

S.^TJAMIES' CHURCH



ANNUAL REPORT FOR THE YEAR 2024

PRESENTED TO THE
ANNUAL GENERAL MEETING
16TH MARCH 2025



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The Financial Report can be found in a separate booklet.

The Attendance Statistics can be found in a separate booklet.

Rector's Report

2024 was a significant year in the life of our parish. On the 11th February we celebrated the 200th anniversary of the consecration of St James' King Street. Our bicentenary year provided an opportunity for us to give thanks, to reflect, to learn, and to set priorities. At our Bicentenary Eucharist I said, "I want to suggest that our future, informed by our past, should be concerned with our hunger for the kingdom of God, rather than the kingdom of our own creating. Instead of a concern for our own human ambition, what if the bigger future of this place, and of us, the people of God called to serve here, was fixed on the values of the kingdom which has no end?"

Recognising that we belong to the Kingdom of God even now, that our lives are shaped by the values of God's kingdom, and that we, as a church community, are to take our place in the building up of God's kingdom on earth, we approached 2024 with many hopes and expectations for what the year might bring, and with considerable energy as we sought to mark some very significant milestones in the life of our church and city.

The first few months of 2024 saw the nave somewhat truncated as a works-zone was established and scaffolding erected for the installation of our Bicentenary Pipe Organ. The crew from Dobson Pipe Organ Builders of Lake City, Iowa, were joined by local builders and helpers as three container-loads of organ were unloaded into the church and carefully installed into their rightful place. I suspect many of us will never experience anything quite like it again. We managed to do it all with only one Sunday morning when the congregations were unable to be in the church

itself, and we worshipped on that occasion in St James' Hall. Week by week we returned to see the progress, and by Lent we had returned to the Chancel. The organ then had to be voiced and tuned, a process which took some three months in total.



During Holy Week and Easter at St James' we were blessed to welcome Bishop Andrew Proud and Janice to the parish. Bishop Andrew was a most outstanding Holy Week and Easter preacher and both he and Janice immersed themselves in the wider life of the parish during their time here. Just as we were encouraged by their presence with us and their prayers, so they were encouraged in turn by the warm and genuine welcome they received. Bishop Andrew's deep wisdom and clarity made for a moving and memorable Holy Week and Easter and I still receive comments from people who were challenged, encouraged, or moved by what they heard and experienced. We give thanks to God for Bishop Andrew and Janice, and hope that they might return to us again in the not too distant future.

In May we celebrated another bicentenary, this time the 200th anniversary of the founding of the Supreme Court of NSW. Our ministry to



Easter 2024
(Image Chris Shain, Images for Business)

the legal community has been a part of parish life for two centuries and we marked the 200th anniversary of the court with a special service of Choral Evensong, attended by members of the Judiciary and the wider legal community, along with representatives of other faith traditions. Ecumenism and inter-faith relations have long been hallmarks of our parish and we commit ourselves to continuing to foster relationships with those of all faiths and none. Likewise, the bicentenary of the Supreme Court of NSW provided an opportunity to pray and reflect on our current and future ministry to the legal community, and to strengthen the relationships with those who make and administer the law in NSW, and our nation more widely.



Interfaith Evensong for the
Bicentenary of the Supreme Court
(Image: Gillianne Tedder)

In July as we approached our annual Patronal Festival we welcomed the choirs of Trinity College Melbourne and St Paul's College Sydney to join with our Choir of St James' at a service for the Blessing and Dedication of the new Bicentenary Pipe Organ. We were honoured to welcome back a former Rector, Bishop Richard Hurford, who Dedicated the organ to the Glory of God as the combined choirs sang Psalm 150 - "let everything that hath breath, praise the Lord." At a Festal Evensong on the Wednesday of that week we premiered a newly commissioned set of Evensong canticles written by one of our former choristers Joseph Twist. During the Patronal Festival week we also welcomed back The Rev'd Andrew Sempell as our preacher on St James' Day itself. On Patronal Festival Sunday the choir was joined by a fine orchestra to perform the St James' Mass, commissioned for our bicentenary, and written by Gabriel Jackson.



Patronal Festival Sunday Orchestral Mass
(Image Chris Shain, Images for Business)

It was a particular delight and honour to share the week with James O'Donnell from Yale (former Organist and Master of the Choristers at Westminster Abbey). James gave an outstanding performance at the gala opening of the International Organ Festival, and the first official performance on the new pipe organ. James then took part in the liturgies of the patronal festival week, sharing playing and conducting duties with Warren Trevelyan Jones and Marko Sever. It was a joy to share the week with him and also with John Panning, President of Dobson Pipe Organ Builders, who was able to be in Sydney for the celebrations.

Following the Patronal Festival, Warren Trevelyan Jones stepped down as Head of Music after nearly 17 years leading the music ministry of the parish. We give thanks for Warren's skill and dedication, his long and distinguished service, and for the growth of the music ministry under his leadership. Warren has mentored and nurtured many fine singers and organists, many of whom have gone on to further their musical careers here and overseas. The music programme of the parish has gone from strength to strength, and the standards of excellence have reached new heights. New works have been commissioned and performed, tours undertaken, recordings and broadcasts made. We owe Warren a tremendous debt of gratitude for all he has contributed to St James' and we honoured him with a Parish Commendation in recognition of his significant contribution to the life and ministry of St James' King Street. At a special farewell Evensong in November we welcomed back former choristers and scholars to come together in celebration and thanksgiving for Warren's leadership and ministry.

In August we welcomed Thomas Wilson to the music department in the new role of

Director of Music. Thomas brings with him a wealth of talent and experience and he has settled in quickly and well to the life and ministry of the parish. Thomas is working with me on the development of the long hoped-for Academy of Music, and much work is underway to bring this project to fruition. After serving for a period as Acting Assistant Head of Music, Marko Sever was appointed to the role of Organist and Assistant Director of Music, and as part of his duties has curated the International Organ Festival, which has been a tremendous success, artistically, relationally, and financially. Throughout the year we have also been blessed to work with several visiting organists and conductors including David Drury and Chad Kelly.

At the end of August we marked yet another bicentenary; this time the 200th anniversary of the founding of the Legislative Council. A special service of Choral Evensong was held at St James' and the relationship between St James' and the NSW Parliament strengthened. In the months that followed we were able to contribute to the ongoing bicentenary celebrations at NSW Parliament House, the Commonwealth Parliamentary Conference, and nearer Christmas to offer a unique 'Bicentenary Carols' concert in the Jubilee Room. We continue to pray regularly for those who serve in public office and administration and look forward to future collaborations with the NSW Parliament.





Aside from these big occasions and important milestones, it has been a year of congregational and community growth and renewal.

Attendance at Sunday services has increased across the year and congregational giving has increased and remained strong. We have welcomed new volunteers to most, if not all, of our rosters, and welcomed many new parishioners. One of the challenges for us is how to strengthen these relationships and connections, particularly when we live so far away from one another and tend to only see each other at church for a brief period week by week. Initiatives of the St James' Institute, especially the Lent and Advent study groups, provide a vital opportunity to grow in our faith and to get to know one another better. Likewise the monthly Tuesday dinner at Sky Phoenix and Wednesday Evensong pizza nights play an important role in community building.

