# PACE Manningtree (Practical Actions for Climate and the Environment)

**A Charitable Incorporated Organisation (CIO)**
**Registered Charity Number 1204980**

**Trustees Report and Financial Statements for the period ending 31 December 2025**


| Contents | Page |
|---|---|
| Information about the Charity | 2 |
| Trustees Annual Report | 3 to 8 |
| Financial Review | 8 and following |
| Statement of Financial Activities | |

**PACE Manningtree**
**Trustees Annual Report for the period ended 31 December 2025**

**Information about the Charitable Incorporated Organisation (CIO)**

**Registered Name**: PACE Manningtree
**Registered Charity Number:** 1204980
**Registered Address:** 10 Grange Road, Lawford, Manningtree. CO11 2JB
**Website:** www.pacemanningtree.org.uk

**Bankers:** Metrobank, 31 – 32 High Street, Colchester CO1 1DB

**Members and Trustees of PACE Manningtree**

The Trustees are the only Members of PACE Manningtree, and the following Trustees were all appointed to serve from 29 September 2023 for the following terms:

**For 4 years from 29 September 2023:**

John Morley Hall (Chair of Trustees)
Christopher James Bowden (Treasurer)
Stephen George Norrison Marr (Deputy Treasurer)
Jonathan Michael Wistan Wise

**For 3 years from 29 September 2023:**

Sarah Louise Smith (Resigned 13 November 2025)
Bonny Marie Williams
Rebecca Sheila Jane Bibko
Halford Hewitt (Vice Chair of Trustees)

**Initially for 2 years, and reappointed for 3 years from 29 September 2025:**

Caroline Birgit Rose Hall (Secretary)
Iris Eileen Marr
Rachael Helen Hurst
Tom Moat

**The Charity Objects of PACE Manningtree**

To promote for the benefit of the public the conservation, protection and improvement of the physical and natural environment, particularly but not exclusively in Manningtree, by carrying out local environmental conservation action such as tree planting, litter picking, pavement weeding, the use of an electric cargo bike to demonstrate low carbon transport, water quality sampling and other initiatives considered suitable by the trustees.

To advance the education of the public, particularly but not exclusively in Manningtree, in the conservation, protection and improvement of the physical and natural environment for the public benefit, through presentations, meetings and other educational events or means as the trustees may determine.

**Trustees Annual Report**

**Governance and Management**

This Trustees Report covers the period from 1 January 2025 to 31 December 2025.

PACE Manningtree was originally formed as a Local Community Group of volunteers in April 2019. On 20 September 2023 PACE Manningtree was registered by the Charity Commission as a Charitable Incorporated Organisation CIO. Between 1 January 2025 and 31 December 2025, the PACE Trustees held 6 Board of Trustees meetings where they dealt with the administration and business of the charity. In addition to these Board meetings there were 12 PACE Supporters' meetings or Field Trips approximately once per month, covering the following main subjects in 2025:

**7 January** - Big Green Quiz Night.
**4 February** - Meeting with HEAT (Hadleigh Environment Action Team), APACE (Ardleigh Practical Actions for Climate and the Environment) and Brightlingsea Matters.
**4 March** - Tom Moat's talk about the Nattergal Rewilding Project near Epping.
**1 April** - The Food Debate - "'Going local' is the key to food system resilience?"
**6 May** - Field trip to Bennison Farm, Thorrington to see Community Supported Agriculture.
**3 June** - Field trip to Operation Turtle Dove at Wrabness with Shirley Sampson of RSPB.
**1 July** - Summer Social in Lawford Community Hub.
**2 August** - Coach Trip to Harold's Park Rewilding Project near Epping
**2 September** - Field Trip to Old Hall 'Intentional Community,' East Bergholt.
**7 October** - Maria Sherrington from Lancashire University presents 'Manningtree- a tiny town addressing global sustainability through local action'. (thanks to Maria who stood in for the speaker Chris Goodall who had cancelled at short notice)
**4 November** - 1) Project information and displays; 2) Charitable Status proposed change to Association CIO Charitable Incorporated Organisation; 3) PACE Manningtree AGM.
**2 December** - Greener Ideas for the Festive Season, with Show and Tell.

On average about 30 people attended these PACE Supporters Meetings (Max 52, Min 25). A short summary was produced for each of these meetings - these are available on the PACE website or in the monthly PACE Newsletter.

