

ST JAMES'S PICCADILLY



ANNUAL MEETING OF PARISHIONERS and ANNUAL PAROCHIAL CHURCH MEETING

Sunday 12 May 2024 at 1pm

In person and by Zoom



ST JAMES'S PICCADILLY

ANNUAL MEETING OF PARISHIONERS

Sunday 12 May 2024 at 1pm

1. Welcome and apologies for absence: Kevin Hipgrave
2. Minutes of the Annual Meeting of Parishioners of 14 May 2023
3. Election of Churchwardens. No ballot needed as there were only two nominations and both Dee Hetherington and Claire Wright are to be declared as elected.
4. Close



DRAFT/MINUTES OF MEETING OF THE ANNUAL MEETING OF PARISHIONERS HELD ON SUNDAY 14 MAY 2023 at 1PM IN PERSON & BY ZOOM

ANNUAL MEETING OF PARISHIONERS

For greater facility of attendance the meeting was held both in person (some 70 attendees) and online (some 5 attendees). The PCC Secretary and Administrator issued copies of the Annual Report & Accounts 2022 and all the papers for the meetings. Ballot papers as well as candidates' profiles and supporting statements were issued to those on the electoral roll. The PCC Secretary declared that all papers including the Review of the Year were on the website under Governance.

1. Welcome. The Rector (Revd Lucy Winkett) welcomed all both in person and online and offered prayers for the meetings.
2. Apologies. Ben Bloom, Maggie Butcher, Julia Chalkley, Zoe Cuckow, Brian Curnew, Tessa Curnew, Angie Dobson, Jane Gray, Betty Harris, Kevin Hipgrave, Paul Mitchell, Lia Shimada.

3. Minutes of the Annual Meeting of Parishioners of 2022 were approved.
4. Election of Churchwardens. No ballot needed as there were only two nominations and both Dee Hetherington and Claire Wright were declared elected. The Rector paid a warm tribute to the two outgoing Churchwardens Deborah Colvin and Trevor Lines both of whom had served in that capacity for six years, gifts were presented and both responded with thanks. A short good-humoured video presentation about them was portrayed.
5. Close

Keith Best TD MA
PCC Secretary

Signed 
Lucy Winkett, Chair

ST JAMES'S PICCADILLY



ANNUAL PAROCHIAL CHURCH MEETING Sunday 12 May 2024

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 14 May 2023
3. Rector's & Associate Rector's Reports
4. Review of 2023-24 (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 2023
9. Re-appointment of Auditors: Goodman Jones LLP
29/30 Fitzroy Square, London, W1T 6LQ
10. Churchwardens' Report
11. Annual Fabric Report under section 50 of the Ecclesiastical Jurisdiction
and Care of Churches Measure 2018
12. Deanery Synod Representatives' Report
13. Election of new PCC members

14. Safeguarding Report
15. Any Other Business
16. Reflection and Close

**DRAFT/MINUTES OF MEETING OF THE
ANNUAL PAROCHIAL CHURCH MEETING
HELD ON SUNDAY 14 MAY 2023
IN PERSON & BY ZOOM**

ANNUAL PAROCHIAL CHURCH MEETING

For greater facility of attendance the meeting was held both in person (some 70 attendees) and online (some 5 attendees).

1. Apologies. As above. The Rector asked for any further nominations and there being none declared that nominations were closed.
2. Minutes of the APCM of May 2022 were approved.
3. Review of 2021-22. The PCC Secretary showed a Slide Presentation on the work of the church during the year with piano accompaniment from Michael Haslam, Director of Music.
4. Rector's Report was accepted.
5. Churchwardens' Report was accepted.
6. Report of the Electoral Roll Officer. The Administrator (David Hamilton-Peters) reported that a year ago the electoral roll was 209 and it now is 238. It was confirmed that the clergy are not eligible to be on the electoral roll.
7. Report of the PCC Secretary was accepted.
8. Report from the Honorary Treasurer. In addition to the written report the Honorary Treasurer said that he wished to emphasise these points: last year, SJP achieved a better than expected deficit of £30k in our cash, finishing on £248k rather than the projected £283k. This was due to action taken last September by the SMT, which actioned a revised three-year activity plan strategy. Highlights of this were 1) more hired-in concerts 2) increased food market activity 3) a Christmas appeal that raised £47k by Brian Willett's team and 4) £8k from the Westminster Council for the use of the premises for support staff working on the late Queen's funeral. In terms of costs, savings were made due to some posts being filled later than expected, including the Associate Rector's post, where there was a four-month gap before the appointment of the Associate rector. He thanked to Nick

Thasarathar, the Operations Director, Brian Willetts the Development Director and Radames Delgado for his tireless work as Finance Manager. Following on from that point, this work meant that our reserves finished at £337k, above the four months general expenditure target of £333k, as required by Church reserves policy. Finally, he mentioned that this year was the first Audit completed by our new Auditors, Goodman Jones, which was a successful transition to the new Auditors, and he was pleased to report there were not any management points raised or points of concern. He thanked once again Radames Delgado for his handling of the Audit.

9. Annual Report & Financial Statements for the year ended 31 December 2022. These were approved. Questions included issues around cashflow and spending down of restricted funds with the explanation that much of the previous reserves were restricted. A request was made for more readable financial statements for lay readers and it was agreed that this will be considered. The Rector stated that this year is challenging with the Development Department being asked to raise £200k for the church.

10. Re-appointment of Auditors. Proposed by Ben Mariam and seconded by Jo Hines the meeting agreed to the re-appointment of Goodman Jones as auditors.

11. Giving Team Presentation. Claire Wright, Debbie O'Brien, David Loyn and Hannah Prime gave short oral reports. CW encouraged the congregation to reflect on Henri Nouwen's statement that 'As a form of ministry, fundraising is as spiritual as giving a sermon, entering a time of prayer, visiting the sick or feeding the hungry'. DO'B talked about each of us having our story with money and told her own story of coming from a background of nothing and the experience of being caused to rethink that and what giving means. She reminded us of the spirituality of fundraising narrative, from Henri Nouwen - that the invitation is to be part of God's vision for St James's - and how we make our resources, money, time and skills available as our response to what God gives us, and is doing. She connected this to Lucy's talk and asked if we had heard the challenge about the gap in funding - in the context of all that happens outside the church walls as well as within. She spoke of us together building community here and building the kingdom of God together. DL said that the Giving Team is not responsible for all fundraising but for up to £12k to keep the church running. Currently, this is only £9k and is going down. He urged all to switch to ChurchSuite to make donations and to cancel other existing standing orders and direct debits. He confirmed that all the money donated through ChurchSuite goes to SJP and none is taken as any charge and that it also processes all Gift Aid thereby saving SJP administration in having to do this with other forms of donation. In answer to questions it was stated that donations through Charities Aid Foundation make administration more complicated and ChurchSuite is to be preferred and also that the amount of donation can be changed at any time. HP introduced the video about ChurchSuite and reminded that giving through ChurchSuite saved the team time and money; she asked the congregation to fill out the forms during the video if they would like to give or like more information and hand them to a member of the giving team. There followed a short video indicating how to register for ChurchSuite: <https://we.tl/t-lmrENpVMrP> prepared by Revd Ayla Lepine who was thanked for its production.