We have been blessed throughout the year by a team of gifted and dedicated preachers and I take this opportunity to thank our honorary clergy and Lay Ministers, The Rev'd Des Cox, The Rev'd Dr John Deane, The Rev'd Ron Henderson OGS, Associate Professor

Michael Horsburgh AM, The Rev'd Dr Erica Mathieson, The Rev'd Glenn Maytum, Alan Melrose, The Rev'd Dr Ray Williamson OAM, and our regular visiting clergy The Rev'd Catherine Eaton and The Rev'd Elaine Farmer. We have also been pleased to welcome many visiting preachers this year including The Rev'd Canon Bob Derrenbacker from Trinity College Melbourne, The Rev'd Jonathan Adams from St Andrew's Cathedral, Bishop Donald Kirk, Bishop of the Riverina, and The Rev'd Canon Heather Patacca, Precentor of St Paul's Cathedral in Melbourne. We were also delighted to welcome back our former Rector The Rev'd Andrew Sempell for our Patronal Celebrations, and our Regional Bishop The Rev'd Michael Stead for Confirmations during Pentecost. In addition to regular preaching, I give thanks for all our clergy and lay ministers who assist in the leading of services both on Sundays and during the week.

Throughout the year we have strengthened our relationship with other parishes, especially the parish of Christ Church St Laurence, and I acknowledge with gratitude The Rev'd Dr Daniel Dries, whose support of our parish is very greatly appreciated. In particular, our two parishes have worked closely with St Laurence House this year, and the two Rectors have been meeting once a quarter with the SLH staff and Board members to stay up to date with the work and ministry of SLH and ways that our two parishes can provide further support.

Our outreach also extends to several major partners including the Anglican Board of Mission (ABM) and Anglicans in Development (AID), and I continue to serve on the national ABM Board. We also offer financial and spiritual support to the diocese of the Riverina, the diocese of Willochra, and in October we announced the establishment of a new scholarship for the training of clergy at Trinity

College in Melbourne. I acknowledge the thoughtful dedication of the members of the Outreach committee.

The St James' Institute has enjoyed a strong year under the leadership of Dr Paul Oslington, whose networking skills and efforts have seen many new relationships formed and opportunities for new collaborations flourishing. I congratulate Paul on his leadership of the Institute and will be sorry to farewell him when he steps down at the end of this year.

I express my thanks to the Wardens and Parish Councillors for their leadership and commitment. The Wardens and Council members approach their responsibilities prayerfully and with great care and attention. I express my particular thanks to Wardens Stephen Samild (who left for the UK in November), Christopher Brooks, Michelle Roberts (from December) and Chris Lock, Rector's Warden and Treasurer, who all work incredibly hard for the good of us all.

We offer collective thanks to the members of the St James' Choir, our Choral Scholars, James Brew our Organ Scholar, and the members of the St James' Singers for their commitment and for generously sharing their gifts with us, to the glory of God. I also acknowledge the work and support of the St James' Music Foundation, their Board and the many generous donors, whose support makes the weekly music offering possible, while also supporting the scholarships and special projects throughout the year. These thanks extend to the work of the St James' Building Foundation whose support helps us to maintain the church property. I would like to say a particular thanks to Robert Marriott as Chair of the Organ Fundraising Committee and to each and every

member of the committee and to each and every donor for your support of this ambitious project.

I would also like to thank the parish staff; Dianne Ward and Jonathan Elcock who continue to share the duties of Parish Administration, Michelle Chan our Parish Accountant, Tony Papadopoulos our Facilities Manager, our Operations Coordinator James Farrow, Aidan O'Donnell our Music Administrator, Gilbert Santayana and Iva Lawes, our vergers, and to those who generously volunteer in the office, especially Sue Mackenzie for her hard work and dedication to produce 'St James' Connections', and Gordon Cooper our Honorary Archivist. On behalf of the parish, I express my thanks to the St James' Hall Board of Management for their skill and diligence in matters concerning the St James' Hall building, and in particular the Board Chair Graham Millett and Secretary James Balfour.

Our children's ministry has continued in 2024 and has been meeting regularly during the 9:30am service and at special times throughout the year. The annual Christingle service continues to attract many families and is a particular highlight of the year. In 2025 we resume the monthly Children's Eucharist and look to developing a youth group for our teenagers. My thanks to John and Charlotte Wiltshire for their creative leadership of our children's ministry.

Mid-week the liturgical life of our parish continues with Morning and Evening Prayer and the daily lunchtime Eucharists. Thanks go to all those who generously volunteer to lead and support these daily services, along with all those who assist in the liturgical life of our parish as Servers, Lay Assistants, Sacristans,

Sidespeople, Flower Arrangers, Brass and Silver polishers, as Readers and Intercessors, Bell Ringers, as the leaders of Christian Meditation Groups, our Hospital Visitors, Sister Freda volunteers, all those who offer refreshments and Parish Hospitality, those who run the livestreaming of services, and those who assist with pastoral care, pastoral visiting and in support of the running of the ministry of the St James' Institute.

Finally, I would like to offer special thanks to The Rev'd John Stewart, Associate Rector of St James', and to acknowledge the enormous contribution both he and Jan make to the life of our parish in so many ways, seen and unseen, and for their personal support and encouragement in these early years of my incumbency.

2024 was always going to be a year dominated by our bicentenary celebrations, but as we moved through the year I noticed a deliberate and collective decision across the parish to take the opportunity to look to the future.

At the Festival Eucharist in February as we celebrated the 200th anniversary of the consecration of St James' I said,

"I cannot imagine as I stand here today what Sydney and St James' will be like a hundred or even two hundred years from now. If Christ is still yet to return, how might things be here?"

To properly consider the future, we should concern ourselves with the advancement of God's kingdom. Will we be able to look back in 20 or 30 years from now and say yes, we concerned ourselves with the work of the kingdom and we set our priorities accordingly. We tried to

be good stewards of what was entrusted to us, we tried to love and serve one another in Christ's name after his command, we worshipped and served God with our whole selves, heart, mind, soul and strength. We built one another up and encouraged one another in the faith, we were hospitable, welcoming strangers as though they were Christ himself. We were a people full of joy, hope and light, witnessing to the light of Christ in a time of darkness and dimness in the world.

We were attentive to the word of God, challenging and inspiring us to live lives worthy of His great calling. We were faithful to God and were agents of his kingdom here in Sydney in the 2020s.

That is a part of the vision I have for this place and for us now. Not distracted or deceived, but focused, faithful and committed to the kingdom of God."

