

^TS. JAMES'

Bicentenary 2019-2024



As Sydney's oldest church, St James' is a place of soul-stirring worship, challenging preaching and fine music. We are a progressive community that welcomes all people regardless of age, race, sexual orientation, gender identity, or religion.

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Sydney
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ANNUAL REPORT FOR THE YEAR 2023 PRESENTED TO THE ANNUAL GENERAL MEETING 10th MARCH 2024

S.^TJAMES'
Bicentenary 2019-2024

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Note: The Financial Accounts for the year ended 31st December 2023 are in a separate booklet.

RECTOR'S REPORT TO THE 2024 ANNUAL GENERAL MEETING

I pen this report just a few days after the celebrations to mark the bicentenary of the consecration of St James' King Street. This is my first Report to an annual meeting as the Seventeenth Rector of St James'. It is an incredible honour to serve in this role and in this place, and I look forward to seeing where God will call us as a parish into the future. Our bicentenary celebrations began back in 2019 when we gathered outside in Queen's Square to remember the laying of the foundation stone. You will notice that the St James' logo during this period has carried the dates 2019-2024. Could we ever have imagined quite what these short years would bring? In 2019 I was Director of the St James' Institute, The Rev'd Andrew Sempell was our Rector, plans were drawn up for the construction and installation of a new pipe organ, and also for various services, events and other activities to mark the bicentenary and to focus on particular parts of the life and ministry of our parish over the past 200 years.

Then in early 2020 things changed in a way that no one could have expected, and like everyone else, we have faced some incredible challenges in these last few years. Yet, by the grace of God, and through hard work and commitment by so many people, here we are at the beginning of a new year with a sense of renewed optimism and energy. This Annual Report covers the period of the past year and contained here are the reports of the many ministries of St James' King Street. I express my thanks to each and every person who contributes to all the ministries of our parish, seen and unseen.

I express my particular thanks to The Rev'd John Stewart, the Associate Rector of St James', for his leadership of the parish during the Interregnum and for his unwavering support as Marianne and I returned to Sydney in June and as I began my time as Rector. Fr John's commitment to St James' is legendary and it is a privilege to serve alongside him. We as a parish are indebted to him for his faithful and dutiful service and for his dedication to St James'.

I also express my thanks to the Wardens and Parish Councillors for their leadership and commitment. St James' is a complex parish and there are many moving parts. The Wardens and Council members approach their responsibilities prayerfully and with great care and attention. I express my particular thanks to Chris Lock, Rector's Warden and Treasurer, who has gone above and beyond in every respect this year.

During the Interregnum, The Rev'd Glenn Maytum assisted in the smooth running of the parish, and in particular took responsibility for the work and ministry of the St James' Institute, supported by the members of the Board of Management. I express my sincere thanks to Fr Glenn for his support throughout the year and with him I congratulate Dr Paul Oslington on his recent appointment as Director of the St James' Institute.

We are very greatly blessed at St James' by a small team of honorary clergy and lay ministers who assist with services, pastoral care and preaching. I thank each of them in turn for their invaluable contribution to the life of our parish.

The music ministry of St James' continues to go from strength to strength and my thanks go to our Head of Music Warren Trevelyan-Jones, our Assistant Head of Music Marko Sever, members of the Choir of St James', members of the St James' Singers, James Brew the Margaret Norman Organ Scholar, our choral scholars and everyone who generously supports the music ministry of our parish. I express my particular thanks to the St James' Music Foundation for their generous support of the ongoing music ministry and support of special projects, in particular the new Bicentenary Organ. Thank you to all who give generously in support of the music at St James'. I also acknowledge the ongoing work and support of the Friends of Music at St James'. Our choral services were augmented in the latter half of the year by the addition of Sunday Choral Matins, alongside our regular Choral Eucharist, mid-week Evensongs and monthly Sunday Evensongs, plus special services including our Patronal Festival celebrations and the great season of Advent and Christmas. We have welcomed many visitors to our parish, some who have made the commitment to join our parish, and others who consider this their spiritual home in Sydney. I know that there will be many people who read this report who live far from Sydney but who are none-the-less a treasured part of St James' King Street, and to each of you I offer my thanks for your continued support and commitment. We are grateful for the technology which allows us to livestream our services to keep in contact with the wider St James' community scattered around the world.

You will see in the Wardens' report some important updates on major projects undertaken throughout the year, so I will avoid too much repetition here. That said, I would like to acknowledge the hard work on the renovations to the Rectory, which is beginning to feel like home, and which continues to be a place of parish hospitality, in the tradition of the previous Rectors of the parish.

I take this opportunity to thank the parish staff. To Dianne Ward and Jonathan Elcock who continue to share the duties of Parish Administration, to Michelle Chan in the complex and demanding role of Parish Accountant, to Tony Papadopoulos our Facilities Manager, our Operations Coordinator James Farrow, to Gilbert Santayana and Iva Lawes, our vergers, and to those who generously volunteer in the office, especially to Sue Mackenzie who works with James and I to produce 'St James' Connections', and Gordon Cooper our Honorary Archivist. On behalf of the parish, I express my thanks to the St James' Hall Board of Management for their skill and diligence in matters concerning the St James' Hall building, and in particular the Board Secretary James Balfour.

Our children's ministry has continued in 2023, meeting face to face again after some years of meeting online via Zoom. My thanks to John and Charlotte Wiltshire for their creative leadership of our children's ministry.

Mid-week the liturgical life of our parish continues with Morning and Evening Prayer and the daily lunchtime Eucharists. Thanks go to all those who generously volunteer to lead and support these daily services, along with all those who assist in the liturgical life of our parish as Servers, Lay Assistants, Sacristans, Sidespeople, Flower Arrangers, Brass and Silver polishers, as Readers and Intercessors, Bell Ringers, as the leaders of Christian Meditation Groups, our Hospital Visitors, Sister Freda volunteers, all those who offer refreshments and Parish Hospitality, and those who assist with pastoral care, pastoral visiting and in support of the running of the ministry of the St James' Institute.

2023 has been a year of consolidation and a return to many of the aspects of the life of St James' which we treasure and which were disrupted by the challenges of the pandemic. I particularly value the sense of community and belonging at St James', and it has been pleasing to see the attendance at our services and events continue to grow during the year and things are reestablished and strengthened. We are aware of the need to grow our congregations and there are many ideas for us to prayerfully consider in the years ahead. Please do pray for this growth as we seek to connect with people of all generations and continue to be an inclusive and welcoming church which is open to everyone.

There are plenty of challenges still ahead for us, but the future is built on a firm foundation. We are called to be good and faithful stewards of the resources entrusted to us, to be attentive to one another as we journey together as disciples of Christ, as we seek to serve and care for those in need in our community, as we grow and build relationships with other churches and organisations in our city and beyond, and as we proclaim the Good News of the Kingdom of God in what we say and what we do. I often dismiss the choir, ministers and assistants after our services with this prayer, which is my prayer for each member of our parish in the year ahead, that we might not just talk or sing about our faith, but might be living examples of the love and light of Christ in each moment of our lives:

Grant O Lord that what we have said and sung with our lips we may believe in our hearts, and what we believe in our hearts we may show forth in our lives, through Jesus Christ our Lord, Amen.

