festival services and life events have also provided opportunities to connect with the community. A series of concerts has welcomed many from the community and beyond. Involvement with the community had taken place at the Nettleham Carnival, Open Churches and Carols on the Green. A prayer calendar had been established, praying for each street and sharing this with the community. Holiday bag projects have been organised for the summer and Easter, as well as a Park Outreach. Nettleham Matters and social media have been a useful means of communication.

As far as 'flourishing in faith' is concerned, several courses have been on offer: Lent and Advent courses; a prayer course over the summer for those who wished to be involved in prayer ministry; Chalice Assistant training has also taken place. Three House Groups met on a regular basis. Thy Kingdom Come resources were shared. Bishop Stephen presided at an LMP Ascension Service. Open the Book assemblies have gone from strength to strength and Friday morning reflection and prayers takes place with staff at the Junior School. There was also a new Year 3 Welcome Service at All Saints. Young people encouraged each other in faith as they explored the churchyard project, culminating in a remarkable piece of research.

In 'growing God's kingdom', ministries are being discerned, and new ALMs have undertaken the 'To Love and Serve the Lord' course. Five ALMs completed the pastoral visiting module and four undertook the worship leading module. A faculty was completed for the church to be re-ordered to provide additional space following consultation with the congregation. Confirmations have taken place. An exciting new venture has been the participation in the Ministry Experience Scheme, welcoming and benefitting from Mark Atkinson who chose All Saints as his placement church. Jenny Hunt, as a contextually placed ordinand, has been another very welcome addition. Natasha Rose was nominated for reader training. Revd Judy successfully applied to be a bank chaplain at the United Lincolnshire Hospital Trust. The church is taking part in a pilot for Cornerstone, which provides data analysis for parishes.

A number of policies and procedures have been agreed and reviewed during the year, including a PCC Code of Conduct. Foundation governors have been appointed to Nettleham CE VA Junior School. The Prayers of Love and Faith were shared with the PCC. Work has gone on across the Local Mission Partnership and with the local Methodist and Threshold churches.

The PCC has received and acted upon financial reports and done significant work to put together bids for the Tower repair. It also decided upon new offices in the Nettleham Community Hub. The PCC have discussed churchyard matters and had a tour of the churchyard. They have been involved in the preliminary work to appoint a deanery administrator, and some officers have received training on the iKnow Church software package.

REVIEW OF THE YEAR

At the Annual Parish Meeting on 26th May 2024, John Dent and Andy Lewis were elected to serve as Churchwardens of All Saints Nettleham. We offer our heartfelt and grateful thanks to Lynne Combes who, after many years of faithful service to All Saints, retired from her Churchwarden duties at this meeting. We wish her well in her 'retirement' and look forward to her continued presence in church, both as a choir member and a keen supporter of our community events.

Church attendance

- The improving trend in our usual Sunday attendances noted in last year's TAR has continued, with an average of 86 people attending All Saints on Sundays in 2024. This represents a 6% increase on the 2023 figure of 81 and is approaching our pre-COVID average of 88 in 2019. Our monthly All Age Sunday Eucharists have comparable attendances to the 'normal' Sunday Eucharists but attract 3 times more youngsters, which is most welcome!
- More than 60 adults and children come to our Ducklings services each week, while we are seeing encouraging numbers of attendees (both young and old) at our 6pm Sunday services (6-Healing, 6-Youth and 6-Praise) and our Monday afternoon Families initiative. Both our Christingle and Nativity Crib services at Christmas were well attended.

People in the Church

- Our grateful thanks go to our Ministry Team, led by Revd Michelle, ably supported by Revd Judy, Revd Thomas, Bishop Nigel and Lucille, our Reader. Their contribution to our Christian life is so very much appreciated.
- We have also been blessed by our Ministry trainees, Yola Middleton, our ordinand in training, Jenny Hunt, our contextual ordinand, Natasha Rose, our Reader trainee and Mark Atkinson, our Ministry Experience Scheme student. We wish them well in their continuing journey of discernment and service.
- Our team of Authorised Lay Ministers has expanded during the year, as new members have been licensed. Our thanks go to all the team for their efforts, both in assisting with leading worship and their work on the Pastoral Care team.
- We are very grateful to all our team of Sidespersons and Vergers for their service of welcome and support during the year. Meetings have been held with several team members and potential team members to share experiences and look for opportunities to improve our offerings in this area.
- A new Guidance Document outlining our practice for handling collections at funerals and memorial services was approved and issued by the PCC in March.
- Our thanks also go to Martin Farmer, our Sacristan, together with all our readers, intercessors and helpers who do so many of the little (but essential) jobs behind the scenes to keep our church running.
- Work is gathering momentum towards the appointment of a Local Mission Partnership (LMP) Administrator, which we hope will take place early in 2025. In the meantime, we are truly thankful for the administrative efforts being made by Revd Michelle to 'keep the ship afloat'.
- We were very pleased to welcome Stephen, Bishop of Lincoln, to All Saints to preside at the Lawres LMP Ascension Day service. Our thanks also go to Bishop Nigel, who led our Corpus Christi service at the end of May, while Bishop David visited us in October, to lead the welcome service for the Ministry Experience Scheme students.

Fabric & Facilities – Church

- Significant resource and effort have been directed towards the ongoing problems with the tower roof. As noted in last year's TAR, a temporary repair was carried out in March. Although some measure of improvement was seen, water continued to enter the ringing room during periods of heavy rain. More significantly, the contractors expressed serious concerns about the dangerous condition of the roof gutter, due to rot and decay of the timber boarding and supporting structures and instructions were issued to prevent any access to the roof from inside the tower. This means that further remedial work is only possible using external scaffolding. Our church architect inspected the site in April and confirmed the need to ban internal access to the tower roof. He also reassured us that the condition of the tower does not present a risk to the continued use of the church building.

Our architect was instructed to prepare the necessary drawings and specifications for the roof repair, as well as the repair/refurbishment of faulty areas of high-level stonework on the tower. This increased scope of work addresses several action points raised in both our 2019 Quinquennial Inspection Report (QIR) and the latest QIR carried out in July 2024. As it is likely that the roof covering will be removed for around 8 weeks during the repair, the tower structure will be protected by a temporary roof over the scaffold, to allow works to continue regardless of weather conditions.

As it is more cost-effective to undertake as much remedial work as possible while we have scaffolding in place around the tower, we have also decided to regild the clock faces on the South and the East aspects of the tower and refurbish both clock mechanisms.

A survey carried out in August confirmed the presence of bats in the tower. The repair work needs to be carried out in 'warm' weather (amongst other things, to allow the lime mortar to set correctly). As this coincides with the time of highest bat activity, ecologists will need to be on site from time to time during the work and a licence will be needed to allow the repairs to go ahead.

Competitive quotes have been received for the work needed (a) to repair the church tower roof and high-level stonework and (b) regild/refurbish the clock dials/ mechanisms. With the inclusion of additional fees, contingency and VAT, the estimated total cost is over £300,000. Although the PCC has agreed to commit a significant amount of funds to the project, we will need external funding to meet the full cost and we have engaged a consultant to facilitate our applications for grants. With their expert assistance, we are preparing a submission for a National Lottery Heritage Fund (NLHF) grant (up to a limit of £250,000), with the expectation of attracting funding from additional (smaller) grant providers to make up the shortfall. We also intend to fundraise in the village, building on the successful campaign that we carried out in 2019 to fund the emergency repairs to the tower. As part of the evidence needed to support our NLHF application, we launched a survey asking the community to share their thoughts about the church, its heritage, and how it can best serve Nettleham, whilst honouring its role as a place of worship. We received over 140 replies and these are now being analysed to better inform our final submission.

A Faculty application has been made to the Diocese for permission to carry out the repair work. After several iterations to define the detailed scope of work, the Diocesan Advisory Committee (DAC) gave final approval in November and, following the statutory

consultation period, the application will be submitted to the Chancellor in Westminster in early January 2025.

The timeline for the project has extended into 2026, primarily due to the time involved in obtaining the necessary grants.

- The required improvements to our electrical system were successfully carried out in late January/early February, with the installation of 3 new distribution boards, associated rewiring and a general upgrading of facilities. A new 'Satisfactory' Electrical Installation Condition Report (EICR) was issued in February, with a recommendation for reassessment in 3 years' time (ie. 2027). This report, together with the test certification for the repaired lightning conductor (issued in 2023), was submitted to our insurers, who duly closed out the 'areas requiring urgent remedial action' noted in last year's TAR. In addition, all portable electrical equipment in the church has been PAT tested. No problems were reported.
- The gas boiler has given several problems during the year. At various times, we have needed to call in Vaillant, the boiler manufacturers, to replace several internal components such as the main PCB and in one instance, to replace the main fan, which had shorted out due to water ingress (believed to be caused by driving rain entering through the flue). All these repairs were carried out under warranty at no cost to All Saints. Following Vaillant's last visit/service in December, the boiler has been working satisfactorily. Our web-enabled Nest controller has given problems with its reliability and a less sophisticated manually-programmable controller has replaced it.
- Our very grateful thanks go particularly to Bishop Nigel and to Revd Michelle, who have prepared a scheme to reorder the North Aisle of the church. The proposal is to remove the choir stalls and supporting plinth, the two long kneelers and the bookcase to the left of the tower opening. Removal of the pulpit was also mooted, but following a consultation with our congregations, this item was dropped from the final Faculty proposal submitted to the DAC. In addition, the upright Bechstein piano previously housed in the North Aisle has been donated to Nettleham Junior School.
- Both the church organ and our grand piano were tuned before key events in the year. The DAC organs adviser inspected our organ at the end of November and, although the organ is in reasonable condition, some of the components and circuitry are getting near the end of their working life. A list of possible improvements has been provided and indicative prices will be obtained for PCC consideration in 2025.
- As part of the problem-solving associated with the malfunctioning Nest controller, we have upgraded the church Wi-Fi by installing a new 4G hotspot.
- The annual testing and maintenance of the roof burglar alarm system has not taken place this year. We expect it to take place in early 2025.
- Lindum Fire Services carried out the annual service & inspection of fire extinguishers in October. No problems were found.
- We were delighted to be gifted a TV stand in February, followed up with the most generous gift of a very wide screen TV in December, to assist with our more interactive services, such as Families.
- A doorbell has been purchased to hang on the main door to help people with mobility scooters and children's buggies to gain access to the church more easily when the heavy door is closed over.

- We greatly appreciate and acknowledge the work of 2 particular teams of helpers: (a) our team of cleaners who faithfully vacuum and 'spruce up' the church weekly and (b) our team of furniture movers, who do a great job of configuring and reconfiguring the church to accommodate our varied activities and events. We also thank all those who helped do a 'deeper' church clean in June and November. Our additional thanks go to Peter Broadley, David Baxter and their helpers, who put up and take down our Christmas stable.

Fabric & Facilities - Parish Centre (Office)

In the early part of 2024, we continued to flag up our concerns about the damp in Unit 2A with the managing agents, as we considered that the problem was still affecting our ability to use the premises to their maximum potential. However, we received notification in May that our landlords were proposing a 30% increase in ground rent (excluding VAT, service and utility charges), for another 3-year lease on the Unit from October 2024 onwards. This was deemed unacceptable and the search for alternative premises (as noted in last year's TAR) was stepped up.

Several options for a new Parish Office site were explored within the village. At the last minute, two rooms (Offices 19 & 20) became available in the Nettleham Community Hub at an 'all-in' rental which offered an approximate £9,000 per year saving vs the previous premises. The space allows us to accommodate a large percentage of our furniture, have space for PCC & other meetings and be able to offer a discreet space when privacy is required. An agreement was quickly reached and we moved into the Hub on 1 October.

As our lease on Unit 2A expired on 4 October, we had a busy few days clearing the old Parish Centre and moving to the new Parish Office. Most of our books were taken by a Christian bookseller based near Alford, while items of furniture that were not relocated to either the church, the Office or to members of our congregations were sold at the local auction held fortnightly at Reephham. The fire extinguishers from Unit 2A have been retained as spare items. Our grateful thanks go to all those who helped in the move.

The managing agents inspected Unit 2A after we vacated the premises and have provided a redecoration schedule which we will need to complete before they close out our lease agreement. The list has several discrepancies that we have queried with them and we await their response.

We have ended the VOIP contract for telephones and replaced it by an office mobile phone on a much cheaper tariff.

Our portable electrical equipment in the Parish Office was successfully PAT-tested in November as part of the Hub's own testing regime.

Health & Safety

- Five items were logged in the Accident Book in the church. Four of the items concerned trips and falls in the church during our Ducklings services. In each case, cold compresses were applied by our First Aid-trained team members and the child's accompanying adult was fully involved in caring for the child concerned. The other incident arose when a member of the Flower Arrangers team dropped her secateurs, which grazed her leg. She self-administered first aid and no further action was required.
- Redrafts/updates of our Health & Safety Policy and its supporting documents have been approved by the PCC together with an updated Lone Working Policy.