*The Rev'd Christopher Waterhouse
Seventeenth Rector of St James' King Street
February 2025*

Parish Directory 2025

Clergy

Rector	The Reverend Christopher Waterhouse
Associate Rector:	The Reverend John Stewart
Honorary Associate Priests:	The Reverends Dr John Deane Ron Henderson OGS Glenn Maytum Des Cox Dr Erica Mathieson Dr Ray Williamson OAM

Director of the

St James' Institute:

Dr Paul Oslington

Music Staff:

Director of Music:	Thomas Wilson
Organist & Assistant Director of Music:	Marko Sever
Margaret Norman Organ Scholar:	James Brew

Administrative Staff:

Operations Coordinator:	James Farrow
Facilities Manager:	Tony Papadopoulos
Accountant:	Michelle Chan
Parish Administrators:	Jonathan Elcock & Dianne Ward
Vergers:	Gilbert Santayana & Iva Lawes
Honorary Archivist:	Gordon Cooper
St James' Connections Sub Editor:	Sue Mackenzie

Parish Directory 2025

Worship Assitants/Coordinators:

Lay Ministers:	Associate Professor Michael Horburgh AM Alan Melrose Chris Cheetham David Carver
Sacristians:	Jackie Dettmann Ross Douglas Peter Douglas Ian McDonald Charlotte Wiltshire
Head Sidesperson:	Peter Blunden
Pastoral Coordinator:	Chris Cheetham
Lay Assistants Coordinator:	Vivien Whitfield
Readers/Intercessors Coordinator:	Martha McRae
Flower Coordinator:	Pippa Naivasha
Bell Tower Captain:	Dr James Farrow

Other Ministries:

Kids @ Church Coordinator:	John Wiltshire
Safe Ministry Representative:	Helen Blake
Meditation Coordinator:	Richard Cogswell
Sr Freda Mission Coordinator:	Julia Farrow
Hospitality Coordinators:	Sue Mackenzie & Dr Christopher Telford
Hospital Visitors:	David Carver

Warden's Non-Financial Report

Introduction

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

Financial, including:

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

Property, including:

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

Wardens also have responsibility for:

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

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

The wardens have delegated the performance of some of their responsibilities to others.

We are blessed in having an accountant (Michelle Chan), a facilities manager (Tony Papadopoulos) and office administration staff (Dianne Ward, Jonathan Elcock and James Farrow), on staff and we are very grateful for their contributions, together with those of casual vergers and casual musicians.

While it is not the direct management responsibility of the wardens, we acknowledge and are thankful for the contributions of the music department, led in the early part of the year by Warren Trevelyan-Jones and latterly by Thomas Wilson, and assisted by Marko Sever and many others.

We are also pleased to have Dr Paul Oslington as Director of the St. James' Institute, and to see the progress made over 2024 in rebuilding the Institute programs.

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

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

Finance

See separate "Wardens' Financial Documentation" report for the parish finances.

Historic church building

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

Much of our activity in 2024 has been the completion of the new pipe organ and the associated building works. The organ was dedicated on 21st July 2024 and was used extensively in the various services and concerts programmed around the Octave of St. James'.

The wardens give thanks for the efforts of the organ builder, Dobson Pipe Organ Builders, the general builder, AJ Bristow, the staff of St. James', all their employees, consultants, contractors and volunteers in the successful completion of this Bicentennial project.

Of course, day-to-day maintenance of the historic church building has continued under the supervision of Tony.

Works were done to maintain the lighting, the equipment in the kitchen, the fire alarm system, the display screen at the front porch, the external paving, gutter cleaning and roof anchor point re-certification, stormwater drainage, external floodlights, first aid equipment, and provide new washroom soap dispensers.

Columbarium

The wardens received notice from the Diocese regarding the NSW Government's most recent requirements for licencing columbaria, which were originally to be completed by October 2024 (an extension was granted). The requirements were negotiated, and our Columbarium is now compliant.

Paddington Residence

The major renovations to the Rectory were reported on last year, however the renovations to the bathrooms were placed on hold. These have now recommenced in two stages: Stage 1, the downstairs bathrooms (complete) and Stage 2, upstairs (in progress).

Selection of light fittings and bathroom ceramicware and fittings was completed, allowing completion of the Rectory capital works.



The Bicentennial Pipe Organ
(Image Chris Shain, Images for Business)

An engineer's report was previously received regarding superficial cracking inside the Rectory and, of more concern, the state of the external walls to the property. A further report was received from a different engineer, agreeing with the first report. The second report concludes:

“For the house, the observed defects are chiefly cosmetic, and we did not see anything that presented as a serious structural issue. We did not access or enter into either the sub-floor or the roof space, and it is possible there may be other issues in these areas – although seemingly nothing that is manifesting itself in the form of a defect notable to the resident that wasn't already brought to our attention on the day of our visit.

The issues surrounding the front retaining walls and fences are more serious, and we recommend the Church commence proceedings to have these items replaced. As such work will likely require gateways or approvals through Council and other stakeholders/authorities, it is likely to be a long-term process, i.e. one to two years. In order to reduce the risk of sudden collapse in the meantime, we recommend some makeshift fixes be applied in the short-term. This could be as simple as digging down to the base of the wall on the inside behind the wall and removing the soils and/or plants causing the issues. Re-instatement with granular backfill and/or installation of a temporary, secondary wall behind the main wall would be appropriate responses.”

This work will commence in 2025.

Chatswood Residence

The property has been maintained and the gardens cleared regularly. The carport roof had rotted away and was replaced.

St. James' Hall

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

The Hall is fully tenanted and meeting its financial budgets.

Mr Tim Edwards and Mr Ian Williams both resigned from the BoM, and the wardens express their appreciation for their long service to the parish. Parishioner Matthew Cobb-Clark (a barrister) joined on the approval of the Parish Council and with the support of the Trustee. There remains one vacancy on the BoM.

The BoM is working on identifying the skills required of voting members and the skills currently in place, to ensure that the wardens are advised by experts with the appropriate range of skills.

Two major capital upgrades are 'in flight' – the upgrade of the lifts and access control of the building. Additionally, a refresh of the common toilets is underway.

The current Managing Agent, Jones Lang Lasalle (JLL), has been in place for many years. On the advice of the BoM, the wardens have appointed a consultant and embarked on a tender process.

As previously reported, the quality of the St. James' Hall has been slowly deteriorating relative to new buildings, such that experts now classify it as C-Grade. The future of the building beyond 2030, when current leases expire, is the focus of our thinking. The BoM has established a committee to review options, with the intention of making a recommendation this year. Reports have been commissioned from experts on the technical condition of the building, the environmental

status of the building, necessary capital works (over time, with cost estimates), and a tenant survey has been undertaken.

The wardens, the BoM and the Diocese are acutely aware of the financial contributions made by the Hall, and the imperative that these be maintained during any possible redevelopment.

St. James' Foundations

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

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

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

Jardin St. James'

The owners of Jardin St. James' appear to be operating successfully, although there seems to be less patronage and there are some adverse comments about menu variety and quality.

The lease option, at the sole discretion of JSJ, occurs on 31st July 2025.

IT, Social Media and Livestreaming

Significant updates to our technology have been implemented across the board, encompassing both hardware and software in the parish office and church.

Two new tap machines were installed within the church early to replace the old tap machines, which were no longer supported by the network.

The office saw numerous upgrades, including the replacement of seven out-of-date monitors for staff, and four new computers to replace end-of-life machines.

Following a catastrophic failure, the parish moved from a physical server based within the office to a cloud-based system.

The implementation of the new website was completed in December and fulfills the goals set out at the inception of the project. Ongoing tweaks are being made as required.

We continue to investigate installation of NBN within the church building and an improvement to internet connectivity to improve the quality of our livestreaming.

Many longstanding issues with livestreaming connectivity were investigated and fixed, ensuring a greater level of stability for the online audience. An initial piece of streaming equipment was replaced due to its incompatibility with software updates and has been replaced by a tool which is easier for our livestream volunteers to use.

The livestreaming continues to be difficult to manage week-to-week, with ongoing internal connectivity issues, camera issues, and necessary software updates. These issues are recognised and are being investigated as part of a future project to overhaul and consolidate our livestream equipment.