The Reverend Christopher Waterhouse

Rector of St James'

February 2024

Annexures:

A. Parish Directory 2024

Attachment:

2.1 2023 Attendance Statistics

Parish Directory**Clergy**

Rector:	The Reverend Christopher Waterhouse
Associate Rector:	The Reverend John Stewart
Honorary Associate Priests:	The Reverends Dr John Deane, Ron Henderson OGS, Glenn Maytum, & Des Cox

Director, St James Institute:

Dr Paul Oslington

Music Staff

Head of Music:	Warren Trevelyan-Jones
Assistant Head of Music:	Marko Sever
Margaret Norman Organ Scholar:	James Brew

Administrative Staff

Facilities Manager:	Tony Papadopoulos
Operations Coordinator:	James Farrow
Accountant:	Michelle Chan
Parish Administrators:	Dianne Ward & Jonathan Elcock
Vergers:	Gilbert Santayana & Iva Lawes
Hon Archivist:	Gordon Cooper

Worship Assistants/Coordinators

Parish Readers:	Christine Cheetham, Associate Professor Michael Horsburgh AM Alan Melrose
Sacristans:	Jackie Dettmann, Peter Douglas, Ross Douglas, Leigh Hess & Ian McDonald
Head Server:	Stephen Samild
Head Sidesperson:	Peter Blunden
Pastoral Coord:	Christine Cheetham
Lay Assistants Coord:	Vivien Whitfield
Readers/Intercessors Coord:	Martha McRae
Flower Coord:	Pippa Naivasha
Bell Tower Captain:	Jackie Dettmann

Other Ministries

Kids @ Church Coord:	John Wiltshire
Safe Ministry Representative:	Dr Helen Blake
Meditation Coordinator:	Richard Cogswell
Sister Freda Mission Coordinators:	David and Robyn Carver
Hospitality Coordinators:	Sue Mackenzie & Dr Christopher Telford

Please find the attendance statistics attached as a separate document.

Wardens' Non-Financial Report

Introduction

The Parish Administration Ordinance 2008 (church law) sets out the responsibilities of wardens in any parish within the Diocese of Sydney. Accordingly, St James' wardens' responsibilities are:

Financial, including:

- the proper management, security and financial administration of all money and other property
- keeping proper accounting records of all money received and expended by the wardens
- preparing financial reports, statements, accounts and arranging audits.

Property, including:

- keeping order in the historic church building and its grounds
- ensuring proper care is taken of the church and other things relating to the conduct of services of public worship
- arranging repairs to the church and the 2 church residences in Paddington and Chatswood
- managing St. James' Hall in accordance with its own Ordinance (including repairs, leasing to tenants and future use strategy)
- granting licences to permit outside persons and groups to use church or parish property

Wardens also have responsibility for:

- paying stipends and other amounts to clergy
- appointment and payment of paid workers and removal if necessary

The Rector is responsible for the spiritual welfare of the parish, the wardens for the finance and property. Together they form the Parish Executive.

The present wardens choose to 'spread the load' by each of them leading certain aspects of the wardens' responsibilities and checking with the others prior to decisions or commitments being made by all three together. This isn't a formal part of church rules but has worked very successfully in this parish over the last few years. Neither is the allocation of responsibility set in stone. Wardens bring different skills and experience, the division of responsibility changes to best suit the skills of the wardens at the time. Individual wardens will also take the lead on special projects as required.

The wardens have delegated the performance of some of their responsibilities to others. We are blessed by having an accountant (Michelle Chan), a facilities manager (Tony Papadopoulos) and office administration (Dianne Ward, Jonathan Elcock and James Farrow) on staff and we are very grateful for their contributions.

Whilst not the direct management responsibility of the wardens, we acknowledge and are thankful for the contributions of the music department, led by Warren Trevelyan-Jones and assisted by Marko Sever and many others.

We are also delighted to have recently appointed Dr Paul Oslington as the new Director of the St James' Institute.

Managing this workload on a voluntary basis would not be possible without the strong day-to-day support that we continually received from Fr Christopher Waterhouse and from Fr John Stewart. We are greatly blessed at St James' with very hard working, gifted clergy, not forgetting part-time and honorary clergy.

The parish is blessed with committed staff and volunteers who enable the parish to deliver its extensive schedule of worship and related activities - the wardens acknowledge and greatly appreciate their dedication and commitment.

Interregnum

Fr. John stepped up as Acting Rector in 2022 (doing two jobs at once) and that continued in the first half of 2023. During this time the staff covered a range of administrative responsibilities normally done by the Rector.

Some parishioners might be aware of some small cracks in what during normal circumstances appears from the outside to be a relatively seamless system. The wardens acknowledge this, and the anxiety it created for some, and are very grateful to the many staff and volunteers who stepped up to fill temporary gaps.

The wardens express their deep thanks to Fr John for his work as Acting Rector.

New Rector

On Tuesday 22nd June 2023, a new rector of St. James' King Street, Fr. Christopher Waterhouse, was formally inducted into the parish. The wardens are grateful to the Lord for the provision of Fr. Christopher and Marianne, to the Nominators for their diligence in finding such an outstanding candidate, and to Fr. Christopher for taking on the challenge of being our Rector!



Finance

See separate “Wardens Financial Documentation” report for the parish finances.

Historic church building

Day to day management of the historic church building rests with our facilities manager, Tony Papadopoulos, supported by part time and casual vergers Gilbert Santayana and Iva Lawes. The wardens are very thankful for the work of these ‘behind the scenes’ folk, without whose efforts the building and the various liturgical services would be so much the poorer.

Much of our activity in 2023 has been in preparation for the new pipe organ.

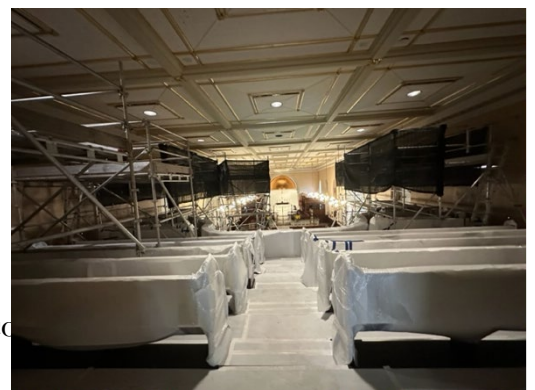
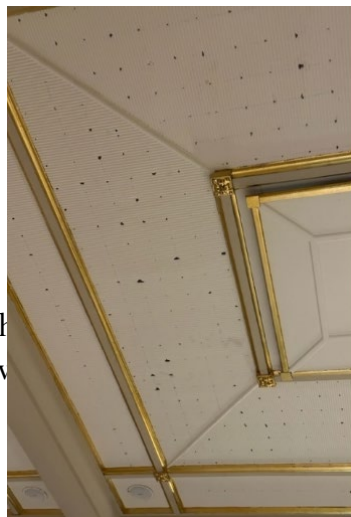
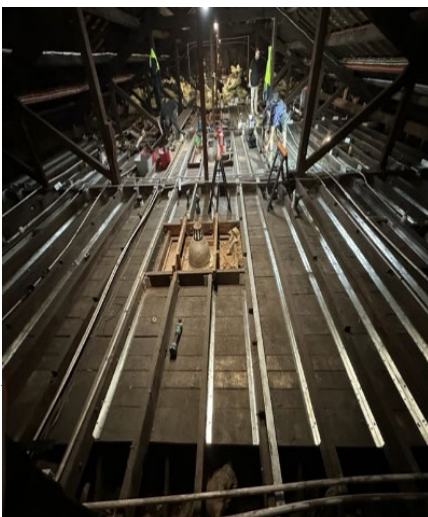
As reported in the 2022 wardens report, early in 2023 the ‘force majeure’ fire event was lifted and a new program and payment schedule agreed with Dobson. Dobson had advised:

“We have looked over our schedule for the coming year, and propose the following for the delivery and installation of the new organ.