**Public Benefit Statement**

The Trustees of PACE Manningtree have complied with the duty of the Charities Act 2022 to have due regard to the Charity Commission's general guidance on public benefit "Charities and Public Benefit".

The Trustees refer to the Charity Commissions guidance on public benefit when reviewing the aims of PACE and when planning future initiatives and projects.

**Strategic Vision and Plan**

PACE Manningtree agreed a 5-year Strategic Vision and Plan in November 2021. In July 2023 the Trustees reviewed the Charitable Objects of PACE Manningtree in preparation to becoming a Registered Charity on 29 September 2023. In 2024 the Trustees agreed a new 5-year Vision which recognised that keeping within 1.5°C rise in average global temperature, as referred to in the 2015 UN COP Paris Agreement, is unlikely to be achieved. The updated Vision was agreed by the Trustees as follows:

*PACE Manningtree works with local communities to increase understanding and take positive actions to address climate change and the loss of biodiversity – we aim to build our resilience to the impacts of climate disruption and threats to the natural world.*

As a result of this Vision the Trustees reviewed the existing projects and considered new projects and initiatives. The Trustees have received regular reports on projects and initiatives together with reports on financial position, safeguarding, health and safety.

The progress of PACE has been recognised through important Awards. In July 2025, The King's Award for Voluntary Service was presented to PACE at the Tendring Show by the Lord Lieutenant of Essex, Mrs Jennifer Tolhurst. PACE won the production of a short promotional film by the charity Big Picture, and this was filmed in July 2024 and features on the PACE Website. On 26 September 2025 the PACE Water Quality Team received the Robert Erith National Landscape Award from the Chairman of the Dedham Vale National Landscape for its outstanding work on the water quality of the River Stour.

None of this, nor the progress with the Projects and Initiatives outlined below, would have been possible without the huge contribution of volunteers in every aspect of PACE's work and the Trustees are enormously grateful to these volunteers.

Trustees are very grateful for grants and donations which have been received during this financial period.

The Trustees continue to consider the accessibility needs of participants at meetings and projects to ensure that people of all abilities can participate as well as possible.

The Trustees are aware of the ongoing need to identify and manage significant risks to protect the charity and people involved, and has considered strategic risks such as:

- **Governance Risks** – we have updated and added to the Rules for Trustees to ensure that we meet our governance, regulatory, and legal obligations.
- **Reputational Risks** – the Trustees are aware of the need to prevent and manage any incident which could lead to reputational damage.
- **Operational Risks** – we actively and regularly keep track of our different initiatives to identify any concerns and at least one Trustee is engaged in each of the PACE initiatives. We carry out Risk Assessments for all events.
- **People Risks** – we have processes in place to ensure that our Trustees and volunteers are looked after well, and we ensure that everyone works within our Health & Safety and Safeguarding policies to protect people. We have insurance to cover a number of risks and eventualities including Public Liability cover and Trustee Indemnity insurance.
- **Safeguarding Risks** – as we are undertaking some educational work which may include young people and/or vulnerable adults, we have policies and procedures in place to consider safeguarding issues and we have two Trustees who oversee safeguarding.
- **Complaints** – PACE Manningtree has a Complaints Procedure in place which, like other policies, is available on the PACE website, and any complainant is directed to and encouraged to follow this procedure.
- **Financial Sustainability** – we manage our finances and fundraising to ensure that we can meet our commitments short term (within 1 year), as well as longer term. The Trustees are aware of the need to know about the source of any funds and the Treasurer is mindful to identify each source of income. PACE is registered with the Fundraising Regulator
- **Each Trustees meeting** includes an Agenda item on Safeguarding and Health and Safety

**Brief Summaries of PACE Projects and Initiatives up to 31 December 2025**

**Manningtree Earth Festival**

The last Manningtree Earth Festival was on 11 June 2023. The Trustees agreed to run the Festival every other year which would have been in June 2025. We started planning for this in October 2024, however, in early 2025 several issues emerged, and the Trustees decided to postpone the Earth Festival to June 2026. In September 2025 we started planning for the Earth Festival for June 2026 but with a different format, namely, a series of events over a month rather than a single day Festival. 5 Trustees formed the Earth Festival Group and Trustee Halford Hewitt agreed to take the lead for a Festival in 2026, which was ultimately very successful.