Capital Works

Now that the new pipe organ project is complete, we have turned our minds to a capital works plan. The following is a draft list of projects under discussion by Parish Council, and particularly the concerns of: how will these be funded? are there any further projects for consideration? and is there an order of priority?

No.	Description	≈ Cost	Funding	Comments
1	Bell Tower Noise	\$75,000	Bequest	No recent complaints: necessary?
2	Rectory Walls (long term)	\$150,000		
3	Western Courtyard gate	\$65,000		
4	Sound system upgrade	\$100,000		Should be staged over a few years
5	Covered Courtyard refurb	\$30,000	Maintenance	
6	Quiet Garden upgrade	\$10,000	Maintenance	
7	Sleeping Jesus garden	\$10,000	Maintenance	
8	Heritage Floor Space costs	\$60,000		To be spent in advance of HFS application
9a*	Replacement of lift in church	\$100,000		(as existing replacement)
9b*	New external lift to church	\$600,000		(new external lift, 3 floors)

*Items 9a and 9b are either/or.

Heritage Floor Space (HFS)

The wardens met with the wardens of Christ Church St. Laurence to 'compare notes' on HFS matters. A joint plan-of-action was agreed upon.

Power

Following receipt of a circular from the Diocese about using Diocesan buying power to negotiate energy supplies, the facilities manager has been asked to work with Payless Energy for a combined proposal for solar power to all parish properties.

Policies and procedures

The wardens, together with the Rector, have commenced a process of locating, identifying, reviewing and reissuing the current suite of policies and procedures in the parish. This process includes the preparation of new policies and procedures identified by staff, wardens, clergy and the Auditor.

Risk Management

Parish Councillor, Michelle Roberts, continued to have delegated responsibility from the wardens for Risk Management in 2024. Michelle assisted the wardens in identifying actions to be taken that arose from completing the 2024 annual Parish Risk Management Questionnaire for the Diocese.

A draft Risk Management Plan is with the wardens to progress in 2025, along with further actions to reduce and better manage our risks.

Staff

As reported to the 2023 AGM, at his request, a written agreement was made with Warren Trevelyan-Jones to reduce his working days to 4 days per week from 1st March 2024 and to terminate his employment on 31st July 2024. This occurred as planned, and a subsequent independent contractor role of Choir Director was negotiated with Warren, commencing on

1st August 2024 and ending on 31st October 2024.

This enabled a very useful and practical handover between Warren and the new Director of Music.

Discussions commenced in March 2024 for the recruitment of a new Head of Music, and on 1st August 2024, Thomas Wilson was welcomed to the parish as Director of Music.

The wardens are grateful to Warren for his long service at St. James' and for the way that he and Thomas worked together in the handover period to ensure the continuation of the high standard of music at St. James'.

Thomas has already brought a 'business ethos' to the management of the Choir, Singers and musicians. All Choir members and Deputies have formal casual contracts of employment (including superannuation and entitlements) and the Scholars have been issued with appropriate letters confirming their financial and scholar arrangements.

There were no other staff changes in 2024.

The Rector and wardens are working on an improved parish organisational structure, due to the significant and ever-increasing regulatory and reporting requirements placed on the wardens, improvements in IT and systems, and the budgetary constraints on the parish.

Workplace Health and Safety (WH&S)

The wardens instigated an audit on the WH&S system managed by the facilities manager and for recommendations to be provided to upgrade to current legislated requirements. Whilst the report has recently been received and the facilities manager asked to respond, a range of possible responses are being considered.

"Respond To Emergency" training has been conducted with clergy and staff, wardens, Bell Captain and Head Sidesperson.

As a result of the Emergency Response Training, the wardens asked the facilities manager to make several changes to fire extinguishers, fire blanket, signage, and other safety items.

Friends of Music at St. James' Incorporated

The wardens have been made aware of alleged financial irregularities at Friends of Music at St. James' Incorporated ("Friends"), with the possible loss of \$30,000 from the accounts of that organisation. This has had an impact on the finances of the parish, covered in the "Wardens' Financial Documentation" booklet.

Friends is independent from the parish, a separate legal organisation with its own constitution, officers and management. The parish (in the form of the wardens) has no control or influence over the Friends.

The wardens are advised by Friends that this incident is both the subject of a police investigation and a report to The Australian Charities and Not-for-profits Commission (ACNC, the national regulator of charities).

The issue has prompted the Rector and wardens to consider:

- whether the parish has a need, or not, for an organisation such as Friends
- whether there is need for an equivalent organisation with a much broader remit, beyond just music at St. James'
- the appropriate governance arrangements of such an organisation, to ensure that the parish retains control, effective governance is enforced, and financial matters are controlled.

Addressing this issue is a work-in-progress.

Wardens

Warden Stephen Samild accepted an employment promotion and resigned as warden effective Friday 22nd November 2024 and subsequently moved overseas. We are very grateful for Stephen's long service as both a warden and head server.

A general meeting of Parishioners was held on 8th December 2024 and Michelle Roberts was elected a warden.

Questions?

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

Christopher Brooks

Chris Lock

Michelle Roberts

February 2025

Institute Report

I commenced as Director of the St James Institute in February 2024, working half-time alongside my main role as Professor of Economics and Theology at Alphacrucis University College. It has been a joy to work with Christopher Waterhouse as Rector, Chris Lock and the Wardens, my Institute Board led by Belinda Howell, and our dedicated Institute subscribers in rebuilding the work of the Institute in 2024.

Our 2024 program is attached to this report and the attendance and financial statistics suggest that it has been well received. I will not repeat here the detailed reports on the program and finances that have been provided to my Institute Board and Parish Council, and outlined in my regular *St James Connections* articles. Particularly gratifying have been the number of attendees with no previous connection to St James. One of my hopes for the Institute was that it would be a place of community and intellectual and spiritual nourishment for some of the “lost sheep of Sydney”; those with a thirst for God who for various reasons have found themselves outside other Sydney churches. The Institute, along with the music program, the Sr Freda Mission, are among the outward looking ministries of St James that are crucial for its future.

At interview for the position of Director in late 2023, I said that I would serve for 2 to 3 years with a view to handing over to a successor who would continue to develop the work of the Institute over the longer term. For reasons which have been discussed with the Rector and Wardens I will not continue in the role beyond the end of 2025. I remain committed to delivering the 2025 program that I have

developed, which is attached. From the end of March 2025 I intend to drop back to one day a week in order to make the financial space for the Director position to be advertised as soon as possible afterwards, and for a new Director to commence in mid-2025. My desire is to set the new Director up for success, including giving them a proper induction, introducing them to networks that I have developed, and allowing them space for observation and discussion towards a strategy aligned with the Parish Strategic Plan, and sufficient time to develop the 2026 Institute program.

