



ALL  
ARE  
WELCOME



ST. JAMES CATHEDRAL  
PARISH PROFILE

# ALL ARE WELCOME

Let us build a house where love can dwell, and all can safely live,  
a place where saints and children tell how hearts learn to forgive.  
Built of hopes and dreams and visions, Rock of faith and vault of grace;  
Here the love of Christ shall end divisions:  
All are welcome, all are welcome, all are welcome in this place.

Let us build a house where prophets speak, and words are strong and true,  
Where all God's children dare to seek to dream God's reign anew.  
Here the cross shall stand as witness and as symbol of God's grace;  
Here as one we claim the faith of Jesus;  
All are welcome, all are welcome, all are welcome in this place.

Let us build a house where love is found in water, wine and wheat;  
A banquet hall on holy ground where peace and justice meet.  
Here the love of God, through Jesus, is revealed in time and space;  
As we share in Christ the feast that frees us;  
All are welcome, all are welcome, all are welcome in this place.

Let us build a house where hands will reach beyond the wood and stone  
to heal and strengthen, serve and teach, and live the Word they've known.  
Here the outcast and the stranger bear the image of God's face;  
Let us bring an end to fear and danger;  
All are welcome, all are welcome, all are welcome in this place.

Let us build a house where all are named, their songs and visions heard and loved  
and treasured, taught and claimed as words within the Word.  
Built of tears and cries and laughter, prayers of faith and songs of grace,  
Let this house proclaim from floor to rafter;  
All are welcome, all are welcome, all are welcome in this place.

TEXT & MUSIC BY MARTY HAUGEN, B. 1950

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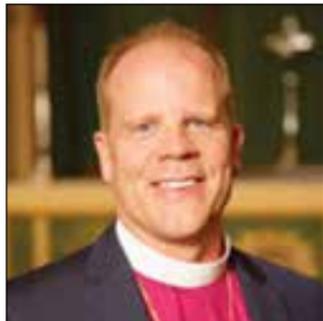


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## MESSAGE FROM BISHOP ANDREW ASBIL



THE RT. REV'D ANDREW ASBIL  
BISHOP OF TORONTO

Dear Friends,

At the corner of King Street and Church Street, stands St. James Cathedral built on the foundations of previous parish homes, beginning with the diminutive wooden structure erected in 1807. Green space stretching around the structure provides a gathering place for the neighbourhood. The copper clad spire stands amongst the sky scrapers, commercial buildings and condo dwellings as a beacon of hope and compassion. An open door coaxes the young and the elderly, the rich and the poor, the broken and the whole to step inside to find refreshment.

The Cathedral is a still point in the heart of the city and of the diocese, a place of prayer and respite for the pilgrim and parishioner. The old building vibrates with worship that is rooted in the best of our Anglican traditions while daring to embrace contemporary expressions of liturgy and prayer. Teaching, faith formation, and preaching the Gospel of Jesus Christ are at the heart of the ministry of St. James. The transparent veil of the Cathedral Centre provides a window of welcome for a community that yearns to engage with faith in the public square and to serve the mission of God. It is a place that actively collaborates with neighbours to strengthen the fabric of our society.

The Diocese of Toronto and the Cathedral Church of St. James now seek to appoint a new Dean and Rector who will deepen our faith and mission and guide us into the future. This profile opens a portal into the desires, hopes, and dreams of a community of faith. It describes the leadership attributes that we desire in our next leader. We hope that this document provides a helpful tool in this discernment process.

By building on our rich history of ministry, by meeting the deep needs of the community around us, we take an ordinary corner like Church and King and make it a place of hope and love. We are excited about the possibilities of ministry in the future and we look with expectation at the arrival of our next Dean and Rector.

Yours in Christ,

A handwritten signature in blue ink that reads "Andrew Toronto". The signature is written in a cursive, flowing style.

The Right Reverend Andrew J. Asbil

## MESSAGE TO THE RECTOR/DEAN WE SEEK

Dear Rector/Dean We Seek;

The Cathedral Church of St. James has the historic distinction of being the first church in Toronto. Today, it serves as the seat of the Bishop and is the focal point for his ministry in the life of the Anglican Diocese of Toronto. We are honoured and privileged to have our Rector serve as his Dean. However, we are seeking you as our future Rector/Dean, focusing on the gifts, skills and knowledge you will need to journey with us.