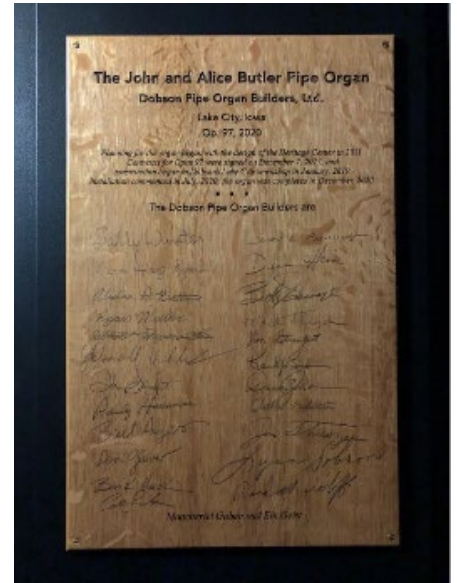
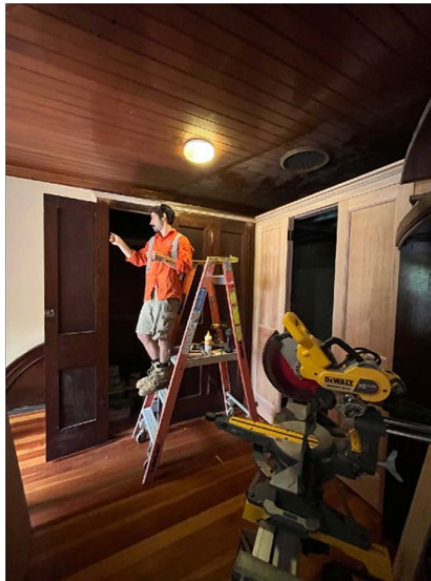
We believe we will complete the organ in our works in October of this year [2023], and pack it for shipping by 1 November. Our shipping agent is advising that six to eight weeks are currently required portal-to-portal, so we would look for the organ's arrival in Sydney by the end of this year. (Shipping times are fluid; we'll monitor this and adjust accordingly.) Our installation team would depart for Sydney on Thursday 4 January 2024, with installation commencing on Monday 8 January 2024. We are estimating eight weeks for the physical installation of the organ, but the majority of its components will be in place (i.e., not on the church floor or otherwise in the way) after only two or three weeks. This means physical installation of the organ is completed about three weeks before Easter, which I hope is not too great a disturbance.”

The wardens are delighted that this commitment was met, and the physical installation was completed on Tuesday 20th February 2024 – ahead of program!

The Base Building Works commenced in April 2023 at the west end of the church (Stage 2a) and proceeded to the east end (Stage 2b). The entire ceiling has been pinned and repainted, the roof strengthened and the Waveform sound deadening layers installed over the first three ceiling bays. Anecdotally this has markedly improved the acoustics in the building.



Stage 2c of the Base Building Works including electrical works, replacement of the cupboards in the servers and candle vestries for the new blowers, final roof works, continued after the Induction Service.



For the purposes of a small, internal commemorative plaque placed inside the organ by Dobson, the organ is being called “The Bicentennial Pipe Organ”.

A new organ / blower distribution board has been installed to facilitate more electrical equipment to control the new pipe organ switch sockets.

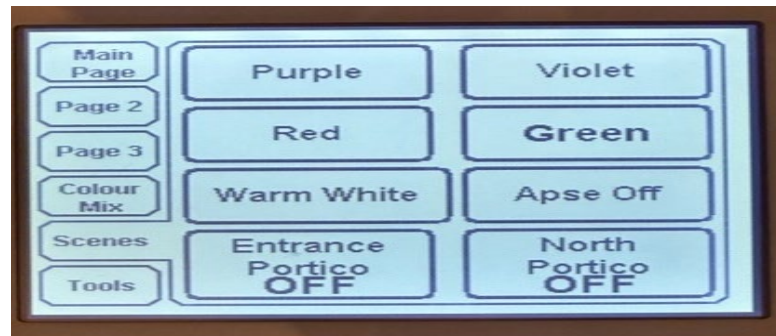
The organ vestry ceiling has been matched to the original timberwork. The priest side vestry ceiling will be looked at a later stage after the organ has been commissioned, as there are heritage impacts and to do the work now might delay completion.



Our builder, AJB has produced the joinery for the console platform, the shoe rack and the page turner's seat.

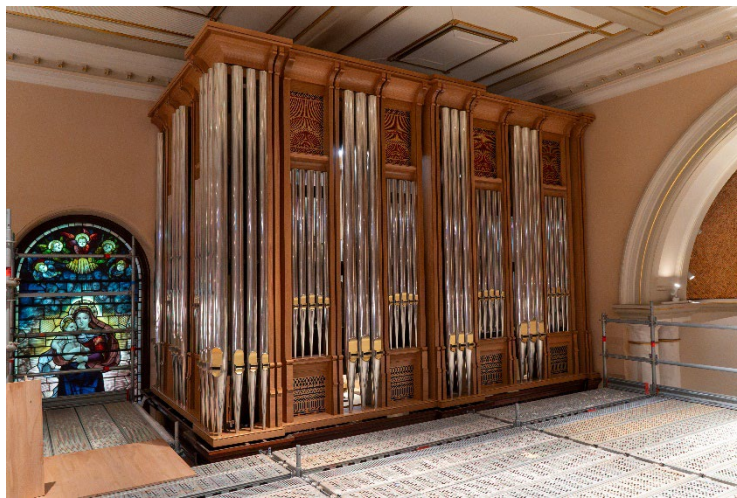


The final part of the lighting design (coloured lights behind the high altar) has been installed and controlled by our new lighting system CBUS.



The 3 containers of new pipe organ parts arrived in January 2024 and the work of installation by the (variable numbers of) Dobson crew with support from Peter Jewkes' crew, our builders AJB and various rigging and traffic management crews commenced.

There has been (overwhelming) social media commentary, which will not be recreated in this report, suffice to say that progress has been ahead of schedule, Tony Papadopoulos has been satisfied with the safety and cooperation, and Dobson is happy.



