



**St James's
Church
Piccadilly**

ST JAMES'S CHURCH, PICCADILLY

**ANNUAL MEETING OF PARISHIONERS
and**

ANNUAL PAROCHIAL CHURCH MEETING

Sunday 8 May 2022 at 1pm

In person and by Zoom

Host@ St James's Piccadilly is inviting you to a scheduled Zoom meeting.

Topic: AMP & APCM

Time: May 8, 2022 01:00 PM London

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St James's
Church
Piccadilly

ST JAMES'S CHURCH, PICCADILLY

ANNUAL MEETING OF PARISHIONERS

Sunday 8 May 2022 at 1pm

1. Welcome and apologies for absence: Kevin Hipgrave
2. Minutes of the Annual Meeting of Parishioners of 23 May 2021
3. Election of Churchwardens



**St James's
Church
Piccadilly**

**MINUTES OF MEETING OF THE
ANNUAL MEETING OF PARISHIONERS
HELD ON SUNDAY 23RD MAY 2021 at 4.00PM BY ZOOM**

ANNUAL MEETING OF PARISHIONERS

As a consequence of the Covid-19 pandemic, this meeting was held online using Zoom, with parishioners mainly in their own homes.

1. Welcome

The meeting was chaired by the Reverend Lucy Winkett, who warmly welcomed everyone and opened the meeting with prayers. She announced that the meeting was to be recorded, giving attendees the option to remain or to leave the meeting.

2. Apologies

Apologies had been received from Shirley Dixon, Tom Gidman and Debbie O'Brien.

3. Minutes of the Annual Meeting of Parishioners of 18th October 2020

The minutes of the meeting of 18th October 2020 were approved as a correct record.

4. Election of Churchwardens

The Chair advised that two nominations had been received for the role of Churchwarden:

Deborah Colvin – proposed by Fiona Notman and seconded by Tessa Curnew

Trevor Lines – proposed by Jen Veall and seconded by David Cox

As there were two nominations and two churchwarden positions, no ballot was required. The meeting unanimously approved the re-appointment of Deborah Colvin and Trevor Lines as Churchwardens for 2021-22.

The Chair expressed particular thanks on behalf of the congregation to Deborah and Trevor, and she also paid tribute to them, to all members of the PCC and to everyone who had taken up voluntary roles, for the time, energy and commitment that they had given freely to St James's during this extremely difficult period.

5. Close

The Chair declared the meeting closed.

Graham Cooper
PCC Secretary

Signed
Lucy Winkett, Chair

**ST JAMES'S CHURCH PICCADILLY
ANNUAL MEETING OF PARISHIONERS 8 MAY 2022
ELECTION OF CHURCHWARDENS**

St James's Parochial Church Council (PCC) comprises: the Clergy of the Parish, the Churchwardens, 9 elected lay members and 4 elected Deanery Synod representatives.

Churchwardens serve for a term of office of one year and may normally serve for up to six consecutive years. This year, subject to any further nominations received prior to the Annual Meeting of Parishioners on 8 May, there are two nominations: Deborah Colvin and Trevor Lines. Both have previously served as Churchwardens for the past five years as well as having served previously as PCC lay members.

As there are two candidates for two vacancies, unless any further nominations are received, there will be no need for a ballot at the meeting.

Deborah Colvin

Proposed by Claire Wright, seconded by Monica Bashade



I am pleased to stand for election as Churchwarden again. The coming year will involve significant change as we transition to a new business model, strategic plan and senior management team. In the light of this I can see that having some consistency of personnel in roles with oversight of the breadth and depth of SJP activity is valuable and provides continuity. I have been in the role for 5 years now, and so have an appreciation of where we have come from as well as a view ahead to where we hope to go.

I also look forward to working with our new Associate Rector whose brief is to nurture and develop the congregation. My aim in this area will be to support both congregation and AR in realizing the change we want to be in the world, and I hope my knowledge and experience of this community will facilitate this.

Trevor Lines

Proposed by Jo Hines seconded by David Loyn



It is hard to believe that five years have passed already! It is a privilege and a joy to be churchwarden at St James's and I would be very happy to continue in the role if that is your wish.

In the twelve months since our last APCM, we have been busy on many projects like supporting social outreach and focusing on the strategic plan of the church, the Wren Project and, of course, responding to the continued challenges of Covid-19. St James's is such a diverse, dynamic and loving community and it feels like a kind of home to many people. As churchwarden, I aim to support, nurture and promote our community. In addition to engaging with the business of the church, I have been focusing particularly on supporting the clergy, maintaining a good rapport with our staff, supporting the reopening of the church after lockdowns and maintaining oversight the Advent and Lent Contemplative Spaces.

Personal Profile

Trevor has been a member of the community at St James's since Spring 2012. In addition to being churchwarden, he is a member of the readers' team and is one of the servers. Trevor is a recently retired secondary school English teacher and has extensive experience as a head of department and as a pastoral leader. He is passionate about the arts and is particularly keen on poetry, dance and modern opera. He is currently involved with various parish ventures, including Welcoming and Volunteering, and running the Traidcraft stall.



**St James's
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**ST JAMES'S CHURCH, PICCADILLY
ANNUAL PAROCHIAL CHURCH MEETING
Sunday 8 May 2022**

Meeting to start immediately following
the Annual Meeting of Parishioners
which is to be held at 1pm in person and by Zoom

1. Welcome and apologies for absence
2. Minutes of the APCM of 23 May 2021
3. Rector's Report
4. Review of 2021-22 (Slide Presentation)
5. Report of the Electoral Roll Officer – (verbal report)
6. Report from the PCC Secretary
7. Report from PCC Honorary Treasurer
8. Annual Report & Financial Statements to 31 December 2021
9. Re-appointment of Auditors
10. Report from the Giving Group
11. Churchwardens' Report
12. Annual Fabric Report under section 50 of the Ecclesiastical Jurisdiction and Care of Churches Measure 2018
13. Deanery Synod Representatives' Report
14. Election of new PCC members
15. Safeguarding Report
16. Diversity Report
17. Any Other Business
18. Reflection and Close



**St James's
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Piccadilly**

**MINUTES OF MEETING OF THE
ANNUAL PAROCHIAL CHURCH MEETING
HELD ON SUNDAY 23rd MAY 2021 BY ZOOM**

ANNUAL PAROCHIAL CHURCH MEETING

As a consequence of the ongoing Covid-19 pandemic, this meeting was held online using Zoom, with participants in their own homes. Approximately 60 members of the St James's congregation attended in this way. Attendees had been advised that the meeting was to be recorded.

1. Apologies

Apologies had been received from Shirley Dixon, Tom Gidman and Debbie O'Brien.

2. Minutes of the APCM of 18th October 2020

The minutes of the meeting of 18th October 2020, which had been circulated, were approved as a correct record.

3. Review of October 2020 – May 2021

The congregation received a presentation featuring many varied events and activities that reflected the life of St James's since the last APCM in October 2020. The Chair noted that this was an opportunity to celebrate and to thank everyone who had been involved. The presentation was accompanied by music played by Michael Haslam, St James's Director of Music and included clips from the recent Soul at St James short film 'Hope' and a reading of the poem 'The Space Between Us' by Joseph Coehlo that had been commissioned by St James's and had featured in the recent 'Blake Now' pilot film (part of St James's strategy of 'telling our stories – music, arts and ideas').

The Chair thanked the PCC Secretary and the Pastoral Assistant for their work in pulling the presentation together, and the Director of Music for the musical accompaniment.

4. Rector's Report

The Revd Lucy Winkett, brought attention to her written report that had been circulated. She referred to the meeting to a diagrammatic illustration of St James's new Mission Action Plan that had appeared in the presentation just shown, and she explained the key elements of the plan – the Vision and Values, St James's commitment to Earth and Social Justice and to Diversity and Inclusion, with the Eucharist and God's love for all at the centre. She also emphasised the focus of the plan on striving to ensure that use of the St James's site and all income generating activities are aligned with St James's vision and values. She invited David Loyn and Ros Fane, as representative members of the PCC, to speak.