We pray that you will be...

- sent by God as our pastor, to nurture us as we journey together to grow our community of faith and to sustain the life and ministry of St. James for future generations.
- warm, personable, approachable, visible and friendly to our parishioners and newcomers, as all are welcomed into our Cathedral; and equipped with a sense of humour in all that you undertake.
- a person of prayer, integrity, and deep spirituality, with a passion for social justice.
- willing to honour our traditions, while gracefully moving us towards change that will help us progress and connect meaningfully with people in our urban, multicultural, and multigenerational context.
- respectful of the diversity of our liturgies, our parishioners, our customs, our community, as well as knowledgeable of traditional and new liturgies and music.
- a guiding light in the ways of God's love in Jesus Christ, inspiring us with your excellence in thoughtful, scholarly, and insightful preaching.
- willing to encourage and nurture our lay ministries and programmes, and to encourage increased lay involvement and development as we live out God's mission for us in the heart of the city.
- gifted with the knowledge, ability, and energy to chair our councils and committees, sit on our boards and visit our many lay ministries.
- able to work with us in discovering new ways of connecting with our neighbours and drawing people of all ages into the life and ministry of St. James, namely children, youth, and families.
- gifted with strong leadership skills, be able to set out an ambitious and exciting vision for sustainable growth, and innovative in designing strategies and plans.
- a skilled fundraiser and an excellent steward of resources.
- able to make and stick to sound and fair decisions, while managing and conciliating inevitable differences.
- an experienced manager/CEO, with the skills to lead a multi-staff, complex organization, and foster a fair, respectful and supportive environment; a team builder as well as a team player.
- prepared to maintain our strong relationship with the Bishop of Toronto and Diocese.
- ready to journey with us as our pastor for many years to come, God willing.

Above all, we pray that you will be energized and not overwhelmed with our list of many needs; that you will love us enough to allow God to sculpt you into the Rector/Dean we seek.

Blessings,

The Parish Selection Committee of The Cathedral Church of St. James



### GOD'S MISSION

The Cathedral Church of St. James is a symbol of God's presence and love in the city. It has a three-fold mission:

- to provide a **spiritual sanctuary** and a place of worship in the fullness of the liturgical tradition of the Anglican Church;
- to offer a **welcoming hospitality** to everyone, healing, hope, and opportunities

- to learn so that together we can build a community in a troubled world; and
- to provide, as **the seat of the Diocesan Bishop**, a focal point for his ministry in the life of the Anglican Diocese of Toronto.

The vision of the future of St. James Cathedral is one where a delicate balance is struck between upholding our traditions, while embracing flexibility and change to expand the participation of parishioners and newcomers.

### HISTORICAL PRESENCE

The Cathedral Church of St. James is the Cathedral Church of the Diocese of Toronto, which has an area of over 26,000 square kilometers. The land the Cathedral sits on has been part of the traditional territories of the Wendt-Huron, Haudenosaunee, and Mississauga peoples of the New Credit, long before the arrival of the first settlers. We dwell here with a sense of gratitude, peace and humility.

St. James has a long and rich history in the neighbourhood and the development of the City of Toronto. In 1791, the British Parliament passed the Constitutional Act, separating Canada into two parts at the Ottawa River: Lower Canada, largely French, and Upper Canada to follow the English model. John Graves Simcoe was appointed Lieutenant Governor of Upper Canada, arriving in 1793. The site of what is now the City of Toronto was chosen the capital.

The church community now known as St. James was formed in 1793 under the trees, on the land on which it now stands. It was not until 1797, on the arrival of a resident priest, that the

land was set aside for a church and the congregation formerly organized.

The Gothic revival building you are viewing on the cover of our Parish Profile has stood on the corner of King and Church since 1853. It is the fifth building in our history.

Through the centuries, St. James has been a landmark and a centrepiece of religious and cultural life in the city; a symbol of God's love and presence; a beacon of faith, and a spiritual place of prayer. The Cathedral's stained glass windows tell the story of our Christian faith, the rooting of the church, and our call to serve. The spire and the vaulted ceilings inspire us to look heavenward, while the altar, pulpit and pews call us to be present in the world as living symbols of God's love. The Bishop's seat in the chancel reminds us that this is the gathering place for Anglicans in the Diocese of Toronto.