Dobson asked for some temporary storage of organ parts that are yet to be used, and we are using the meditation room for the time being.



Of course, day to day maintenance of the historic building has continued under the supervision of Tony. Works were done to maintain the lighting, the equipment in the kitchen, the fire alarm system, the display screen at the front porch, the drainage in the crypt toilets, gutter cleaning & roof anchor point re-certification, stormwater drainage, external floodlights, first aid equipment, new washroom soap dispensers.

We intend to start a new project to upgrade/replace the audio/PA system, which is no longer fit for purpose. We are waiting on pricing, which would include new overhead microphones (making the need for lapel microphones obsolete). Our vision is to have a tablet-controlled system, including a new sound-rack and speakers.

Paddington Residence

The new Rector was announced at the 10 am service on 2nd April 2023. The wardens immediately engaged Gardner Wetherill (GW) to advise on how to bring the Rectory at 85 Hargrave Street Paddington to an appropriate condition.

GW's initial inspection indicated that the Rectory was in a much worse state than had been thought. Some long-standing parishioners have variously opined that:

- The Rectory hasn't been repainted internally for more than 30 years
- When the former Rector moved in (11 years ago), the old carpets (age indeterminate) were simply cleaned and re-stretched
- The gardens had been allowed to become completely overgrown, causing significant damp issues
- Basic maintenance hadn't been undertaken (sash windows don't open, A/C not working, white goods age-expired, carpets water stained)

The wardens formed the view that 'we are where we are' and the building needed to be fixed. GW was immediately commissioned to prepare a detailed Scope of Works and Room Data Sheets and to advise on how the maintenance could best be managed.

Fr. Christopher and Marianne walked through the Rectory on Friday 14th April with GW, the Sempells, the Rectors Warden and 2 representatives of a potential builder to finalise a scope of works.

In order to not have 'down time' whilst waiting for tenders, funding approvals, resolution of governance etc., the wardens instructed Tony Papadopoulos, using trades well known to SJKS, to:

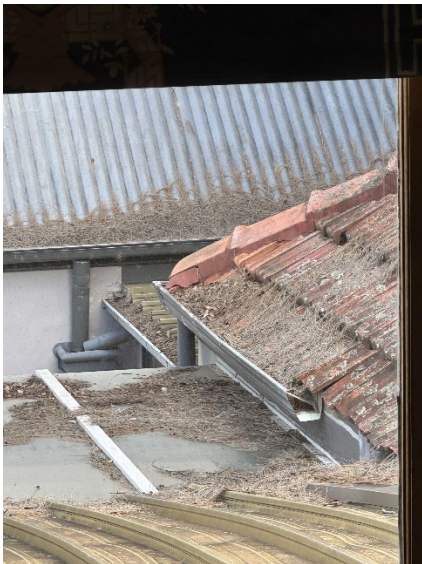
1. Remove from house the following furniture: computer desk unit and large timber desk in study. In the room beside the kitchen remove dresser and two bookshelves. Dispose of the computer desk, chair and dresser. Relocate bookshelves to the hall offices and the desk to the Parish office (Fr. John).
2. Move all miscellaneous household items remaining in the old house to the pantry area.
3. Deep clean the house, fireplaces, cupboards, all kitchen appliances excluding oven, dusting beams and light fittings. Disinfect and deodorise the floor in sunroom. Wash sunroom walls above glass doors.
4. Replace the oven, model to be decided in consultation with Marianne after appliance measurements given (please advise, also dimensions of fridge space).
5. Replace the pull-out extractor unit above stove.
6. Service the gas hob (cooktop).
7. Dispose of the washing machine and wall mount existing dryer so front-loading washing machine can be installed below when it arrives from Tasmania.
8. Wash interior and exterior windows, both ground and first floor.
9. Clean gutters and roof.
10. Replace drainage to rear of property adjacent pergola which appears to be installed at incorrect height.
11. Strip all carpet and fixings, and inspect condition of flooring for possible re-use.
12. Clean gutters and roof.
13. Remove gas wall radiators throughout (including Stage 3 extension); patch holes in wall/ floor
14. Remove window coverings, pelmets, rods, hooks

15. Remove all picture hooks, nails from walls

16. Electrical - Remove redundant points such as aerials, old telephone, patch and make good

17. Lighting – generally remove for replacement all existing Stage 1 & 2 only

The garden was cleared and the carpets removed – unfortunately the condition of the floors was much worse than first thought.



Work commenced under Tony's management with removal of all greens against the front fence and around the house, cleaning and clearing all debris from roof gutters and removal of branches from neighbours' property.

Internal work started upon Tony's return from leave, including removal of all carpets, removal of all wardrobes, removal of window dressings, removal of some kitchen appliances and one laundry appliance, removal of all old radiators from walls.

It was agreed with Marianne and Fr. Christopher that the bathrooms NOT be replaced at this stage (it being easier to do these in stages once they are in residence and can make design choices in-situ). Deep cleaning was needed of all bathrooms. A heavy presence of mould was found in the downstairs master bedroom ensuite. Quotations have now been received for this work, which is expected to start after Easter 2024.

Flooring companies were invited to quote for hardwood polished floors.

Facilities Manager Tony reported that many issues were found with when the old yellow tongue chipboard and old floorboards were removed. Damaged pieces of joists and bearers were replaced. Tony opined that it is a miracle that nothing more serious ever occurred over the years.





Whilst the floors were up, Tony had plumbers removing old redundant gas heating and making the under floors safe. Electricians also ran cables extending GPO (power point) cables as new skirting boards will be installed.



New cassette air conditioners have been installed in the upstairs bedrooms and are commissioned, gassed and operating. The large, ducted air conditioning system will be serviced and commissioned.



Moisture was found in front wall near the bay window. The end window was found to be rotten through but has been saved by the parish handyman.

Damage to some tiles on the roof caused an investigation and roofers found some major flaws (e.g. no sarking) which were remediated with minor repairs that are expected to last for the next couple of years, but we will need to replace the entire roof as we did for the Chatswood residence.



It became necessary to clean the gutters again (less than 3 month since the last clean) as it was evident that there were blockages in certain areas around the house, especially where the council trees are more prominent hanging over the house gutters. The water company needed to cut the water due to an issue in Elizabeth St, with the same tree roots in the main water line under the road.





The Rector complained to council (as the resident) about the trees in Elizabeth Street causing damage at the Rectory and the local water infrastructure. The trees have been pruned.

The Waterhouses moved into the Rectory on Thursday 7th September, Whilst the Rectory was being made good, the Waterhouses were accommodated nearby in pet-friendly Airbnb properties.

Chatswood Residence

The property has been maintained and the gardens cleared regularly, and there are no particular matters to report.

St. James' Hall

The Board of Management (BoM) met in person four times in 2023. Matters considered included the 2024 budget, the accounts, leasing and maintenance.

Two new voting members joined the BoM—Mr Craig Rodgers and Ms Anne Duggan—on the approval of the Parish Council and with the support of the Trustee.

The quality of the St. James' Hall has been slowly deteriorating relative to new buildings, such that experts now classify it as C-Grade.