David Loyn explained that the PCC had engaged the Curiosity Society (formerly the Transformational Index Group) to help develop the new Mission Action Plan with particular

reference to income generation and a business plan. This work had started before the pandemic and had evolved as a result. The Curiosity Society had helped with engagement with other organisations, supporting the PCC in its planning towards St James's being the sort of organisation that it wishes to be in the future, with mission aligned income generation. Ros Fane explained further some of the methodology in the planning, referencing a 'three horizons' model that was being used as a means of prioritisation and managing risk. She also explained that an important aspect of the business planning was a shift from St James's as a provider of a venue to increasingly becoming a producer – a creator and curator of its own events aligned to the new Mission Action Plan. Ros advised that The Curiosity Society were due to report to the next PCC meeting on 7th June to present their latest work including a financial plan, and that it was the intention to hold a meeting to share these plans with the congregation over the summer.

Lucy invited John Russell, Associate Rector, to speak about St James's work with people going through homelessness. John spoke about the Sunday Breakfast, which had served 2,500 hot meals since October, and he explained that this support would continue to be much needed, particularly during the difficult period currently being faced as people going through homelessness are evicted from the temporary accommodation provided during the period of recent lockdowns. John also reported on the new Monday evening meal 'Feast', which was progressing well and had served over 200 meals since starting six weeks ago. John thanked all the staff and the team of volunteers for their support in helping to make this important work possible and he advised that other members of the congregation would be welcome should they wish to join the team.

Lucy also highlighted St James's focus, as part of its new Mission Action Plan, on 'telling our stories – music, art and ideas'. She advised that this built upon past activity with artists and advocacy on issues such as the climate crisis and the plight of refugees. The proposed increase in activity was the result of working with heritage consultants on plans that were intentionally focused on issues of diversity and inclusion. The PCC would also be looking at the Church of England's report recently published on contested heritage in order that St James's can tell its stories in the way of William Blake, who was baptised at St James's, who 'placed his imagination in the service of justice'.

Lucy also highlighted the Church of England's current conversations on 'Living in Love and Faith' relating to the church and people who identify as LGBTQ+. The PCC would be looking at this process as outlined by the national church and it was hoped St James's would play its part in that conversation with the wider church.

5. Report of the Electoral Roll Officer

The Chair introduced David Hamilton-Peters, St James's Parish Secretary, who was also the Electoral Roll Officer.

David explained that, ahead of the APCM, the electoral roll had been updated in line with the requirements of the Church Representation Rules and that, although there had been a small number of additions, there had also been the same number of people who had come off the roll, the result being that the roll remained at 192, the same as reported at the last APCM in October 2020. David noted that this had not been a typical period, as a consequence of members of the congregation for the most part not attending St James's in person due to the lockdown, and also that it had been a shorter period than usual since the last APCM.

The Chair thanked the Electoral Roll Officer for his report.

6. Report of the PCC Secretary

The Chair introduced Graham Cooper, PCC Secretary, and thanked him for his written report, which had been circulated. The report detailed membership of the PCC and included a summary of the business discussed at PCC meetings over the course of the period since the last APCM.

Graham highlighted that as a consequence of the ongoing pandemic, and much of the period spent under national lockdown, PCC activity during the period differed from normal times. Whilst ensuring that statutory and regulatory responsibilities have continued to be fully met, the PCC had focused much of its attention, as already discussed, on a refreshed Vision and Values and in developing a plan for a post-pandemic future.

Graham advised that this would be his tenth and final annual report as PCC Secretary as he looked forward to his forthcoming retirement, and that it he considered it a privilege to have served in the role. He spoke of some of the highlights, the experience of being a member of an amazing staff team, and explained that the enduring memory of his time in the role would be the spirit of the St James's community and its commitment to stand up for the causes that it believes in. He thanked the members of the congregation for their kindness and support throughout. The Chair paid tribute to Graham's outstanding contribution over the years, and particularly over the last eighteen months, during which he had stepped into an expanded administrative role which had been crucial to the church's survival. The congregation applauded and wished Graham well in his retirement.

The Chair introduced Michael Byrne, St James's new PCC Secretary who was due to start in the role from 1st June.

7. Report from the PCC Honorary Treasurer and

8. Annual Report & Financial Statements for the year ended 31st December 2020

The Chair introduced Ben Mariam, Honorary Treasurer, who presented his report, along with the Annual Report & Financial Statements for the year ended 31st December 2020.

Ben provided an overview of 2020, highlighting the impact of the pandemic on St James's finances during the year - a review of the budget in March 2020 having shown that St James's faced an 84% reduction in income. Ben highlighted that notwithstanding this scenario, due to the efforts of the staff team, the actual outcome for the year was a small surplus. The main reasons were the outcome of negotiations with Caffé Nero on rent, careful management of staff costs that included staff being furloughed under the Government's Coronavirus Job Retention Scheme, Emergency Grant and National Lockdown grant funding, and cost savings through negotiation with suppliers. Additionally, Planned Giving and Donations income was significantly higher than the previous year, reflecting the generosity of the congregation and other supporters of St James's in response to appeals for support. Ben highlighted that additionally, St James's had applied for and had been successful in being awarded a Culture Recovery Grant of £492k from the Heritage Lottery Fund, part of which was accounted for by way of Restricted income during 2020 and the remainder of which would be accounted for in 2021.

Ben also provided an overview of the outlook for 2021, highlighting that an exceptional second payment was due relating to the scaffolding licence with BAFTA, St James's neighbour. It was also hoped that live concerts would be able to recommence following the end of the current restrictions, and that the food market would resume. Also, St James's had engaged a new fundraiser who was optimistic about raising funds to support activities that were part of the new Mission Action Plan

A question was raised as to whether there was any intention to establish a 'Friends of St James's' and the Chair responded positively, remarking that a form of 'membership model' was

being looked at as part of the work with the Curiosity Society. And as part of the fundraising activities too by the new Development Director Brian Willetts.

A proposal to accept the Annual Report and Financial Statements for the year ended 31st December 2020, as already approved by the PCC, was proposed by Ben Mariam, seconded by Adolfo Sansolini and unanimously agreed.

9. Re-appointment of Auditors

Ben Mariam, Honorary Treasurer, advised that the audit had run particularly smoothly, notwithstanding the challenges caused by the pandemic. Griffin Stone Moscrop, the current auditors, had first appointed as in 2018 following a process of competitive tender. The audit for the year ended 31st December 2020 was therefore their third.

A recommendation from the Audit Committee and the PCC to re-appoint Griffin Stone Moscrop as auditors for the year ended 31st December 2021 was unanimously approved.

Ben expressed thanks to Radames Delgado, St James's Accounts Manager, for his tireless, significant work and commitment during the year and the Chair thanked Ben for his ongoing commitment and the professional expertise that he brought to the voluntary oversight role of Honorary Treasurer.

10. Report of the Planned Giving Group

A report from the Planned Giving Group had been circulated. Claire Wright, a member of the Group, highlighted once again the significant increase in Planned Giving income during the year, which reflected the huge generosity with which people had responded to the appeals for support. She expressed thanks on behalf of St James's to everyone who had given as part of the scheme and to those who had given in other ways. She also highlighted the ongoing importance of this support, and she explained that the Planned Giving Group had been reflecting on its role in supporting the new vision and that the Group would be sharing its plans with the congregation during the coming weeks.

The Chair expressed thanks to all members of the Planned Giving Group.

11. Churchwardens' Report

A written copy of the report from Deborah Colvin and Trevor Lines, churchwardens, had been provided. Deborah expressed thanks for the support that she and Trevor had received from members of the congregation and, emphasising the importance of maintaining ongoing dialogue, she explained that the churchwardens remained receptive at all times to hear views, suggestions and ideas from members of the congregation.