With its rich history of worship, music, education, and outreach to the community, the Cathedral Church of St. James serves to unify a thriving, varied and vibrant multicultural city. It provides a quiet contemplative space open to all in the heart of the busy city.





## GOVERNANCE

### RECTOR/DEAN

The Rector of St. James Cathedral and Dean of Toronto is appointed by the Bishop of Toronto as his representative, and assumes the key leadership for all temporal, educational and liturgical concerns of the Cathedral.

### VESTRY

Canon 14 of the Canons of the Diocese of Toronto sets out the rules for membership and formation of the Vestry.

### CHURCHWARDENS

At each annual vestry, two Churchwardens are designated: A Rector's Warden appointed by the Incumbent, and a People's Warden elected by the members of Vestry present. Also, a Deputy Rector's Warden is appointed, and a Deputy People's Warden is elected.

### THE CORPORATION

The two Churchwardens together with the Dean are responsible for the leadership of the business affairs of the Congregation. The Corporation of the Cathedral Church of St. James comprises the Rector/Dean, the People's Warden and the Rector's Warden.



to act in an advisory capacity to the Incumbent and Churchwardens as follows:

- 1) To receive from the Churchwardens at least quarterly, a written financial statement and a report on all parish matters of importance and to make recommendations thereon.
- 2) To receive the budget to be submitted at the annual meeting of the vestry as prepared, after consultation with the Incumbent, by the Churchwardens, and to make recommendations thereon.
- 3) To make recommendations on any other matters affecting the parochial and extra-parochial responsibilities of the parish.

Our Cathedral Council serves in this capacity, especially on temporal matters such as Human Resources, Finance, Property, Stewardship, Capital projects and Strategic Planning. It meets ten times per year.

### MINISTRY COUNCIL

The genesis of our Ministry Council (MC) is to expand the opportunity for communication, planning, dreaming, and coordinating ministry initiatives at the Cathedral, beyond staff, to include key lay leaders. Always at the forefront of the MC's mission is the question, "How is God calling us through our ministry to serve the needs of our community, the Diocese and our city?" The MC comprises up to 17 members, who represent the various ministry areas of the Cathedral. While not holding a legislative role, the MC reports to Cathedral Council by forwarding minutes and updates. The Wardens/Cathedral designate serves as liaison with the MC to report on matters of interest or needs arising to the Cathedral Council. The Rector/Dean chairs the meetings, which take place 6 to 8 times a year, depending on ministry demands.

### CATHEDRAL COUNCIL

An Advisory Board, as constituted by the Canons of the Diocese of Toronto, acts as an advisory body to the corporation of the parish. St. James Cathedral's governance pattern was altered when the Advisory Board was replaced with the **Cathedral Council (CC)**.

According to Canon 17, the role of the Advisory Board (CC) is:

*To perform such duties as may be delegated to it by the Vestry, the Incumbent or the Churchwardens, and*





## LEADERSHIP: CLERGY & STAFF

### ABOUT THE CATHEDRAL CLERGY

St. James Cathedral has four full-time clergy. Ordinarily there is a Rector/Dean, a Vicar, and two Associate Priests or Curates. As of December 2018, the clergy is made up of a Vicar (also serving as Priest-in-Charge at this time), two Associate Priests, and one Curate, who is responsible for the Mandarin Ministry.

We have two Pastoral Associates, seven Honorary Assistants, and ten other Diocesan priests who regularly assist in leading services through the week.

### ABOUT THE CATHEDRAL STAFF

St. James Cathedral has a staff – not including cemetery– of approximately 50 people including four full-time clergy. This includes 18 choristers and 16 part-time staff. The majority of the part-time staff are property staff.

#### ADMINISTRATIVE ASSISTANT, THE DEAN'S OFFICE:

The Administrative Assistant deals with all liturgy and service leaflets for regular, special, diocesan, and wedding and funeral services, manages all Cathedral donations and gifts, runs our donor databases, and acts as the Rector/Dean's Executive Assistant.

**ARCHIVES AND MUSEUM:** They are run by a full-time volunteer and a part-time staff member. See page 16 for more details on the work and ministry of this department.

#### CATHEDRAL CENTRE: RENTALS/

**EXTERNAL EVENTS:** This department manages the planning and operation of all Cathedral Centre (and Cathedral) rentals and external events. The three-person team works closely with clients and external vendors. They have developed strong relationships with companies throughout the city and have branded the Cathedral Centre as one of downtown Toronto's ideal event venues and film locations.