Mission and Diocesan initiatives

- All Saints has been identified as one of the highest energy-using/carbon-emitting churches in the Diocese. As such, we were selected to have a free energy audit and action plan, with the possibility of receiving match funding up to the value of £3,000 on any resulting decarbonising actions. The audit was carried out in October and we have received a very detailed report on its findings. Full analysis of this report and its implications for All Saints will take place in 2025.
- We have taken part in a pilot scheme for the Diocesan Cornerstone project, looking at the use of a guided, data-led development tool for parishes to encourage generosity and generous giving, using data submitted by the Statistics for Mission and other annual returns. Recommendations for further action are provided in the form of step-by-step pathways.
- Our thanks go to Revd Thomas and Kathleen Shepherd, who kindly prepared our Maundy Thursday meal, before our Eucharist, Stripping the Church and Watch in preparation for Good Friday. Our Harvest Supper, organized by Kath Ersser at Lincoln Rugby Club was equally well attended and enjoyed by those present. The Harvest Festival gifts from our schools and congregations were passed to the Lincoln Community Larder.

Community

- Our programme of Friday evening concerts proved successful and we are very grateful to Linda Booth and the Events team who make all the arrangements before, during and after each concert. We're pleased to report that John Dent successfully completed a training course and examination and is now our official Licensee. This was needed to satisfy the Licensing requirements for the number of events that we now organise annually.
- The annual West Lindsey Open Churches Festival was held on 18 and 19 May. We thank all the volunteers who set up and set down our stalls, served refreshments and ran our various activities over the two days.
- We are blessed by our 'Churches Together in Nettleham' work with the Methodist Church and Threshold in the village.
- Over 200 people attended the short commemoration service held in church after the parade on The Green on Remembrance Sunday afternoon.
- The Carols on the Green concert was well attended and raised just over £840, which will be split between the Salvation Army and the Lincoln Community Larder.
- In addition to the events noted above, we hosted a number of other social events during the year.

Safeguarding

Safer recruitment and people management is now a core component for all those involved in recruitment in the Church of England, including group leaders. Training materials are all available on national safeguarding training portal, including Modern Slavery and Awareness of Domestic Abuse.

Policies and documentation with a link to safeguarding have been updated/agreed during the year, including data protection, lone working, Parish Handbook, recruitment of ex-offenders, safeguarding and volunteer handbook. Where appropriate, the website has also been updated.

All Saints was selected to pilot access to a safeguarding hub application to manage key roles in the church community. This was subsequently extended to the diocese as a whole. All PCC members have received safeguarding training and their certification is on the safeguarding hub. Lists of group leaders and volunteers were approved by the PCC and added to the hub. Role descriptions for group leaders and roles such as sidespeople were being updated.

Against the difficult background of national safeguarding failures, All Saints has tried to ensure it maintains a healthy and safe culture. The Priest-in-Charge has made herself available to speak to anyone who has concerns.

The PCC spent some time recently on the National Standards and QA Framework. It discussed the strengths and areas for development in the church culture and determined some actions to take. Documents were approved to support victims and survivors of church-based abuse.

The PCC received a report on the Independent Safeguarding Audit of the Lincoln Diocesan Board of Finance, which was generally positive with some recommendations.

There have been no reported incidents in All Saints' parish and during the year the number of individuals in the local community who have been obliged to make formal arrangements to worship in churches in Nettleham has fallen to zero. This does not mean we should not all remain vigilant, as safeguarding people in church is everyone's responsibility.

Deanery Partnership (DP)

The West Lindsey Deanery Partnership includes the three Deaneries of Corringham, Lawres, and West Wold; all metamorphosing into Local Mission Partnerships. Revd Canon Steve Johnson is Dean and Steve Cartwright is Lay Co-Lead. There is a steering group comprising Rural Deans and Lay Chairs from the three LMPs. Two roles were identified, namely a Youth Enabler and Administrator, to be centrally funded for a limited period. The steering group took the decision to share the funds for the administrator post, with one third going to each LMP. Lawres is approaching selection of candidates for interview.

Discussions took place about "Focal" and "Oversight" ministry with a tight implementation timescale. Training for this was also discussed. "To Love and Serve the Lord" Authorised Lay Ministry training was to be delivered in LMPs. Training in the diocese was given on iKnow Church, which should help co-ordination across the DP and LMP. A digital learning platform has gone live and expected modules are children, mission and pastoral. Another

app “Cornerstone” provides tools for marketing (stewardship and fundraising) and members of the Standing Committee received training on it.

A consultation on super deaneries took place in November with a range of views expressed, particularly from rural and urban areas.

Local Mission Partnership (LMP)

LMPs were formally adopted at the Archdeacon Visitations and three vision days took place. All Saints Nettleham (with Riseholme) is part of Lawres LMP, which also includes Barlings & South Lawres (Revd Jess Bellshaw); Welton, Dunholme, & Scothern and Owmbly (Revd Lynne Hawkins); Revd Penny Green has oversight of Springline Parish and is Rural Dean for Lawres LMP following her retirement. Both Revd Lynne Hawkins and Revd Jess Bellshaw were licensed during 2024.

Our deanery synod representatives until 2026 are: Russ Coulter, Simon Hardy and Sarah Subden. They are ex-officio members of the PCC.

During the year, Lawres Chapter articulated roles for oversight ministry and focal ministry within the LMP. The LMP received a presentation on deanery partnerships by the DP Dean and Lay Co-Lead. Paul Ivens gave a presentation on the Welton Community Larder Food Bank.

The LMP is blessed with a significant number of non-stipendiary and retired priests with Permission to Officiate supplementing the paid clergy, along with many readers and Authorised Lay Ministers.

NETTLEHAM ALL SAINTS PCC

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

RECEIPTS AND PAYMENTS ACCOUNT

	General (unrestricted)	Restricted Fabric	Restricted Tower	Restricted FiSH	Restricted Community Lottery	Total 2024	Total 2023
Receipts							
Planned giving	34733	50	600	240		35623	35409
Collections at services	8462					8462	10248
All other voluntary receipts	69136	500	425	1009		71069	7938
Gift Aid recovered	9309	138	144	191		9782	11220
Grants		2812				2812	4000
Fundraising activities	8033		8558		1847	18438	11564
Income from investments	3267	3243				6510	7339
Retained fees	4739					4739	4265
Other incoming resources	2425					2425	1562
Totals	140102	6742	9727	1440	1847	159858	93546
Payments							
Cost of fundraising	239		4016		909	5164	793
Mission giving	1761			3870	4000	9631	3620
Covenant pledge (Parish share)	46040					46040	51480
Salary costs	0					0	6327
Clergy and staff expenses	324					324	234
Mission and evangelism	845					845	164
Church running expenses	12064	17051	8911			38026	36933
Church utility bills	7611					7611	9122
Costs of trading	3042					3042	384
Other payments	355					355	1747
Totals	72282	17051	12926	3870	4909	111038	110804

NETTLEHAM ALL SAINTS PCC

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

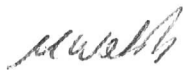
ASSETS AND LIABILITIES

	Notes	General	Designated	Restricted	Endowment	Total 2024	Total 2023
Fixed assets - Investments							
CCLA Inv. - CB3009144 - Kettlewell		0	0	0	2,682	2,682	2,622
CCLA Inv. - CB3009587 - Ch Land		0	0	0	91,729	91,729	50,994
Charifund - 0024005710 - Ch Land	1	0	0	0	0	0	37,961
		0	0	0	94,412	94,412	91,577
Current assets - Cash at bank and in hand							
NatWest Current a/c - 00830623		49,432	0	17,357	0	66,789	1,098
NatWest Current a/c - 53511565		0	0	931	0	931	0
NatWest Deposit a/c - 18318851		369	0	0	0	369	364
CCLA Deposit a/c - CB3028544	2	17,288	0	0	0	17,288	15,766
CCLA Deposit - Aistroppe - CB3028546	3	0	0	6,000	0	6,000	2,637
TSB Service Account - Kettlewell		0	0	0	0	0	931
Cash In Hand - Teas & Coffees		20	0	0	0	20	20
		67,007	0	24,388	0	91,397	20,816
Current assets - Investments							
CCLA Dep - CB3028545 - Gen Purpose	4	21,904	0	0	0	21,904	25,395
CCLA Dep - CB3028547 - Fabric Purpose	5	0	0	59,569	0	59,569	75,463
Computershare - C0000534001	6	0	0	0	0	0	50
		21,904	0	59,569	0	81,473	100,908
	7	88,562	0	84,308	94,412	267,281	213,301

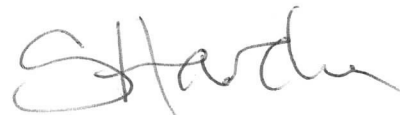
Notes:

1. The Charifund account was closed during the year and the proceeds transferred to CCLA account CB3009587.
2. Previously numbered 621028001D.
3. Previously numbered 621028002D.
4. Previously numbered 621028001S.
5. Previously numbered 621028002S.
6. Despite many efforts this account proved to be inaccessible and the PCC took the decision during the year to write off the value (£50).
7. Rounding error in last year's accounts which showed the 2023 total as £213302.

Approved by the Parochial Church Council at its meeting on 19 March 2025 and signed on its behalf by:



Revd. Michelle Webb (Chair)



Simon Hardy (Treasurer)

30.03.2025

30 March 2025



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Church Council of the Ecclesiastical Parish of All Saints Nettleham

**On accounts for the year
ended**

31st December 2024

**Charity no
(if any)**

1187862

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 12 / 2024**.

**Responsibilities and
basis of report**

As the charity trustees, you are responsible for the preparation of the accounts in accordance with the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust'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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

* Please delete the words in the brackets if they do not apply.

Signed:

Date:

26/02/2025

Name:

Paula Mellows

**Relevant professional
qualification(s) or body
(if any):**

FMAAT

Address:

8 Wedgewood Close

Lincoln

LN6 3LS

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here details of any items that the examiner wishes to disclose.

Accounts

Trustees' annual return 2023

**The Parochial Church Council
of the ecclesiastical parish
of All Saints, Nettleham**

Charity Number: 1187862

Financial year end: 31 December 2023

ALL SAINTS NETTLEHAM PAROCHIAL CHURCH COUNCIL (PCC) REPORT 2023

The role of the PCC is governed by law (the Parochial Church Councils (Powers) Measure 1956 as amended) and the Church Representation Rules. Its principal function, with the Priest-in-Church, is “promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical”. The PCC members are charitable trustees and so the provisions of charity law apply to their corporate responsibilities, financial management and decision-making.

The PCC’s vision is to engage with all, flourish in faith and grow God’s Kingdom, as well as being the best Key Mission Church possible.

The trustees who served during 2023 are as follows:

Pauline Allcock	Lay Member
Sally Bradley	Lay Member
Lynne Combes	Churchwarden
Russ Coulter	Deanery and Diocesan Synod representative, Safeguarding Officer
John Dent	Lay Member
Myfanwy Denton	Lay Member (elected May 2023)
Sandy Gould	Lay Member (resigned May 2023)
Cedric Hanson	Lay Member
Simon Hardy	Deanery Synod representative, Treasurer
Shirley Keyes	Co-opted Member (resigned May 2023)
Andy Lewis	Churchwarden
Revd Judy Shaw	Associate Priest
Michael Smalley	Lay Member and Vice Chair
Sarah Subden	Deanery Synod representative
Revd Michelle Webb	Priest-in-Charge and Chair (appointed June 2023)
Nigel West	Lay Member
Monica Wooster	Lay Member (elected May 2023)

The PCC is required to meet at least four times a year. In 2023, the PCC held eight meetings, including one Section 11 meeting to approve the parish profile and appoint parish representatives to recruit a new incumbent. As required, the PCC has a Standing Committee whose role and composition are laid out in the Church Representation Rules. There is also a Finance Sub-Committee and Community Lottery Sub-Committee for which there are terms of reference.

PCC trustees receive regular safeguarding training and DBS checks, as well as completing annual Fit and Proper Person declarations and pecuniary interest forms. They declare an interest and withdraw from any items in which they have a conflict of interest. They have, during the year, also received mission training from Mission Enabler, John Beverley. There is a planned series of PCC training sessions, CPAS PCC Tonight, for 2024.

The PCC has looked at how its vision is being achieved and received regular reports from Church officers. It has seen new initiatives, such as the after-school “Families”; “Open the Book” in the local primary schools; new Sunday night seeker sensitive worship - Healing, Youth Social, Youth Explore and Praise; and close work with Tennyson Wharf care home. Ducklings, Coffee Shop, house groups and Women’s Fellowship have continued to thrive. The website and Facebook pages have been refreshed and notice boards updated. ALM courses have taken place. A number of policies and guidelines have been agreed and reviewed. Work has gone on across the Local Mission Partnership and with the local Methodist and Threshold churches.

REVIEW OF THE YEAR

Key events

- At the Annual Parish Meeting on 24th May 2023, Lynne Combes and Andy Lewis were elected to serve as Churchwardens (CW's) of All Saints Nettleham.
- The recruitment process for our new vicar took up considerable time and effort in the first half of the year and was successfully concluded at a service held on 8th June, when Revd Michelle Webb was licensed as the Priest-in-Charge of the benefice of Nettleham by Bishop David, the then Acting Bishop of Lincoln.
- The two 'Urgent/Important' strategic items noted in last year's TAR (ie the replacement of our old gas boiler and the review/overhaul of our electrical systems) have been progressed satisfactorily. A new, more efficient gas boiler was installed in November.
- All Saints was awarded a Bronze Eco Church Award Certificate in March.