12. Annual Report from the Deanery Synod

A report was received and Shirley Dixon, Jo Hines, Julie Cunningham and Ros Fane. Jo highlighted that given the short period since the election of representatives at the last APCM, there had only been one meeting of the Deanery Synod, so the report was consequently very short.

13. Elections to Diocesan and General Synod

The Chair advised that elections were due to take place shortly for the Deanery Synod and General Synod. At the request of the Diocese, a short video was shown encouraging people to stand. The Chair highlighted the importance of the role of Synod representatives in providing a means of having a voice on important issues in the wider church. Jo Hines also spoke, highlighting that St James's had an important contribution to make and encouraging people to

stand. The importance and relevance of the discussions taking place on Living in Love and Faith was particularly highlighted.

14. Safeguarding Report

The meeting received written copies of the annual Safeguarding Report, provided by Jane Preest, Safeguarding Officer and Jane Gray, HR Advisor. Jane Gray highlighted the importance of the work being undertaken in relation to online activity which had become more significant during the pandemic.

Thanks were expressed to Jane Preest and Jane Gray for their work and for their report.

15. Any Other Business

Trevor Lines led an expression of gratitude to the Reverend Lucy Winkett for her dedication and generous service to St James’s during the past difficult months, which the congregation applauded. LW advised that she believed that St James’s would emerge from the pandemic with a renewed sense of hope, and that, notwithstanding the challenges, it was a huge privilege to be serving as Rector over this time.

16. Reflection and Close

The Chair thanked all present for their attendance and for their contributions to the meeting, which ended with a prayer.

Graham Cooper
PCC Secretary

Signed
Lucy Winkett, Chair



**St James's
Church
Piccadilly**

Rector's Report

Rooted in God's earth, we envision a just society and a creative, open-hearted church

Contemplation Adventure Courage Action Kindness

Overview

How amazing it's been during the past year May 2021-22 to learn more deeply what it means to be church in-person and online with all the challenges and changes we've experienced as a result of the ongoing effects of the Covid 19 pandemic. In a still-very-changeable central London environment, St James's church building has been open since May, with a gradual restoration of regular services, prayer times, music events and church gatherings. We've learned so much, endured so much, had to challenge our own assumptions fundamentally in some ways; that writing a report for this year feels still as if we are on a roller coaster for our society that is now bringing even more attrition with the war in Ukraine and the starkest cost of living crisis for a generation. As far as St James's is concerned, we are clear that our priorities are to serve the people who need us, with food and clothing, friendship, support and prayer, find ways to challenge systems that develop or maintain unjust relationships, and to continue to build community in church in person and online. This year 2022 finds St James's more recognisably itself, but also irreversibly different too.

Core to our life has been the regular prayer life of our community. Daily online prayer both in Holding the Silence and Compline has continued. A new evening contemplative Eucharist with silent prayer has been started on Tuesdays in person and online, which was born of our 'Zoom Eucharist' on Tuesdays throughout the pandemic. And our other regular prayer: weekday Eucharists, Morning Prayer and eco-contemplative prayer: has continued to irrigate our life as a church.

2021 has been a year of implementation of the plans made in 2020. Flowing from the refreshed vision and values work we did, the new website was launched, employing a new digital communications officer to implement and manage our online presence, social media, and a new visual identity. 'Feast' was developed, and the launch of 'Wardrobe' too, Following a staffing review, and the acceptance of a new staffing structure, towards the end of 2021, a new senior team was recruited to increase St James's impact in the wider world and to plan for the Wren Project. A Development Director was recruited and the

'Heart of St James's' campaign was devised to develop relationships with St James's neighbours and supporters particularly with a view to raising funds for the Wren Project.

Liturgy and Prayer

The Eucharist is celebrated in person and online on Sundays at 11, on Tuesdays at 6.30pm (with 30 minutes silent prayer beforehand), and soon to be on Wednesday mornings at 8.30am and Thursday lunchtimes at 1.10pm.

Morning Prayer is said every weekday at 8.30am, and on three days a week, prayer is offered on YouTube at midday. Compline is said on Zoom at 9pm every night. Each month, we also hold an Eco-contemplative liturgy now in person in the garden and on Zoom.

Christmas services were a mixture of online and in person, and once again, a socially distanced hot Christmas lunch was served to people going through homelessness by our team. Over 90 members of St James's community followed a Camino 'pilgrimage in a pandemic' facilitated by John, Mariama and Lia which came to a conclusion on St James's Day 2021. This pilgrimage gave our congregation online and in person a chance to try different ways of praying and meeting each other, deepening spiritual life both individually and collectively.

Other faith-based courses and events included Deep Abiding Prayer, Danced Liturgy on Zoom, Eco Contemplative Liturgies, studies in the Book of Ruth and a short course on Eucharist: in life and online. During Lent 2022, the Giving Team facilitated conversations in small groups called 'Being St James's' which was much appreciated by many for whom this was the first time to meet together in person after so long online.

The Camino courses will begin again in 2022, and the arrival of the new Associate Rector in July 2022 will mean that capacity will be there to consider a resumption of Camino Companions, or other pan-congregation ways of deepening faith together, building community.

Thanks to a generous donation from one member of the congregation, we have been thrilled to have auditioned and recruited a fantastic pioneer group of Singing and Instrumental scholars. The applicants for this first year, come from classical music and musical theatre and jazz. The intention in recruiting this group is to empower and encourage the rest of us in our singing on Sundays. They have given our Lay Singers and congregation a strong lead to join in with, which in turn has attracted new members of the Lay Singers. Our conviction is still that the congregation is the choir; it is important that all of us participate fully in the musical aspect of the liturgy, but at the same time, it has been so helpful to have a good lead from our scholars, to help us reach new heights and depths and speeds! We have also enjoyed their solo performances at 'Sanctuary' on Tuesdays, and as concert performers through the year. With this mixed musical programme of empowerment and performance in a variety of genres, we hope that they have benefitted from their time at St James's as much as we've benefitted from having them with us.

During 2021, we were delighted to welcome our ordinand on extended placement from St Augustine's College: David Wang. His placement with us is being supervised by our Curate Mariama Ifode-Blease. In February 2022, we said goodbye to our Associate Rector John Russell, who went to be part of the spirituality team at the London Jesuit Centre. Ivan Khovacs, Daniel Norris and Mariama are holding this vacancy with me until the arrival of our new Associate Rector on 24th July 2022 (St James's Day). An announcement will be made on Sunday 1st May regarding this. As our in-person services have resumed, we have held funeral and memorial services for the seminal sculptor Phillip King, the pioneering journalist Katherine Whitehorn and for

a local St James's hero John Gregory, a caretaker of one of the residential buildings in our parish. His memorial service was packed with locals, not to mention the landlords of all three pubs in our area.

Earth and Social Justice

The PCC's Diversity and Inclusion Action group supported the running of an online book group in June 2021, reading 'We need to talk about race' by Ben Lindsay. In parallel with this, a survey has been developed by the PCC to provide baseline data about the diversity of the St James's congregation. This was run in the autumn of 2021 and results are now being publicised. The hope is to run a similar survey every 2 years.

The 'Aftermath' project, begun in Lent 2021, formed the structure for St James's engagement with the run up to COP 26 in September 2021. An art commission was undertaken with the Royal Academy of Arts, engaging the artist Esme Valencia Lindstrom whose films were shown in the church in the autumn. She also encouraged the use of microscope glasses, enabling visitors to see the lichen and other plants that grow on the site as part of an alternative visitor experience.

The COP 26 campaign culminated in the Triumph of Delights festival, encompassing a great range of events and partnerships, including an evening with the sustainable fashion designer Lucy Tammam, the singer songwriter Emilie Sande, the climate scientist Ed Hawkins and the organist Anna Lapwood and the showing of the Climate Stripes banner along Piccadilly.