Acknowledging the above, and the needs of both the parish and the Diocese to secure future distributions from the Hall, the BoM and wardens agreed a leasing strategy with the Managing Agent to “meet the market” - a manageable reduction in net rent, but with the security of new lease income. Pleasingly, the Hall is now fully tenanted.

The future of the building beyond 2030, when current leases expire, is the focus of our thinking; waiting until this deadline is almost upon us would risk a sub-optimal solution. Recent changes in City of Sydney planning rules appear to enable us to develop a much higher envelope on the site than previously thought possible. Changes to Heritage Floor Space rules can also help to increase our Floor Space Ratio—a potential source of income. Short, medium and long-term approaches are being developed. Under current consideration is whether or not to replace the lifts given that the building in its current form has a limited life.

Risk Management

The wardens are delighted that Councillor Michelle Roberts has agreed to take on delegated responsibility from the Wardens for Risk Management. The first deliverable will be a risk management plan.

St. James' Foundations

The wardens gratefully acknowledge the philanthropy of donors to the St James' Music Foundation for the major contribution this makes to the ongoing funding of music in the parish. We are blessed with a beautiful heritage building in which to worship and the best of choral music.

The wardens also gratefully acknowledge the philanthropy of donors to the St James' Building Foundation for the major contribution this makes to the ongoing funding of maintenance work to the church building.

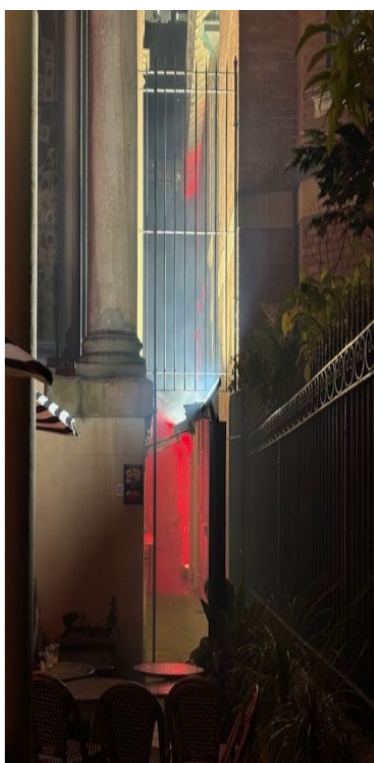
The wardens also gratefully acknowledge work of the Trustee in managing the two Trusts and the St. James' Organ Appeal Committee.

Jardin St James

The new owners of Jardin St. James' appear to be operating successfully, although there seems to be less patronage.

The Facilities Manager reports that Jardin St. James' has failed in a few areas around the cleanliness of their kitchen and was issued an urgent notice for attention by the health inspector. It is the first time in some 7+ years that there has been a regular stream of inspections by a health inspector under the new café owners.

JSJ (to broaden its business) and its partner, Bondi Lines, held a larger-scale night-time event on Friday 27th October on a trial basis. Warden Christopher Brooks and Facilities Manager Tony Papadopoulos were in attendance.



The Rector and Wardens discussed the event and determined that it isn't appropriate for St. James' to be used to host further such events (there have been approaches from other event organisers to hire the crypt, attracted by social media comments). JSJ has been advised that no further Bondi Lines events will be approved. We have decided to contain future events to 150 people maximum on the basis that we don't want portaloos and don't believe the space practically accommodates more people.

The wardens have agreed that JSJ be constrained to early mornings and lunches, i.e. the current arrangement, and have not agreed to an extension either of trading hours or the liquor licence.

IT and Social Media

An audit has been undertaken on the parish website and some remedial actions are in place.

Two office computers that had reached end-of-life have been replaced.

The wardens are investigating the installation of NBN to the historic church building, to avoid the current problems with the Optus wi-fi hub during live streaming.

An order has been placed to upgrade the tap machines in the historic church building.

Staffing

In August 2023, Iva Lawes accepted an offer of casual employment as Assistant Verger and was welcomed to the team.

Aidan O'Donnell (from the St. James' choir) continues in the work of administration assistant to the music department.

Marko Sever was offered and accepted a 1-year contract as Assistant Head of Music.

The temporary arrangement with Tony to reduce his working week to 4 days (to assist with child care) ended on 1st February 2024. Tony has reverted to 5 days per week.

The Rector, Wardens and Head of Music have agreed to pay our musicians (choir) superannuation and to formalise contract arrangements with effect from 1st January 2024, in line with current industry standards.

At the request of Warren Trevelyan-Jones and in consultation with the Rector, the Wardens granted approval to Warren to take on a position with the Tasmanian Symphony Orchestra. This, combined with the parish needing to review the staffing of the music department, resulted in a written agreement with Warren to reduce his working days to 4 days per week from 1st March 2024 and the termination of his current employment on 31st July 2024 (noting that this doesn't preclude Warren from applying for a newly-formed role in the music department).

Marko Sever's contract expires on 30th June 2024. The Rector, Wardens, Head of Music and Marko are working together to formulate a job description and to start a recruitment process.

We are settling around a 'business as usual' staffing arrangement for the music department from 2025, being:

Head of Music 3 days per week

Either (depending on skills and preferences of the candidates):

AHoM/Organist 2.5 days per week; plus admin 2.5 days per week; or

AHoM/Organist 5 days per week

A marketing/sponsorship specialist, for the wider publicity of the choir (non-liturgical) with the aim of it being self-funding as a non-core business of the parish

These conversations are ongoing.

Questions?

The wardens feel privileged to serve the parish and are happy to answer any questions related to their role and this report.

Christopher Brooks, Chris Lock, Stephen Samild

March 2024

ST JAMES' INSTITUTE

As the incoming Director of the St James Institute, I very much appreciate the warm welcome I have received and look forward to working with you over the next few years. Thank you for your prayers at my Induction Service on 4 February. Please continue to pray for me and the work of the Institute.

Thanks to those who have purchased an Institute subscriptions in faith before we have a program for 2024. I offered the first seminar on 4 February on “What Does the Bible say about Economics?” and the remainder of the program is coming together. It will be available in due course on the Institute website and advertised in *Connections* and elsewhere. Subscriptions are available for \$195 on the website or by telephoning the office, and single event tickets will typically be \$25.

The Institute's mission encompasses both education within the Parish and wider engagement. There are wonderful opportunities for this with our city location in the midst of legal, political and artistic communities. I see the Institute as having a particular mission to those who for whatever reason feel alienated from churches – I hope we can nourish thoughtful faith and provide community. To this end we will be holding several events offsite in partnership with other organisations, and during the week at times more convenient for those working in the city.

I'm particularly keen to grow the Trinity in Sydney program of degree level theological study – a partnership between St James and Trinity Theological School within the University of Divinity. This year we are offering three units: the first of which was offered by Trinity Dean Revd Canon Dr Bob Derrenbacker on *1 Corinthians*, to be followed by Revd Dr Fergus King in June/July on *Handling Texts of Terror*, and then myself with Kara Martin in October on *Faith Work and Economics*. These subjects may be taken for credit towards a University of Divinity undergraduate or post-graduate degree, or for possible cross credit towards many other Australian theological and other degree programs. FEE-HELP is available for eligible domestic students. Anyone can enrol as an audit (non-credit) student, and this is a remarkably good deal for members of the St James Institute who pay the discounted rate of \$400 per subject.