Church attendance

The improving trend in our usual Sunday attendances (USA) noted in last year's TAR has continued, with an average of 81 people attending All Saints on Sundays in 2023. This compares favourably with the 2022 figure of 65 and is approaching our pre-COVID average of 88 in 2019. We welcomed an average of 63 adults and children to our Ducklings services, slightly down from the 65 average in 2022. Revd Michelle's introduction of themed services at 6pm on Sunday (6-Healing, 6-Youth and 6-Praise) and a new initiative on Monday afternoons aimed at Families are showing encouraging signs and we look forward to the development of these new worship offerings.

People in the Church

- We were delighted to welcome Revd Michelle and her family back to the village and church where she started her Christian journey. Over 170 people attended her licensing service in June.
- We are much indebted to Revd Judy Shaw, our Associate Priest, who led our worship, pastoral ministry and community liaison work with great distinction during our time in vacancy. She was ably supported by Bishop Nigel (when available) and Revd Thomas Shepherd and our grateful thanks go to them as well. We also thank Revd Canon Tony Kerswill, who moved to a retirement home in Retford in March, for his assistance in presiding at a number of services.
- We welcomed Lucille Luton to our ministry team, when she was re-licensed as a Reader in the Lincoln Diocese - she is playing a leading role in our programme of monthly All-Age services on Sunday mornings. We also said goodbye to Shirley Keyes, our other Reader, who has moved to Norfolk with her family – we wish her 'God speed' in this new chapter of her life.
- We continue to host Yola Middleton, an ordinand in training, as she gains experience in ministry matters. We thank her for her cheerful contribution to our church life. Sandy Gould, our other candidate for ordination, has moved to St John the Baptist Church on the Ermine in North Lincoln to continue her training in a different context and we wish her every success in her future ministry.
- We are blessed by our team of Authorised Lay Ministers (ALMs), most of whom serve on our Pastoral Care Team. We are supporting 4 prospective candidates to become ALMs in the future. We especially thank Jean Gledhill, who has not only stepped down as an ALM after many years of faithful service, but also relinquished the role of Chair of the Pastoral Care team, which has developed and grown under her leadership.
- We are very grateful to all our Sidespersons and Vergers for their service of welcome and support during the year and our thanks also go to Martin Farmer, our Sacristan, together

with all our readers, intercessors, musicians, bellringers, flower arrangers and caterers and to all those helpers who do so many of the jobs behind the scenes to keep our church running.

- We were pleased to welcome Bishop David, who presided at our Sunday morning Eucharist during his Episcopal Visitation in March, while Bishop Nigel presided at the Churchwardens' Visitation Service for the Lawres and Westwold Deaneries and their inauguration as Local Mission Partnerships (LMP's). Our thanks go to all who arranged and served refreshments at both these services.
- Our Parish & Deanery Administrator left her position in September. To date, her job has not been filled, which has meant an increased administrative workload being placed on Revd Michelle. It is hoped that a solution benefitting the whole LMP will be proposed by the Rural Dean in 2024.

Fabric & Facilities - Church

- Difficulties were experienced with the electric supply to the gas boiler in March. A repair was made just in time to heat the church for the livestreaming of the Coronation of King Charles III! However, this was only a temporary fix, as we had already determined to apply for permission to install a new, more energy-efficient gas boiler. Approval for this was granted by the Diocese and the new boiler was fitted in mid-November.
- Our insurers carried out a 'remote' audit of the church and Parish Centre in a phone conference with one of the Churchwardens. Two areas were identified as needing urgent remedial action, one being the condition of the church electrical systems (already noted as being in need of attention) and the other, the condition/status of the lightning conductor on the church tower.
- A 5-yearly Electrical Survey (EICR) of the church was carried out in mid-June. The rating received was C3 'improvement recommended'. A plan to install 3 new distribution boards and upgrade other items has been proposed/accepted and will be implemented in January 2024.
- An inspection of the lightning conductor showed it to be defective. Repairs have been satisfactorily completed and full test certification has been received from our accredited contractor.
- We have continued to see intermittent problems during the year with ingress of water through the tower roof into the bellringing room. There was also a one-off incident in October where water entered the back of the church itself, believed to be due to strong winds driving heavy rain up under the flashings at the junction of the tower and the nave roof. A review with our church architect in October concluded that we need to revisit/revitalise the major repair scheme for the tower roof and high-level stonework last mooted in 2017 and now expected to cost in the region of £100,000-£150,000.
- The annual testing and maintenance of the roof burglar alarm system found two out-of-date/faulty components, which were replaced. No other problems were reported.
- Our grateful thanks go to Brian Brook for redecorating the toilet and Trevor Hardcastle for fitting the new carpet, which was generously donated by members of the congregation – our thanks to them. A new lock has been fitted to the toilet door and we also thank Trevor for remounting the wall heater in the kitchen.
- Several stacking storage boxes/racks were purchased to house a number of the toys used by our Ducklings pre-school group. This has made a considerable improvement to the tidiness of the area behind the pulpit!

- Lindum Fire Services carried out the annual service & inspection of fire extinguishers in both the church and the Parish Centre in October. Two water extinguishers were found to be faulty due to corrosion and they were replaced.
- Two minor repairs have been made to the organ and the grand piano and organ were tuned before key events in the church year.

Fabric & Facilities - Parish Centre

- In July, a worrying damp/mould issue was discovered on the internal corner of the front wall of the unit, affecting the row of bricks that are below the damp-proof course visible in the external wall. Despite numerous attempts to urge a speedy response from Eddisons (the managing agents), it was not until the end of November that remedial work to remove the black mould and treat the exposed brickwork with a protective coating was completed. Regrettably, wet weather in December seemed to affect the appearance (and possible integrity?) of the coating and further investigation/inspection has been urgently requested. We continue to chase the managing agents for a quick resolution to a problem that has significantly affected our ability to use the premises to their maximum potential.
- In addition to these concerns, the lease on the Parish Centre expires in October 2024. As this is a significant part of our annual expenditure, the non-renewal of the lease offers us a potential cost saving (as noted in last year's TAR). To this end, exploratory discussions are proceeding with an alternative provider of office/meeting space in the village. This is a preferred option, rather than relocating the Parish Office to the church, which has a number of drawbacks, including the risks associated with lone working.
- A fire risk assessment arranged by Eddisons took place in February. Some improvements have been noted for our action and work is under way to close out the issues raised.
- A wet patch was discovered in the internal ceiling of the office area after heavy rain in mid-June. Eddisons were contacted and it is believed that a roofing contractor visited the site. Unfortunately, no feedback has been received on the outcome of this visit.
- A surveyor visited in November to check for the presence of RAAC. No problems were found.

Communications and IT

- We concluded a contract with Apogee for a new photocopier, which was installed in March. Apart from a small outage in June, which was quickly resolved, its performance has been satisfactory.
- We thank Sally Lidbury and Russ Coulter, who, together with Revd Michelle, have overhauled and updated both our church website and our offering on social media, as well as reviewing our email platform with our service provider. A new Social Media Policy has also been prepared and approved by the PCC.

Health & Safety

Two items were logged in the Accident Book in the church:

1. A 'burn' to the hand from touching hot heating pipes under the tower. The expanded foam insulation in the area has been repaired and checks carried out on the integrity of all our insulated pipes.
2. The other item was more serious, when one of our congregation fell and fractured her hip while helping to put up Christmas decorations in the chancel. A RIDDOR report was prepared and sent to the Health & Safety Executive. The person concerned has had a

successful hip replacement operation and is once again playing a full role in the life of the church.

Mission & Diocesan initiatives

- We were pleased to host the World Day of Prayer service in early March on behalf of the Lawres LMP and we undertook a full programme of services over the festival periods of Easter and Christmas. Our grateful thanks go to our hard-working Clergy and the support teams of musicians, singers, welcomers and everyone who helped with refreshments, furniture moving and all the other vital bits and pieces that are needed to make things run smoothly.
- Our Harvest Festival celebrations were enhanced by separate visits to the church by pupils from both the Infant and the Junior Schools. All donations were passed to the Lincoln Community Larder.
- A small team of Clergy and lay members attended the Stow & Lindsey Vision Day held in Grimsby Minster at the end of September, where key aspects of the Diocesan 'Time to Change - Together' vision initiative were discussed, each topic being introduced by talks from our 2 Suffragan Bishops and the lead of the Generous Giving workstream.
- Members of the PCC attended a Mission Workshop in November, run by the Mission Enabler for the Lawres LMP. A number of new ideas and suggestions for outreach were put forward for our consideration.

Community

- The annual West Lindsey Open Churches Festival was held on 13 and 14 May. Although visitor numbers were down on previous years, just under £900 was raised through our refreshments, tombola and jigsaw stalls and an art exhibition. We were delighted to host a performance by the Lincolnshire branch of the Society of Recorder Players, as well as an organ performance on the Sunday afternoon.
- We are blessed by our on-going liaison with both the Methodist Church and Threshold in the village. In particular:
 - In January, we were delighted to join with the Methodists in their refurbished chapel for their Covenant Service and they joined us 2 weeks later, to celebrate the Week of Christian Unity.
 - The 3 churches hosted a 'Churches Together' stall at the Nettleham Carnival in July.
 - We welcomed the new Methodist Minister, Revd Richard Mottershead, in September and we look forward to a fruitful working relationship with him in the future.
 - The Carols on the Green concert was well attended and raised just over £740, which will be split between the Salvation Army and the Lincoln Community Grocery project.
- The Nettleham Community Christmas Market took place on 2 December. We hosted 8 'external' stalls and 3 church stalls, including our Bellringers' table, which showed a livestream of the working bells in the belfry during their Quarter Peal! Music and theatre were performed throughout the day.
- We continued to provide food voucher support in the school holidays to families with children at the two village schools via the FiSH project.
- We staged a diverse programme of social events during the year. Notable items were:
 - A jazz band concert arranged by the Nettleham Twinning Association.
 - A piano recital by Mary Michell's students for families and friends.
 - Concerts by the Lyndhurst Singers, Jill Crossland (a noted concert pianist), the Nettleham Community Choir, the music group 'Affinity' and the Hungate Singers.
 - A Remembrance event, commemorating the service and sacrifice of the 1914-18 War, in music, film and poetry.
- We hosted a visit by a team of bellringers from Nottingham University and a Christmas quiet service of words and music, arranged by Co-Op Funeral Services.

- Our collection boxes in the church porch and around the village are still receiving items such as food and toiletries, although quantities are reducing. As last year, the donations are increasingly being used in Nettleham itself, with fewer goods being taken to the Lincoln Community Larder.

ELECTORAL ROLL

Since the PCC AGM 2023, there have been 4 additions to the Electoral Roll and 5 deletions (3 deceased, 1 now ordained and 1 moved away). There are now 142 names on the Electoral Roll.

SAFEGUARDING

In 2023, we had 11 groups with a volunteer population of about 50 people, all of whom have a role description that requires good practice for safeguarding children, young people, and vulnerable adults. PCC is obliged to be aware of all volunteers and to review and approve lists of group members regularly.

As groups re-started their activities following the COVID years, some checks and training had expired for some of our volunteers; the majority of these were refreshed this year, but the Church of England nationally continues to review its requirements in these areas in response to legislation and other pressures.

With the departure of our administrator, more clerical activities fell to the clergy, and the commitment to set up and run a group to “Open the Book” for schoolchildren in Nettleham Junior school added incrementally to this. Although an ecumenical project in collaboration with the Methodists of Nettleham & Scothern, ASN has taken the lead, and the ‘storytellers’ were all safely recruited by the time of PCC approval of the new group and its 6 members on 20 September 2023, and the first performance at the end of the month.

“Safer Recruitment & People Management” or SRPM is the church’s national framework for recruitment and training practices, and a clear statement has been made of which roles require what training modules, as well as to which level of expertise. Those engaged in recruitment of volunteers or staff must be trained in SRPM, as must churchwardens.

All volunteers are encouraged to work through “The Basics” in Safeguarding, and also Domestic Abuse Awareness, now available online through the CofE Training portal. New refresher courses were made available and a new module on identifying Modern Slavery was published.

Two new tools have been made available, one of which tracks training and DBS checks for various roles within the Parish and publishes expiry dates to the administrators of this “Safeguarding Hub”. This is proving very useful in reducing admin around renewals of training and checks.

Safe Working Practices developed with the volunteer group leaders in earlier years continue to be reviewed with consideration given to volunteering across the LMP still relevant.

The second tool processes a self-analysis tool to score the Parish’s Safeguarding practices: this will be used to create a benchmark in 2024.

There have been no reported incidents in All Saints’ parish, and during the year, the number of individuals in the local community who have been obliged to make formal arrangements to worship in churches in Nettleham has fallen to zero. This does not mean we should not all remain vigilant, as Safeguarding people in church is everyone’s responsibility.

DEANERY PARTNERSHIPS AND LOCAL MISSION PARTNERSHIP

Deanery Partnership

The West Lindsey Deanery Partnership includes the three Deaneries of Corringham, Lawres, and West Wold; all metamorphosing into Local Mission Partnerships.