Congregation members continue to be involved in the Home for Good scheme, in partnership with The Passage, forming one-to-one mutual relationships with people who are recently housed, helping and supporting individuals through this change. A team from St James's has also undertaken London Citizens training to learn more about how community organising principles can be put into practice as part of our church life. After a long time, our International Group were able to come together and host a party for the church on Sunday 1st May 2022, celebrating the resilience and creativity of our international community.

Creative programming

Following the work done on the history and heritage of St James's which had been funded by the National Heritage Lottery Fund, a new digital tour was scripted, filmed and launched. Different members of St James's staff, congregation and clergy tell the story of St James's in an imaginative and unusual way, and the tour is available on the new website. As part of this strand of our work, St James's has employed Richard Parry as the first Creative Director, who comes to us from the Glasgow Contemporary Art Festival. Richard will be looking at our programming on and off-site as part of St James's communication with wider society. This is a major strand of new work, developing what St James's has done before in concert programming, and festivals such as 'Triumph of Delights', 'Flight' and 'Bethlehem Unwrapped' and increasing the impact of conversations between church, science, art, music, politics by programming effectively and with greater impact.

The church building, courtyard, garden

Following the installation of streaming equipment and the essential surveys undertaken in 2021, plans for the Wren Project were re-commissioned, in the light of the upcoming 300th anniversary

of the death of Christopher Wren (2023). Fully accessible outdoor spaces, a lift in the Rectory, new public routes to the south and east, a new wooden pavilion for hospitality and exhibition space in the garden, and new space for a social enterprise business in the ground floor of the rectory will all complement the redecoration and refurbishment of the church itself.

Much more detailed plans are now available from a design team led by our architect Ptolemy Dean. Reports on the different aspects of the project are now commissioned: Mechanical and Engineering, Archaeology, Environmental and a large number of others are all being compiled for a planning application and faculty application later in 2022. Huge progress has been made this year, with the engagement of project managers Ingham and Pinnock, who have overseen the team. Negotiations with the Diocese of London are currently being held, in order to regularise the complex ownership of the ancillary buildings and once these negotiations are concluded, a planning application can be submitted. Depending on the funds raised by the summer, a tendering process for contractors can be held in order to start a phase one of works sometime in 2023.

St James's 3-year Strategy 2023-26

Much consultation was held with the congregation in 2021 on the Diocese's requirement for a Mission Action Plan. With the arrival of our new Operations Director and with the imperative to plan carefully in advance of the Wren Project, a new 3-year strategy is being put together by the SMT on behalf of the PCC this summer. The output from the consultation will be incorporated into this strategy, which is putting into a plan the aspirations outlined in our vision and values.

Our consultants The Curiosity Society have accompanied us in helping to re shape our operating and activity model but now our task is to make a detailed plan to embed this way of working for the future, and to make contingency plans for the Wren Project. The PCC will spend time on this over the summer and a presentation to the congregation will be held later in the year. The operational development work that has been undertaken in the first three months of 2022 has also included a re-organisation of our finances, with a clearer outline of which costs are congregational and which income can be generated by commercial or trading activity.

LGBTQ+ group

Ben Bloom, working with a small organising group, has agreed to re-start the LGBTQ+ group activities so do look out for notices in the coming weeks. Key to this year's activities will be the Pride service in July 2022 and a programme of social events.

Soul at Saint James,

A collaboration between St James's and Soul Sanctuary Gospel Choir has started in person this year with a mini festival each month; street food, music, public singing workshop and spoken word artists in the courtyard around a theme. Please get involved – we need you on the first Sunday of each month to help welcome our visitors. Contact Elijah Kinne through the website if you would like to get involved.

How can you get involved?

There are so many opportunities for getting involved and helping to shape St James's post-covid future. All the email contacts are in the weekly updates each week for volunteering at Feast or the Sunday breakfast, for signing up for a book group or making a prayer request, for getting involved with Soul at Saint James or the environmental work, or Camino, for taking part in the eco-contemplative liturgies, joining the readers, intercessors, serving or especially the welcoming teams. Ongoing opportunities to get involved with Home for Good, the LGBTQ+ support and advocacy, and any other courses and projects that come up as we go along.

St James's is at a crucial moment in its history. There have been crucial moments before over the last 337 years, but this is definitely one of them. Emerging from the pandemic, we are attempting to forge a path of renewal and outward-looking engagement with the renewal of our site, a new social enterprise partner and an invigorated programme of cultural conversations in what we are calling public sacred space. At the heart of this vision is our Eucharistic Community who meet, pray, take action, inspired by the vision of the Eucharist: which is an invitation to a table where all are welcome and all are fed.

On a personal note, I want to say what I said last year; which is to thank, acknowledge and honour every single person who, online or in person is part of our community. I hope that, irrigated by the Spirit of God, St James's church can be what you need it to be, whether that is a community of challenge, change, rest or solace. We are hosted by Christ at the Eucharist, from which flows all our social action, campaigning, planning and storytelling. And it is to this sacrament, where all creation sings together, that we return again and again, the crossroads between time and eternity, gathering together in new ways now, as well as the old ways. Thank you for travelling alongside, and may God bless us as we continue to find our way together. For all the mistakes I make, of which there are many, I ask your forgiveness, and on all the plans we make together, I pray for God's blessing.

Rev Lucy Winkett

**4. Review of 2021-22 (Slide Presentation): PCC Secretary
*presentation on the day***

**5. Report of the Electoral Roll Officer (verbal at the meeting)
*presentation on the day***

6. Report from the PCC Secretary

I have the pleasure of providing the following PCC Secretary's report for 2021-22 having become PCC Secretary in August following Graham Cooper's long ten-year tenure and then Michael Byrne from June. I want to thank both PCC members and the congregation whom I have enjoyed meeting at Sunday worship for their warm welcome and the general atmosphere of friendliness and support which has made my induction so enjoyable. It is a special feature of SJP!

Despite the pandemic lockdown and its consequent disruption and distress that has affected so many the PCC has continued to operate throughout with virtual and then hybrid (virtual and in-person) meetings which is a pattern that will continue: although we have found that discussion is preferable around a table modern technology is such that being able to see on a large screen colleagues attending remotely has not disadvantaged them in participation; indeed, it has facilitated it for those who through ailment or domestic responsibilities would otherwise not have been able to take part. Throughout all this time we have been mindful of observing the Church Representation Rules.

The year has been memorable not only for a new structure of governance and the advent of a Senior Management Team but also for significant advance in the planning and fundraising for the exciting Wren Project for which funds are being sought from a variety of sources both in the UK and in USA. We have been honoured and privileged by the generous consent of His Royal Highness Prince Edward, Earl of Wessex, to be the Patron. The PCC Secretary is also the Clerk to the Wren Project. The PCC, as the board of the church, has oversight and makes decisions on all these matters but also is the principal forum for discussion about church life wishing to interact as much as possible with the congregation. Feedback either in person or online from our congregation is most important and we encourage all who wish to do so to contact either individual members of the PCC or myself as Secretary.

Issues that have arisen over the year have been the continued safeguarding of all and observance of restrictions due to the pandemic while trying to ensure that these are as little disruptive as possible – matters of wearing of masks, social distancing in church, participation in the eucharist, opening times etc. There were major matters about development of the Wren Project and the associated fundraising, frequent meetings with the architects and related professionals as well as general management of the church estate such as the food stalls and café.

PCC MEMBERSHIP

The PCC comprises the Clergy of the Parish, the Churchwardens, 9 elected lay members and currently 4 elected Deanery Synod representatives, as determined by the number of people on St James's electoral roll. The following have served on the PCC during the year:

Clergy (ex-officio members)

The Revd Lucy Winkett, Rector
The Revd Dr John Russell, Associate Rector
(from May)
The Revd Dr Ivan Khovacs, SSM
The Revd Daniel Norris, SSM
The Revd Dr Mariama Ifode-Blease, Assistant Curate

Churchwardens

Deborah Colvin
Trevor Lines

Deanery Synod Representatives

Julie Cunningham
Shirley Dixon
Ros Fane
Jo Hines

Lay members

Monica Bashade
Alison Beck
David Loyn
Ben Mariam
Adolfo Sansolini (resigned October)
Lia Shimada
Heather Williams
Wilson Wong (Lay Vice Chair)
Claire Wright

Wilson Wong has continued to serve as PCC Lay Chair throughout the period, sharing responsibility for chairing PCC meetings with the Rector.