12. Annual Fabric Report was received.

13. Deanery Synod Representatives' Report was received. Jo Hines added an oral report and agreed to look at convening a meeting of the congregation to talk about the work. It was noted that the SJP number has reduced from four to three and it was confirmed

that the number of Deanery Synod Representatives (determined by the Diocese) depends on the size of the congregation and the electoral roll – the Rector urged more activity to increase these. She gave a warm tribute of thanks to the outgoing Deanery Synod Representative Shirley Dixon and to the outgoing PCC members Monica Bashade, Lia Shimada and especially to Wilson Wong as former Lay Vice Chair to whom she gave gifts.

14. Election of 3 Deanery Synod Representatives and new PCC members. There being the same number of nominations as places for Deanery Synod Representatives the following were declared elected: Jules Cunningham, Jo Hines, Tracy McKeever. Ballot papers having been distributed to those on the electoral roll the PCC Secretary identified those eligible to be elected and stressed that electors could only vote up to seven times and that for the seven PCC places there were eleven candidates. 52 ballot papers were submitted in the church and a further 2 online. As Returning Officer the PCC Secretary conducted the count scrutinised by David Hamilton-Peters the Administrator. The results were based on the total number of votes cast for each candidate with those with the seven highest scores being elected. These were:

Alison Beck
Audrey Sebatindira
Ros Fane
Ben Mariam
Graeme Jones
Tom Gidman
Jackie Elton.


15. Safeguarding Report was accepted.

16. Any Other Business. There was none.

17. The meeting closed with prayers at 15.05.

KB 23/05/2023

Keith Best TD MA
PCC Secretary

Signed 
Lucy Winkett, Chair

3. Rector's Report

The Revd Lucy Winkett

Review of the year 2023

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

Our Values: Contemplation, Courage, Action, Adventure, Kindness

At the beginning of January 2023, the new three year PCC strategy began. This was a new process for St James's. In the past we have produced 'Mission Action Plans' which is what is required by the Diocese of London, but never before a full blown worked-through strategy with organised work programmes, associated budgets, a new rhythm of meetings and a focus on what we believe is the vocation of St James's Piccadilly in this moment.

St James's is a relatively small but complex organism, with layers of communities, congregations, associations and activities. Many different groups and individuals coexist at St James's, but this place, both physical and virtual, matters for all who hear its voice and find its community.

Five programmes of work began in January 2024 that aimed to achieve our ambition 'to build a larger, more inclusive, imaginative and influential SJP community'. Programmes One and Two ('Voice and Community' and 'Faith, Earth and Social Justice') are the two that most closely relate to the life of the congregation. Each have programme groups drawn from the congregation, and PCC champions. Programme Three 'Culture and Diversity' was focussed on delivery of an 'impactful cultural programme', making St James's a 'provocateur for good'. Programme Four 'Transformation' was focussed on the Wren Project and Programme Five 'Sustainability and Resilience' was focussed on site safety, building capacity and managing risk.

The main focus for 2023 brought all of these streams together in the programme Cugoano250. Marking the 250th anniversary of the baptism of Quobna Ottobah Cugoano at St James's, a large number of people who had never encountered us before came for services, discussions, performances and debate. This was an outward-focussed programme curated by the former Director of the ICA Ekow Eshun, working with the St James's team. Unforgettable events in the church included the dedication of the new plaque by Bishop Rosemarie Mallett, the installation of the commission by the Trinidad artist Che Lovelace, performances by Ben Okri, Desiree Baptiste, Paterson Joseph, Julian knxx and others. The church's contested heritage was narrated frankly, and Cugoano himself was celebrated as a theologian as well as abolitionist campaigner. As part of the programme, the congregation held an open meeting asking 'what next', and work will continue through 2023 to embed the legacy and voice of Cugoano in the life of St James's.

Another key development during 2023 was the partnership with St Pancras Euston Road. Following a PCC awayday in which it was agreed St James's should look for a place for the congregation and all associated activity during the construction phase of the Wren Project, conversations started in earnest with St Pancras and LW was made Priest in Charge of St Pancras in November 2023. This is an exciting opportunity for both churches to amplify and strengthen the voice of inclusive Christianity in London and beyond. This decision to form the partnership has placed further demands on capacity for clergy and staff, but is an important aspect of providing stability and security for the congregation during Wren construction. In time there will be some significant advantages for both churches, sharing services and back office functions, and growing a clergy team together. In 2023, much preparation work was done for this and a 6 month project is currently running formally to identify these partnership opportunities.

The greatest challenges for 2023 were similar to previous years: prayerfully staying close to the outward-looking vision, when turbulent social, political and church circumstances encourage quietism and turning inwards. The second is income generation and capacity. Finding ways to generate income for ordinary running costs and infrastructure when costs and obligations are higher was and remains extremely challenging. It costs more than £3,500 per day, seven days a week, to keep St James's open, staffed, safe and active in service.

Embedded in the strategy is a business plan and a budget. The business plan for 2023 focussed on the Creative Programme breaking even, the Development Department raising £400k to supplement the trading income and donations income, the Supported and Sustained

programme breaking even without overheads, and the Congregation budget (including congregational giving, collection boxes, special service fees, other donations) meeting its budget.

The heart of our common life: Liturgy and Prayer

Silence

St James's has a long commitment to silent prayer and contemplation open to all: Holding the Silence is offered online twice a week and once a month on a Sunday in person. 30 minutes of silent prayer is held every Tuesday at 6pm before 'Sanctuary'. The Julian Group meets fortnightly on a Thursday in the Rectory for 45 minutes silent prayer. Every morning, 10 minutes of silence is kept after the Scripture readings at Morning Prayer. Deep Abiding Prayer is held regularly online as is Contemplative Space during Advent and Lent. Eco-contemplative Liturgies are held in the garden monthly.

Eucharist

The Sunday gathering around the altar remains at the heart of our life, vision, prayer and work. It was at this Eucharist on the exact anniversary of the baptism of Quobna Ottobah Cugoano, 20th August 2023, that St James's congregation renewed their own baptism vows to 'turn to Christ, repent of my sins, renounce evil'.

The 'Sanctuary' Eucharist on Tuesday evenings has grown and developed its own character, providing a contemplative, imaginative space for prayer, music, reflective leadership from the congregation and always great food.

The Wednesday morning and Thursday lunchtime Eucharists offer opportunities for those who work or live close by.