The Parish needs to think carefully about future office, administrative and IT arrangements that will support the work of the Institute. I have found that the job, especially the outward focused development work I have been doing, doesn't realistically fit within the current half-time role. If the Parish believes that this outward development focus is what is needed then thought needs to be given to increasing the resourcing of the Institute. Also to an appropriate investment in marketing. To this end I have spent considerable time this year investigating an Institute Foundation and whether it might be able to obtain tax deductibility. From discussions with various people inside and outside St James, I believe there is a realistic prospect of attracting support from philanthropic foundations and other donors that would help secure the long-term future of the Institute. It has an important role in our city that is distinct from the work of others such as City Bible Forum, City to City, Publica, Gospel Conversations, Scholarship at the Cathedral, the Ramsay Centre for Western Civilization, The Ethics

Centre, and so forth. I see the Institute as collaborating with and complementing the work others, Christian and secular, are doing in our city. In this respect it has been particularly pleasing to be able to support the relaunch of the Lawyers Christian Fellowship in Sydney and host some of their events at St James this year.

The Trinity in Sydney program is one of the most important things Institute does, offering three degree-level units each year at St James that complement rather than duplicate the offerings of other theological colleges in Sydney. It was a particular pleasure to teach the unit *FaithWork and Economics* at St James last October with my friend Kara Martin. This year Trinity in Sydney is offering *Jesus in Film* in February, *Eco-theology* in July/August, and *Anglican Church Law and Governance* in September/November. These units can be taken for credit with FEE-HELP available for eligible students (including students of theological colleges other than Trinity College, University of Divinity), or audited by anyone for a nominal fee.

I will of course remain a supporter of the Institute's work beyond the end of 2025, and look forward to the new energy and vision my successor will bring to the Institute. As a parishioner of Christ Church St Lawrence there is a special relationship with St James that is highly valued in both places. I would like to finish by repeating my appreciation of the strong support as I have received in rebuilding the work of the Institute over the past year from the Rector, Wardens, my Board, and Institute subscribers.

Dr Paul Oslington

Director of the St James Institute

February 2025.

Hospitality Reports

Monthly Morning Tea after 8am

The monthly morning tea has continued this year with “tea and toast” being available on all other Sundays. It is well-attended, interaction is convivial and the varied food provided much appreciated. For a number of reasons, however, fewer people have felt able to offer to cater. Currently, there are just enough volunteers to sustain the practice. Time will tell, however, whether it is able to continue beyond this year.

Jackie Dettman

Morning Tea 9:30am Teams

From February 2024, on the first Sunday of each month, the 9:30am service has consisted of a Sung Eucharist, with Matins on the remaining Sundays of each month. There have been 10am services on special occasions, such as Palm Sunday and Pentecost. This pattern continued throughout 2024 until after Christmas when services were held at 8:00am and 10:00am up to and including Candlemas on 2nd February, 2025.

The Morning Tea teams who prepared and served refreshments after the 9:30am services on the first Sunday of each month in 2024 largely were composed of former 9am parishioners. It became apparent, however, as the year progressed that few people were coming down to the Crypt or Covered Courtyard to consume these refreshments. This resulted in an abundance of leftovers which were passed on mostly to the Sister Freda teams for distribution to their guests. Such leftovers were greatly appreciated by the guests as they were different from the usual fare provided by OzHarvest.

Not only were there few people to consume the refreshments we prepared, but also most

people on our roster did not usually attend the 9:30am service. They preferred to go to either the 8am or 11am service. Thus, it was decided to halt the serving of the fairly elaborate morning teas after the 9:30am service on the first Sunday of each month, and instead encourage volunteers on our roster to join the teams who prepare refreshments after the 8am or 11am services, depending on which service they usually attended.

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

The Parish has continued to supply milk, tea, coffee, and sugar, while the volunteers have provided the food, such as sandwiches, cakes, fruit, mini quiches, sausage rolls and other assorted goodies. Much thanks should go to those who have led a team of volunteers: Helen & Chris Cook, Bev Horsburgh, Julia Farrow, and Del Levett. I have greatly appreciated their reliability and hard work.

Hospitality is an important ministry which is appreciated by parishioners and visitors alike. It allows us to enjoy fellowship together, but it also presents a welcoming face to visitors so that they feel valued too. I would, therefore, encourage those who are able and who regularly attend the 9:30am services to pick up the mantle we have relinquished.

Sue Mackenzie

Meditation Group

This has been an unusual year for the St James' Wednesday morning online meditation group. Anne and I usually lead the group, but we have been away for periods of this year and in unfriendly time zones. However, we circulate a weekly email Zoom link to the group (about 20) and parishioner Kumar Rasia and Penny Sturrock from the NSW Christian Meditation Community log in, quietly hold the online space and meditate.

We meditate in the tradition rediscovered by Benedictine monk John Main in the 1970s. The Wednesday group has been meeting in the crypt at St James since 1989 and on Zoom since the pandemic. We welcome newcomers who are interested in (or just curious about) this form of contemplative prayer. Email me at richardcogswell@hotmail.com.

Richard Cogswell

Hospital Visitors

In 2024 we resumed our regular hospital visiting ministry and David Carver has been working closely with me and Fr John Stewart to reconnect with the hospital staff and parish volunteers. This ministry is primarily based at Sydney Hospital.

In October we held the annual St Luke's Festival service. As has been the custom for many years, the Sydney Hospital Hospitaliers and the Sydney Hospital Graduate Nurses Association gather in the chapel at Sydney Hospital, named in honour of St Luke, for their Feast of Title. The keynote speaker in 2024 was Professor Mark Compton AM, GCSt, Grand Prior of the Order of St John. Clergy and lay representatives from St James' and other city churches took part in the service and it provided a very suitable opportunity to reconnect with the wider pastoral visiting team and to meet some of the newer members of the Senior Staff of the Hospital.

We give thanks to all those involved in Hospital Visiting and in particular to David Carver and Fr John Stewart for all their hard work to lead this ministry in 2024. We also acknowledge the many years of faithful service by Mary Sattin who coordinated Hospital Visiting for many years before moving interstate.

*The Rev'd Christopher Waterhouse
Rector of St James'*

Mission and Outreach

St James 'tithes' one tenth of the year's offertories, distributing the money to a range of charitable purposes. The total 'tithe' funds available for allocation for 2003/4 was \$32,972. The Committee's recommendation, approved by Parish Council, was the allocation of \$30,000, withholding \$2,972 to address emergencies.

The Committee includes Fr Christopher Waterhouse, David Carver, Rod Ravenscroft, Holly Raiche and Robert Marriott. The Committee based its allocation on criteria confirmed by Parish Council as follows:

- Funds to another diocese - This year, \$7,500 was allocated to the diocese of Riverina.
- Overseas charity – This year, \$5,000 was allocated to ABM.

- Youth and young people – This year, \$5,000 was allocated to St Laurence House.
- Education – This year, \$7,500 was allocated towards a scholarship to attend Trinity College.
- Indigenous – This year \$5,000 was allocated to the Diocese of Willochra and its Bishop elect, The Reverend Martin Bleby.

The Committee agreed that allocations do not have to be made against all five criteria, and that allocations can be made for one or two years in a row to support a particular project, or for longer periods when funding is critical.

Holly Raiche

Chair, Mission and Outreach Committee

Guild of St Raphael

The Guild of St Raphael witnesses to the Healing Ministry within St James' and we are under the patronage of St Raphael the Archangel.

The Guild comprises a small number of parishioners committed to upholding the sick and needy. Rather than being publicly named, as at Morning Prayer or in the Pew sheet, the identities of people being prayed for, are kept confidential. We are a quiet committed group. Should anyone like to become a member of The Guild, please let Fr John know and you will be most welcome

On the first Tuesday of each month, the focus at Evening Prayer is for the Healing Ministry and is led by Fr John, our Chaplain. We thank him for his ongoing dedication to this ministry.