St James's Honorary Treasurer, appointed in September 2019, is Ben Mariam, who was also elected as a member of the PCC in October 2020.

During lockdown the previous practice of posting a summary of the PCC meetings for the benefit of the congregation was discontinued but I have now revived that and these are posted on our website under Governance, PCC Summary Reports.

The members of the Standing Committee (whose establishment is required under the Church Representation Rules) are the Rector, the Associate Rector, the PCC Lay Chair, the Churchwardens and the PCC Honorary Treasurer. St James's Accounts Manager and HR Advisor were also regular attendees at meetings of the Committee during the period, along with the PCC Secretary.

St James's also has an Audit Committee, with an independent Chair and including membership from the PCC and the wider St James's congregation. The Audit Committee met on three occasions during the period.

During the last year the PCC met in May, June, July, September, October, November, January, March and April and the Standing Committee met in May, July, September, October, November, January, March and April.

New Structure

After much work with consultants Curiosity Society it was agreed to invest in a new structure with the creation of a Senior Management Team consisting of an Operations Director (Nick Thasarathar appointed January), Creative Director (Richard Parry appointed February) and the existing Development Director (Brian Willetts). The Senior Management Team commenced its monthly meetings in March (in addition to informal weekly ones) and is serviced by the PCC Secretary. The Standing Committee had previously acted as a quasi senior management planning team and had met regularly prior to the eight PCC meetings in a year helping to shape the PCC agenda. With the advent of the Senior Management Team this function ceased and the last formal meeting of the Standing Committee was on 11 April. It now remains dormant awaiting any particular tasking by the PCC.

Faculty

As many of our congregation will know, any proposed changes to the fabric of our church and buildings and permission for any events or other activities must be sanctioned by the Diocese through a process known as applying for a Faculty. This can be a time-consuming process and, wherever possible, we try to get a blanket consent covering a variety of functions. We were successful last year in getting agreement to further solar panels but, as you can imagine, there will be increased applications as we near the beginning of building works on the Wren Project.

Keith Best

PCC Secretary

7. Report from the Honorary Treasurer

To be added to documents in Governance section of our website

Ben Mariam, Chartered Accountant

PCC Honorary Treasurer

8. Annual Report & Financial Statements to 31 December 2021

In documents in Governance section of our website

9. Re-appointment of Auditors

As part of good practice and increasing complexity of financial affairs the APCM is requested to instruct the PCC to undertake a selection exercise for the appointment of auditors and hereby delegate authority to the PCC to appoint the most suitable applicants.

Ben Mariam, Chartered Accountant

PCC Honorary Treasurer

10. Report from the Giving Group



St James's Church Piccadilly



As the Giving Team reflect on the past year it seems like another era. Our remit (which we reviewed and updated in May 2021) is based on 'the Spirituality of Fundraising' by the priest Henri Nouwen – in his words, together with you, 'to accept the call to be deeply, deeply connected with unconditional love, with our own fragile humanity, and with brothers and sisters everywhere' - an invitation to play our role in the story of God in this place – St James's – following all those who have prayed and built community here over the centuries.

Firstly, thank you to everyone giving financially in any way at all, but also for giving time, skills, prayer, encouragement. Our key through the year has been building a community of love.

In January we welcomed Hannah Prime to the team – beginning the year with joy. In February we worked with Lucy to communicate and explore the vision, mission, finances and goings on across the whole church – hosting an in depth Zoom Q and A after church where anyone could ask anything at all. This we followed up with a letter to the whole congregation on the website – with an exhaustive list of FAQs – probably not totally so but keeping to our aim of communication and transparency about finance and giving.

We made our on-screen debut for the new website talking about what we do, our aims and vision and renaming ourselves Giving Team. We hope you enjoyed and are inspired by it?!

We have learned to be flexible, adapt, and often just let ideas go – but gradually there emerged a deep sense of being led by God to do more with Henri Nouwen and the spirituality of fundraising – aka giving – of not only money, but our time and skills, and being together. We wanted especially to keep connecting with our online community too.

It was a real delight to join with the October Feast of Delights with the Harvest Walk challenge – being sponsored to do anything you like (and there was much originality!) to have fun and raise

funds for FEAST – ending with a celebration at the end of the month where art-work was sold as part of this – raising together over £2k for FEAST.

Meantime, we had joined with Jo Beacroft-Mitchell to be the pilot study for using Henri Nouwen's 'the Spirituality of Fundraising in churches to explore and talk about giving. Jo preached at the end of November, along with an invitation to come and ask about giving, and with plenty of cake. The Giving Team invited anyone who wanted to, to join the pilot. Ten of us launched into weekly book studies in December and January and in February designed our own whole congregation exploration which became our Lent Conversations, 'Being St James's.

And so we pass beyond the year end to now and it feels so important to carry on the conversations, to meet around tables with bread and soup. Included in this report is our letter to you following your responses and feedback – thank you so much for all your time and thoughtfulness.

Right now we can say that already there is information about where giving goes in the new Congregational giving booklet; that there will be a Come and See event with lunch, of course, after a Sunday service to hear more of what building a community of love is and how we can bring time, gifts and money to being St James's – and keeping connecting and gathering as we follow God's call for us.

As a Giving Team we are thinking about next steps. Please let us know anything you would like us to do.

These are highlights and glimpses – and nothing we have done this year, as your giving team could have happened without you. Thank you.

BEING ST JAMES'S: CONTINUING THE CONVERSATION

Dear All

We met for 5 weeks in Lent, around soup and bread, using Henri Nouwen's 'Spirituality of Fundraising' (PDF link to free copy) as a foundation to explore our giving as part of Being St James's, and building a community of love.

Sessions were open to all, in person and on zoom, with a structured element at the start, a reflection, and then plenty of time in discussion groups. Approximately 60 or 70 people took part, in one, some, or all weeks. We looked at the vision behind St James's, and explored whether and how we invest in this, and how our relationship with God changes our relationships with money, time, gifts and one another.

Each week we asked you to tell us what is important, that you want to hold on to and not lose after this Lent time. There was also an opportunity to feedback formally at the end, and we have received 25 responses. Here is a summary of what you said to us.

Some words that appeared a lot! friendship; fragility; compassion, vulnerability, thankfulness, intimacy, giving space for others, silence, belonging; communicate, transparency and information, fun, co-create,

The overall experience

The overwhelming feeling was a sense of how important it was to gather together, reconnect to meet and talk, and for people new to St James's, to get to know each other properly

'an opportunity to deepen relationships and hear each other's stories'

'I was enlightened/our conversations were superb'

'It definitely made me feel I was a much stronger part of the church community'
'surprising and stimulating – learning from others (strangers)
'It was a bit like being on a pilgrimage – a shared journey'
'The soup was great'
'I valued being able to challenge and be challenged'

Being St James's

'I feel very welcomed. I feel closer to Jesus at St James's'
'From the cocoon (of Covid) bursting through as a butterfly'
'A nourishing weekly space'
'Community transformed and gathered in Christ so that we can be agents of change for others'
'Being more than myself'
'That it is a loving community, confident but also able to admit when it doesn't get things quite right'
'Being St James's means opening up to the idea and possibility of being a 'dispersed' part of a creative Christian community'

Spirituality of Giving

'It's been great to dig below the surface. To learn that giving isn't a transactional thing but is embedded in community'
'Giving is giving in gratitude'
'I think we should return to it regularly'
'you must have enough for yourself first otherwise it may cause conflict'
'I'm struggling to articulate a tension between, to put it crudely 'Give us your money' and 'Who are we as a community....'
'it would be good to have all the areas of giving in our accounts'
'the focus on being at home, comfortable, accepted etc as an essential basis for community and therefore giving, is a good one, especially for the moment we are in'
'I think the course has really brought home how all the ways we can give – listening, prayer, helping, giving money or time etc are all equally important missions.'
'I would personally have preferred the discussions to be more biblically based (as a point of reference), and for there to be fewer, more structured and better focused questions in each session'