**CATHEDRAL CHOIR:** The choristers are contracted to assist worship each Sunday at the 11:00am Choral Eucharist and 4:30pm Choral Evensong. In 2019, in addition to their regular duties, they intend to produce a CD.

#### CHILDREN, YOUTH, AND FAMILIES:

The lay staff member who coordinates this ministry oversees all children, youth, young adult, and family programming. The position is currently part-time. See page 17 for more details on the ministry of this department.

#### COMMUNICATIONS:

The Communications Manager handles all internal and external communications – from the design and writing of the weekly "Connections" bulletin, to event advertising, media relations, newsletters, our stewardship campaigns, vestry reports, and more. The Communications

Manager works closely with a freelance graphic designer to create all images, posters, and website design.

**FINANCE:** The Director of Operations and Finance works closely with the Corporation and Cathedral Council on all financial matters. This person also oversees the day-to-day Cathedral operations, including the cemetery, capital projects, budgeting, and payroll. We also employ a full-time bookkeeper, responsible for tracking the day-to-day financial transactions of the Cathedral.

**PARISH NURSE:** The Parish Nurse (PN) is a Registered Nurse who works part-time at the Cathedral. At Sunday services, the PN provides support to those who need it, such as those with accessibility issues. Other PN initiatives have included the sharps disposal box in St. James Park, services such as Blue Christmas, and the Grief Recovery Support Group.

**PROPERTY:** Managed by our Property Manager – whom we share with the Synod office – the department looks after maintenance and upkeep of the Cathedral, Cathedral Centre, and Diocesan offices. We also have a Property Manager Assistant who handles all internal events and works with the External Events team on all rentals.

Four full-time Sextons and seven part-time Building Service Workers tend to the fabric and running of the Cathedral and Cathedral Centre.

**MUSIC:** Four staff make up the Music department: The Director of Music, the Music Department Assistant, the Organist, and Organ Scholar. The music department is always a hub

of activity, with three music-based services each Sunday, two organ recitals weekly, and frequent concerts and music events.

**OUTREACH:** The team co-ordinates our Tuesday Drop-In, the FAITH+HUB, and the Health and Foot Care Clinic. It is managed by a full-time Outreach Program Coordinator. A part-time nurse manages the Health and Foot Care Clinic. One sexton works part-time with the Outreach Program Coordinator of the Drop-In.

**RECEPTION:** Our receptionist is on the frontlines of the Cathedral's ministry. Staffing the front desk and phone lines, the receptionist is often the first person with whom parishioners, guests, and members of the public interact.

#### ST JAMES THE LESS CHAPEL AND

**CEMETERY:** The staffing level in this area varies by season. There are up to 11 staff, including three full-time salaried staff.





## WORSHIP & LITURGY

The liturgy of the Church is the ministry of all those who are baptised. Of Greek origin, the word “liturgy” means “the work of the people.” Daily liturgy is at the heart of St. James, a Cathedral that prides itself on being open and accessible every day of the year, offering 27 services per week. Excellence in worship is at the core of our practice in the Anglican liturgical tradition, whether it be through Eucharist celebrations or Morning and Evening Prayer services.



## SUNDAY SERVICES

**8:00AM SAID EUCHARIST:** This is a serene, spoken service with no music or homily. Conducted in beautiful early modern English from the Book of Common Prayer, this service is best for anyone looking for a quiet, meditative worship experience. Length: approximately 30 minutes.

**9:00AM SUNG EUCHARIST:** Following the Book of Alternative Services, the celebration of the Word and sacrament are offered in modern English. This contemporary service has the parish choir leading the congregation in singing, lay people offering readings and prayers, and the preacher speaking on scripture and faith in the homily. Length: approximately 60 minutes.

**10:15AM SAID MATTINS (MORNING PRAYER):** Taking place in the Lady Chapel, the Mattins service follows the Book of

Common Prayer. It is usually led by a layperson and may be recited by some Anglicans daily in private. Length: approximately 15 minutes.