Nanette Danks

St Laurence House

The financial year ending in December 2024 has again been challenging – but it has been another year where those challenges have been met and our service strengthened. Our major focus continues to be growing the capabilities of our service. This service has a very specialised mission – looking after homeless Children and Young People as young as 13 until they gain sufficient skills to reach their full potential as young adults. We are one of only two such services operating this “Medium Term” model in Sydney and one of only five operating throughout NSW.

Our service is continually getting positive feedback on the value of the work we do. This feedback comes from other service providers that we work with, from our own staff, and particularly from our clients. But, however welcome, this feedback in itself does not convince our principal funding authority, the NSW Government, to adequately fund our service. We have therefore started a programme which specifically measures the outcomes we achieve and the benefits of further developing our service, both economically and to society at large.

St Laurence House was honoured that our Patron, Her Excellency The Governor of NSW, Margaret Beazley, held a reception for the Supporters and Benefactors of our service in March. To have the work we do and particularly the support of our benefactors recognised was very welcoming.

Our fundraising efforts continue unabated. At our Annual Big Event our key-note speaker was Zoe Robinson, the NSW Advocate for Children and Young People. The theme for the evening was Survive, Thrive, Flourish and the evening was a huge success.

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

We were also further encouraged during the year to receive a very generous bequest from the estate of a former St James parishioner. We have resolved to use this funding boost to further develop our service, rather than use it simply for operational purposes.

Our governance structure changed during the year. At a Special General Meeting of members of St Laurence House, it was unanimously agreed to change the name of the governing body from a Management Committee to a Board, with no change to the obligation of its members. It is anticipated that by doing this we will continue to attract excellent members to provide oversight of our activities.

Our biggest problem, however, continues to be our funding. While our achievements with our clients are well recognised and appreciated by the State Government and many other organisations in the sector, this is not reflected in the government funding we receive. We are therefore still very much dependant on the goodwill of our benefactors, without whom St Laurence House simply could not exist. Every dollar makes a difference. We are truly grateful for their ongoing support.

Alan Soutar, Chair of St Laurence House

Morning Prayer

The morning and evening offices are read in an online group each weekday at St James. It's a time of quiet contemplation at the beginning and end of each day, and a chance to catch up with the 25 or so members to discuss topics that arise as part of the service or to catch up on other news. Anyone is very welcome to join us via the link at the SJKS website and we sometimes have visitors from around the world!

Many thanks to all those who lead, respond, read and screen share throughout the week, and special thanks to Sue Mackenzie who prepares the daily Ordo.

Catherine McClellan

Resting Space

After seven years, Resting Space finished up in January 2025.

We formed the group to explore contemplative and other spiritual practices to help our spiritual formation. We based this on the belief that the practice of certain spiritual disciplines (like meditating on scripture and practicing silence and solitude) can open us to God's deep healing and transforming power.

For the first few years we met fortnightly in the crypt. The group moved online during COVID and remained there after the pandemic.

Over the years we have had between ten and twenty people attend every fortnight.

St James has been a great home for us. We've appreciated the initial trust and sense of adventure that Fr Andrew showed in 2017 as we launched. And we have appreciated the ongoing support of the church under Fr Christopher's leadership.

We felt now was a good time for the group to finish. We feel like we have come to a natural conclusion both in the life of the group and in the lives of the leadership team.

Thank you to the community of St James for the support, prayer, and spiritual home you have provided Resting Space over the last seven years.

Liz Faulkner, Lyn Davey, Nick Ingram

St James' Guild of Bellringers

Lindsay Small continues as Ringing Master and Steeple Keeper and is doing a wonderful job in both roles. As Ringing Master, he leads us skilfully each week at practice. As Steeple Keeper, he has carried out minor repairs, conducted monthly safety checks on all the bells and a more thorough quarterly inspection. At this year's Annual General Meeting of St James Ringers, he noted that the ropes will need replacement soon and that the metal frame holding the bells needs painting as it is beginning to rust.

Simulator practice has continued weekly this year, overseen by Alan Coates and assisted by Lindsay and Dr James Farrow

Thomas Coates has continued in the role of treasurer, managing payments to ringers when necessary and liaising with the church office.

James has offered to produce some digital content about bellringing at St James for the electronic notice board outside the church. In the meantime, he has produced an excellent pamphlet about bellringing at St James which is available in the baptistery.

The ringing band at St James consists of a core group of twelve ringers with a number of other occasional visitors. These include ringers from overseas, mostly England. Happily, new ringers have recently found their way to St James. Keen to learn to ring, four new ringers are currently embarking on lessons with Lindsay Small and Marylon Coates. One of these new ringers came by way of a chance encounter on a train. She was sitting next to one of our ringers who was wearing a St James Guild of Ringers t-shirt. The ensuing conversation led to the person signing up to learn to ring!

As well as regular service ringing, this past year has seen some ringing for a number of special services: Interfaith Evensong for the Bicentenary of the NSW Supreme Court, Interfaith Evensong for the Bicentenary of the NSW Legislative Council, Orchestral Mass held for the Feast of St James, Opening of the Law Term, Remembrance Day, and most notably, the 200th Anniversary of the Consecration of St James on 11th February 1824 and the dedication of the new organ. We also rang for one wedding and five funerals during the year.

Other ringing included a workshop for new ringers run by the local ringing branch and a peal attempt by a visiting band. Another visiting band rang a quarter peal in celebration of the Bicentenary of St James and the anniversary of the installation of the bells. For Marcus Maerker, our youngest ringer at age 16, this was his first quarter. Congratulations Marcus!

The necessity for quiet in the tower during practice sessions, lessens the opportunity for social interaction amongst the ringers. So this year, a number of enjoyable pizza nights took place in the crypt where everyone could catch up.

Finally, I recently stepped down as Tower Captain and have handed over to the capable hands of Dr James Farrow. James is already bringing energy and innovation to the role. I wish him all the best.

Jackie Dettmann

Tower Captain, (Outgoing)

Archives

In 2024 the Parish Council funded the restoration of two major items held by the Archives: the portrait of Rev Robert Allwood, Rector of St James', 1840-1884 and Vice-Chancellor of Sydney University, 1869-1883 and an 1856 watercolour of St James by the colonial artist John Bennet. The original Robert Allwood portrait is held by Sydney University and ours is a copy by the Sydney photographer and artist Myra Felton (1835-1920). The cleaned and reframed Allwood portrait now hangs in the St James Hall.

The Bennett watercolour, even following extensive restoration, is still very fragile and will be stored in the Archive, and a digital framed photograph of it will be hung in the Hall.

My thanks to Professor Michael Horsburgh for copies of his sermons for the previous 12 months. Copies of sermons provide a valuable record of the theological and theological thinking of the preacher and thus offer a comment on how the church interprets its mission and the way in which this has changed over the decades.

As I have indicated in past reports, it is time that St James' found another person to take on the task of Archivist. I originally took on the role for a period of 6 – 12 months – that was in 2010! I feel it is now time that I relinquish the task in favour of somebody more energetic and in better health.