Practicalities

'difficult to hear the video ... better on the last day'
'The videos were inspiring and a good length'
'I often found there was so much material to reflect on/questions for discussion that I often wanted more time on far less of it'
'I like the structure and I like that it's pretty open and conversations can go wherever

'shorter, simpler, single-thought, single idea questions'
'..... it was tailor made for me'
'wonderfully facilitated and thoughtful safe space'
'Thank you very much for organising these sessions and to make them available on Zoom as well'

Next steps

'my real wish is for community building to carry on continued sessions'
'Yes please' to more conversations 'to relate to faith, scripture, to everyday'
more conversations 'on a range of topics but always to include giving and growing community''areas to explore spiritual growth through volunteering, formal learning, leading groups etc'

'hearing others' thoughts and ideas is stimulating but need more time to mull over and it would be great to talk things through again'

'Yes' to more conversations 'because they will help the community build and grow'

'Definitely more conversations'

You also asked for: guidance about giving; information about where giving goes; more interactive website – ie a congregation page; remember the lonely; co-creating a theology of money (and time and skills); to carry on; being together and talk more; and to continue

....

Thank you to everyone who participated in the conversations, and for all the feedback, which there will be opportunity to think about as we continue to explore Being St James's together.

Thank you also to Jo Beacroft Mitchell and HeartEdge (St Martin in the Fields). The conversations were a pilot of a Heart Edge initiative and all the material and support we received, are very much appreciated.

We close this part of Being St James's with the prayer we said together at the beginning and ending each week:

Gracious God, full of love and compassion,

We are rooted in your earth and made in your image.

Fire us with your love to give ourselves to one another and to you.

Give us the courage to explore our giving and receiving with you.

Give us the will to help build a just society, and the grace to become a creative, open-hearted church.

Keep us open, faithful, humble, honest and peaceful as we listen to and walk with Christ,

Our brother, redeemer and friend.

Amen

The Giving Team

[Debbie O'Brien, Tom Gidman, David Loyn, Claire Wright, Katherine Diakou, Hannah Prime]



11. Churchwarden's Report

The role of churchwarden at SJP has continued to pivot and develop over the past year in response to the rapidly changing circumstances in which we find ourselves.

Congregational and pastoral

As Covid-19 restrictions have eased and we have slowly resumed worship 'as normal', it has been important to ensure that the in-person congregation feels safe and welcome. This has included managing social distancing for services and events, and rebuilding the welcoming team - door welcomers, roving welcomers, coffee and Traidcraft teams. Thank you to all our old and new volunteers on these teams, and particularly to Assistant Churchwarden Simon Perfect who has coordinated this work. We have also remained engaged with our online congregants through the chat function on livestreamed services, Holding the Silence, and use of Zoom for Compline, the Contemplative Spaces, eco-liturgies and meetings. We aim to continue to develop and support an environment where everyone is welcome, volunteering opportunities are transparent, and the voice of the congregation is heard in the overall direction and operations of the church. We are hugely grateful in all of this, for the support and energy of our two Assistant Wardens (Claire Wright and Simon Perfect), and we hope we are in a strong position for the arrival of our new Associate Rector who will assume oversight of welcoming and volunteering.

A new congregational mission action plan was developed earlier in the year. Programmes of action for Giving, Earth and Social Justice, Circus Spirit, Diversity and Inclusion, the Wardening Team, LGBTQ+ and prayer and spirituality. This work will now feed into development of the whole-church strategic plan for the next 3 years. Thanks go to Wilson Wong, Claire Wright and Simon Perfect for coordinating this work.

Restructuring

The decision by the PCC to invest in the future by restructuring our business model and committing to new staff and activity, despite negative budget implications for this financial year, is an inspiring and creative expression of commitment to this community and hope for what we can contribute to the wider world. This has been very much in our minds and on our hearts as we have worked to appoint a new Associate Rector and members of our new senior management team. We have supported embedding of the new structure, and in particular, are working closely with Nick Thasarathar, our new Operations Director, to ensure the PCC and congregation are fully involved in setting the direction of our new strategic plan. We extend a really warm welcome to all new staff who have joined the team this year, and we offer sincere thanks to those who have remained committed to the church through these very difficult times. Even in lockdowns, SJP has been a 'seven day a week' organization and this is only possible because of the dedication of our staff.

Giving

The need to raise funds is never far away from our attention. Even at its temporarily reduced level, The Common Fund (which pays for our Rector) alone costs the equivalent of about £450 from each person on the Electoral Roll. We are enormously grateful to the Giving Group for all their work in raising the profile and spirituality of giving, especially for the recent Being St James's discussion events. We hope to encourage sustained 'giving' of all kinds in the future.

Governance

Now that our new Senior Management Team is in place, we have less direct involvement in operational matters and a clearer governance remit. One consequence of this is that Standing Committee meetings no longer take place regularly, with operational matters devolved to SMT. As we transition to this new way of being Churchwardens, our aim is to continue to be 'hands on' and visible so that you will readily be able to talk to us – to raise concerns, make suggestions and, as many of you do, offer thanks and celebration for what SJP does.

Individual contributions and interests

Trevor continues to manage the Traidcraft stall and co-ordinates an enthusiastic team of about a dozen volunteers. The stall has previously enjoyed good levels of support from the congregation although lockdown has posed some serious challenges. The stall reopened in March 2022 and we are trying to rebuild this enterprise. Trevor has also been heavily involved in supporting the welcoming volunteers as the church has reopened for public worship. Trevor maintained oversight of the Contemplative Spaces for Advent and Lent. Deborah facilitated the work of the mission action plan team in consulting the congregation and developing objectives. She continues to lead our Earth Justice team – a highlight in 2021 was the Triumph of Delights festival, a series of events and liturgy in the month before COP26. With Diane Pacitti and Sara Mark, Deborah led the 'Aftermath: weeds and wilding' community project, an exploration of resilience and creativity, based on the 42 species of 'weeds' that grew in the bombed nave of the church in 1940.

Deborah Colvin and Trevor Lines
Churchwardens

12. Annual Fabric Report

Since my last direct report to the PCC I write to report on 2021, including planned preventative maintenance, reactive repairs and projects. We have continued to carry out scheduled preventative maintenance tasks, compliance checks and completed a number of ongoing and planned projects while being mindful of controlling costs without neglecting key areas. Below is a summary of completed work and projects

Completed works and projects

An unexpected project was the Netflix hire of the Church. This did represent a huge amount of work in the planning and in the delivery however the income and opportunity to complete other work was very welcome. Following the temporary removal of the stage lighting, speakers and monitors we upgraded the stage lighting LED's and the connections to the power supplies, we also removed the sanctuary carpet and painstakingly cleaned the marble floor below. Sums included in the hire agreement have also allowed us to carry out additional cleaning in the Church and wider site.

Other work in the Church at this time included a full decoration of the WC's at the back of the Church and the decoration of the door to the accessible WC.

Accessibility to the Church has been greatly improved by the installation of our new ramp, due to its width and incline the main entrance to the Church from the Courtyard is now fully DDA compliant and exceeds the minimum width for a public building.

The Solar Panel project was also completed which saw the replacement of the photovoltaic panels on the south side of the Church roof and the replacement of the power inverters and cabling. The new panels are slightly larger but most importantly much more efficient and therefore we will see an increase in the power generated, which is then fed directly into the main power distribution board in the Church.

Our neighbours BAFTA completed their large redevelopment project which finally sees our garden free of scaffolding. There was a slight overrun on the agreed licence period and therefore we agreed additional fees in line with our licence agreement. The area where the scaffold was placed has been made good and has been replanted.