The Benefice of Skellingthorpe {St Lawrence, Type 2} & Doddington {St Peter, Type 4} joins Corringham (from Graffoe Deanery) as the only boundary change for the Deanery Partnership under the Time to Change Together programme.

During the year, a cleric was appointed to Deanery Partnership Role as Dean, and a member of Laity was appointed Lay Co-Lead – both by invitation from Bishop Stephen. We welcomed Revd Canon Steve Johnson (All Saints, Gainsborough) and Steve Cartwright, also Lay Chair of West Wold. There is a steering group comprising Rural Deans and Lay Chairs from the three LMP's, and during the year the Diocese identified a small number of roles for the Deanery Partnership, notably a Youth & Families Enabler, and an Administrator, both to be centrally funded for a limited period. These appointments are as yet unfilled. A Vision Day was convened to help guide activities moving forward, but this remains Work-in-Progress for 2024.

Local Mission Partnership

All Saints Nettleham (with Riseholme) is part of Lawres LMP, which also includes Barlings & South Lawres (Revd Penny Green); Welton, Dunholme, & Scothern (Rev Adam Watson); Owmbly Group (Vacancy); and Springline Parish (Vacancy). Revd Penny Green and Revd Adam Watson shared the mantle of Rural Dean for Lawres during the year.

The Year in Perspective

Revd Michelle Webb was licensed in June 2023, shortly before Revd Adam moved to Swallowbeck St George's (July). The recognised and approved level of three stipendiary priests assigned to Lawres LMP remains the establishment.

Revd Canon Penny announced her intention to retire in early 2024, but for now remains in post and as Rural Dean – and intends to offer her services in that role for a limited period beyond retirement.

The LMP is blessed with a significant number of non-stipendiary and retired priests with Permission to Officiate supplementing the paid clergy, along with many readers and Authorised Lay Ministers.

Deanery Synod

A joint meeting of the three Deanery Synods in the Deanery Partnership was held on 20th July, and a further Lawres meeting was held on 24th November.

Diocesan Perspective

Bishop Stephen was enthroned in November; the Dean of the Cathedral retired and an interim appointment of Revd. Simon Jones was made for the balance of the year. Russ Coulter reached the end of his second 3-year term on Bishop's Council, but remains a member of Diocesan Synod by virtue of his Deanery Lay Chair post.

NETTLEHAM ALL SAINTS PCC

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

RECEIPTS AND PAYMENTS ACCOUNT

	General (unrestricted)	Restricted Fabric	Restricted Tower	Restricted FiSH	Restricted Community Lottery	Total 2023	Total 2022
Receipts							
Planned giving	34599		600	210		35409	35839
Collections at services	9822			426		10248	10338
All other voluntary receipts	7091			847		7938	8089
Gift Aid recovered	10974			246		11220	10538
Grants	4000					4000	2579
Fundraising activities	9313		1351		901	11564	8683
Income from investments	663	6676				7339	1315
Retained fees	4265					4265	4497
Other incoming resources	1562					1562	18822
Totals	82289	6676	1951	1729	901	93546	100700
Payments							
Cost of fundraising	793					793	567
Mission giving	1950			1670		3620	0
Covenant pledge (Parish share)	51480					51480	51734
Salary costs	6327					6327	8595
Clergy and staff expenses	234					234	310
Mission and evangelism	164					164	0
Church running expenses	24549	12384				36933	24364
Church utility bills	9122					9122	5383
Costs of trading	384					384	2108
Other payments	1747					1747	1474
Totals	96751	12384	0	1670	0	110804	94535

NETTLEHAM ALL SAINTS PCC

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

ASSETS AND LIABILITIES

	Notes	General	Designated	Restricted	Endowment	Total 2023	Total 2022
Fixed assets - Investments							
CCLA Inv. - 121001136S - Kettlewell		0	0	0	2,622	2,622	2,397
CCLA Inv. - 121001776S - Ch Land		0	0	0	50,994	50,994	46,609
Charifund - 0024005710 - Ch Land		0	0	0	37,961	37,961	38,875
		0	0	0	91,577	91,577	87,881
Current assets - Cash at bank and in hand							
NatWest Current a/c - 00830623		1,098	0	0	0	1,098	4,467
NatWest Deposit a/c - 18318851		14	0	350	0	364	260
CCLA Deposit a/c - 621028001D		15,766	0	0	0	15,766	37,379
CCLA Deposit - Aistroppe - 621028002D		0	0	2,637	0	2,637	18,960
TSB Service Account - Kettlewell	1	0	0	931	0	931	1,044
Cash In Hand - Social Committee		0	0	0	0	0	200
Cash In Hand - Teas & Coffees		20	0	0	0	20	320
Cash In Hand - Flower Arrangers		0	0	0	0	0	326
		16,898	0	3,918	0	20,816	62,956
Current assets - Investments							
CCLA Dep - 621028001S - Gen Purpose		6,972	0	18,423	0	25,395	12,111
CCLA Dep - 621028002S - Fabric Purpose		0	0	75,463	0	75,463	62,226
Computershare - C0000534001		50	0	0	0	50	50
		7,022	0	93,886	0	100,908	74,386
		23,920	0	97,804	91,577	213,302	225,223

Notes: 1. The TSB account was closed during the year; the cheque representing the proceeds (£931) had still to be deposited in the bank current account at the end of the year.

The following assets are recognised but not valued in the Statement of Assets and Liabilities:

- (a) Moveable church furnishings held by the Churchwardens on trust for the PCC and which require a faculty for disposal; and
- (b) Certain other items of equipment where the PCC is free to dispose of such assets.

Approved and signed on behalf of the Parochial Church Council

Michelle Webb

Revd. Michelle Webb (Chair)

26th May 2024

Simon Hardy

Simon Hardy (Treasurer)

26 May 2024



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Church Council of the Ecclesiastical Parish of All Saints Nettleham

**On accounts for the year
ended**

31st December 2023

**Charity no
(if any)**

1187862

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 12 / 2023**.

**Responsibilities and
basis of report**

As the charity trustees, you are responsible for the preparation of the accounts in accordance with the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust'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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

22/05/2024

Name:

Paula Mellows

**Relevant professional
qualification(s) or body
(if any):**

FMAAT

Address:

8 Wedgewood Close

Lincoln

LN6 3LS

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here details of any items that the examiner wishes to disclose.

I have been unable to once again check the TSB account balance as there is no there was no access to the account and no passbook to check so the brought forward balance was carried across to the new year – The account was closed during the year and a cheque issued for a closing balance of £931 (cheque not yet paid in). The difference is made up of unknown transactions over a possible number of years, so an entry for £113 was included in the accounts to balance the account to closure.

Accounts

Trustees' annual return 2022

**The Parochial Church Council of the
ecclesiastical parish of All Saints,
Nettleham**

Charity Number: 1187862

Financial year end: 31 December 2022

PCC TRUSTEES 2022

The following persons served on the Parochial Church Council during 2022:

Pauline Allcock	Lay Member
Sally Bradley	Lay Member
Lynne Combes	Churchwarden
Russ Coulter	Deanery and Diocesan Synod representative
Fr Richard Crossland	Rector and Chair (resigned December 2022)
John Dent	Lay Member
Sandy Gould	Lay Member
Cedric Hanson	Lay Member
Simon Hardy	Deanery Synod representative, Treasurer
Shirley Keyes	Co-opted Member
Andy Lewis	Churchwarden
Revd Judy Shaw	Associate Priest
Michael Smalley	Lay Member and Vice Chair
Sarah Subden	Deanery Synod representative
Revd Teena Twelves	Assistant Curate (resigned April 2022)
Nigel West	Lay Member

2022 TRUSTEES' ANNUAL REPORT

CHURCHWARDENS' REPORT

At the Annual Parish Meeting on 25th May 2022, Lynne Combes and Andy Lewis were elected to serve as Churchwardens (CW's) of All Saints Nettleham. The Churchwardens' report below forms part of the Trustees' Annual Return (TAR) to the Charity Commission and covers the main activities in the financial year ending 31st December 2022.

Key events in the life of All Saints in 2022

As reported in the 2021 TAR, All Saints determined that we were a Type 2 Local Mission Church, with aspirations of becoming a Type 1 Key Mission Church, in line with the guidelines laid out in the Lincoln Diocese 'Time to Change-Together' (TTCT) programme.

A Vision Day was held in late March, where church members discussed our hopes and aspiration for the next 3 to 5 years. The positive outcome from this, combined with positive comments from the Diocese about our annual giving plans (our formal Covenant Pledge) and a time of prayerful reflection on the growth seen in our church life & community involvement since the easing of COVID restrictions, led to a unanimous decision by the PCC to 'upgrade' ourselves to a Type 1 Key Mission Church.

Following further meetings with Diocesan officers during the summer, to discuss (a) how we might expand the use that we make of the church and (b) to finalise our Covenant Pledge offerings for 2022-2025, the PCC agreed our forward Church Mission and Strategy, which is noted below.

From the start of September, Father Richard Crossland stepped down from his positions as Rector of Nettleham and Rural Dean of Lawres, to devote his time to the implementation of the TTCT change programme. Discussions have commenced with the Diocese regarding his replacement, and we are hopeful that a new appointment will be made in mid-2023.

Following the sad death of HM Queen Elizabeth II on 8 September, we set up a book of condolence in the church in line with the national protocols and our bellringers faithfully rang the prescribed peals for Her late Majesty and the new King. We were blessed by the prayerful contribution of the Nettleham Junior School pupils, who visited the church during the period of National Mourning and displayed their tributes to the Queen in the nave.

Church Mission and Strategy

Our Mission Statement is: “To engage with all, to flourish in faith and to grow God’s Kingdom, as the best Key Mission Church that we can be...”

Our Mission Strategy is:

- ◆ To continue as a strong worshipping community, worshipping faithfully and sacramentally, observing key Seasons of the Church and Church Festivals;
- ◆ To continue to develop different forms of worship (eg. back-to-church Sunday...) and music offerings, building on the successful introduction of (a) our singing group in September 2022 and (b) monthly all-age Family Services from early 2023;
- ◆ To develop our work with families and young people, eg. Ducklings, Messy Church and all-age family/worship services; and
- ◆ To continue our approach of hospitality, fellowship and belonging.

Our Financial Strategy is:

- ◆ To operate a break-even budget on our General Fund year on year, with limited use of reserves (if needed) for mission-related initiatives. We are not looking to store up treasures on earth!;
- ◆ To ensure our reserves are invested to deliver the best possible returns consistent with prudent trusteeship, then...
- ◆ To use our Fabric Fund reserves to fund major maintenance/improvements in the church in support of our mission priorities; and
- ◆ To boldly progress concurrent streams of fundraising (increased use of the Parish Giving Scheme, increased congregation numbers, planned events etc) and cost reduction initiatives.

Our single largest annual expenditure is our Covenant Pledge made to the Diocese. Our 2022-2025 commitments are:

2022	2023	2024	2025
£45,000 (act £47,114)	£48,000	£50,000	£55,000

These commitments are based on:

- ◆ Our generosity, as befits a Key Mission Church, but tempered by our prudence as trustees/PCC members;
- ◆ The sustainability of our offerings, without compromising either our mission intentions or our financial integrity; and
- ◆ Reviewing the forward strategy for 2024 and 2025 with the new incumbent.

Our 2022 financial result showed an excess of income over expenditure of ~£1.3k on a net income of £100.7k.

The leased Parish Centre continues to be a considerable part of our expenditure. All the overhead costs (estimated value ~£8k) are borne by Nettleham. Progress is being made with other parishes in the Deanery to pay their proper share of the Centre's costs and it is hoped that this trend continues into 2023.

Our strategic ambitions in the short/medium-term...

- ◆ Together with cost savings, bold fundraising will be a vital ingredient of our way forward. Our initial thoughts are to maximise income from church events and a new events co-ordinator has stepped forward to help in this regard. Ways to imaginatively harness the abilities and capabilities of both our congregation and the village community will also be needed. All ideas, suggestions welcome!;
- ◆ One option to deliver the step-change increase in Pledge from 2024 to 2025 is not to renew the Parish Centre lease when it expires in October 2024, provided that alternative arrangements have been made to (a) house the Administrator and office facilities and (b) provide a Parish meeting space by this time. One option to be investigated urgently is whether we can move the office facility into the church – a meeting with the church architect is being arranged; and
- ◆ We want to make the church a more comfortable, more welcoming space, with enough flexibility to cater for a variety of activities. We have already delivered on our 'improving music' ambition by purchasing a new electronic keyboard and the piano, both of which have brought increased variety to our worship. This latter item has been made possible through the generosity of an anonymous donor, to whom we are very grateful.

The most important items of the work for the future are seen as:

- ◆ Installation of a new gas boiler (Urgent/Important);
- ◆ Review and overhaul of the church electrical systems (Urgent/Important);
- ◆ Improving the toilet and catering facilities;
- ◆ Assessing/improving mobility and access options;
- ◆ Freeing up space, improving storage and decluttering the church' and
- ◆ Review/improvement of our audio-visual offerings.