R.G. Cooper

Sr Freda Mission

The Sister Freda Mission is needed as much as it ever has been since its inception in 1895. Sister Freda took over the running of the organization in 1899 and ran it until her death in 1936, upon her death St James' church stepped in and the mission was transferred from Darlinghurst to St James Church- where for every Sunday since then (minus the covid years) guests have been treated with a lunch and conversation.

While the need for a meal has stayed the same, the demographic has changed. Where as once it was the 'Mission for men', we have particularly in the last year see a growth in the number of women (especially older) attending our lunches. And whilst many were mainly homeless, a large number have some sort of basic accommodation but suffer from food insecurity.

Oz Harvest continues to provide the core of our lunches: meals arrive to be heated of amazing variety and quality. Harissa Chicken, Cous Cous, and Nasi Goreng are favourites and attest to the diverse backgrounds of many of our patrons. Along with the lunches we receive crates of fruit and vegetables, bread and pastries. Items that can be used to stock the guests' pantries.

Streets continue to supply an amazing array of ice cream which is a huge hit, even in the depth of winter! As one of the only no mobile service providing lunches in Martin Place our access to freezers and fridges allows the variety and range of our meals to continue to be a draw card.

Along with our core contributors, our involvement in the Sydney City Councils Homelessness Network has allowed us to make contacts with other organisations. Every Tuesday a delivery from the Living Hope Community Church in Camperdown supplies more healthy food and includes items like chicken that we can store and use for emergency meals.

During the year we started supplying a small amount of sanitary items for the women thanks to Share the Dignity. Their Christmas drive also saw us be the recipients of 60 handbags filled with toiletries, sanitary items and even make up. They were very well received. Through our wonderful congregation we have also received an ongoing supply of these products, particularly incontinence products and even nappies.

The nappies are again a sign of a change in our clientele with two families with preschoolers and a newborn reaching out to us for help. Again, through the amazing help of several of the church parishioners, we have been receiving nappies, clothes and even formula.

The annual donation of scarves and beanies was massive, along with the church and friends of the church knitting and purchasing, we were lucky to continue the relationship with our neighbour, St Paul's Lutheran Church in Stanley St. As coordinator I gave a Sr Freda presentation and was there for the 'blessing of the beanies'. St Paul's also contributes Over 50 water bottles and deodorants for the Christmas Lunch. These were very popular in the middle of summer.

We have also started a small collection of cat and dog food as for many, their pets are a primary motivator and much loved. With people often willing to feed them before themselves.

Our Christmas lunch exceeded expectations and numbers. Our usual 120 became 180 but all were fed: Thanks to our donations we were able to offer an antipasto plate, turkey ham, a selection of homemade salads, Christmas pudding and, of course, ice-cream

I would also like to thank the volunteers who- every 6 weeks- have turned up with a smile to serve the food, make sandwiches and engage in banter.

To all who have contributed, a huge thank you is deserved. Whether it is through money, a christmas ham, a can of dog food, or through time and encouragement. Your contribution continues to make Sister Freda a welcoming place with quality meals.

If you would like to contribute in any way donations (tax deducatable) items or time please contact the parish office.

Julia Farrow

Coordinator Sister Freda

Music Report

The six months following my arrival as Director of Music in August 2024 have been busy, challenging, and hugely rewarding. The welcome extended to me by the Clergy, Wardens, Parish Council, members of the parish choirs, the office and church staff, and members of the congregation, has been warm and encouraging. I am indebted to the Rector in particular for his leadership, vision and continued support of music in the parish. I am delighted to be part of the St James' family.

Warren Trevelyan-Jones' extraordinary 17-year tenure as Head of Music was celebrated with a special Evensong on Sunday 17 November 2024. Former choristers joined the combined parish choirs to sing an impressive and poignant selection of music, and a large congregation of parishioners and friends attended to thank Warren for his ministry, and for what has certainly been a golden age for music in the parish. I would like to record here my personal thanks to Warren for his gracious welcome to me, for his kindness, advice and encouragement, and for continuing to support the parish and its music in various ways.

I arrived at St James' just in time to witness the celebrations for the Bicentenary of the parish, and the inauguration of the new Dobson organ. I, along with so many others, stood in awe at the momentousness of the occasion, the enormity of the achievements, and the beauty of the celebrations.

Following an international search and rigorous appointment process, Marko Sever was appointed Organist and Assistant Director of Music in August 2024. Although he is well

known to the parish, having most recently been Acting Assistant Head of Music up until this appointment, he has continued to impress with his commitment to excellence in all aspects of his work. I am grateful to Marko for his collegiality and assistance with the running of the Music Department, as well as for his leadership of the St James' Singers, and the wonderfully successful International Organ Festival, about which separate reports have been provided.

The St James' Music Foundation continues to provide invaluable support. Thanks to generous donors, and the excellent stewardship of the Foundation Board, our choral and organ scholarships have been continued and augmented. The positive and constructive relationship that has been fostered and that currently exists between the Board and the Parish has been integral to the success of big ventures, such as the completion of the Organ Appeal, and the launching of the International Organ Festival, as well as other vital projects, whilst also enabling new avenues for growth and development.

I have worked with the Rector and the Wardens to examine and improve financial forecasting, reporting, and accountability across all Music Department functions. I am attentive to the guidance of the Parish Council in striving to continually assess and ensure mission-alignment with all our musical activities. Employment arrangements with our regular choristers have been brought into line with current legislation and superannuation requirements. We are continuing to strengthen the staffing arrangements for The Choir

of St James' in order to encourage greater consistency and reliability, commensurate with the needs and expectations of the parish.

Internal difficulties encountered by the Friends of Music, referred to in other reports, had consequential effects on the "Mixtures" Concert Series. Two successful concerts were held, planned and promoted by the Friends of Music: "Celestial Voices" presented the Sydney Children's Choir and organist David Tagg on 24 August 2024, and "A St James' Christmas" featured the Choir and Orchestra of St James', organist Marko Sever, and enthusiastic audience participation as all joined to sing Christmas carols on 15 December.

The Lunchtime Concert series was expertly curated by Aidan O'Donnell throughout 2024 and continues in 2025, although sadly without Aidan's administrative assistance as he pursues new and exciting musical opportunities whilst developing his singing career overseas.

Thanks to support from the St James' Music Foundation we were able to present Fauré's Requiem with choir and chamber orchestra on All Souls' Day 2024. This appropriately solemn, prayerful, and beautiful occasion was appreciated by a large and generous congregation.

The first of three Orchestral Masses for 2025 was offered on Sunday 2 February. The Choir of St James' collaborated with the Bach Akademie Australia (orchestra) to present Mozart's Credo-Messe in this 1700th anniversary year of the Council of Nicaea. We will continue to foster this hugely rewarding artistic collaboration with Artistic Director Madeleine Easton and the Bach Akademie players.

The future of music at St James' is assuredly bright, blessed as we are with inspired parish leadership, motivated by high ambitions, and encouraged by great expectations.

Thomas Wilson

Director of Music

The St James' Music Foundation Organ Replacement and Restoration Appeal Committee

The Organ Replacement and Restoration Appeal Committee operated as a committee of The St James' Music Foundation. It functioned at arm's length from the Parish and, as such, has reported to the board of The St James' Foundation. However, this Parish Annual report provides a good opportunity for the Committee to give a final update to parishioners more widely on the Committee's activities.