Projects

We completed works in the Basement to reconfigure the spaces to allow for additional storage to support FEAST including shelving for donated clothing. Freestanding shelving was fitted and we made changes to the lighting and carried out some decoration.

Another project that was completed was the replacement of the controllers for the Church Clock chimes. The project was particularly difficult due to the need to remove and make safe the old controls. The clock chimes are operated by power switches which are linked to the clock mechanism and in our case the switches are mercury which are particularly rare. Therefore the project had to be revised to allow for a whole new purpose made control system, power supply and to ensure the mercury switches can be made safe. Our clock maintenance contractor Smith of Derby completed the work with assistance from our electrical contractors.

We oversaw the installation of the new James Gillray memorial stone ahead of the unveiling that took place earlier in the year.

A new irrigation system and tank for the garden was installed and the old market storage was re-ordered to house the new tank.

We instructed and completed a Church boiler repair which included fitting a new heat exchanger and control board. Unfortunately, due to the fact that the current boiler has no protection from the underfloor heating circuits we have an ongoing issue of water within the old pipe work under the floor going into the boiler. This is an item that will be addressed or removed in a building project but currently we are managing large repairs on a 3-year cycle.

Heritage lottery funded projects

AV including power and IT

The need to completely revise how we engage with people if they cannot physically visit the site has led to the major AV upgrade project that took place at the beginning of 2021. We also took the opportunity to reorder existing cabling for speakers, the organ and the stage lighting, install new power supplies for the gallery and TV screens and install new IT connections in the Church. An Ethernet cable for future use has also been connected above the ceiling by the Vergers vestry, this will allow us to run the cable externally and possibly fit an external Wi-Fi point in the courtyard, subject to agreement and permissions.

Church Interior and Exterior Surveys

As noted in the Quinquennial Inspection Report many items relate to the internal and external fabrics and the restoration of the Church is key to all of the building project plans, however it is really important to understand how urgent the repairs are. To address this we instructed three separate surveys, first a hands on inspection of the ceiling plasterwork by means of mechanical spider lift that was brought into the Church, second an inspection of the tower by abseil and thirdly an inspection of the Church elevations by abseil and from the ground.

Interior Ceiling Survey

The interior of the Church and especially the plasterwork is showing signs of cracks and wear. Anecdotally we believe the Church interior was last decorated in 1976 and there are signs of water ingress and possible subsidence or movement on the south side. The findings of the report in February 2021 are that the structure of the ceiling is good but numerous plaster repairs will be required prior to a full restoration.

Tower Survey

To access the tower and spire effectively required rope access, this gave us the opportunity to see exactly the condition of the brickwork, rain water gullies, lead trims etc We also took the opportunity to carry out some minor repairs to the lead flashings and a blocked rain water hopper at the same time. The general condition of the brickwork is OK but there are issue with the fibreglass spire and internal steel work and an iron band that would have been fitted in the 1950's to support the weight of the tower but is now causing some stone damage as it rusts and expands.

Canopy over the Jermyn St entrance to Church

Lead and timber repairs were carried out, old telephone cables were removed and all woodwork and metalwork redecorated.

Basement Doors

The main timber doors to the basement were completely replaced including frames and door furniture.

Planned Preventative Maintenance

We have continued with our planned preventative maintenance and compliance checks including regular inspections of our fire alarms and emergency lighting and to carried out boiler and gas safety checks including remedial repairs, lightning conductor services, PAT testing and fire extinguisher services. We've also completed numerous reactive and planned minor maintenance tasks including repairs and replacement to lighting, joinery, plumbing, decoration and carried out extra cleaning and reordering of spaces including repurposing the basement spaces for feast. We also have a regular schedule of monitoring and clearing of our rain water drainage which has been particularly necessary this year.

In June 2019 The Diocese of London carried out the Quinquennial Inspection of the rectory ahead of planned works in 2020. The work was understandably delayed for a year and following agreement to avoid some critical dates in our diary the work started in earnest in November 2021 with the erection of scaffolding around the rectory building. The work included the standard 5-year inspections and necessary remedial repairs of the electrical and gas supplies, plumbing and drainage and checks on doors, floors and kitchen fittings. The windows, entrances, rainwater pipes and railings to the perimeter of the rectory have been decorated and in some cases repairs or replacements were carried out. Additionally, the glass roof lights in the basement kitchen have been replaced, the stone steps to the rectory are to be repaired and re-pointed and some waterproofing to both the main flat roof on the rectory and the vestry have been undertaken.

In line with our annual planned preventative maintenance planner, which lists the schedule of statutory and regular maintenance services and annual costs for each service the following inspections, services and works have been completed in the last 12 months;

- Gas safety checks and remedial boiler repairs
- Fire Alarm and Red Care system maintenance
- Fire Extinguisher service and PAT testing
- Inspection and servicing of drainage systems
- Emergency lighting checks
- Intruder Alarm
- Lightning conductor certification
- Pest Control
- Clock service and repairs

- Steam jet washing of the courtyard and garden
- Rewiring of the mains basement kitchen electrics
- Various repairs to doors, gates, external lighting etc
- A number of deep cleans including floors, pews, windows etc

Ryan Tyler

Estates Manager



13. Deanery Synod Representatives' Report

Temple Church off Fleet Street was the setting for Evensong for members of Deanery Synod on a fine evening in July last year. The music was beautiful, and as this was almost the first service for over a year where the congregation was invited to sing (not just hum) the hymns, it turned out to be an unexpectedly moving occasion. The Master's Garden was an oasis of clematis and roses - not to mention excellent canapés and wine. All in all, it was a very uplifting evening.

19th October and Deanery Synod met in St Anne's Soho. Linda Ulrich gave a talk entitled: "Fairness and Faith: Muslim Parents and Church of England schools". We learned that Church of England schools are popular with Muslim parents on the grounds that some faith is better than none. She put it more elegantly, but that was the gist. Philip Chester spoke about how challenging the previous eighteen months had been for clergy and volunteers, as well as for congregations, and he advised allowing time for healing and re-energising before tackling any new initiatives. Which all made excellent sense and we were nodding in agreement until we remembered that St James's was cracking on with several new and demanding initiatives.

The deanery's schools were again the topic for the presentation on April 26th at St Matthew's Westminster at the end of April. Supporting Church of England schools is one of the main functions of the deanery, so it is useful for members to be well informed. Penny Roberts MBE, the Director of Education Designate for the diocese spoke about the work and challenges of the London Diocesan Board of Schools which oversees the schools in London. The recently published government white paper on schools means that all schools will soon be expected to be a part of an academy group, with significant implications for diocesan schools. She also encouraged everyone to consider standing as a school governor, or to recommend this to church members, as governors are essential to the good running of every school.

Jo Hines

***Julie Cunningham, Shirley Dixon, Ros Fane, Jo Hines
Members of the Deanery Synod for 2020-23***

14. Safeguarding Report

Included as a separate document and available on our website under Governance

Jane Gray, HR Advisor and Jane Preest, Safeguarding Officer



St James's Church Piccadilly

15. Diversity Report

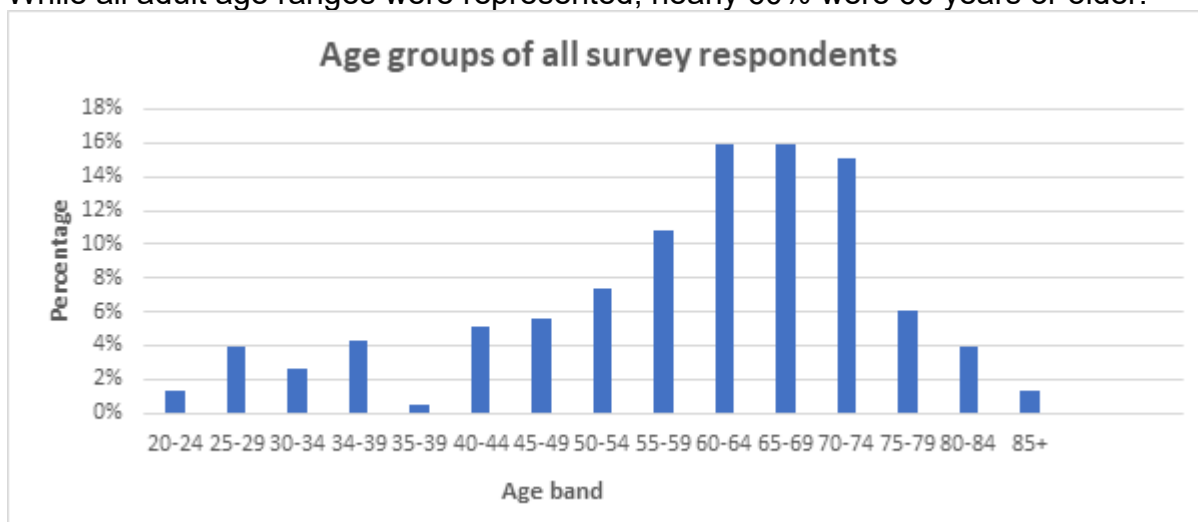
Report: St James's Church Piccadilly Diversity survey 2021