Our strategic ambitions in the longer-term...

- ◆ We still have a major project ahead of us in terms of repairs to the church tower and associated high-level stonework – our estimates are £100k - £150k. An early meeting with our church architect is being sought to discuss this and other items noted in this report.
- ◆ Other significant development schemes and ideas have been discussed in recent years (eg reordering of the church, moving the font, installing under-floor heating, making better use of the chancel etc etc.). These items are paused for two reasons:
 1. The 'immediate' work identified above will take enough of our time and effort to progress satisfactorily, without taking on more projects; and
 2. The need to involve the new incumbent in the future long-term planning of the church, its resources and facilities.

Recovery from COVID-19

We returned to full dawn to dusk opening of the church at the end of January. In our first full year of services following the lifting of COVID restrictions, our usual Sunday attendances (USA) was 65 people, averaged over our 2 main services. This compares with our pre-COVID average of 79 in 2019. However, our USA in the last 4 months of 2022 averaged 71 people, an increasing trend that we hope will continue into 2023. We welcomed an average of 65 adults and children to our Ducklings services, compared with 60 pre-COVID – another encouraging sign.

People in the Church

In April, Revd Teena Twelves left All Saints to continue her Curacy training in the rather different context of Grimsby Minister. We very much appreciated her time with us and our good wishes go with her for her future ministry.

As noted above, Father Richard Crossland stepped down from his positions as Rector of Nettleham and Rural Dean of Lawres in September. He has made a great contribution to the life of our parish during his 8 years of ministry with us and we wish him well in his on-going service with the Diocese. His final Eucharist as our parish priest on 4 September was a moving occasion, followed by a farewell buffet lunch in the Old School Rooms, with guests from across the Deanery. Our thanks go to all those people who worked to stage the event and make the day so memorable. Since that time, Revd Judy Shaw has led our worship, pastoral ministry and community liaison work with great distinction – we are truly thankful for all her efforts. She has been ably supported by Bishop Nigel (when available) and Revd Thomas Shepherd and our grateful thanks go to them as well. We also welcomed Revd Canon Tony Kerswill, who has assisted our ministry team by presiding several times in the latter part of the year.

Lucille Luton is in the process of being re-licensed as a Reader in the Lincoln Diocese and she led our All-Age Harvest Service in October. We hope that a regular all-age Family Service will continue and flourish in 2023. Shirley Keyes, our existing Reader, plays a significant role in our Ducklings services and will work with Lucille on the Family Service. We are very grateful for their ministry with us.

We are fortunate and pleased to be hosting Yola Middleton, an ordinand in training and Sandy Gould, a candidate on the Caleb Stream (a fast-track discernment & training pathway to ordination for mature Christians). We thank them both for their helpful and cheerful contributions to church life.

We are blessed by our team of 9 Authorised Lay Ministers (ALM's), all of whom have been relicensed this year. Most of them serve on our Pastoral Care Team, whose report is included separately in the TAR. In addition, we are supporting 4 prospective candidates to become ALM's in the future.

We are very grateful to all our Sidespersons for their service of welcome and support during the year and our thanks also go to Martin Farmer, our Sacristan, together with all our readers, intercessors and helpers who do so many of the little (but essential) jobs behind the scenes to keep our church running. More details of the work of these and other Church Groups are included in their separate reports elsewhere in the TAR, but mention must be made of Trevor Hardcastle's sterling work in optimising the microphones, sound and T-loop systems in the church, as well as filming/projecting parts of our Christingle service onto the big screen for the congregation to see!

We thank Sophie Fleckney, our Parish & Deanery Administrator, for her work in the Parish Office, handling queries and paperwork for occasional offices throughout the Deanery, preparing liturgy and publishing our weekly Good News for Nettleham booklet, as well as providing a listening ear (and tea and coffee!).

We were delighted and honoured when Bishop Stephen Conway, the then acting Bishop of Lincoln, presided at our Candlemas service in February and we welcomed the new Archdeacon of

Stow and Lindsey, the Ven. Aly Buxton, when she led a Sunday morning Eucharist in August. We were also joined during the year by Bishop David who presided at our Deanery Eucharist on Ascension Day and Canon Hugh Jones, Warden of the College of St Hugh, who took our Corpus Christi festival service.

Fabric & Facilities – Maintenance and improvement

1. Church

Work on several 'capital' projects identified in 2021 has regrettably been put on hold during 2022, due mainly to the high level of effort put into the TTCT and Mission & Strategy discussions noted above, as well as ensuring a measure of continuity after Father Richard's departure. It is likely that the early part of 2023 will be taken up with the process to appoint a new incumbent, but top priority will be given to addressing the key outstanding issues (particularly the Urgent/Important items noted above) once this is resolved.

A big 'thank you' to all those who helped on the church cleaning day just before Easter. Simon Hardy's big ladders were invaluable in accessing/cleaning the clerestory windows and replacing several light bulbs in the nave!

The annual testing and maintenance of the roof burglar alarm system showed that some components had deteriorated over time and these were replaced. No other problems were reported.

The toilet door has been realigned and the faulty lock replaced. We have been humbled by the generosity of one of our Monday morning 'coffee shop regulars', who carried out the repairs on his own initiative and expense. We have expressed our thanks and appreciation to him.

Despite sealing up the visible external access to the bees' hive at high level in the Nave gable end, a small swarm of bees disrupted a Ducklings service in mid-June. Following further minor invasions, we took the sad decision to destroy the hive, which was carried out in early July. A second treatment was required later that month, swiftly followed by a re-blocking of the external access points. The opportunity was also taken to clean out the church gutters.

Unwanted pigeon 'guests' nested in the porch rafters during the summer. The nests were removed when empty and plastic spikes have been fitted to the rafters to prevent any further roosting.

A torrential downpour of rain in August caused an ingress of water through the tower roof, giving some flooding in the bellringing room. There has been no reoccurrence in subsequent rainy periods. This, together with some small potential anomalies on the tower stonework that can be seen from the ground, will be discussed with the church architect during his next visit.

Lindum Fire Services carried out the annual service & inspection of fire extinguishers in both the church and the Parish Centre in October. No problems were reported.

Following an approach from the Pastoral Care team, a new up-to-date lightweight wheelchair has been purchased for the church.

Our portable electrical appliances in both the church and the Parish Centre have been PAT-tested. All items passed successfully, except for one extension lead in the Parish Centre, which has been removed from the premises.

2. Parish Centre

A fire safety audit arranged by Banks Long took place on 2 February. No problems were reported by the auditor.

We are currently in discussion with both Apogee and Toshiba regarding a new supply/service contract for a new photocopier.

Mission & Diocesan initiatives

Reports on our Children & Families work, Coffee Shop, House Group and Music offerings are included elsewhere in the TAR. With particular reference to the Children and Families work, Pauline Allcock and Shirley Keyes, two of our lead helpers, both renewed their First Aid Certificates during the year – our congratulations to them.

The church acted as one of the local hubs receiving donations for Ukraine at the start of the Russian invasion in February. All goods and monies were passed to accredited agencies for distribution.

We thank all those who prepared and/or took part in our services over Easter and Christmas. In addition to Revd Judy and Revd Thomas, we thank Lucille Luton, who led our Christingle service and Sandy Gould, who oversaw our Carols by Candlelight service, not forgetting our music team of Linda, Graham and the singers. We also thank our welcomers and everyone who helped with refreshments, furniture moving and all the other vital bits and pieces!

Our Harvest Festival was well attended, with a number of families present. Our thanks go to the Social Fellowship team for providing the Harvest lunch which followed the service. Our Harvest gifts, together with those from the Junior School, were donated to the Lincoln Community Larder.

Two Diocesan Safeguarding training events took place in the church during the year, each with some 20-25 attendees, while we were pleased to host several Deanery events:

- ◆ A meeting of Deanery Synods from West Lindsey, which discussed aspects of the new Deanery Partnership;
- ◆ A meeting of existing and prospective Authorised Lay Ministers (ALM's) from Lawres Deanery, where our new Rural Deans updated the ALM's on TTCT and the current requirements for authorisation/re-authorisation of ALM's; and
- ◆ A Eucharist to celebrate the Transfiguration, with Bishop Nigel presiding.

Governance and PCC activities

1. Policies & Procedures

- ◆ Our Safeguarding Policy was reapproved in March, while a Lone Working Policy and a Reserves Policy were approved in November. A slight update has been made to our 'Health & Safety – Implementation' document.
- ◆ The PCC also approved the 'Pastoral Care Team – Guidelines for Good Practice' booklet drawn up by the team.
- ◆ Terms of reference have been drawn up and agreed for both the Standing Committee and the Finance Sub-Group, to ensure, for example, that reporting relationships are clearly defined.

2. People and Appointments

As indicated in last year's report, Simon Hardy was elected as our new Treasurer at the PCC meeting in January. We are very grateful to Simon for agreeing to take on the position and we thank Russ Coulter very much for his previous work in the role.

Community

- ◆ Nettleham Ladies Club selected All Saints to be the beneficiary for their 2022 fundraising efforts. Their Spring Fayre was very successful and they presented us with a cheque for £1,300 - we thank them very much for their generosity and support for the church;

- ◆ The West Lindsey Open Churches festival was held on 14 and 15 May. We thank all the volunteers who set up and set down our stalls, served refreshments and ran our various activities over the two days – we even fitted in a baptism! We also thank Pearl Wheatley for the input provided by the Nettleham Heritage Association. Approx. £1,000 was raised over the weekend;
- ◆ We chose not to formally close the roads around the Green for the Platinum Jubilee Tea on 6 June and transferred the Tea to the church. This turned out to be a blessing, as the weather on the day was poor. We had a very successful afternoon, with ~£350 donated by those attending. Both the Stringing Nettles and the Community Choir performed for us. Once again, our thanks go to all those who helped to make the event such a success;
- ◆ The Carols on the Green concert, organised by the Churches Together in Nettleham, was held for the first time in 3 years. An estimated 450+ people attended and a collection of just over £800 was taken, which was split between the Salvation Army and Christians Against Poverty. Our thanks go to Chris Roy for providing the sound equipment, the Nettleham Community Choir and the Salvation Army music group for leading the festivities, as well as those who provided refreshments in All Saints Church afterwards;
- ◆ In addition to the 'big' events noted above, the lifting of COVID restrictions has enabled us to stage a significant number of social events during the year. As ever, we are very grateful to the teams that helped with ticket sales, refreshments and raffles for these events. Notable items were:
 - ◆ A flute recital arranged by Mary Perridge, attended by ~80 people and raising some £1,000 for church funds.
 - ◆ A jazz band concert arranged by the Nettleham Twinning Association.
 - ◆ A piano recital by Mary Michell's students for families and friends.
 - ◆ Two separate evenings of music, comedy and poetry, which together raised over £500.
 - ◆ A memorial concert of words and music, arranged by Co-Op Funeral Services.
- ◆ Our collection boxes in the church porch and around the village are still receiving items such as food and toiletries, although quantities are reducing. Increasingly, the donations are being used in Nettleham itself, with less and less goods being taken to the Lincoln Community Larder. Our thanks go not only to our generous donors, but also to Revd Judy and David Baxter, who administer this on-going provision; and
- ◆ Our regular liaison with both the Methodist Church and Threshold continues and we look forward to a series of shared events in 2023.

Andy Lewis and Lynne Combes

CHURCH GROUPS

Bellringers

Very much back to 'normal' up the tower this year. We rang for nearly all the Sunday services and weddings (although there was a short break of a week when we all got the dreaded virus). We have progressed several members of the band, including several 1st quarter peals and learning new 'methods' (tunes). We have always had a strong and supportive ringing team at Nettleham and we work really hard together to progress and improve. We had the honour of ringing the bells for the platinum jubilee in June and then, of course, the memorial ringing following Her Majesty's passing in September. On several occasions this year I have utilised the village Facebook Page to

let people know what and why we are ringing, and this is always met with enthusiasm and positivity which is reassuring. We are hoping to ring for the West Lindsey 'Open Churches' weekend and, of course, any weddings and services and other events we are asked to. The Nettleham team have also been involved in supporting our ringing friends at Welton, Dunholme and Scothern; helping with their practices and on two occasions last year, ringing for weddings when they were not able to get enough ringers. We have also had visits from the Police Guild of change ringers and a visiting peal band came in August and were very good (something to aspire to?!).

Claire Holbrook

Children and Families

I continue to work one day a week in a paid role with children and families at All Saints Church. This is to support the mission and ministry of the children and families within the parish and to support the Church Aided Junior School in Nettleham during the time that Fr Richard is working in the Diocese on a Time to Change Together. This role is for two years, ending in July 2023.

Ducklings

Ducklings is thriving and we see new parents/grandparents and carers come almost weekly. We continue to see some of these families bringing their children for baptism and, as they get older, come to Messy Church. We have in recent days been able to support one family through a sudden bereavement.

We have a strong team of volunteers and the work that they do is often overlooked as important but they work hard to dispel the myths about what church is and so they are to be thanked for the work they do in all the energy, commitment, generous hospitality, and Christian love to all who come to Ducklings. Thank you everyone for all that you do.

Messy Church

We continue to meet once a month taking August off so people can take a break.