Happy to talk with anyone about plans for the Institute. We have an opportunity to build on the work of the previous Directors towards something which greatly blesses our community.

Paul Oslington

February 2024

HOSPITALITY

The hospitality teams have had a mixed year with morning tea resuming only to be cancelled again during the Delta and Omicron waves of COVID-19.

Chris Cheetham
Pastoral Care Coordinator

Post-8am Morning Tea

Morning tea in the crypt after the 8am service continued on the first Sunday of the month in 2023. In 2024, however, there has been a change. A request was made to the Rector that morning tea be available every week in the crypt to allow parishioners to get together. This also offered greater convenience for some parishioners who find walking to the nearest café difficult. It was agreed that a simple “tea and toast” every week would be a good idea.

At the first Sunday of the month morning tea in January 2024, a vote was taken as to whether to continue with the heartier morning tea on the first Sunday or simply to have “tea and toast” every week. The vote endorsed the continuation of the first Sunday morning tea provided by one or two parishioners. It was felt that some people liked to come just once a month and would know that that morning tea would be well attended.

“Tea and toast” on the other Sunday mornings is just getting established but has begun promisingly with attendance of a dozen or more people each week.

Jackie Dettmann
8am Parishioners

Post-9am Morning Tea

In 2023, Sunday morning services were conducted at 8am and 10am until late October. Then the new Rector, Christopher Waterhouse, introduced a 9:30am Matins service as a trial until Christmas 2023. Then we reverted to 8am and 10am until the end of January 2024. In February 2024, a new pattern was begun. On the first Sunday of each month, the 9:30am service would be a Sung Eucharist, with Matins on the remaining Sundays of each month. There would be occasional 10am services on special occasions, such as Palm Sunday and Pentecost.

The Morning Tea teams, largely consisting of former 9am parishioners, continued to provide and serve morning tea on alternate months, when the services were 8am and 10am in 2023 and in January 2024. However, once Matins were introduced in October 2023, we did not officially provide refreshments. This was because most people in these teams wanted to attend a Eucharist, rather than Matins. Consequently, only a couple of people took pity on the

starving Choir members, who wanted sustenance between the 9:30am and 11am services. Del Levett and Julia Farrow were noticeable in their generosity in this regard.

From February 2024, our teams will be providing morning tea again, but only on the first Sunday of the month, when a Eucharist is celebrated. We may join with the 11am teams when there are 10am services, but only if large numbers of people are expected to attend.

We will most likely ask for donations from those who attend when we serve Morning Tea, as we have done for years. This money rightly goes to Parish funds, because the Parish supplies milk, tea, coffee, and sugar, while the volunteers provide the food, such as sandwiches, cakes, fruit, mini quiches, and other assorted goodies.

I would like to thank all those willing volunteers who have worked so hard in the preparing and serving of refreshments, as well as clearing up afterwards. The Vergers, too, are very helpful both before and after Morning Tea. They and the Facilities Manager, who ensures supplies of tea and coffee, etc. are on hand, should be thanked as well. I am very grateful for everyone's willingness and good humour.

A new roster has been developed because of the change in the pattern of services, and some new people have joined us, and some stalwarts have retired. I would like to acknowledge those who have helped for years, but who can no longer do so, and also the new people who have offered to help. I offer my personal thanks to those who have led the little teams, of which there were five in the past, but now four. These leaders contact others on their team and work out with their team who is providing what by way of refreshments, and they organise the various tasks involved in serving Morning Tea. In recent years, these leaders were: Helen Cook (and Christopher Cook), Barbara Boston, Beverley Horsburgh, Julia Farrow, and June Sherriff.

I also would like to thank the Rectors, Fr Andrew Sempell, and Fr Christopher Waterhouse, and also Fr John Stewart, the Acting Rector when St James' was vacant. They and the Parish Office staff have helped me in my role, too.

Hospitality is an important ministry which is appreciated by parishioners and visitors alike. It allows us to enjoy fellowship together, but it also presents a welcoming face to visitors so that they feel valued too. In fact, some new members of the Parish have first joined the congregation because of their welcome at Morning Tea.

Sue Mackenzie

9am Refreshments Coordinator

WEDNESDAY MEDITATION GROUP

The Wednesday Christian Meditation Group continues to meet on Zoom at 7.45am. We commenced in 1989 in the crypt.

On occasion we are joined by people who have read about us on the Parish website or in the Pew Sheet and the Parish Office has referred them to us. This is encouraging and we are grateful.

This year was exceptional in that we enjoyed a physical gathering over lunch. One of our regular meditators lives in York in England. She was visiting Sydney, and another member hosted a luncheon at her home which many of us were able to attend.

On Wednesday mornings, we meditate for 25 minutes in the prayerful tradition re-discovered by Benedictine Monk John Main. We are one of hundreds of groups in Australia and thousands in the world and are part of the World Community for Christian Meditation.

Over the years, a number of WCCM Australia meetings and events have been held at St James'.

Feel free to ask about this form of prayer (richardcogswell@hotmail.com or 0438 273269).

Richard and Anne Cogswell
Wednesday Meditation Group

FRIDAY MEDITATION GROUP

The Friday Meditation Group meets face to face every Friday in the meditation room in the Crypt from 1.10pm to 1.50pm.

After the pandemic and now that winter is over, we are pleased to be seeing new attendees. Some, once they have learnt how to meditate, do so in their own time. Some are regular attendees who continue to meet face to face on Fridays.

The attendees mainly hear about the Friday Meditation group from the Pew Sheet but also by word of mouth.

The Friday Christian Meditation sessions are free of charge and are open to all. The meditators are not only from St James but also parishioners from other churches and some are non-Christians.

Mary Sattin
Friday Meditation Group

MISSION AND OUTREACH COMMITTEE

St James 'tithes' one tenth of the year's offertories, distributing the money to a range of charitable purposes. The task of distributing the 'tithe' funds for this past year (\$33,000) was undertaken by the Mission and Outreach Committee, with Parish Council approval.

As forecast in the Committee's report to the 2023 AVM, the amount of offertories was calculated from 1 October 2022 to 30 September 2023

The Committee (Robert Marriott and Holly Raiche) based its allocations on the three themes of the Parish Strategic Plan: social justice, inclusion (of people on the margins) and Classically Anglican. The Committee also seeks to balance allocations between local, national and international.

The five recipients are as follows:

Social Justice

- Food Bank NSW & ACT for the area's homeless
- Asylum Seekers for continued assistance to asylum seekers

Inclusion

- Diocese of Willochra, supporting travel to provide ministry services (including baptisms, weddings and funerals) to the very remote areas of South Australia
- Act For Peace – for the COVID-19 International Emergency Fund

Classically Anglican

- St Laurence House for its continued support of homeless youths in Sydney

The Committee also retained \$3,000, looking at either assistance to fire services or projects to address land management in the coming year, as needed.