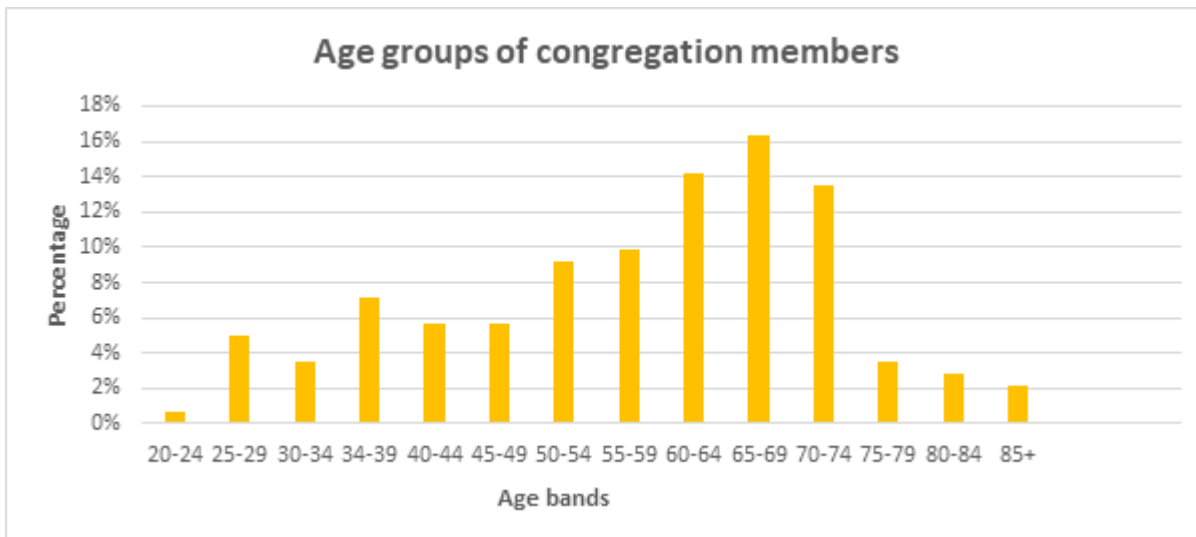
- *The age profile of SJP's community includes an encouraging 12.5% under 40 (SJP's definition of young adults)*
- *While, unsurprisingly, nearly 93% are UK-based, there are significant clusters in Europe, Australia and the United States.*
- *SJP's online community is now substantial with more than 10% engaging primarily virtually*
- *There is considerable diversity in the ethnicity, sexual identities and national identities in the broader SJP communities. These will be compared with the 2021 census data on London when these are available. In percentage terms, SJP's non-White respondents are half as large as the 2011 census for London..*

Between 15th August and 30th September 2021, SJP conducted a diversity survey of its communities both online and in person. The questions used were adapted from England's 2021 census so that we could compare the findings against that for London. The key results follow.

Sex & age

There were 232 usable returns of which about 40% were male and 60% female (99% declared). While all adult age ranges were represented, nearly 60% were 60 years or older.





Location

The vast majority (92.7%) were based in the UK, but also suggests that SJP has a significant community in Europe, Australia, the US and Asia (5.6%). This is a community that we hope to grow through our online services, events and networks. Of those based in the UK, over 70% shared the first half of their postcodes. The majority are in Southeast England, mostly in Greater London. Our digital footprint also means some in the community are based in the SW and NE of England. For a mapping of the distribution see <https://www.batchgeo.com/map/986a133317be64d5ef8d5e8615ba220c>

Gender identity

While 87.5% identified with their sex at birth, 6% did not, identifying themselves as non-binary or with other markers.

Sexuality

SJP has a significant LGBT+ community – 7.3% identify as bisexual, and 20.3% as lesbian, gay or queer. Other identifiers included pansexual, questioning, etc. More than two-thirds (67.7%) identified as straight or heterosexual.

National identity

Of the 232 who responded, 222 responded to the question on national identity. The largest group identified as British 59.1%, followed by English As this question offered an ‘Other’ open response box, there was a long list of identifiers shared. The next 6 top identifiers in terms of responses were Irish, American, Scottish, Australian, Welsh and N. Irish.

Ethnic identifiers

The valid number of responses for this question was 228. The largest ethnic group identified as White (83.8%). According to the 2011 census, London’s white population made up 59.8% of the city. Those in the 2011 census who identified as Asian, Black, Mixed or Other made up just over 4/10 people in London. In the SJP survey, it was less than 2/10. The largest response was that identified as Mixed (4.8%). There were single responses in Other ethnic group reflecting the rich backgrounds from which many in the community come from but ethnically, SJP doesn’t reflect the demographic mix in London (based on 2011 census).

Principal language, and country of birth

The principal language of respondents was overwhelmingly English (94.8%). Other languages cited were all European. This was also reflected in the country of birth. The UK (80.9%); the US (3.9%); France (1.7%); Australia (1.3%); Ireland (0.9%); Canada (0.9%); Mauritius (0.9%) and Uganda (0.9%) were the largest country responses.

Religion

Of the 232 respondents, 9 chose not to respond to this question. The majority were Christians (79.7%) and 11.2% said they had no religion. This category is potentially an important marker of the success of SJP’s engagement through its programme of activities and projects. The more effective SJP’s reach, the more diverse this statistic response should be.

Connection with SJP

There were many touchpoints with SJP richly shared by 15.5% of respondents in the Other box. Some spoke of connections to SJP because of work/ office proximity, having been a volunteer; pastoral experiences; having been baptised in SJP; participation in a Lent course; the garden; or having come for a special event.

Main connections of the respondents with SJP include church services (60.8%); concerts (28.9%); FEAST volunteer (9.9%); FEAST guest (6.9%); Sunday breakfast volunteer (3.9%) and Sunday breakfast guest (1.7%).

Future participation in SJP/ SJP Electoral roll

We asked how respondents would be engaging with SJP going forwards. Most expected to come to SJP in person (52.2%). Others would engage with a combination of in-person and online (29.7%) and Online (11.2%). A small minority spoke of uncertain plans and/ or uncertain frequencies in their future relationship with SJP. Less than a third (31.5%) were on the SJP electoral roll. Interestingly, 6.0% didn't know if they were in the current electoral roll and 60.8% were not on the electoral roll.

Conditions or illness

We included this question from the census so that in designing our events and programmes we would be mindful of the potential for inadvertent exclusion of those who had conditions or mobility issues. The majority 61.7% said that they had no conditions or illnesses that reduced their ability to do day to day activities, while 17.2% had conditions/ illnesses that impacted their daily lives a little and 7.3% a lot.

The SJP diversity survey aims to provide a baseline for our community and to inform our inclusion approaches in all our projects and activities. We hope to run this survey every two years.

PCC 2021/2022

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Keith Best

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