Special Services

A number of weddings, blessings, funerals and memorial services are held through the year led by St James's clergy, who meet with families and groups to get to know one another and prepare. Requests for memorial services are usually accepted, especially if the person being remembered had a connection with the parish in some way or the church in particular. Couples can be married at St James's if they live in the parish or, more commonly, if they attend church for 6 months and become listed on the electoral roll. Other special services that were held during 2023 included the Baltic States memorial service, poignant in 2023 because of the Russian invasion of Ukraine; RoadPeace Service to remember all those killed in car crashes in London; Anti-slavery International carol service, and regular carol services for parish groups such as the Jermyn Street Traders Association, The Three St James's Square Clubs and others. St James's PCC has, for some years now, committed to a full time stipendiary Associate Rector post and Ayla Lepine began her second year in 2023 fulfilling this role. Great thanks go to her for her inspirational support of the congregation and all associated projects, learning programmes and events. Her report for the APCM highlights the past year with specific reference to the congregation and associated projects and activities.

Development of Programmes Three, Four and Five during 2023

Having re-started the Wren Project work after the pandemic, the PCC had invested, during 2022, in the recruitment of senior professional staff to bring a greater degree of organisation, leadership and planning that was necessary, including the formation of a new strategy according to the priorities of the PCC, developing programmes dedicated to fulfilling the ambition of 'building a more inclusive, more influential and imaginative SJP community'. The vision for this, discussed by the PCC at length in the formation of the strategy, is crucially a 7 day a week project, focussed on new groups and audiences as much as Sundays; taking the principles of a gathered Eucharistic community and extending these principles to other work

streams. In this way, the strategy set out the vision that all SJP activity is an extension of the liturgy, although not everything is Christian liturgy.

Programme Three: 'Creative'. 2023 was a year when St James's engaged with a large number of people new to us through the creative programming. The Piano Festival in February was inspired by the Fazioli piano at St James's, commonly expressed to be one of the best of its kind. The Festival programmed musicians from different genres and backgrounds and built on the principles developed during the pandemic of Excellence and Diversity. Performers included the US singer song writer John Grant (which gained a 5* review from The Guardian) and the disability campaigner and musician Victoria Canal, who declared it to be one of the best gigs of her life! The results from the team, including Didier Rochard as Producer and Richard Parry as Creative Director were culturally innovative during 2023. Building on the artists who performed at the Embark Festival at the end of 2022 and inspired by the Jesse Darling installation (Jesse was awarded the Turner Prize 2023) St James's continued to learn through 2023 what it took to curate its own programmes, finding support and selling its own tickets. 'Preach', the first ever drag night in a church, taking our cue from the church's proximity to Soho, attracted strong reactions both positive and critical. As a statement of inclusion and intent, it was St James's at its best, clearly thought-provoking and fulfilling the ambition of being a 'provocateur for good'. The conversation with Fever Dream on the St James's website has had over 2.5k views. While the controversy with conservative Christian critics continued, further nights were postponed until this was resolved, but finding ways for this conversation to continue are underway with the 'Conversations Under Trees' series and 'Pride at St James's'.

The main focus of 2023 was the 250th anniversary of the baptism of Quobna Ottobah Cugoano with details of the programme reported above. One of the key objectives of this programme was 'Narrate our History Honestly' and the art commission, together with the programme, has been nominated as a case study for the Contested Heritage committee of the Church of England.

Programme Three had a big impact on the life of St James's in 2023, and also faced big challenges. Two in particular emerged during the year. One was how to work together with the gathered congregation in curation while remaining focussed on new work, new audiences and diversifying the programming. The other was financial: how to make this programming pay its way with sponsorship (£130k of sponsorship was attracted for the creative programme during 2023), ticket sales (income generation was much higher than previous years) while controlling costs. This last item, cost control, brought existential challenge to this way of delivering Programme Three. For 2024 and beyond, the objectives remain but the delivery mechanism has changed. A re-structure of staffing has de-risked this programming but the ambition remains strong for the rest of the strategy's life. We would like to place on record our great thanks to both Didier Rochard and Richard Parry for the lasting legacies they have left in raising the sights of St James's and showing us as a central London church, what's possible in being a 'provocateur for good'.

Programme Four 'Transformation' is the work needed to make the Wren Project a reality. The first part of the year involved intense activity before the planning application went to Westminster City Council in February. Permission was granted unanimously and enthusiastically, as was Faculty Permission in August 2023.

Following a year when Development Department recruitment had been very challenging (many charities reported a post-pandemic shortage of fund raisers as the demand was high) 2023 began with a new team: Charlotte Orell-Jones running events, and later into the year Ted Smyth focussing on individual giving. One annual event in the parish was created as a way of inviting neighbours, supporters and people who are interested in becoming part of St James's projects: a dinner at Spencer House hosted by the patron of the Wren Project HRH Prince Edward.

Wren Project pledges during 2023 were received that amounted to around £8m and towards the end of the year, St James's learned that its bid for £4m from the National Lottery Heritage Fund had been accepted for the Development Phase. These results were hugely encouraging, while at the same time maintaining and strengthening SJP due diligence processes, and modifying the method of forecasting and reporting. But also during 2023, we learned that too much was being asked of the still relatively small and new Development Team. Wren Project pledges built significantly during 2023, but the challenge of raising £400k for running costs proved too challenging. A shortfall of £270k on this particular target accounted for a significant proportion of the year end deficit. Central to this difficulty was the forecasting method, which until November, was showing a high probability that the target would be reached. This forecasting method has been changed for 2023.

The American Friends of St James's developed during 2023. The inaugural chair, Phillip Bobbit, a hugely valued champion of St James's, with a residence in the parish, came to the end of his term and graciously agreed to become President. The new chair of the Board is Tai Heng Cheng, who with his husband Cole Harrell, supported the Che Lovelace commission and has been a tireless champion at events both here and in the US. The impact of having the American Friends as a 501c3 company has been clear: not only US citizens in the United States have been able to donate through this route, but US citizens in the UK, or UK citizens with US foundations. A huge number of new relationships are being formed through this work and the connection of St James's church with around 2000 new friends and supporters is building gradually, and is transformational.

Programme Five 'Supported and Sustained' is, in many ways, the most important, as it is the activity that enables everything else. 'Supported and Sustained' is the effort led by our Operations Director Nick Thasarathar which keeps the church, site, garden open and safe for all our activities. The Verger team, administration and finance, estates, gardener, cleaners, contractors, are a really effective team who work immensely hard every day to support and sustain the mission of St James's. Without them, for instance, we would not be able to offer 5000 hours of free counselling to allcomers in the Caravan counselling project, or keep the church building open all day every day for peace and prayer.