Messy Church is growing, but we certainly see more families attend when the weather is good, especially when we have held it outside in the churchyard, and the smell of the barbeque certainly helps - thank you Ian and Shirley! During the dark evenings approximately 5-6 families continue to come. We mostly use the Messy Church planned sessions from BRF but we have made our own especially at special times in the year. We have a good strong team of volunteers but there is always room for more to spread the planning and preparation. I would like to thank the whole team for their commitment and love shown to all who come to Messy Church.

Nettleham Infant and Nursery School

I was asked if I would like to be a governor at the infant school in May 2022, which I accepted.

We have had another visit from the year 1 children so that they could look at the church and its many features. Thank you to all the helpers who came and walked the children to church and back to school, and supported the children as they explored the building and its many features, and answered the many questions that the children had.

Nettleham Junior School

I continue to be a governor in the Junior School on behalf of Fr Richard while he works with the TtCT team in the Diocese. I try to get into school once a week, usually at lunch time, so that I can have conversations with the children and not disturb their learning. This proves very valuable and allows me to get to know the children and listen to their problems and celebrate the joys too.

The children continue to come to church for the special times of the year; Christmas to bring their Chrismons to hang on the Christmas tree, Harvest and Easter. I attended the leavers' concert in

the summer, and attended some of the governor assemblies and school assemblies when time permitted. I also attended the planting of some fruit trees in memory of the late Mrs Huckle, where I blessed the trees and said prayers.

Young People

Any work we had planned to do with the young people in the village hasn't happened. We had hoped that the HUB would have started their sessions and our intention was join in with that rather than trying to get two groups off the ground. So far this hasn't happened, and so I need to look at other ways to engage with the young people in the village. I have been asked to be Chaplain for the District Scouts which will be one way of engaging with some young people.

Open the Book

We are gathering a team of volunteers to be able to go into Nettleham Junior School and our hope is to get going soon.

Reverend Judy Shaw

Church Women's Fellowship

I volunteered to take responsibility for Church Women's Fellowship when Rev. Teena left the parish. Subsequently, I arranged, with the agreement of Simon Hardy, Church Treasurer, to transfer bank funds to Nettleham All Saints church. An amount of cash is in a cash box in the church safe.

Initially, we had a gathering for Afternoon Tea in August 2022 to decide whether to continue and as we received a positive response, meetings from September were arranged.

September – Madeline Coles – Preferring Men

October – Rev. Alan Swann – Harvest

November - Pearl Wheatley – The Hood Family

December – Rev. Judy - Christmas Traditions

Our subscription period ended in November and all expenses up to the year-end were taken from cash.

Our charity for 2021/22 was Lincoln Street Pastors and a cheque for the collection of £90.00 was sent to them.

From January 2023 I have requested £2 donation/meeting from those attending and to date this has covered expenses.

January – Sally Bradley – Who Do You Think you are.

February – Giles McNeill – Gilbert & Sullivan

March - Rev. Thomas Shepherd

April – David Herbert

The meetings have averaged 12/13 people and I am currently seeking speakers for the rest of the year. Any suggestions would be appreciated.

We greatly appreciate the use of church facilities.

Kath Ersser

Coffee Shop

The Coffee Shop opened in August 2021 and has gone from strength to strength. We open weekly on a Monday morning from 10.00am to 12.00pm. Our aim was to not take custom away from other coffee shops in the village, hence the Monday opening, when most of the other cafés don't open. We also open then because the church is warm, and the heating is on at the beginning of the week for Sunday services, and Ducklings. But our main aim was to provide a large space for people to experience fellowship and hospitality after the Covid pandemic.

The visitors that come are a mixture of congregation, people from the village and those who are visiting the village.

All who come are assured a warm welcome and a good service of excellent coffee and homemade cake. We put up our price from £2.00 to £2.50 in summer 2022. When we opened our intention wasn't to raise money but to just cover costs. But we have covered our costs and made some extra that goes to church funds. During the Christmas season we held bring and buy sales at the Coffee Shop of new and unwanted gifts and raised approximately £130.

We have a strong team of volunteers who prepare, serve and clear away, but are always looking for more volunteers to spread the work. My sincere thanks go to all who support and work each Monday to make the Coffee Shop the success that it has become. So, to the cake makers, the waiter and waitresses, the table clearers, the tea, and coffee makers and those who wash and dry the pots - a massive 'Thank You'.

To all who come and enjoy their time with us 'Thank You'.

We couldn't have done it without you!

Reverend Judy Shaw

Food in School Holidays (FiSH)

Background

All Saints has been supporting the FiSH project since 2017, following a meeting of the congregation. We agreed to try and fund all three school holidays, for both schools in Nettleham, which includes some families from outside the Parish; this additional outreach was felt to be commended to adjacent parishes with perhaps a larger proportion of disadvantaged families.

Our project runs as an adjunct of a Lincoln project administered from "The Bridge" church, with a number of other local projects running in Cherry Willingham, and Bracebridge.

The Year in Perspective

2022 provided a return to the 'old normal' for schools, in marked contrast with previous years, but some of the emergency measures to help less well-off families with children in school were also rolled back.

The value of the vouchers was left at £10.00 per pupil per week, and 'JAM' families (Just About Managing) in both village schools continued to receive support in the summer holiday. Christmas holiday 2022 was not funded.

Voucher redemption has remained at over 90% - clearly demonstrating the need - and so your continued generous and enthusiastic help with the project locally is needed even more than before.

Our project has benefitted in the year from a share of funding raised centrally by the lead organisation, helping us to fund ongoing commitment into the future. This continued into 2022.

Mention should be made of RUDDOCKS who design and print the vouchers for no payment, as their contribution; and to the Co-Op and Tesco, who accept the vouchers and give some

administrative time to collating and reporting redemption, which ensures they get paid to be sure, but it's nonetheless a contribution.

Pressure continues to be applied nationally for a universal scheme, but for now this remains unfulfilled, so thank you all for your continued support.

Anyone wishing to make a regular or occasional donation, please contact me or just press cash into my hand.

Russ Coulter

Flower arrangers

This year we were pleased to get back to our normal routine without the restrictions of covid but still being aware of the need to sanitise thoroughly and work safely.

We were pleased to welcome Mary Perridge to the group so were able to create another team, giving us a seven week rotation, except for the main festivals when all are invited to help.

We arranged flowers for four weddings in church this year and each couple gave us a donation for their flowers. We have had to increase the amount of donation we ask for in light of rising flower costs. (however, Brides are given the option of using the normal flowers that are in church at no extra cost to them). We were delighted to arrange the flowers for the wedding of Myfanwy's niece.

Over the year we received various monetary donations from the congregation and once again the Christmas table decorations made by the team for the congregation gave us sufficient money to cover the costs of decorating the church at Christmas. Small arrangements were taken to people that we knew of who were house bound and often on their own. The cost of flowers continues to rise quite sharply so to cut costs we sometimes incorporate silk flowers into the designs.

Once again the team has received various compliments for their imaginative designs and interesting arrangements, as last year, many comments being made about the Christmas arch. This takes over five hours to create, put together this year by Pauline, Mary, Sally, and Dominique, with grateful thanks to Dave Baxter, Peter Broadley and Doug Bradley for erecting the arch safely.

I thank the lovely team who work hard to ensure the church always looks beautiful, and for their support.

Sally Bradley (on behalf of the flower arranging team)

Handbell Ringers

During the past year we have had enjoyable sessions of ringing a wide range of tunes. We meet on Monday evenings on the second and fourth Monday of the month at 7.30pm. In the Parish Centre.

We would be pleased to welcome anyone who would like to join us and we have recently taken on the ninth member, Sue Seed. It is not necessary to be able to read music, only to have a sense of rhythm and enjoyment.

Anyone interested, please contact Tony Gledhill tel. 751451.

Tony Gledhill, Leader

House Groups

Following several enquiries from members of our congregations, we launched new house groups in October, studying the Pilgrim Course booklet about the Eucharist. Three groups have been meeting on a monthly basis and we thank Sally Coulter, Jean Carter and Jean Gledhill for their hospitality in hosting these in-person groups. We also thank Sarah Subden, who leads the weekly evening group meeting on Zoom.

All of these groups offer a warm and caring welcome, as well as encouragement, support and fellowship as we help each other along our respective journeys of faith. We are always on the look-out to welcome new members, so please feel free to speak to any of our group hosts or Revd Judy about joining us.

Many blessings,

Sandy Gould

Kenmar Travel

After a lay off during the pandemic, we did two trips in 2022.

The first one was on 4th May to Whitby, always a popular destination.

The weather held except for one little shower and the fish & chips were good.

We also were lucky to have two of our Ukrainian refugees who are staying in the village, come with us.

The second trip was on 18th of September to Stratford upon Avon.

The weather was good with plenty of sunshine. The trip was planned on a Sunday because there was a market down by the riverside. I think most people did the 'touristy' bits, Shakespeare's birthplace and river trips etc.

All in all they were both 'Grand days out'.

Martin Farmer

Men's Curry Nights

During the year 2022 the Men's Curry Night group held 11 monthly meals events.

Our most popular restaurant was "Mach" at North Greetwell which we attended three times, followed by two to Castle-View in Lincoln.

We also visited restaurants in Newark, Kirton Lindsey, and Market Rasen.

At present we have 14 members with our membership being open to any male person who attends our church

Once a year we invite our Ladies to accompany us.

We charge no membership fee and have no committee except the meal event organiser who is Edward Rouse at present.

Edward Rouse

Music

During the summer months of 2022 several people in the congregation began to discuss the possibility of re-forming their choir. The former choir had disbanded throughout the difficult months of lockdown and they had missed singing together.

So...in September 2022 we set about gathering together a small group of people who wanted to sing. I felt we should be known as a singing group rather than a formal choir and suggested to people that if they felt they had an ability to help to lead the worship in song, then they were welcome to join us.

Since September, half a dozen voices have turned into 14...and we are able to sing in three parts.

We have also experimented with using both organ and piano in the same service and this has brought colour and inspiration to our music making.

The church has kindly bought a good quality electric piano which makes it much easier for me to conduct and play whilst facing the group. We also purchased 13 music stands.

I believe music of all kinds is required in our worship in church. Different services call for different types of hymns, accompaniments and presentation settings. So.....as we move forward in our promise to be a 'resourceful' church, I hope we can expand our repertoire to meet the needs of the worship.

The power of the word to influence the mind, and the power of music to inspire the heart, is immeasurable, and I believe that we can open a window into heaven with both these mediums in our services.

I foresee greater developments ahead, with possible instrumental addition and also the possibility of taking our music to churches who may need some help in our diocese.

But, we will take one step at a time...we'll listen to the Spirit's direction.

I also believe that music can heal the heart and soul....and so I always have in my mind's eye the Old Testament scene of David playing his harp to heal the troubled soul of Saul.

If our music in church can be sung and played out of our true love for Godand can provide the worshippers with a vehicle for emotional expression and release.... then we will have fulfilled our aim as a singing group...to lead people to wholeness.

Linda Hepburn-Booth

Nettleham Church of England Aided Junior School Governors

During the last academic year 2022/23, the school has thankfully got back to its normal rhythm as it was pre-Covid. School trips, activities, the academic calendar school, sporting activities and charity events have all returned. We have also continued the Covid practice of teachers greeting their pupils at the school gates each morning and when leaving at 3:30 pm. This gives a good opportunity to speak personally to all parents and guardians on any matters which concern them and to develop further very strong links between the school and wider community.

During the the year some highlights and achievements include: Numbers on roll 223 (the school should be full again in September); educational development to look at the intent, implementation and the impact statements completed for every subject; looking at the progression of skills and knowledge mapped out for every subject; vocabulary progression mapped out for each subject; horizontal and vertical links identified across school, demonstrating our 3-D new spiral curriculum; reaching fluency in phonics, grammar, punctuation, and spelling; further developing maths at the highest level; developing further, our RHSE curriculum; ensuring our curriculum is the best it can be and is both broad and rich for the benefit of all our pupils.

Our 2022 standard assessment tests SATs were good with our pupil outcomes being above the national average.

Our PTA summer fare was a great success with our Year Six pupils creating some amazing stalls.

The Year Six Kingswood trip was a success, and everybody returned Covid free.

We sent pupils in September to various schools, including William Farr, Priory Pembroke, Lincoln Castle, Priory LSST, Horncastle, Grammar school and De Aston.

We re-introduced the tried and tested transition work for new Year Three pupils coming from the infant School. The buddy system for them also worked well again this year.

We continue to support our growing number of children in school on the special educational needs register, including any who have Educational Health Care Plans, are Looked After or Post Looked After Children. By our support for these and all our pupils and families, the school truly shows our school values, namely: trust, humility, thankfulness, Koinonia, friendship and endurance.

The school continued with its charitable events, including the Pakistan appeal, Children in Need, Red Nose Day, which all contributed to our charitable giving, and the underpinning of our Christian ethos.

We continued with our church visits, including harvest, Christmas, and various class visits throughout the year.

The level of attendance of our pupils continues to be excellent at 96%. The national average is 93.7%.

We continue to support our pupils who are still affected by the pandemic. Remember that our Year Three and Year Four pupils have had most of their education affected by the lockdown and do still need ongoing individual support.