**11:00AM CHORAL EUCHARIST:** This is our largest and most traditional service of Holy Eucharist, beautifully sung by the professional Cathedral Choir. This service balances historical Anglican ritual and a contemporary interpretation of faith. The service uses the Book of Common Prayer, except on the first Sunday of the month when the Book of Alternative Services is followed. Sunday School and Nursery Care are offered. Length: approximately 90 minutes.

**1:30PM MANDARIN SERVICE:** This is a traditional Anglican Eucharist service,

conducted in Mandarin, following the Book of Common Prayer. Length: approximately 75 minutes.

**4:30PM CHORAL EVENSONG (EVENING PRAYER):** Evensong is a service of choral music and prayer. Rooted in Anglican Cathedral tradition, Evensong has existed for nearly 500 years. Many continue to find it to be a spiritually transcendent and restorative worship experience. Length: approximately 45 minutes.



## WEEKDAY SERVICES

### MONDAY-FRIDAY SERVICES

- 7:30am Holy Eucharist
- 8:30am Morning Prayer
- 12:30pm Holy Eucharist
- 5:15pm Evening Prayer

### SATURDAYS & PUBLIC HOLIDAYS

- 12:30pm Holy Eucharist

## UNIQUE TO THE CATHEDRAL

As the seat of the Diocesan Bishop, the Cathedral Church of St. James hosts many Diocesan liturgies including Ordination, Baptism, Confirmation, Chrism Mass, the Archbishop’s Levee, and any Electoral Synods. It serves as the setting for civic occasions such as state funerals, weddings, royal visits, and the Barbados Independence Service. It also holds funerals for the homeless, a Blue Christmas service, and simple memorial services for the community. It is also the historic military chapel for the Royal Regiment of Canada and displays the memorial window of the Governor General’s Horse Guards. The Royal Regiment traditionally attends the Remembrance Day service.





## LAY MINISTRIES

The following Lay Ministries form the Cathedral's Ministry Council, mentioned in the Governance section of the Parish Profile on page 9.

### PREPARING FOR WORSHIP

#### ALTAR GUILD

Our Altar Guild is a ministry of a "quiet" nature, providing behind-the-scenes services, ranging from general housekeeping, setting up and caring for the furnishings/linens/sacred vessels in the nave, sanctuary and sacristy, as well as any other areas of the church, under the vicar's direction. Additional volunteers decorate the Cathedral for special services such as Advent, Easter, and Thanksgiving. Volunteers are parishioners who willingly undertake this service, giving back to the Lord by providing countless hours in ensuring that the house of the Lord is always ready.

#### SERVERS AND SACRISTANS GUILD

Our Altar Servers and Sacristans assist the clergy and play an integral role in ensuring the smooth operation of our six Sunday services, as well as weekday liturgies, weddings, funerals, seasonal liturgies, and all Diocesan liturgies presided over by the Bishop of Toronto in the Cathedral. Guild members are baptised volunteers of all ages. On occasion, university students from various colleges in Theological/Divinity studies assist, while learning the basics of the roles. Most members of the Guild are both Sacristans and Servers.

Sacristans set up the sacred vessels, vestments, and books prior to the service, and ensure the sanctuary, chancel, vestry, sacristy, and their contents are maintained in good order for each service. After the service, the Sacristans clean up the sanctuary, chancel, sacristy and vestry, and wash the sacred vessels. Altar Servers assist the clergy during the service as crucifer, acolytes, epistle server, gospel server, thurifer, boat person, duty server, sub-deacon, and master of ceremonies.

### A TIME FOR WORSHIP

#### MUSIC

Throughout its long history, music at St. James Cathedral has been an integral part of the life, worship, and ministry of the Cathedral. Its continued excellence is important to the congregation and is vital in the life of St. James and the Diocese. The Cathedral Choir consists of a professional group of singers, who provide mainly traditional English Cathedral repertoire during services. This choir sings on Sundays at the 11:00am Eucharist and at 4:30pm Evensong, as well as at other Cathedral and diocesan services. The Parish Choir sings each Sunday at the 9:00am Eucharist and consists of a devoted group of volunteers together with paid section leads from the Cathedral Choir. In addition to playing an integral role in our liturgy, music at St. James also entertains congregants and non-congregants alike at our Cathedral Concert series.

#### THE BELLS OF OLD YORK

The St. James Cathedral Guild of Change Ringers ring North America's first full set of 12 change-ringing bells (the only ones in Canada, and one of only two installations on the continent) before the 11:00am service on Sundays, beginning shortly after 10:00am. The Bells of Old York can be heard ringing with the louvres of the bell chamber open on occasion.