One of the key principles of the strategy is to develop 'Mission-aligned income' strands. Having opened in the winter of 2022, Redemption Roasters re-forecast their income projections for 2023, lowering them, which was another financial challenge, but the café itself built its clientele and reputation through 2023. St James's is now a key partner in their reduction of reoffending rates from the national average of 50% to something closer to 22%. The international food market, in partnership with 'Street Foodish' continues to be an excellent source of income and attracts large numbers of visitors to the courtyard. Having tendered for new auditors and solicitors during 2022, a new security partner was identified for 2023. RightGuard provide 7 day a week support for the Verger team now; a step change from before the pandemic, and a necessary daily support for such an open central London site. St James's is a key partner in the local area for HOLBA (Heart of London Business Alliance) managed by our Operations Director. The Operations Director is also Project Sponsor for the Wren Project, working closely with the Project Co-ordinators Ingham and Pinnock who have served St James's brilliantly, steering us through the process of planning successfully.

Final Reflections

Just above the Rectory door into the courtyard is a quotation from psalm 127, appropriate for the re-building after the destruction of World War Two: 'Unless the Lord builds the house'. The full quotation is

*Unless the LORD builds the house,
those who build it labour in vain.*

*Unless the LORD guards the city,
the guard keeps watch in vain.
It is in vain that you rise up early
and go late to rest,
eating the bread of anxious toil;
for he gives sleep to his beloved*

2023 for St James's was a year of reckoning in some ways. It was important to acknowledge and discuss the complexity and contested heritage that Quobna Ottobah Cugoano's voice exposed. And to try to think together about how his voice might help to shape our present and future not just be a voice from the past. This work is ongoing. The searing reaction in some quarters to St James's inviting drag artists to perform during 2023 reminded us that we are part of a wider Christian infrastructure that finds identity and sexuality enduringly difficult to address, much less agree about. And the financial challenges of post pandemic church life, particularly in the areas of the creative programme and raising funds for running costs is there for all to see. 2023 has been another year of joyous community-building on Sundays and at other times: alongside the provocation for which St James's is rightly known. Just one example: our courtyard is filled regularly with dancing strangers who become a community for the day at Soul at Saint James. A new formula for this event was developed in 2023 with partner organisations and charities telling their stories alongside the choir. Powerful social commentary interspersed with soul and gospel music make this event unique. And the route into 2024 has been paved with a new St Pancras partnership, a new team from the National Heritage Lottery Fund helping us measure our impact and embed a new business plan and the public launch of the innovative Changemaker Programme, with active involvement from congregation and parish alike. We go into 2024 knowing that we are a world at war, that existential challenges face humanity and other species in climate and biodiversity, and that the society we serve is divided and suffering. Church is one of God's strategies against dictatorship. Always of course a flawed human institution, at its best, church is about building independent-minded, inclusive, prayerful communities: and this is one way that a society can guard against, or at least provide serious challenge to, toxic assumptions and injustices. Our vocation to be church is thrilling and challenging: by reminding ourselves and any who come into contact with us that we are part of a bigger story and a longer perspective: that time is shot through with eternity.

My final word for this APCM report has to go to thank every single one of you, whether you are involved in projects or not. One of the most important aspects of St James's in my view is that we are clear that you can just come along, sit at the back, take your time. The PCC would always love to get you involved, but it's crucial that you know deeply that you are essential as members of this community and you are seen by God as beloved people, just as you are. Having said that, a huge thank you to all those who give time, energy, love, expertise, to help build St James's community life, projects, programmes and groups. It matters so much that we have active and engaged congregation leading, shaping and supporting the work of the church: thank you so much for all the time and effort you give. We are able to support more people in need and help change lives and views because of you.

I would like to offer heartfelt thanks to my clergy colleagues, who give so much of themselves in following their vocation as priests, for this season in this place. I learn a lot from each of our clergy team, and I feel privileged to work with such good humoured, prayerful and sincere priests. They are really fantastic colleagues.

Great thanks to every single one of our paid staff too. While of course not being anywhere near perfect, St James's tries hard to be a great place to work, and a lively, collaborative, and effective staff team bear witness to the purposeful and kind ethos of St James's as such a place.

I have ended my last few reports with both thanks and a request for forgiveness as your priest in these days. I do so again. The past year has been another immensely challenging one, as we continue to attempt our building of Christ-shaped community in a church that is nationally in decline, and often fractious, and in a city and society that has such amazing potential while remaining so unjust. We are not able to 'see around corners' but St James is the pilgrim saint, who travels with us, and points us to the one who will never leave us, who forgives our many mistakes, and encourages us to dust ourselves down, get up and start again.

Being church in this way, together, is really challenging, because we live with a sometimes-hard-to-bear level of what seems like permanent uncertainty. In this context, trust is key. For all the times that I have simply got it wrong, not met your expectations or caused you grief, please forgive me. And please pray for me, as I pray for you, every day.



The Reverend Lucy Winkett, Rector

Associate Rector's Report

The Revd Dr Ayla Lepine

Someone recently asked me what it's like to be the Associate Rector at St James's. I said that it is truly a life in which no two days are alike, and that the congregation, at all times and in all seasons, is always teaching me about what it means to be a church and to be a community, loving God and connecting with people near and far in the middle of one of the world's biggest cities. It is, to put it simply, a very exciting place to be. People find faith in the Eucharist, peace in the garden, hope in the Caravan, nourishment at Feast, music in the courtyard, art in the church, compassion in community, and God in their midst, and each of us gets to be part of that, no matter who we are or where we come from. All this is a truly sacred gift to be shared and cherished.

The St James's Strategy for 2023-26 is well and truly underway, and the past year has been full of opportunities for worship, reflection, conversation, hospitality, social justice projects, earth justice activities, and much more as we work together to 'imagine the world to be different'. In a recent Camino Companions session, in which we were exploring prayer together, someone mentioned Richard Rohr's Center for Action and Contemplation in America. Rohr had been asked whether 'action' or 'contemplation' was the most important word in this organisation's title and mission. Rohr responded that the most important word was 'and'. This observation has made a real impression on me as I seek to continue to serve St James's as your priest, amongst a team of clergy, staff, volunteers, and within the congregation.

The Strategy overall, approved and guided by the PCC together with a series of working groups connecting the congregation and staff together to work towards our goals, takes shape through five programmes. Together with Claire Wright as Programme Champion, I'm the lead for Programme 2, which is summarised as Faith, Earth and Social Justice. This also includes

volunteering across all our activities. As part of this strategy and St James's life as a whole, I lead the new Congregational Communications Group (formed at the PCC Away Day in January 2024), convene and chair the Safeguarding Quarterly Team Meetings (the members are Jane Grey (HR), Nick Thasarathar (COO), Charley Matthews (PSO), and Graeme Jones (Assistant PSO), and the Food Outreach Quarterly Team Meetings (with Robin Campbell, Charley Matthews, Kevin Rogers, and Andrea Arroyo). Ensuring pastoral support for all members of the congregation, near and far, is always at the heart of my ministry, and the ebb and flow of life in all its complexity is where we meet God most profoundly together.