**Water Sampling on the River Stour and River Brett**

The aim of this project is to investigate the local concerns about the water quality of the River Stour and River Brett. The Environment Agency (EA) trained a total of 16 PACE volunteers in a method called *Riverfly* which uses freshwater invertebrates as indicators of water quality. Samples were taken by the volunteers each month through to the end of December 2025 which gave 3 full years of data. In collaboration with the University of Essex, we have taken monthly water samples for bacteria analysis for which we have 2 full years data. The University of Essex consider we have good results and with their help we are writing a joint paper which will include recommendations for future work. The Volunteer Team were pleased that their work has been recognised through the Robert Erith National Landscape Award.

**Climate FRESK Workshops**

FRESK is a collaborative workshop and non-profit game originating in France. Participants use 42 cards to build a visual "fresco" that maps out the causes and effects of climate change based on IPCC reports. Trustees attended a FRESK workshop and then 6 of the Trustees were trained as FRESK facilitators so they can run the Workshops. Several FRESK Workshops have since been held with local businesses and Schools.

**Field Trips for Local Schools**

The aim of these Field Trips is to provide environmental studies which support school staff and complement the National Curriculum. In 2025, PACE Education volunteers have organised Field Trips with local Primary Schools at Lawford, Highfields and Dedham, and led these with the support of the school staff. For example: Tree Survey, Insect Biodiversity, Small Mammal Survey, Pond Survey and Climate FRESK. PACE volunteers prepared Lesson Plans and Worksheets with the staff and addressed Safeguarding and Health & Safety issues.

**Presentations and Talks**

As part of the PACE Objects “to advance education of the public”, PACE volunteers gave presentations during the period to Essex County Council, Tendring District Council, Stour Valley U3A, The Essex Green Summit, and several Rotary Groups.

**Reduce Reuse Recycle – the 3Rs**

An initiative developed by the 3Rs called ‘Operation Wet Wipe’ to reduce the number of wet wipes being flushed down toilets was planned but we did not get traction from Anglian Water, so this was not pursued. The 3R’s Group are therefore looking for a better future initiative.

**Tendring Show 12 July 2025**

PACE had a large stand at the Tendring Show which was visited by about 3,000 of the Show visitors and we welcomed the Lord Lieutenant of Essex who presented PACE volunteers with The King's Award for Voluntary Service – the highest UK recognition for a Voluntary Group. We ran the sustainable travel initiative again in 2025 where volunteers thanked those visitors who arrived on foot, by bike, by train or with a full car with entry into a prize draw. However, inadequate promotion left us rather disappointed with the uptake. PACE volunteers organised and ran a Shuttle Bus service from Manningtree Station to the showground utilising the Manningtree Community Bus and Harwich Connexions Bus and with the support of the Lawford Parish Council and the Community Rail Partnership. This initiative was well supported, and it was adopted by the Tendring Show for 2026; we hope it will continue each year.

**PACE Newsletter**

The first PACE Newsletter was issued in December 2024 a Newsletter has been sent out once each month throughout 2025, by Email to our signed-up supporters, and through social media and the PACE website. The object is to keep everyone up to date, to inform and to educate people, and to provide them with practical information which will help them support of a more sustainable community. The monthly Newsletter has been very well received – thanks to all those who have contributed.

**Community Solar Energy Scheme**

There was initial enthusiasm for this Scheme, however, the funding has not been secured through the County Council and therefore the Scheme has stalled. PACE continues to think this is an important initiative in one form or another and at present we are pursuing links with Stour Power Community Energy – a not-for-profit community benefit society working to develop community-owned renewable and low-carbon energy projects in the Stour Valley.

**Community Allotment**

The aim of the community allotment at Mistley is to encourage local people to grow-their-own vegetables thus reducing food miles and carbon emissions. About eight volunteers and some of their children have continued to work most Sunday mornings throughout 2025. We have had good crops of broad beans, runner beans, garlic, beetroot, onions, courgettes and squashes. We were pleased to win several prizes for our vegetable in the Ardleigh Horticultural Show in August 2025. If we get more volunteers, we will need to take a second allotment.

**40 Ways to cut your carbon emissions**

The aim of this project was to produce a Booklet and Poster which explain 40 different ways that local people can reduce their carbon emissions. Nearly all 8,000 Posters have been distributed, and we will need to consider a reprint.