#### SIDESPERSONS

Our Sidespersons Team is a group of 60 volunteers who serve with dedication at the 8:00am, 11:00am, and 4:30pm Sunday services, as well as funerals, Diocesan and other services held at the Cathedral. Sidespersons main duties are to greet and hand out service booklets, collect the offering, give guidance for communion, answer questions, and give assistance and direction in case of an emergency. Their welcoming approach can make the difference on whether a visitor returns and joins services, and activities provided by our other ministries. Bishop Snell stated that, "a Sidesperson is more important than the Dean and or Rector as they make the first impression on all our guests."

#### STEWARDS

Our Stewards are a group of 31 regular members of the 9:00am Sunday congregation that serve on average, once a month as Lay Communion Ministers, Intercessors, Readers, and/or Sidespersons. The group, through their individual and collective roles, focus on the maintenance and development of a welcoming, caring, and inclusive community.

The Ministry began in 1985 at the request and under the direction of the Rector and Dean of Toronto, Bishop Hugh Stiff. The Ministry continues today under the direction of the Rector or his/her designate.





**CHILDREN, YOUTH AND FAMILY**

The Children, Youth and Families ministry is a growing ministry at St James Cathedral. With an average of 14 children involved in our Sunday School each week, this ministry focuses on supporting families and children in their faith formation, from preschoolers through Grade 8. In 2018, a Christmas Pageant was performed at the Cathedral for the first time in over 25 years.

**REACHING OUT TO COMMUNITY**

“God has shown you O mortal, what is good; and what does the Lord require of you? Do justice, love mercy, walk humbly with your God” The Micah Mandate: Micah 6:8



**ARCHIVES AND MUSEUM**

The Nancy Mallet Archives and Museum, named in honour of the current archivist, is supported by the work of a dedicated group of volunteers. They host significant exhibitions, both in the Cathedral and the Cathedral Centre, which attract many attendees. Not only do these events highlight the Cathedral’s place in Toronto’s history, but they also support our mission by engaging parishioners and the wider community. The Cathedral is home to artifacts and records going back to the original church community at King and Church Streets, as well as local history records of great value. Volunteers catalogue, maintain records, and assist with requests for research.

**DIALOGUES FOR LIVING**

The Cathedral is a gathering place for the wider community and deals with the pressing issues of the day. It serves as a model of exploration of new ideas for the diocese. The Dialogues for Living team plans Christian education events within the Cathedral. The annual Catechesis program prepares catechumens for baptism, confirmation, reception into the Anglican community or re-affirmation of faith at the



Easter Vigil. A rich and full Adult Education Program is offered, which includes Bible Study, the Education for Ministry Seminar Group, special events, guest speakers and Lenten and other seasonal programs.

**DROP-IN & FOOT CARE CLINIC**

Established in 1994, the Drop-In is held in Snell Hall and the Foot Care Clinic in the Community Room in the Cathedral Centre. They take place on Tuesdays from 1:30 to 3:30pm and an additional Foot Care Clinic is offered on Friday mornings. The main service is the provision of food and a safe place to gather. In addition, foot care, hair cutting, Bible study and items of a personal nature are also available. Music is often heard and a Priest is always available, as is the Parish Nurse. Also, the Food Share programme is held monthly, providing fresh, nutritious food to participants. Guests pay a minimal cost and the rest is subsidized by the Cathedral.



**FAITH + HUB**

*(subsidiary of the Drop-In ministry)*

FAITH + HUB officially began in 2016 and consists of four main faith groups working together: Fontbonne Ministries, Metropolitan United Church, St. Michael’s Basilica and St. James Cathedral. Their collective mission is based on the mutual admiration of the work that has been done by each community and hold a joint commitment to support their vulnerable neighbours in their expressed desire for personal growth and development. The HUB is currently working on a Circle of Support project.

**HEALTH COUNCIL**

Within the Cathedral community, the Health Council ministry includes consideration for the care of the sick, promotion of health and healing, and support of the Parish Nurse role. The ministry is centred within a Christian experience of God’s healing power and seeks harmony and wholeness for the individual and community. The Health Council meets once monthly throughout the year. It provides support, oversight and input for the Parish Nurse, and all health-related activities at the Cathedral.