I also support a variety of other groups at St James's including the new Refugee and Asylum Seeker Support Steering Group, which is chaired by Max Fedyk, the Prayer Group led by Petra Griffiths (who is also the Pastoral Coordinator), the Sanctuary Team and Soul at St James (both led by Elijah Kinne), and Pride of St James (led by Kate Finlay). I'm also deeply grateful for the support of Dee Hetherington and Claire Wright, elected as Churchwardens in May 2023. Amongst the daily and weekly round of activities, from weekday services and pastoral visiting to support for major long-term projects and strategies within and beyond the Wren Project and the many initiatives of the Earth Justice team (amongst which Changing Our Minds and the Ecozoic projects have been highlights), I also support the production of the weekly Newsletter together with Derrie Shurville so that we can spread the word about St James's far and wide. The Giving Team, who supported the development of congregational giving especially in relation to linking giving to Henri Nouwen's beliefs in the spirituality of fundraising, celebrated their achievements as we move on to new ways of exploring giving. Giving continues to be a major priority in the congregation, and increased giving is vital for the life of St James's. We therefore have developed a new route towards increasing congregational giving through the new monthly initiative Giving Stories, which is led by Hannah Prime. Increasing engagement with ChurchSuite as well as leading training sessions on safeguarding for the whole congregation and tailored sessions for our social justice projects and musicians have been a key part of my work too. Making connections with God takes place in many forms, and it's been exciting to see the monthly Godly Play sessions continue and to see Holding the Silence return to in-person gatherings alongside the YouTube series.

I've been working closely with St James's staff across all our different departments, from Development events and projects (Chelsea is in a matter of weeks, and the congregational Ambassadors and Advocates are ready to spring into action!) to creative initiatives with Communications such as Audrey Osler and Yasmin Alibhai-Brown's impactful conversation about migration and racial justice to celebrate Audrey's book *Where Are You From? No, Where Are You Really From?* There are numerous active and energetic volunteer groups too, within and beyond the congregation, and these initiatives were led by the Volunteer Projects Coordinator Mac Olagoke in a new post which ran from April 2023 - April 2024. Mac's new processes and systems, as well as increasing volunteer numbers and deepening St James's connections with external partners including Westminster Council's volunteering hub, One Westminster, have made a positive impact on St James's approach to recruiting, training, supporting, and retaining volunteers, particularly in relation to Feast and Sunday Breakfast. Relationships with our ongoing partners have grown too, with more to come, and though we were sad to receive the news that the Passage's Home for Good programme has come to an end, there is renewed commitment to our membership of Citizens UK, with Claire Wright as our coordinator alongside Lucy Gardner. In recent months, Strategy Programmes 1 (led by Lucy) and Programme 2 have merged, and this larger group of congregation members are continuing to oversee and guide the work of St James's including the development of new KPIs and ways to ensure that the impact of our activities can be measured, not least to ensure that our many programmes can continue to thrive in relation to the church's values and ethos as a

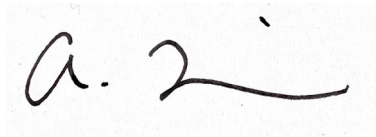
whole. The patron saint of our church, St James's, inspires us to move forward in a perpetual pilgrimage that is sustained by God's grace, so that we may continue to be a place of courage, compassion, adventure, and hope in our beautiful and fragile world.

Across the vast range of events and projects in 2023, some personal highlights within the Faith, Earth Justice and Social Justice programme include (in no particular order and by no means exhaustive!):

- Radical Welcome congregational conversations and their impact in our ongoing programmes, including liturgy, events, and strengthening our faith as a community together
- The Disability and Accessibility Survey and the emergence of a new Disability and Accessibility Group, tasked with taking action at St James's
- Celebrating the new learning and prayer communities formed in the Camino Group and the Camino Companions gatherings
- Welcoming The Revd Peter Thompson from St Bart's in September, and visiting St Bart's in New York in January
- Being amongst the congregation and staff colleagues at the Changemakers launch event at St James's Palace, supporting this exciting aspect of the Wren Project
- Learning from Lyla-June Johnston about Indigenous agricultural practices in the Changing Our Minds series
- Welcoming hundreds of people to Soul at St James gospel choir and social justice activism events in the courtyard
- Newcomers lunches at Lucy's flat
- Conversations with new guests at Feast and Sunday Breakfast
- Preaching about our brass musicians' courtyard rendition of Wham's 'Last Christmas'
- Becoming a godparent for new members of St James's
- The holy joy of the Dawn Eucharist at Easter
- Spending time with the Sunday Forum and online community
- The Christmas Day community lunch (and legendary ABBA singalong)
- Working with the artists Anusheh Zia and Unyimeabasi Udoh on side chapel exhibitions for Interfaith Week and Passiontide
- Honouring and celebrating Quobna Ottobah Cugoano in a wide array of events and services, and telling the history of St James's honestly in relation to racial injustice and work towards freedom from oppression
- Appointing Max Fedyk as our new Refugee and Asylum Seeker Support Worker and doubling this post's hours
- Collaborating with members of staff and the congregation on project ideas for our Heritage Fund activities
- Appointing Mac Olagoke as our new Volunteer Projects Coordinator
- Co-leading and facilitating reading and study groups including Cole Arthur Riley's *This Here Flesh* for Black History Month and the Lent group on 'Fasting and Freedom' highlighting Black Liberation Theology with Audrey Sebatindira and the 20s-30s group
- Pride Sanctuary Eucharists, and getting to know the congregation and sacred space of St Pancras Euston Road for Advent Sanctuary services
- The 30th anniversary of the ordination of women to the priesthood in the Church of England alongside Lucy and Mariama
- Partnering with the National Gallery for a series of events focusing on St Francis
- The Parish Retreat exploring the psalms at the Royal Foundation of St Katharine (and my swimathon in a local pool to raise funds for it)
- Being alongside so many energetic volunteers at Feast, Sunday Breakfast, and the International Group network relaunch

- Discerning a renewal of the 20s-30s group
- Working together with the EDI subgroup to develop a new EDI and Belonging survey (watch this space - it's going to launch in September 2024!)

The writer and activist bell hooks said, 'To truly love we must learn to mix various ingredients - care, affection, recognition, respect, commitment, and trust, as well as honest and open communication.' As we look to the year ahead, and reflect on all that has taken place in the past 12 months, may we do so through the lens of God's love, securely anchored in the truth that whatever we do, and whoever we are, we are enfolded within it. It is a pleasure and an honour to serve as St James's Associate Rector and to pray daily for all at St James's. Alongside my deepest gratitude to the congregation and my colleagues for companionship and inspiration every step of the way, I ask for your prayers too as we journey together.



