

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

Rev. 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.