## MANDARIN MINISTRY

Our Mandarin Ministry started from a careful research and study in September 2013 by James Liu. It officially began on the first Sunday of Advent of 2014. It is a ministry that is based on the Cathedral Model, that is, a traditional concept of sharing the Gospel and making discipleship within the Anglican context. The congregation is composed of St. James parishioners who were baptized at the Cathedral, along with a few faith seekers. The Ministry focuses on unchurched Chinese people, sharing Gospel with them, leading them to God, and teaching them to love the Lord and the Church. The goal of the Mandarin Ministry is to build one St. James family, not a parallel church within a church.

## NEWCOMERS

Our Newcomers Committee mandate is to officially welcome new and/or potential members to our St. James Cathedral Community. Newcomers are invited to join us for a three-part 101 series, where they will have the opportunity to connect, build community, and learn more about the Cathedral, the Anglican Church of Canada, the outreach of both, and how they can get involved. All evenings begin with a light supper. Although the series is designed for newcomers, all are invited.

## OUTREACH COMMITTEE

Consisting of volunteers from the congregation, the Outreach Committee has functioned as a development ground for many Cathedral Committees over the years, such as the Drop-In and the Refugee Response Committee. The Committee is currently fostering work with Toronto Urban Native Ministry, Neechee Circle, Amnesty International, Christmas Food Drive, Victoria/Shuter Housing, Refugee Support, School Support, PWRDF and Faith Works. At a recent Visioning Day, the committee decided to make indigenous project support and shelter our two main priorities.

## REFUGEE RESPONSE COMMITTEE

Our Cathedral-Community Refugee Response Committee was established in October 2015 with a mandate to assist with the settlement in Toronto of sponsored refugees. It became a Standing Committee of St. James Cathedral in 2017. To date, the Committee has sponsored one man from Iran, a Syrian family of five and most recently, the 15 year-old daughter of the refugee from Iran. Money was raised to fund the one-year required term of support for each of these sponsorships.

## REGENERATION 20'S & 30'S

An open, welcoming and inclusive space is provided for those in the 20s-30s age group, irrespective of where they may be on their spiritual journey. This group of young adults brings together people from varied backgrounds, who break bread together and seek answers from the scriptures, identifying how it relates to their lives and how it is manifested in today's world. From picnics to pub nights, ReGeneration 20's and 30's offers fellowship and a sense of belonging to many who are seeking a path of clarity or truth.

## YORK GROUP

Our York Group is composed of mostly senior women and men who are parishioners or friends of the Cathedral. They meet for devotion, fellowship, learning and service. Each meeting begins with the Eucharist in the Cathedral at 12:30 pm and then members enjoy a catered lunch in the Cathedral Centre, followed by a speaker. Once a year they hold a baby shower for young mothers. Members and friends, particularly the very talented Happy Hands Knitting Group, donate many handmade baby outfits and other necessities for newborns.





## BROADER MINISTRIES

**ST. JAMES CATHEDRAL CENTRE** is in the heart of downtown Toronto, just north of St. James Cathedral. Beautifully renovated and expanded in 2012, the Cathedral Centre is clad in glass on two elevations and offers contemporary, multi-functional, ministry, meeting, and event space. Offering views of the Cathedral and the park, awash in natural light by day and furnished with state-of-the-art audio-visual equipment and a commercial kitchen, the Cathedral Centre provides space for our on-site outreach and educational programming as well as for meetings. As a source of important revenue for our ministries, parts of the centre are regularly rented out and welcome attendees to corporate meetings, conferences, product launches, weddings and other social events. Within the St. James Cathedral Centre are our offices and comfortable residential suites housing clergy and staff. For more information, visit [www.cathedralcentre.ca](http://www.cathedralcentre.ca).

**ST. BARTHOLOMEW'S PARISH** in Regent Park functions as a mission of the Diocese of Toronto. The Cathedral provides administrative support to St. Bartholomew's. The Vicar of St. Bartholomew's is one of the associate priests at St. James and the Dean is the Priest-in-Charge of St. Bartholomew's. Since 1873 St. Bartholomew's has ministered to the spiritual and physical needs of all who have come to its doors. It is an Anglo-Catholic parish in an ethnically diverse community and includes people from many walks of life. Its children's centre (pictured), a part of the local community since 1983, provides after-school care and nurturing for young children ages 6 to 12. Its outreach programmes provide vital assistance to many in need. To find out more, visit St. Bart's website at [www.stbartstoronto.ca](http://www.stbartstoronto.ca).