The Revd Dr Ayla Lepine
Associate Rector

4. Review of 2023-24 (Slide Presentation): PCC Secretary
presentation on the day: see attached documents

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 2023-24 having become PCC Secretary in August 2021. I want to thank both PCC members and the congregation whom I have enjoyed meeting at Sunday worship for their conviviality and the general atmosphere of friendliness and support which has made my tasks so much more enjoyable. I hope that all feel that sense of warmth and friendliness which is a special feature of SJP!

The PCC, as the board of the church, is responsible for the overall governance and oversight of everything that happens with the church and its activities, so the agenda for each meeting is both full and varied and always begins and ends with prayers for its work. All major decisions are taken at PCC level and I wish to pay tribute to the professional and assiduous approach on all these matters by PCC members who take their duties so seriously and have copious papers to read before each meeting. The PCC is also 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. Considerable thought has been given as to how to improve the interaction between the congregation and the PCC and more regular feedback and involvement is now being rolled out. Part of this process is the posting of a summary of all PCC meetings in the Governance section of our website.

The PCC has continued to operate with four quarterly business meetings throughout the year and two Congregational Life. All meetings are hybrid (both in-person and remote access) which has enabled a consistently high turnout and engagement of all PCC members. All business is conducted within the Church Representation Rules. At the business meetings close scrutiny is given to financial performance and monthly management accounts as well as to the Risk Register and Dashboard which is regularly updated and sets out in tabular form the objectives and progress as well as challenges of each of the five programmes together with green/amber/red markings.

The five strategic programmes are: Voice & Community; Faith, Earth & Social Justice Initiatives; Culture & Diversity; Transformation & Rebalancing; Sustainability & Resilience. All PCC members have access to the Dashboard and Risk Register remotely and not just at times of the meetings. In addition to these meetings the PCC holds two Awaydays (in January and the summer) either in the church premises or at an outside venue at which matters can be discussed in greater depth and time than is allowed in a packed regular meeting agenda.

Between PCC meetings the Senior Management Team (Rector, Associate Rector, the Directors and Church Wardens) has met formally with an agenda and minutes taken monthly and also, informally with the Rector and Directors, weekly. This enables a close degree of governance in times which have seen rapid transition.

The Wren Project (of which the PCC Secretary is the Clerk) has made good progress with both Planning Permission and Faculty permission being granted as well as further significant donations from individual and corporate sponsors in the UK and from the American Friends (of which the PCC Secretary is the Secretary/Treasurer and services the Board). We continue to be honoured and privileged by the generous consent of His Royal Highness Prince Edward, Earl of Wessex, who was created Duke of Edinburgh KG GCVO during the year to be the Patron and for the Earl of Snowdon to be the President of the Wren Project.

A major event during the year was the sad death of the late Queen Elizabeth II. The arrangements for her funeral (Operation London Bridge) involved the use of SJP's premises. Issues that have arisen over the year have been continued safeguarding with new reporting requirements, the establishment of a subsidiary trading company (to assist in VAT recovery), a survey on welcome and accessibility, the rhythm of church life, various policy reviews (each policy is reviewed on a regular basis), general management of the church estate such as the food stalls and café, insurance, staffing and volunteering, ecological and ethical fundraising matters, several resolutions to obtain faculties (permissions) from the Diocese and our developing relationship with both St Pancras and St Bart's (New York) churches.

The Audit & Finance (Risk) Committee (which is serviced by the PCC Secretary) under an independent Chair has met three times to discuss and make recommendations on the Annual Report & Accounts and the proposed budget and business plan as well as financial and performance progress.

PCC MEMBERSHIP

The PCC comprises the 5 Clergy of the Parish, the 2 Churchwardens, 9 elected lay members and currently 3 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 Ayla Lepine, Associate Rector
The Revd Dr Ivan Khovacs, SSM
The Revd Daniel Norris, SSM
The Revd Dr Mariama Ifode-Blease, Assistant Curate

Churchwardens
Deirdre (Dee) Hetherington
Claire Wright

Deanery Synod Representatives
Julie (Jules) Cunningham
Jo Hines
Tracy McKeever

Lay members

Monica Bashabe (resigned May 2023)
Alison Beck
Helen-Claire Burt
Shirley Dixon (resigned May 2023)
Jackie Elton (elected May 2023)
Tom Gidman (elected May 2023)
Graeme Jones (elected May 2023)
David Loyn
Ben Mariam
Tracy McKeever (elected May 2023)
Audrey Sebatindira (elected May 2023)

Ros Fane has continued to serve as PCC Lay Chair throughout the period, sharing responsibility for chairing PCC meetings (especially the Congregation Life ones) 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. He is standing down this year and I should like to place on record my own thanks to him for all his work during this time.

Under the Church Representation Rules we are required to have a Standing Committee (whose members are the Rector, the Associate Rector, the PCC Lay Chair, the Churchwardens and the PCC Honorary Treasurer). Since the establishment of the Senior Management Committee, however, this has taken over the role of the Standing Committee which is available for any work that the PCC may direct to it.

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 June, July, September, October, November, December, January and April.

Keith Best TD MA
PCC Secretary

7. Report from the Honorary Treasurer

Treasurer's Report for the APCM Sunday 12th May 2024: Review of the year 2023

The first year of the three years strategy proved extremely challenging financially and led to a disappointing result. Two elements contributed to the unbudgeted deficit: underperformance in the Cultural Programme of £160,000 and a shortfall in the Development Department fund raising for running costs of £270,000.

Overall, the year end result at 31 December 2023 was positive (see page 15 of the annual report) but the majority of the funds raised were restricted for the Wren Project, unable to be allocated against running costs, therefore within the year, a deficit was created.

Total unrestricted fund income was £1,268,893 of which £476,838 was unrestricted planned and voluntary donations, and a further £37,467 was from Gift Aid. Unrestricted but designated donations came to £54,159.

The major unrestricted income streams for 2023 were planned and voluntary donations including Gift Aid, which accounted for 41% and use of the premises with 48% of the total unrestricted income. As the future external funding is focussed on raise funds for The Wren Project, the income generation strategy has evolved, but is not yet resilient enough to cover increased costs without fund raising for Operating Fund.

Expenditure for 2023 was £1,607,970, spent from unrestricted funds, with the running costs of St James's being a significant portion of the total spent. It is to be noted that the higher expenditure amounts are a result of delivering activities reduced over the pandemic, the investment in new skilled staff and the launch of 2023-2026 strategy. St James's offer towards the Diocesan Common Fund was £108,000 in 2020 (compared to £104,000 in 2019), but in light of the impact of Covid-19 on St James's finances, this was subsequently revised to £85,200 in 2022 and £93,000 for 2023 which was paid in full.