Mission and Outreach Committee

THE SISTER FREDA MISSION

The Mission continues to thrive much as it has always done since 1895 when it was begun by the Community of the Sisters of the Church, an English Religious Order that started the Collegiate School in Paddington in 1893. Sister Freda, who was a member of the Order, took over the organisation of the Mission in 1899. When she died in 1936 her name was given to the Mission & St James' took over responsibility for its operation.

The need for a basic meal in safe surrounds is as important now as it was in 1895. The number of guests averages around 60/70 for lunch and continues to be served every Sunday.

We have been fortunate to be able to continue to link with the rescue food organisation Oz Harvest which collects quality excess food from many commercial outlets and delivers it direct and free of charge to many charities including the Sister Freda Mission. The quantity varies but it is all excellent food within use by dates & our guests enjoy the variety, often being able to take extra food home for another meal or share with a friend.

Streets Ice Creams has continued to support the Mission & continues to regularly donate ice creams which are very much appreciated.

It was great to be able to return to providing our annual Christmas lunch which couldn't be held the last couple of years because of COVID. About 120 guests were able to return to a sit down traditional meal of ham, salad, puddings, and custard and of course ice cream, served in the covered courtyard. The Berowra acapella choir, 'Voices of the Waters' provided wonderful singing of Christmas Carols as they have done for many many years.

The annual donation of socks, beanies & gloves during wintertime was again well supported by many parishioners. Kids at Church were also a huge help in making up gift cards for all these gifts, to which they added a very personal note. The young ones at St Paul's Lutheran Church in Stanley St also prepared cards for the gifts of socks from their church. A practical gift and very well received. Thank you all.

We would like to thank all our volunteers who have provided their time through the year & also a big thank you to those who have so generously donated funds to help this Ministry. The generous donations of hams from parishioners and others were also very much appreciated. Cash donations (which are tax deductible) are of course always welcome. The parish office can provide bank details if transferring electronically/directly is preferred.

We always need more volunteers. If you would like to join or simply come along one Sunday to see what is involved, please contact us.

David & Robyn Carver
Sister Freda Mission Coordinators

ST LAURENCE HOUSE REPORT

2023 has been another challenging year for St Laurence House (SLH).

SLH is one of only two services in Sydney providing 24/7 fully supported Medium Term care for homeless young people 13 to 18 years old. We are differentiated from other services in two key ways. Firstly, our Medium-Term approach sets SLH apart from the more numerous services offering crisis support over only three months, which is insufficient to generate real change and get lives back on track

Secondly, SLH caters for children and young people as young as 13 years, in contrast to other services where 16 is the minimum age.

St Laurence House is truly fortunate to have a team of skilled and experienced staff and volunteers, both working directly with the children and young people in our care and as members on our Management Committee. I am truly grateful for their ongoing commitment and hard work, undertaken with goodwill and a genuine desire to deliver the best outcomes possible for the people in our care.

Our major focus continues to be growing the capabilities of our service. We recognise that it will always be difficult to run a small service with only one house of five beds. So, while our dedicated team has continued to focus on the needs of the children and young people in our care, we are also closely looking at options to expand our service.

In order to move forward, we have made key appointments to our staff. Nigel Parker, who has led the day-to-day team for many years, has now moved on - we are truly grateful for his dedication and commitment to our clients. Replacing him is Jennie Piaud, Jennie has been a member of the Management Committee for three years, and very successfully spearheaded the Accreditation initiative. Nikki Butterfield continues to lead the team responsible for the day-to-day care of the young people. These changes have all brought new energy and new ideas, so welcome.

Our biggest problem, however, continues to be our funding. While our achievements with our clients are well recognised and appreciated by the State Government and many other organisations in the sector, this is not reflected in the government funding we receive. Further, Covid has restricted our fundraising.

We are therefore still very much dependant on the goodwill of our benefactors, without whom St Laurence House simply could not exist. Every dollar makes a difference. We are truly grateful for their ongoing support.

We would like to thank all of our dedicated staff for another year of hard work, focused on each client's individual needs and always caring. Thank you also to the members of the Committee of Management for their untiring work this year. Thank you, too, to the many stakeholders that we work with in the Homelessness sector and who continually strive to get our clients back on track.

Alan Soutar
Chair of SLH Management Committee

HEAD OF MUSIC

The last twelve months have seen much activity and enormous change in the life our Parish as we celebrate our bicentenary and now turn to look ahead with great excitement to the next two hundred years.

The arrival of Fr. Christopher Waterhouse as the 17th Rector in June 2023 was marked by a wonderful installation service. This Evensong included a newly commissioned anthem for the occasion by Michael Leighton Jones. Fr. Christophers' commitment to the music ministry in our Parish was evident from the time of his arrival and we look forward to his passion and support in years to come.

Members of the Dobson Pipe Organ Builders team from Iowa (US), together with local craftsman, have been working hard at the start of 2024 installing the new instrument following the arrival of the three container loads shipped from the United States. With the beautiful new organ now in place and the church restored to its normal state following the disruptions in recent years, the long process of tuning and voicing the instrument begins. Exciting plans are coming together for the opening of the new organ later in the year. We have all be impressed by the fine craftsmanship of the Dobson team and the efficiency and speed at which they have put the new organ in place.

Following a successful trial period towards the end of 2023, our Sunday morning services now include a 9.30am Matins that precedes the 11am Eucharist. Increasing the number of Choral services has been both challenging and enormously rewarding for our musicians as we take on the learning of new repertoire. Both The Choir of St James' and The St James' Singers have had few changes in personnel in recent years and have embraced the extra demands with consistently high standards. I thank them and our Organists for their excellent work.

The Choir performed with the Australian Youth Orchestra for the first time in December 2023 in a well-attended concert that included Bruckner's *Mass in E minor* and Respighi's little-known Christmas piece: *Lauda per la Natività del Signore*. It was a wonderful collaboration that received rave reviews, and we hope to work together in future.

In late 2023, we welcomed James Brew as our new Organ Scholar. James had been with us as a Choral Scholar for the previous year, and succeeds Callum Knox who left to take up an appointment at St Mary's Cathedral.

Finally, I would like to thank all those that support the many musical activities in the Parish. We are blessed with many donors who give so generously, especially to the Pipe Organ Appeal and those who support our Organ and Choral Scholarships. I must offer particular thanks to The St

James' Music Foundation and the Friends of Music at St James' for all they do to support and promote our ministry.

Warren Trevelyan-Jones

Head of Music

THE ST JAMES' ORGAN REPLACEMENT AND RESTORATION APPEAL

The vision for a new Bicentennial Organ in St James' has become a reality.

There was, of course, a fire and COVID along the way, creating a longer than expected wait. But the new Dobson organ has now been installed in the church. It looks magnificent. The specialist Dobson crew, supported by local experts, have done an incredible job in assembling the instrument over January and February 2024. The intricate stage of "voicing" will now take place. The organ will be ready for its official inauguration at St James' -tide 2024.

After a period of recess during 2023, the Appeal has in early 2024 recommenced activities to raise as much as possible to fund the cost involved in the project. A promotional video was recorded and launched on YouTube in January 2024, and has been viewed about 9,500 times! Other activities will coincide with the concerts and other events that will mark the inauguration. Details will be issued shortly.