**Local Tree Planting**

The aim of this initiative is to support the planting of trees in our local community because trees help to reduce carbon dioxide levels as well as providing important habitats. In December 2025 several PACE volunteers assisted with the planting of over 2,000 trees in Ardleigh.

**Outreach Group initiatives**

A team of PACE volunteers select initiatives which broaden the interest in PACE and its work. In 2025, the Outreach Group have: supported work with Schools and Nurseries such as Lawford Little Pumpkins; had a Stall and displays at Mysteries of Mistley and at the Lawford Community Open Day organised by Lawford Parish Council; attended the Climate Coalition on behalf of PACE at Westminster in July.

**PACE Storage Shed**

PACE purchased a large second hand shed and volunteers moved this to a site kindly agreed by the owner of Peach and Pippin, Hungerdown Lane, Lawford. The shed base, extensive repairs and painting were undertaken by volunteers so that PACE has a secure weatherproof store for equipment.

**Supporting other community initiatives**

PACE volunteers have supported several other important initiatives which meet PACE Objects, but which were not organised by PACE but by other local community groups, for example:

- *Street keepers of Manningtree* - this initiative keeps the streets of the town free from weeds so that the Council no longer needs to spray weedkiller like Glyphosate.
- *Manningtree Repair Café* – open once per month so that residents can take various items for repair at minimal cost.
- *Manningtree Christmas Market* – Manningtree Rotary organise this and PACE volunteers were pleased to respond to the need for Stewards for this event.

**Our aims for 2026**

In late 2025 Trustees undertook a review of all the existing PACE Projects and Initiatives to assess how well they were supporting the PACE Strategic Vision and priorities. In January 2026, Trustees will review our main Aims that support the Strategic priorities:

How to **increase awareness** of PACE, our objectives and our approach

How to **increase awareness** of changing climate, loss of biodiversity and the need for improving resilience in our community

How to **increase the understanding** of what everyone can do which will benefit them and their community

How to **encourage the Practical Actions** that local people can choose to take which will benefit them and their community.

We will ensure that PACE activities embrace a balance between climate, nature and resilience.

We will take in to account the National Emergency Briefing presented in November 2025 and the National Security Assessment due to be published on 20 January 2026 which considers the very real threats of biodiversity loss and ecosystem collapse to the UK and the possible consequences for our local community.

We will lift our ambition and focus on specific Objectives which make progress towards the above Aims:

**Ongoing Objectives:** such as the bimonthly Trustees meetings; the monthly PACE Newsletter; the monthly PACE Supporters Events and Field Trips; those existing PACE Projects which are effective; any potential new PACE Initiatives which will help us meet these Aims.

**Specific Immediate Tasks:** such as moving from the Foundation Charitable Incorporated Organisation CIO to the Association CIO which enables us to establish a Membership and Gift Aid Scheme; improving the PACE website and social media; delivering a good Manningtree Earth Festival 2026.

**Longer term Initiatives over the next 5 years:** such as working with our local community to identify and deliver scalable examples which enable resilience for food, energy, water, transport, which support local biodiversity, and which contribute to the security and robustness of our community.

Trustees already recognise that such Aims and Objectives will require a significant increase in workload and the funds and resources to support this, therefore over time we will aim to raise sufficient core funds to support a member of staff, and project funds for carefully selected initiatives and we will aim to build stronger relationships with other organisations so that we can work well together.

We will continue to construct financial budgets for the funds needed to progress the work of the charity, and the Treasurer will monitor the income (checking the source of grants, donations etc.) and the expenditure to ensure that PACE operates within its financial means. Every Trustee meeting will continue to receive a report on PACE's latest financial position.

We will continue to review the skills of the existing Trustees by updating our Skills Audit so that we are ready to appoint new Trustees who can fill any skills gaps.

Every Trustee meeting will continue to have a standing agenda item to report any Safeguarding or Health and Safety issues or other significant risks so that we protect the charity and continue to look after our people and all those engaged with our activities.

**Financial Review.**

The Financial Statements follow for the period 1 January 2025 to 31 December 2025. These were agreed by the Board of Trustees of PACE Manningtree on 17 September 2026 and are now with the Independent Examiner. They will be submitted to the Charity Commission before the due date of 31 October 2026. The Financial Statements and Independent Examiner's Report will then be made available on the PACE Website www.pacemanningtree.org.uk

Signed: 17 September 2026

John Hall, Chair of Trustees

On behalf of the Trustees of PACE Manningtree.