All expenses are scrutinised and kept as low as possible, in line with the church's system of budgetary control.

Investments: The PCC's portfolio of investments as 31 December 2023 had a total value of £525,819 of which £505,384 is held in the CBF Church of England Deposit Fund an actively managed, diversified portfolio of sterling denominated money market deposits and instruments. It will principally invest in sterling call accounts, notice accounts, term deposits and money market instruments that aims to provide a high level of capital security and competitive interest rates, managed by CCLA Investment Management Limited in accordance with the policies of the Church of England National Investing Bodies: The CBF Church of England Funds, the Church Commissioners for England and the Church of England Pensions Board. The objective for 2024 is to continue investing SJP restricted reserves in this fund combining a highest possible interest rate with immediate availability.

In 2023 St James's generated a general fund deficit of £303,450. On 31 December 2023, general fund reserves were £136,830 (2022 - £337,369).

Finally, I would like to thank Radames Delgado, for his hard work and dedication as SJP Finance Manager, and the members of the strengthened Finance and Audit (Risk) Committee who provide independent scrutiny of St James's finances and operations.

***Ben Mariam, Chartered Accountant
PCC Honorary Treasurer***

8. Annual Report & Financial Statements to 31 December 2023

See 2023 Annual Report & Accounts in documents

9. Re-appointment of Auditors

The APCM is asked to re-appoint as auditors:
Goodman Jones LLP

Ben Mariam, Chartered Accountant
PCC Honorary Treasurer

10. Churchwarden's Report

Church warden report for APCM May 2024

It is difficult to believe that we are already coming to the end of a year as church wardens, but good to take stock of the last 12 months, when as usual at St James's Piccadilly, a lot has happened. If we start at the beginning, we would have to say that whilst Deborah and Trevor are a hard act to follow, we are very grateful to them for their support in making the transition easier and for being there when we have needed advice, and to you in the SJP community for your help and encouragement. We have increased the size of the warden team and would also like to thank assistant church wardens, Sarah Gillet, Tchansia Kone and Jen Veall, for their time, talents and friendship.

Governance and Strategy

As ex church wardens at SJP warned us, working out the job description has been an ongoing process. That said we know that in a church with the ambition of SJP, we are fortunate in the size and quality of our staff team. In many ways this has made our lives easier, but we have been very aware of the need to ensure that the congregations' voice is heard. We have met regularly with both Lucy and Ayla, and have attended the monthly Senior Management Team (SMT) meeting, where the strategy implementation and risk dashboards and finance reports, are reviewed in detail. This is in advance of full PCC meetings where formal scrutiny and accountability takes place. There is a regular church warden slot on the SMT agenda for us to raise issues on behalf of the congregation, and we are actively involved in the discussions and decision making about other items on the agenda. It has been an opportunity to see how hard the team work and how determined they are to deliver the SJP vision. As church wardens we have been part of the interview panels for staff who work closely with the SJP community.

Each of the 5 programmes has a PCC champion, and both church wardens are on the delivery group for Programme's 1 and 2 (Voice and Community and Faith, Earth and Social Justice), which is close to our hearts. Dee has taken a particular interest in the implementation of the Net Zero Policy and is encouraging participation in the Housing Justice scheme at SJP. Claire, with help from Tchansia, has been active with Citizens UK, and is keen on developing a Citizens UK team at SJP, as part of the aim in the Strategy to speak out with others.

We were proud to sit alongside other members of the Earth Justice Team outside parliament as part of the Lent Vigil 'No more Fossil Fuels.

Congregational life

We have worked closely with Ayla on developing congregational life, including liaising with Petra around pastoral support. The newcomers lunches are continuing and it is always a pleasure to welcome new people, and involve them in the life of the church. There is no shortage of ways we can build community together, and we are working with Debbie O'Brien

and Fiona Notman in looking at how we can grow hospitality. Having said this we are aware that SJP is already a busy church, and we need to support our clergy team, and make sure we all have time to enjoy and appreciate all the good things that happen at SJP. Of all the things that happened over the last year, we would like to make mention of two things:

- The celebrations celebrating the 250th Anniversary of the baptism of Quobna Ottobah Cuguano and the unveiling of the Plaque by the font, and of the paintings by Che Lovelace in the Narthex, was a launch into new area for SJP requiring much reflection.
- The partnership with St Pancras, a like minded church which gives us an opportunity to share ideas and some backroom functions, and also a church whilst building works are carried out at SJP.

WREN

Remembering our vision of 'Rooted in Gods Earth, we envision a Just Society and a Creative Open Hearted Church', Wren gives the present SJP community the opportunity to plan, and make sure St James's Piccadilly is sustainable for future SJP communities. Thanks in no small part to the Development Team we are half way there to meeting the fundraising target, and as church wardens we have attended a number of linked events on your behalf, including the launch of the Changemaker programme. The Chelsea Flower Show and Conversations under Trees will hopefully enthuse us all and give everyone a chance to participate. You will have an opportunity to tell the SJP story and be an Advocate for Chelsea in the church, welcoming visitors between the 19th May and the 9th of June. What will your conversations under trees be?

Communications

We are conscious that despite best intentions, it is sometimes difficult to know who is who and what is going on. It was because of this that the PCC feedback sessions were introduced at the end of the 11.00am service following a PCC meeting. We also hope that people have felt that they can come and talk to us and other members of the PCC at any time. However, we know more still needs to be done, and the PCC has set up a Task and Finish Group, which Claire is a member of, to look at improving communication with the congregation.

In Conclusion

We take pride in being your church wardens and of the progress that has been made in implementing the strategy, but are aware of the need to be mindful about everyone's capacity and the importance of risk mitigation. We look forward to further conversations in 2024 and thank you for your support.

Dee Hetherington and Claire Wright
Churchwardens

11. Annual Fabric Report

APCM Estates Report 2023

During 2023 work was completed in a number of areas, including planned preventative maintenance, reactive repairs and projects. We have continued to carry out scheduled preventative maintenance tasks, compliance checks and completed several ongoing and planned projects while being mindful of controlling costs without neglecting key areas.

Below is a summary of completed work and projects

Projects

A full re-decoration project and lighting adaptations were completed in the central Narthex of the Church in preparation for Cugoano Art Installation.

The estates team and our preferred building contractors assisted and were in attendance for the site CCTV installation in August 2024, which was carried out in accordance with the permissions granted by the DAC and requirements from WCC to comply with our premises licence application.

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 carried out boiler and gas safety checks including remedial repairs, lightning conductor services and fire extinguisher services. We've also completed numerous reactive and planned maintenance tasks including repairs and replacement to lighting, joinery, plumbing, decoration and carried out extra cleaning. We also have a regular schedule of monitoring and clearing of our rain water drainage including 6 monthly services for all external drains.