Through the generosity of wonderful supporters, the Organ Appeal has raised a total of \$2.3 million as of February 2024. This has already been spent on work to date. The cost of the instrument alone is a little over \$3 million, plus all the associated acoustic and building construction work required in the church building. The Appeal now aims to raise a total of **\$3 million by July 2024** to reduce as much as possible the level of loan funds needed to pay for the works.

Can you help reach this target? Perhaps you might consider adding a further amount to your previous donation during the current financial year? Or you might know others who could contribute? Tax-deductible donations can be made at www.stjamesfoundationorganappeal.com.au All donations make a difference.

The Appeal Committee expresses its appreciation and gratitude for the support received to date. It looks forward to the ongoing generosity of friends and donors as July approaches.

Robert Marriott

Chair, The St James' Music Foundation Organ Replacement and Restoration Committee

THE GUILD OF ST RAPHAEL

The Guild of St Raphael witnesses to the Healing Ministry within St James' and we are under the patronage of St Raphael the Archangel of Healing. His story (a ripping yarn) is told in the Book of Tobit, found in the Apocrypha.

The Guild comprises a small number of parishioners committed to praying for the sick and needy. Rather than being publicly acknowledged, as at Morning Prayer or in the Pew sheet, the names of these people are kept confidential. Should anyone like to become a part of The Guild membership, please let Fr John know and you will be most welcome

Covid put an end to our normal Evening Eucharists on the first Tuesday of each month, so at Fr John's suggestion, Evening Prayer became a regular Zoom service on weekdays at 5pm. On Tuesdays the focus of prayer is for the Healing Ministry lead by Fr John. Evening prayer is now well established with a regular congregation.

One day the Eucharists will return when everyone will be welcomed back to the quiet, tranquil service where people are welcome to receive the Laying on of Hands and Anointing for themselves, or on behalf of someone else. The homilies are directed towards deepening our understanding of Christ's Healing Ministry. We pray that that time will come sooner rather than later.

Fr John Stewart is the Chaplain of our branch of the Guild and we thank him sincerely for his wisdom and ongoing dedication to this ministry.

Nanette Danks
Guild of St Raphael

ST JAMES' MENS' GROUP

The Men's Group meets six times a year for lunch and for a talk from an invited guest. We have been fortunate to be able to use Christine and David Cheetham's unit at Normanhurst as our 'base' and we are particularly grateful to Chris. for the work she does on our behalf, shopping for our luncheon and preparing much of the food. It is hardly an exaggeration to say that Chris has been the mainstay of the Group! We are looking at the possibility of making some changes to the structure of the Group in 2024. Consideration will be given to diversifying the Group's membership and meeting places. The number of attendees has to be limited but I encourage more members of the congregation to consider joining us.

Gordon Cooper
Co-Ordinator

MORNING PRAYER

Beginning and ending the day with morning and evening prayer has continued to be an important gathering point for a group of enthusiastic parishioners meeting on Zoom. This liturgical practice has become a focal part of our daily lives, and the rhythm of the cycle of reading the psalms and the old and new testaments is a calm and meditative way to begin and end the day (and also to catch up on everyone's news!). Over the current year the evening prayer group has grown significantly with around 15 people joining daily. The morning prayer group continues steadily with around 20-25 participants. Many thanks to all our leaders and readers, and special thanks to Sue Mackenzie for preparing all the Ordos.

Catherine McClellan

Morning Prayer Coordinator

ST JAMES' GUILD OF BELLRINGERS

As Ringing Master, Lindsay Small continues to competently and happily lead our small band of ringers for Tuesday night practices and Sunday service ringing. Alan Coates, retired bellringer himself, provides valuable weekly tuition to a handful of newer ringers, using the simulator. An ancient art being taught with the aid of modern technology!

This year saw a flurry of peal attempts around mid-year. The first occurred on the occasion of the induction of the new Rector at St James in June with Lindsay Small representing St James' ringers. "Spliced Surprise Major" was the method for the peal but, unfortunately, it was not successful. There was, however, some wonderful ringing demonstrated during the attempt, by ringers who came from many places in Australia.

On 21st October 2023, a peal to celebrate the 50th anniversary of the opening of the Sydney Opera House was attempted. "Bennelong Surprise Major" is a new peal, composed specifically for this inaugural ring. Lindsay again participated representing St James and the peal was successful! Three hours of continuous ringing – no mean achievement!

On 5th November 2023, a peal was rung to commemorate the 200th anniversary of the completion of St James' tower and spire and the 20th anniversary of the installation of St James' bells. Ringers from St Mary's Cathedral, St Andrew's Cathedral, St Saviour's Cathedral, Goulburn, St Phillip's Sydney, St Paul's Burwood and St Paul's Manuka ACT successfully rang "Greenway Surprise Major", a method composed specifically for this occasion.

Our St James band continues to ring for special events such as weddings and funerals. In May 2023, St James also rang with other towers around the world in celebration of the coronation of King Charles III.

In June, a couple of St James' ringers attended the annual ANZAB (Australian and New Zealand Association of Bellringers) Festival in Perth. This is always a stimulating, challenging and thoroughly enjoyable event for our band members.

The sound modification works in the tower have been temporarily suspended while the new Dobson organ is being installed. We hope the works will resume later in 2024.

Although we have one very enthusiastic young new ringer, the search for new, young ringers continues.

Jackie Dettmann
Tower Captain

ARCHIVES REPORT

I regret to report that we made very slow progress in the Parish Archives in 2023. I have been seriously hampered by not having Colin Middleton's assistance as he has had to resign due to ill-health. The lack of secure storage space and the lack of any permanent work space are also ongoing difficulties. I am still playing 'catch-up' organizing material acquired during the Covid years and in this I particularly miss Colin's assistance as it was he who set-up a number of the worksheets we use to help maintain some of our records.

I wish to thank the Parish Council for agreeing to fund the restoration, by International Conservation Services, of two significant items from our collection: the James Bennet 1852 water colour of the Church and the portrait of Rev. Robert Allwood, a copy of the original in the possession of Sydney University. The former will be specially mounted but it will not be able to be displayed as, even after restoration, it will be too fragile to be put on display. It will be photographed and the photo' hung in the Church Hall. The Allwood portrait will be framed and hung in the Hall.

Once again I seek the assistance of parishioners who may have material of historical interest concerning St James' and who are willing to donate it to the Archives or to lend it to the Archives to be copied, to contact me on archivist@sjks.org.au or phone the parish office with the details and I will arrange to collect it and, if required, return it.

In my 2023 report I indicated that both Colin and I would have to cease working for the Archives due to increasing ill-health. As mentioned above Colin has already done so but we have not yet managed to find a successor to take over my work so I keep working, though at a reduced rate. If anybody would be willing to take over the role of Archivist please talk to the Rector. Colin has been working in the Archives for over twenty years and his contribution has been very important. I miss his help. Thank you Colin for your work over such a long period.

Gordon Cooper
Acting Honorary Archivist

S.^TJAMES'
Bicentenary 2019-2024