What a wonderful series of celebrations we enjoyed at the end of July 2024 to welcome the new Bicentennial Organ at St James'. Bishop Richard Hurford blessed and dedicated the instrument during a packed Choral Eucharist on 21 July. A Benefactors Evensong took place on 24 July. A Choral Eucharist was celebrated on St James' Day 25 July. An exuberant recital was given to another full house by James O'Donnell on 26 July to open the St James' International Organ Festival. The Mass of St James' by Gabriel Jackson, commissioned for the Bicentenary, premiered with orchestra on 28 July. The organ, of course, featured throughout all these joyful celebrations.

Details of the final stages of the organ's complex construction and installation programme that took up the first half of 2024 are contained in the Wardens' report. The team from Dobson Pipe Organ Builders Limited did a magnificent job, not only in designing and building the instrument, but right through the six-month long process from late January 2024 to July 2024 when various Dobson team

members were in Sydney installing it in the church. And especially throughout the final meticulous voicing and turning stage.

The parish team members coordinating the work under the direction of the Rector's Warden, Chris Lock, are to be commended and thanked for their dedication and commitment. Theirs was a painstaking task. In the end, though, the ambitious project to build a new world-class organ for St James' would not have been possible without the generous financial support of parishioners and people in the wider St James' community.

The Organ Appeal was launched in 2018. Despite a pause in fundraising activities during COVID and following the disastrous 2021 fire at the Dobson workshop, it raised just over \$2.9 million in donations by the time the organ was dedicated in July 2024. The Appeal Committee sincerely thanks the many donors involved:

- 4 Principal Benefactors who each contributed well over \$100,000, and who each named two Ranks;
- 11 Foundation Benefactors who contributed between \$60,000 and \$100,000, most of whom also named two Ranks;
- 17 Rank Benefactors who individually or jointly named a specific Rank at \$30,000 a Rank;
- 115 Pipe Donors who each named one or more specific pipes at \$2,000 each; and
- 212 General Donors who contributed amounts up to \$2,000.

The St James' Music Foundation was itself one of the Principal Benefactors. It made a considerable separate contribution to the Appeal from its own capital funds of \$500,000, making it the largest donor overall.

To show appreciation, the names of all donors were acknowledged in the Commemorative Programme produced for the launch activities and events. In addition, a plaque is to be affixed to the south wall of the church near the organ to record the names of Principal, Foundation and Rank Benefactors and where appropriate the Ranks they have named. A separate record is to be maintained in the Parish Office listing all Pipe Donors and the pipes they have named.

Under the contract entered into between Dobson and the Parish, the instalment payments to Dobson throughout the project were made in US dollars. The St James' Foundation maintained a US dollar account to facilitate the exchange of donations made in Australian dollars into US dollars so that payments could be transmitted to Dobson in that currency. It is pleasing to report that the Foundation was able to manage this account so that on average the exchange rate achieved was 71 US cents per Australian dollar, a very favourable outcome.

While the final amount raised by the Appeal has not met the total price of the instrument and the necessary associated acoustic and building work, it has covered a considerable part of the final amount involved. A loan taken out by the Parish has financed the remainder. Details are in the Parish Financial Report.

Earlier reports have mentioned the events sponsored by the Committee and its other fundraising activities. Three highlight events stand out: a launch Cocktail Party at the Union

Club in April 2018, the "once-in-a-lifetime" formal Gala Dinner held in the Church in November 2019 and a special Dinner at the Fullerton Hotel in October 2022, both dinners attended by Her Excellency the Governor of NSW. Fundraising activities included the preparation of a range of printed and video publicity material and articles for Connections and other publications. A Salesforce database funded by a grant from The St James' Music Foundation was set up to manage donor details and facilitate the sending out of Appeal updates to donors at regular intervals. Numerous canvassing meetings and conversations were held with philanthropists, Federal and State Ministers and MPs, and Councillors of the City of Sydney.

In the immediate lead up to the dedication of the organ in July 2024 the Committee hosted two functions, one that gave donors the opportunity to meet John Panning, the President of Dobson and other Dobson team members in April 2024 and a special function in May to recognise Pipe Donors. The Committee organised two events to thank Dobson team members while they were in Sydney for the installation and voicing work. The Committee also assisted with the production of the Commemorative Programme and a final promotional video.

Aware of the responsibility of managing donations so generously given, the Committee exercised careful control of Appeal expenses in all its activities. Appeal expenses accounted for only 1.5% of the amount raised.

I gratefully acknowledge the service of Appeal Committee members during the duration of the Appeal, the life of which was much longer than initially planned due to COVID and the workshop fire. Membership changed over time

due to personnel changes in the Parish. Along with myself, Committee members at the date of the installation were: Christine Bishop, James Farrow, Chris Lock, Marko Sever, Graham Smith, Marilyn Smith, the Reverend John Stewart, Warren Trevelyan-Jones and the Reverend Christopher Waterhouse. Earlier members included the Reverend Andrew Sempell, David Bauxbaum, Alistair Nelson, Holly Raiche and Brooke Shelley.

Although not a member of the Committee, Julie Edwards enthusiastically and capably assisted with the organisation of the major social functions. We are grateful for her expertise and attention to detail in making them so successful.

We all can take immense pride now in seeing and hearing our marvellous new organ. Donors and supporters all have played a part in St James' storied history, and of realising

the vision to now lay a foundation for a bright future for its ministry of music and music education. There is no doubt that the organ has been well worth the wait. It is a gift to future generations.

The Appeal has now officially closed. However, further donations are always welcome. There are those ongoing loan costs that still must be covered. Donations can be made to The St James Music Foundation at <https://stjameskingstreetmusicfoundation.com.au>

It's been some journey. But together we have made a difference and left a great legacy for the future of music at St James.

Robert Marriott

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

The St James' Singers

In 2024, St James' Singers enjoyed a wide and varied lineup of services and workshops. Alongside our usual round of services, we had two "Come and Sing" events; one being an Evensong, and the other a Fauré Requiem concert. This brought together singers from various cross-denominational churches across Sydney (and further afield), as well as choral music enthusiasts.

In addition to this, the Singers participated in an outreach event at All Saints' Hunters Hill, where they sang Choral Evensong jointly with their Choir. The Singers also collaborated on numerous occasions with the Choir of St James' during the Holy Week period, as well as at the Patronal Festival under the baton of James O'Donnell.

Marko Sever

Organist and Assistant Director of Music

International Organ Festival

The inaugural St James' International Organ Festival (IOF) was conceived in 2024, and its purpose was to bring top-tier organists from across the globe to our church. The opening recital of The Bicentennial Pipe Organ (given by James O'Donnell) served as the first concert of its kind, and as it was envisioned, three further concerts took place thereafter. The second was given by Marko Sever (Organist of St James'), the third was a joint effort, dubbed The First Hurrah (to bookend The Last Hurrah which farewelled the old organ in 2022), and the fourth by Sarah Kim (former Organ Scholar of St James').

These concerts were made possible by the St James' Music Foundation, who through their generosity ensured not only that these concerts could happen in the first place, but that they could continue into the future. We look forward to welcoming Joseph Nolan (St George's Perth), Martin Baker (UK), and Felix Hell (Germany) to the organ loft in 2025.

Marko Sever

Organist and Assistant Director of Music

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CHURCH