The levels of parental engagement continue to be excellent.

All year groups have had parent information events with families having shared curriculum plan routines and expectations given to them for their children.

The fun sports day allowed us to welcome families to the school, and share the joys of school life with them. Our sporting events and achievements continue to be excellent. Just this month, in cross country, our team achieved boys first, girls third and second overall team from 26 schools throughout the whole county.

The school has also successfully managed two long-term teacher absences due to illness. These have been covered in house. Although this has placed an additional burden on our team, it has given continuity of education for our pupils and has not affected our already very tight budget. Both members of staff are thankfully recovering well.

The school was not affected by the recent teacher industrial action, which is good news for our pupils.

Since we last reported to you, we've also had three long-standing members of staff leave. Ms Ainsworth, our administrator and Clerk to the Governors, left for employment with Portsmouth University. Mrs Rankin a very long-standing Midday Supervisor for 32 years at our school, has retired and was given an emotional send off last Friday 31st March. and Mrs Armes has left, seeking further employment. We thank them for the valuable work they gave done for us and wish them a happy retirement or happiness in the new careers.

Our stated aim is as follows: "As a Christian school, we believe that every member of our community should feel wonderful, amazing, loved, valued and unique, because God made us that way. We encourage all our children to achieve the highest possible standards and develop skills to be lifelong learners". I think that we have achieved our aim this year and with a wonderful, skilled

and highly committed team of colleagues, set good foundations for the future of the pupils we care for.

Finally, if anyone would like to discuss or explore the possibility of becoming a foundation governor, and anything further about the life of our wonderful school. Please do contact me or Sally Coulter, Vice Chair.

David Subden - Chair

Pastoral Care

The Pastoral Care Team have held their meetings in the Parish Centre on the last Thursday of the month after attending the 9.30am Eucharist. The members of the team include Revd. Judy Shaw, Jean Gledhill (leader) Peter Broadley (Secretary), Jean Carter, Lynne Combes, Myfanwy Denton, Martin Farmer, Shirley Keyes and Katie Smalley. Sandy Gould has left the group to continue her training at St. John's Church, Ermine, Lincoln. We are hoping to recruit some new team members who are required to undertake the Parish Foundation course and the Diocesan Pastoral Care Course. They must also be DBS checked and take the Safeguarding course every three years.

The Team visit the sick and housebound, the bereaved, the lonely and those who are in hospital and Care Homes. Some members of the team take Holy Communion to the sick in their own homes or in hospital. Their identity badges have been renewed and must be worn when visiting.

A document entitled "Pastoral Care Team Guidelines for Good Practice" has been compiled by the team and approved by the P.C.C. This will be a helpful booklet for the team to refer to. We have also passed the document onto other parishes who are in the process of establishing their own Pastoral Care Teams. Pauline Wiggett and her colleague, both from St. Peter's Eastgate Lincoln, attended our meeting in September in order to observe the running of a Pastoral Care Group.

The "Monday Morning Coffee Shop" has been a great success. It has been well attended by members of the community and is a means of identifying people in the Parish who may need Pastoral Care.

Revd. Judy, with some members of the Pastoral Care Team has attended Tennyson Wharfe Nursing Home to conduct a monthly Holy Communion Service for the residents.

On 28th August Revd. Aly Buxton, Archdeacon of Stow, presented new ALM Certificates to members of the team which is part of the qualification to be a Pastoral Visitor. The certificates will be valid for three years.

The Healing Service, in which some members of the team take part, has been resurrected.

Thanks are due to the Transport Team: Hugh Carter, Tony Gledhill, David Baxter and Peter Broadley who faithfully bring elderly people to church.

Jean Gledhill Co-ordinator

Vergers

The small group of Vergers were kept quite busy in 2022.

There were 12 funerals or Thanksgiving services and four weddings for which we were able to provide Verger services.

I am grateful to the team - John Dent, Andy Lewis, David Baxter and Martin Farmer, for their support in delivering this essential service.

David Herbert, Verger Co-ordinator

SAFEGUARDING

Background

In 2019, we had over 20 groups with a volunteer population of about 70 people, all of whom have a role description that includes good practice for safeguarding children, young people, and vulnerable adults. PCC is obliged to be aware of all volunteers and to review lists of group members regularly.

In 2022, the isolation imposed in 2020 and 2021 remains in people's memories, but there are still some groups whose activities have not restarted. We hope and pray that this situation is more fully remedied in 2023.

During the enforced inactivity, some checks and training expired for some of our volunteers; these were all refreshed in the year, and the Church of England nationally continues to review its requirements in these areas, so as to continue making churches and the associated groups even safer from predators.

Nationally, the church has revised the validity period of DBS checks, which now need to be refreshed after 3 years for volunteers.

The Year in Perspective

Our new Administrator, Sophie Fleckney, is no longer quite so new, and settled into the role. As clergy resources shrank during 2022, she was able to work effectively with the Barlings administrator on Deanery matters.

"Safer Recruitment & People Management" or SRPM is the church's national framework for recruitment and training practices, and a clear statement has been made of which roles require what training modules, as well as to which level of expertise.

All volunteers are encouraged to sign-up for and work through "The Basics" in Safeguarding, and also Domestic Abuse Awareness, now available online through the CofE Training portal. New refresher courses were made available and a new module on Modern Slavery.

Safe Working Practices developed with the volunteer group leaders in earlier years will need to be reviewed in early 2023, and consideration given to volunteering across the LMP.

The very lengthy investigations of Diocesan record-keeping and processes associated with the IICSA enquiry (known as "PCR2") concluded at the very end of 2021: the report was eventually published in 2022, supplemented by a statement from the Diocese from Acting Bishop Steven. These can be found at

<https://www.churchofengland.org/safeguarding/safeguarding-news-releases/national-report-church-englands-second-past-cases-review> and

<https://www.lincoln.anglican.org/Handlers/Download.ashx?IDMF=40bca7f8-7ae6-480b-8ecc-0b243e9762e5>

There have been no reported incidents in All Saints' parish, but the Incumbent, Ministry team, and Parish Safeguarding Officer are aware of a number of individuals in the local community who have been obliged to make formal arrangements to worship in churches in Nettleham.

Safeguarding people in church is everyone's responsibility: so if you have concerns or have received an allegation about anyone or by anyone associated with the church, then please reach out to me or any member of the clergy or Pastoral Care team.

It is my belief based on reported and witnessed activity and records that the PCC has complied with its duty under section 5 of the Safeguarding & Clergy Discipline Measure 2016.

Russ Coulter - Safeguarding Officer

ELECTORAL ROLL

The 2023 revision of the Electoral Roll has been completed.

Since the APCM 2022 there have been 8 additions to the Electoral Roll, 2 deletions (both deceased), and 4 moved away.

There are now 143 names on the Electoral Roll.

Doug Bradley - Electoral Roll Officer

DEANERY SYNOD

Background

All Saints Benefice belongs to Lawres Deanery, which also includes Barlings & South Lawres (Revd Penny Green); Welton, Dunholme, and Scothern (Rev Adam Watson); Owmbly Group (Vacancy); and Springline Parish (Vacancy). Fr Richard Crossland is Rural Dean for Lawres.

The Year in Perspective

During the year (2022), Fr Richard was offered, and accepted, a leading role in the Diocesan Time to Change Together [TtCT] programme, and resigned from his roles as Rural Dean of Lawres and Incumbent to the Benefice of All Saints Nettleham with St Mary's Riseholme, effective 31st December 2022.

Rev Canon Penny Green and Rev Adam Watson agreed to share the role of Rural Dean going forward.

It is hoped that the vacancy created by Fr Richard's move will be filled early in 2023 to achieve the recognised and approved level of three stipendiary priests assigned to Lawres Local Mission Partnership (LMP).

This together with the retirements in 2021 accelerated focus on how the emerging LMP could and should service the expectations and aspirations of the 26 churches in the LMP: a significant number of non-stipendiary and retired priests with Permission to Officiate supplement the paid clergy, along with many readers and Authorised Lay Ministers, but beyond managing a 'service schedule', much remains to be done in terms of outreach and mission. There is agreement between Laity and Clergy that the LMP needs a Vision to help guide such activities moving forward, but this remains Work-in-Progress for 2023.

As part of the many changes introduced during lock-down, Zoom meetings have remained part of the meetings' process. Two synods were held, in March and November. In addition, two joint Synods were held with the other Deaneries of the West Lindsey Deanery Partnership - in July & October - and a number of meetings across the Archdeaconry were attended by representatives of Lawres aimed at determining the shape of things to come. Progress has been broadly in line with the published time-line for the deployment, and almost all Parishes had pledged their covenants to 2025 by the end of the year.

A number of events such as Lent courses were offered across the Deanery by members of All Saints' ministry team.

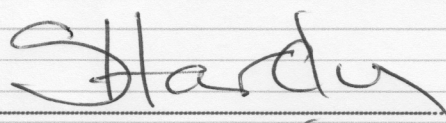
Russ Coulter

2022 ACCOUNTS

Statement of Assets and Liabilities

	General	Designated	Restricted	Endowment	This year	Last year
Fixed assets - Investments						
CCLA Inv. - 121001136S - Kettlewell -	- 0	- 0	844	1,553	2,397	2,717
CCLA Dep. - 121001485D - Ch Institute -	- 0	- 0	- 0	- 0	- 0	31,996
CCLA Inv. - 121001776S - Ch Land -	- 0	- 0	- 0	46,609	46,609	52,827
Charifund - 0024005710 - Ch Land -	- 0	- 0	- 0	38,875	38,875	41,168
CCLA Dep - 621028001S - Gen Purpose -	- 0	- 0	- 0	12,111	12,111	13,727
CCLA Dep - 621028002S - Fabric Purpose -	- 0	- 0	- 0	62,226	62,226	70,528
Totals	- 0	- 0	844	161,373	162,217	212,962
Current assets - Cash at bank and in hand						
NatWest Current a/c - 00830623 -	1,269	3,198	- 0	- 0	4,467	3,228
NatWest Deposit a/c - 18318851 -	260	- 0	- 0	- 0	260	160
CCLA Deposit a/c - 621028001D -	37,379	- 0	- 0	- 0	37,379	4,539
CCLA Deposit - Aistrophe - 621028002 -	- 0	- 0	18,960	- 0	18,960	14,544
TSB Service Account - Kettlewell -	- 0	- 0	1,044	- 0	1,044	1,044
Cash In Hand - Verger -	- 0	- 0	- 0	- 0	- 0	- 0
Cash In Hand - Social Committee -	200	- 0	- 0	- 0	200	200
Cash In Hand - Teas & Coffees -	320	- 0	- 0	- 0	320	320
Cash In Hand - Flower Arrangers -	- 0	- 0	326	- 0	326	326
Totals	39,428	3,198	20,330	- 0	* 62,957	24,360
Current assets - Debtors						
Accounts Receivable -	- 0	- 0	- 0	- 0	- 0	- 0
Totals	- 0	- 0	- 0	- 0	- 0	- 0
Current assets - Investments						
Computershare - C0000534001 -	50	- 0	- 0	- 0	50	50
Totals	50	- 0	- 0	- 0	50	50
Liabilities - Agency accounts						
Agency collections -	- 0	- 0	- 0	- 0	- 0	- 0
Totals	- 0	- 0	- 0	- 0	- 0	- 0
Liabilities - Creditors: Amounts falling due in one year						
Accounts Payable -	- 0	- 0	- 0	- 0	- 0	- 0
Totals	- 0	- 0	- 0	- 0	- 0	- 0
Grand total	39,478	3,198	21,174	161,373	225,223	237,372

The accounts were approved by the Trustees on 17 May 2023 and signed on their behalf.