In line with our annual 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 were completed in 2023;

- Gas safety checks and remedial boiler repairs
- Fire Alarm and Red Care system maintenance
- Fire Extinguisher service
- Inspection and servicing of drainage systems
- Emergency lighting checks
- Intruder Alarm
- Lightning conductor certification
- Pest Control
- Clock service and repairs
- Various repairs to doors, gates, external lighting etc
- Several deep cleans including the Church floor

Ryan Tyler
Estates Manager

12. Deanery Synod Representatives' Report

The Westminster (St Margaret) Deanery is the largest of the three deaneries in the archdeaconry of Charing Cross, and encompasses the historic City of Westminster, including most of the

'West End,' south to Pimlico, and west as far as Knightsbridge. It includes extremes of deprivation and affluence, as well as Parliament and major government buildings. There are nineteen parishes, eleven church schools, and several other congregations and institutional chaplaincies.

Due to its location and historical significance, the deanery accommodates a diverse range of attitudes, beliefs, and practices.

2023 saw the end of the triennium for the deanery, and thus was a year of change. Parishes elected new members to the synod, and new officers elected.

In June at the start of the new triennium Bishop Sarah visited the deanery: school worship at St Peter's, Eaton Square was followed by a clergy Chapter meeting at St Michael's, Chester Square. During lunch at the Grey Coat Hospital, the Bishop enjoyed an interesting discussion with staff and students. In St Stephen's, Rochester Row, Bishop Sarah met with members of the Tamil community; there was a deanery Eucharist at St Anne's Soho and the day concluded with the annual Deanery Garden Party, held at the delightful garden of St Paul's Covent Garden.

November 27th was Deanery Synod at St Peter's, Eaton Square; David Richards delivered a farewell address after many years of service as Deanery Lay Chair. Discussions centred on the current status of our deanery schools, which are grappling with significant demographic changes and declining rolls. Richard Carter (St Peter, Eaton Square) was elected Lay Chair, Linda Ulrich (St Barnabas, Pimlico) Secretary, and Fr John Pearson-Hicks (St Barnabas, Pimlico) Chair of the Education Committee.

The Synod reconvened on Wednesday, May 1 at St Mary's, Bourne Street, where the new Archdeacon of Charing Cross, the Ven. Katherine Hedderly, spoke about her journey to this post, and what she expects it to involve. A motion was proposed and passed calling upon the Church Commissioners and Archbishops Council to try to redistribute resources to Diocesan Stipend Funds to reflect the value of contributions made by Diocesan Boards of Finance to the C of E Funded Pension Scheme since it was established by the settlement of 1997.

The annual Garden Party will take place in June at the Master's Garden at the Temple, preceded by Choral Evensong.

At present St James's Church Piccadilly only has three deanery synod reps; our numbers are dependent on the size of the electoral roll - all the more reason to encourage people to sign up, so our voice can be heard.

Jules Cunningham, Jo Hines, Tracy Mckeever
Members of the Deanery Synod for 2023-24

13. Election of PCC members

Nominations to close at the meeting and voting papers to be distributed to those on the electoral roll in the event of more nominations than vacancies.

14. Safeguarding Report

APCM 12th May 2024

SAFEGUARDING REPORT

(last report was given at 14th May 2023 APCM meeting)

Report compiled on 15th April 2024

The PCC and Safeguarding Team have particular responsibilities, and making sure everyone is safe is a commitment that all members of our community share.

The Church of England's safeguarding policy statement, Promoting a Safer Church, says:

All Church bodies should ensure that they have a 'Promoting a Safer Church' action plan that sets out, in line with national and local priorities, how the policy is being put into action and is reviewed regularly.

A Safeguarding Annual Action Plan has been in place since 2015. With the introduction of an application called Safeguarding Dashboard (through the Diocese of London) an Action Plan is produced now each time the Safeguarding Dashboard is updated - this is done monthly with the most recent Action Plan produced on 3rd April and the next one due on 1st May. The most recent Action Plan is reported on at each PCC meeting as this is a standing agenda item.

The publication of the Church of England 'Parish Safeguarding Handbook' is the basis for updating the St James's Church Safeguarding Policy and Procedures Handbook - this is the companion publication to the Church of England's handbook. In line with Church of England requirements, safeguarding documents are available on our website www.sjp.org.uk and the link is accessible on the home page and throughout. These materials can also be obtained from Jane Gray: hr@sjp.org.uk. The PCC has complied with the duty under Section 5 of the Safeguarding and Clergy Discipline Measure 2016, to have due regard to the House of Bishops' policy and practice guidance on the safeguarding of children and vulnerable adults.

The Revd Dr Ayla Lepine convenes a quarterly meeting of the St James's Safeguarding Team, which consists of Nick Thasarathar (COO), Jane Gray (HR), Charley Matthews (PSO) and Graeme Jones (Assistant PSO). These roles have specific responsibilities for safeguarding including but not limited to site and events safety, administration, pastoral care, and training. The

safeguarding infrastructure we have, which also forms part of our Risk Register as a key priority, includes:

- A very effective designated email address for safeguarding matters (safeguarding@sjp.org.uk), accessed only by the Safeguarding Team together with the Rector, The Revd Lucy Winkett.
- MyConcern, the Church of England's preferred safeguarding software with a high nationwide reputation in many institutions including education and places of worship.
- Ensuring safeguarding training is prioritised and increased wherever and whenever possible for all at St James's, particularly with front line volunteers for the Food Outreach projects, Feast and Sunday Breakfast. During 2023 the Associate Rector provided bespoke safeguarding sessions for the congregation as a whole, Food Outreach volunteers, the PCC (accompanying them through online training required for their role, as needed), the volunteer groups as a whole, and the musicians. As the Godly Play team develops, specialised safeguarding (in addition to diocesan requirements) will be offered to them in 2024. In each case, the safeguarding training directs people towards St James's procedures and policies, diocesan support, and online training.

- Through Nick and the Verger Team (particularly the Head Verger, Chris Davies, we work closely with the Rightguard security team on safeguarding matters when required and this is working well.

- From April 2023 - April 2024 there has been a Volunteer Projects Coordinator in post and this has contributed to the streamlining of volunteer recruitment, on-boarding and training, including safeguarding procedures and materials. This post is currently being restructured and is a priority in the 2024 Business Plan.

It is very important to remember that ensuring the safety of all children and vulnerable adults in our community is a shared responsibility amongst everyone at St James's. If there is any doubt regarding any issues of concern please do discuss them with the people listed below.

Associate Rector: The Revd Dr Ayla Lepine - 07747001888

Safeguarding Officer: Charley Matthews - 07968151170

Children's Champion: Jo Gowers - 07971057334 Diocesan Safeguarding Team: 020 7932 1224

Keith Best
PCC Secretary
18/04/24