 Trustee

Income																							
		Voluntary giving and income						Fundraising				Investment income			Church activities - fees and church trading				Other incoming resources				
		Tax efficient PG		Cash at services		All other giving		GA recvd	Grants	Fundraising	Trade proce	Income from investment			Fees			Trading not FR					
		GA-able bank	GA-other	Reg services	Occ offices	Boxes/wall safe	Gen dons	GiftAid recvd	One-off	Fetes/ events	Books/ coffee	Dividends	Interest	Rent/ venue	For PCC	For LDTBF	For payment	Non F-R trade	FISH	Charity dons	Share contrib		
		TOTALS	0101	0102	0301	0302	0402	0403	0601	0802	0901	1201	1001	1002	1202	1101	1102	1103	1203	1303	1304	1305	
JAN	£8,128.96	£2,961.50	£1,537.71	£2,482.61	£0.00	£0.00	£12.71	£959.33	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£83.00	£0.00	£67.10	£0.00	£25.00	£0.00	£0.00		
FEB	£5,246.39	£1,170.97	£1,537.71	£342.55	£5.00	£30.12	£289.39	£270.63	£0.00	£0.00	£340.43	£0.00	£17.72	£0.00	£764.40	£0.00	£452.47	£0.00	£25.00	£0.00	£0.00		
MAR	£14,396.30	£1,036.50	£1,678.72	£1,052.04	£113.00	£93.78	£320.00	£1,113.95	£0.00	£0.00	£855.32	£0.00	£0.00	£65.00	£310.18	£218.00	£5,140.00	£747.36	£25.00	£1,627.45	£0.00		
APR	£7,078.16	£1,626.50	£1,608.37	£550.47	£179.07	£170.57	£31.80	£921.16	£0.00	£0.00	£460.72	£0.00	£0.00	£180.00	£224.00	£0.00	£122.50	£813.00	£50.00	£140.00	£0.00		
MAY	£8,077.00	£1,050.00	£1,671.38	£524.45	£193.28	£116.47	£547.94	£1,104.36	£0.00	£2,109.78	£537.72	£0.00	£17.72	£0.00	£30.00	£0.00	£4.50	£0.00	£15.00	£154.40	£0.00		
JUN	£7,849.61	£1,020.89	£1,614.53	£440.10	£59.00	£280.60	£1,412.04	£1,326.47	£0.00	£348.97	£320.06	£0.00	£0.00	£0.00	£222.00	£0.00	£100.00	£689.95	£15.00	£0.00	£0.00		
JUL	£6,490.23	£1,364.92	£1,562.44	£384.90	£159.95	£0.00	£159.33	£812.29	£0.00	£0.00	£415.60	£0.00	£0.00	£0.00	£714.00	£436.00	£465.80	£0.00	£15.00	£0.00	£0.00		
AUG	£11,091.28	£1,389.75	£1,562.44	£779.68	£446.93	£116.71	£550.00	£276.84	£0.00	£0.00	£238.11	£0.00	£17.72	£0.00	£840.40	£218.00	£478.70	£778.00	£95.00	£0.00	£3,303.00		
SEP	£7,014.83	£1,290.97	£1,622.44	£536.16	£59.67	£235.24	£593.58	£1,075.62	£0.00	£0.00	£342.00	£0.00	£0.00	£15.00	£351.31	£88.00	£0.00	£679.84	£125.00	£0.00	£0.00		
OCT	£8,438.26	£1,219.00	£1,491.20	£626.22	£0.00	£211.56	£922.91	£1,197.76	£0.00	£767.27	£458.66	£529.08	£0.00	£0.00	£506.40	£0.00	£0.00	£100.00	£15.00	£393.20	£0.00		
NOV	£5,510.95	£1,355.05	£1,468.99	£446.66	£83.60	£0.00	£623.04	£745.42	£0.00	£0.00	£448.03	£0.00	£18.11	£0.00	£293.00	£0.00	£4.05	£0.00	£15.00	£10.00	£0.00		
DEC	£11,378.25	£1,279.00	£1,537.65	£731.52	£141.57	£213.85	£1,137.31	£734.16	£2,578.85	£0.00	£1,040.15	£714.26	£0.00	£0.00	£158.00	£44.00	£10.80	£0.00	£95.00	£962.13	£0.00		
TOTALS	£100,700.22	£16,765.05	£18,893.58	£8,897.36	£1,441.07	£1,468.90	£6,600.05	£10,537.99	£2,578.85	£3,226.02	£5,456.80	£1,243.34	£71.27	£260.00	£4,496.69	£1,004.00	£6,845.92	£3,808.15	£515.00	£3,287.18	£3,303.00		
Expenditure																							
		Fundraising c				Church activities				Church running expenses								Other expenditure					
		17 Costs of fu		19. Share		20. Staffing costs		21. Clergy a		23. Church running expenses						24. Utilities		Trading cost		Governanc		Other expenditure	
		Fundraising events	Share	Salary/Ni/ Pens	Other costs	Clergy work	insurance	Office	Organ	Fabric	Upkeep of services	Print, post	other	Electricity	Gas	Water	Telecomms		IE costs	Misc.	Expenses	Charity	
		TOTALS	1703	1901	2001	2003	2101	2301	2302	2303	2304	2306	2308	2309	2401	2402	2403	2404	2501	2601	9901	9902	9903
JAN	£9,431.71	£190.00	£5,900.94	£1,196.14	£100.00	£25.60	£234.83	£107.90	£0.00	£30.00	£170.20	£316.46	£45.00	£55.23	£394.27	£0.00	£64.14	£0.00	£0.00	£0.00	£601.00	£0.00	
FEB	£3,118.59	£0.00	£0.00	£0.00	£219.60	£0.00	£234.83	£555.97	£0.00	£372.64	£574.94	£72.30	£275.00	£55.23	£417.74	£0.00	£64.14	£151.20	£0.00	£0.00	£125.00	£0.00	
MAR	£11,991.75	£0.00	£4,583.33	£2,975.69	£0.00	£0.00	£240.40	£2,563.86	£0.00	£0.00	£376.87	£518.52	£12.00	£49.89	£355.60	£0.00	£64.14	£0.00	£0.00	£0.00	£251.45	£0.00	
APR	£4,308.09	£0.00	£0.00	£987.53	£24.00	£0.00	£240.29	£678.38	£0.00	£55.00	£320.07	£712.92	£0.00	£55.23	£356.80	£28.34	£64.14	£785.39	£0.00	£0.00	£0.00	£0.00	
MAY	£11,725.99	£377.11	£9,166.66	£566.40	£4.80	£284.86	£240.29	£199.42	£0.00	£0.00	£115.00	£128.73	£0.00	£16.51	£236.02	£0.00	£64.14	£0.00	£100.00	£95.00	£131.05	£0.00	
JUN	£10,625.88	£0.00	£4,583.33	£987.53	£0.00	£0.00	£240.29	£2,887.13	£0.00	£82.71	£0.00	£536.47	£95.00	£58.95	£148.48	£0.00	£64.14	£171.25	£0.00	£137.00	£479.60	£154.00	
JUL	£4,527.72	£0.00	£0.00	£1,993.06	£28.80	£0.00	£240.29	£66.67	£135.00	£80.00	£127.82	£80.30	£46.14	£48.08	£107.56	£0.00	£74.40	£0.00	£0.00	£0.00	£100.00	£1,532.94	
AUG	£8,483.24	£0.00	£9,166.66	£1,615.11	£0.00	£0.00	£240.29	£98.11	£0.00	£110.00	£0.00	£33.08	£46.14	£41.40	£96.72	£0.00	£18.00	£0.00	£0.00	£0.00	£247.95	£0.00	
SEP	£10,877.49	£0.00	£4,583.33	£9.60	£0.00	£0.00	£240.29	£2,563.86	£0.00	£0.00	£148.22	£815.68	£384.36	£33.70	£96.71	£0.00	£64.14	£720.00	£0.00	£742.00	£475.60	£0.00	
OCT	£7,838.08	£0.00	£4,583.33	£1,148.35	£28.80	£0.00	£240.29	£100.20	£135.00	£0.00	£256.42	£33.38	£0.00	£40.04	£98.53	£51.88	£106.28	£166.58	£0.00	£500.00	£25.00	£324.00	
NOV	£5,462.06	£0.00	£4,583.33	£1,075.22	£9.60	£0.00	£240.29	£141.43	£0.00	£91.80	£202.42	£21.89	£0.00	£49.75	£699.23	£0.00	£64.14	£113.20	£0.00	£0.00	£320.20	£0.00	
DEC	£11,070.14	£0.00	£4,583.33	£995.78	£9.60	£0.00	£240.29	£370.37	£135.00	£321.00	£109.25	£1,131.61	£1,936.81	£55.39	£960.62	£0.00	£62.94	£0.00	£0.00	£0.00	£44.00	£114.15	
TOTALS	£99,460.74	£567.11	£51,734.24	£8,169.75	£425.20	£310.46	£2,872.67	£10,199.96	£405.00	£1,143.15	£2,401.21	£4,401.34	£2,840.45	£559.40	£3,968.28	£80.22	£774.74	£2,107.62	£100.00	£1,474.00	£2,800.85	£2,125.09	

<u>Natwest Current Account - A/c 00830623</u>			
Balance B/f	£3,227.62		
0101 - GA gifts (net) - Bank (GEN)	£16,765.05		
0102 - GA gifts (net) - Other (GEN)	£18,893.58		
0301 - Loose plate - Reg Services	£8,897.36		
0302 - Loose plate - Occ Offices	£1,441.07		
0402 - Boxes/wall safe	£1,468.90		
0403 - Gen donations	£6,600.05		
0601 - Tax recovered - GA (GEN)	£10,537.99		
0802 - Non-recurring one-off grants	£2,578.85		
0901 - Fund raising - Fetes/Events	£3,226.02		
1001 - Dividends	£1,243.34		
1002 - Interest	£71.27		
1101 - Statutory fees - PCC	£4,496.69		
1102 - Statutory fees - LDTBF	£1,004.00		
1103 - Statutory fees - payment	£6,845.92		
1201 - Hospitality income - general fund	£5,456.80		
1202 - Rent/Venue	£260.00		
1203 - Statutory fees - Non F-R Trade	£3,808.15		
1303 - FiSH	£515.00		
1304 - Charity Dons	£3,287.18		
1305 - Share Contributions	£3,303.00		
	<u>£100,700.22</u>		
1703 - Fundraising Costs - Fundraising exps			£567.11
1901 - Share			£51,734.24
2001 - Staff costs (Salary/NI/Pension)			£8,169.75
2003 - Other staff costs			£425.20
2101 - Clergy work expenses			£310.46
2301 - Church running exps - Insurance			£2,872.67
2302 - Church running exps - Office			£10,199.96
2303 - Church running exps - Organ			£405.00
2304 - Church running exps - Fabric			£1,143.15
2306 - Church running exps - Upkeep of ser			£2,401.21
2308 - Church running exps - Print & Post			£4,401.34
2309 - Church running exps - Other			£2,840.45
2401 - Utilities (church) - electricity			£559.40
2402 - Utilities (church) - gas			£3,968.28
2403 - Utilities (church) - water			£80.22
2404 - Utilities (church) - phone			£774.74
2501 - Trading costs			£2,107.62
2601 - IE Costs			£100.00
9901 - Other expenditure - Misc			£1,474.00
9902 - Other expenditure - expenses			£2,800.85
9903 - Other expenditure - charity			£2,125.09
			<u>£99,460.74</u>
Bank Balance C/f			£4,467.10
	<u>£103,927.84</u>		<u>£103,927.84</u>

<u>Natwest Deposit Account - A/c 18318851</u>			
Balance B/f	£159.65		
Interest	£0.48		
FiSH Donations	£100.00		
	£100.48		
			£0.00
Bank Balance C/f			£260.13
	£260.13		£260.13

CCLA Dep - 121001485D - Ch Institute

Balance B/f	£31,995.85				
Interest	£109.37				
	£109.37				
Transfer to 621028001D			£32,105.22		
			£32,105.22		
Bank Balance C/f			£0.00	Account Closed	
	£32,105.22		£32,105.22		

<u>CCLA Inv - 121001776S - Ch Land</u>							
Balance B/f	£52,827.49						
Dividend	£1,386.21						
	£1,386.21						
Dividend paid to 621028002D			£1,386.21				
Adjustment for change in Market Value			£6,218.68				
			£7,604.89				
Bank Balance C/f			£46,608.81				
	£54,213.70		£54,213.70				

Charifund - 0024005710 - Ch Land

Balance B/f	£41,167.75						
	£0.00						
Distribution to 621028002D			£952.35				
Distribution to 00830623			£1,243.34				
Adjustment for change in Market Value			£97.35				
			£2,293.04				
Bank Balance C/f			£38,874.71				
	£41,167.75		£41,167.75				

<u>CCLA Investment - 121001136S - Kettlewell</u>						
Balance B/f	£2,716.50					
Dividends	£71.27					
	£71.27					
Tfr of Dividends to Natwest A/c			£71.27			
Adjustment for change in Market Value			£319.78			
			£391.05			
Bank Balance C/f			£2,396.72			
	£2,787.77		£2,787.77			

CCLA Deposit - A/c 621028001S

Balance B/f	£13,726.75						
Dividends	£360.21						
	£360.21						
Tfr of Dividends to 621028001D			£360.21				
Adjustment for change in Market Value			£1,615.86				
			£1,976.07				
Bank Balance C/f			£12,110.89				
	£14,086.96		£14,086.96				

CCLA Deposit - A/c 621028002S

Balance B/f	£70,527.82						
Dividends	£1,850.66						
	£1,850.66						
Tfr of Dividends to 621028001D			£1,850.66				
Adjustment for change in Market Value			£8,302.29				
			£10,152.95				
Bank Balance C/f			£62,225.53				
	£72,378.48		£72,378.48				



Section A Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
Church Council of the Ecclesiastical Parish of All Saints Nettleham

**On accounts for the year
ended**

31 st December 2022	Charity no (if any)	1187862
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Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 12 / 2022**.

**Responsibilities and
basis of report**

As the charity trustees, you are responsible for the preparation of the accounts in accordance with the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust'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 (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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.

** Please delete the words in the brackets if they do not apply.*

Signed: 

Date: 14/05/2023

Name: Paula Mellows

**Relevant professional
qualification(s) or body
(if any):**

FAAT

Address:

8 Wedgewood Close
Lincoln
LN6 3LS

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here details of any items that the examiner wishes to disclose.

Once again I have been unable to check the TSB account balance as there is no access to the account and no passbook to check so I have taken the balance from the 2020 accounts (which are the last time the balance could be verified).