**ST. JAMES CEMETERY**, located at Parliament and Wellesley Streets in the heart of Cabbagetown, is Toronto's oldest operating cemetery. Laid out by John G. Howard in 1842, it is blessed with a rich history and beautiful grounds that stretch down to the Rosedale Valley Ravine. The cemetery is the site of the lovely Chapel of St. James-the-Less, built of stone in the High Victorian Gothic Revival style and designated a National Historic Site in 1990. It is picturesquely set atop a small landscaped knoll, just inside the main gates of St. James Cemetery. Prominent Toronto architects, Cumberland and Storm, designed both St. James Cathedral as well as the Chapel of St. James-the-Less. The cemetery operates a crematorium, one of only two in the centre of Toronto. Several staff are employed at the cemetery. It is a vital source of revenue for the Cathedral. For more information visit the cemetery website at [www.stjamescemetery.ca](http://www.stjamescemetery.ca).

**THE BISHOP SNELL FOUNDATION** is a charitable foundation built on a bequest from the estate of Bishop George Boyd Snell. The income from the bequest is to provide funding to other charitable organizations, including St. James Cathedral, for the promotion, advancement, and teaching of Christian education through traditional methods and through technological advances and innovation. Since the establishment of the Foundation ten years ago, St. James has been fortunate to receive annual donations from the Foundation to deliver its ministry of Christian education, which includes Dialogues for Living and other programs. The members of the Cathedral Corporation are directors ex officio of the Foundation.





## OUR CONGREGATION

If we were limited to one adjective to describe our congregation, it would be “diverse”. While some members of the congregation have deep roots in Toronto and may have a family history of worship at St. James going back to the 19th Century, others are immigrants from the Caribbean, Africa, Europe and elsewhere, whose presence testifies to the global reach of Anglicanism. Consequently, we are racially and culturally diverse. While the main body of the congregation is predominantly Anglophone, we are also host to a growing congregation speaking and worshipping in Mandarin.

Through the quality and diversity of its liturgies, St. James draws members from both the neighbourhood as well as the wider city and beyond. Some members of the congregation merely cross the street on Sunday morning, while others arrive by car or transit, finding their way around streets regularly closed for public events and construction.

Diversity extends to our ministries. While many of us were raised as Anglicans, some come from other Christian traditions and our pews are home to converts to Christianity as well. Many are progressive in their social views, others more traditional. High church adherents predominate, while some have roots in other styles of worship.

St. James is a proudly LGBTQ+ affirming community. Variations on the Pride Flag are found both outside and inside the Cathedral, and each year we march with Proud Anglicans in the Pride Parade. The Cathedral is proudly one of the Toronto parishes authorized by the Diocese to perform same-gender marriages.

What binds us together is a commitment to dignified worship of God and a tradition of preaching and living the gospel at the heart of the city since 1797.

St. James has 440 regular members who contribute financially towards our ministry. As a Cathedral we welcome, on a regular basis, many visitors who also contribute financial gifts.

Our people and families come from a variety of circumstances. While we do have a small but growing Sunday school and young adult members, the congregation is generally older and includes many retirees. This stands in contrast to our neighbourhood and downtown Toronto, which has grown dramatically over

the last 20 years in response to a successful economy and a demand for highly-skilled employees. In the local community, employed persons and the 25-44 year old age group predominate and while childless couples make up a majority of families, there has been growth in the number of young families with children.

Although our congregation is home to many members of long-standing, others come and go every year as personal circumstances change. For St. James to remain the vibrant, faith-filled house that it is, we are committed to welcome new people and to increasing numbers of younger adults and young families with children.





## THE DIOCESE, THE CITY AND THE COMMUNITY

### THE DIOCESE

The Diocese of Toronto is the most populous of the 30 dioceses in the Anglican Church of Canada. The geographical area of the diocese stretches from Mississauga in the west to Brighton in the east and north to Haliburton. Some 230 congregations in 183 parishes are located here. ([www.toronto.anglican.ca](http://www.toronto.anglican.ca))

As the seat of the Bishop of Toronto, the Cathedral hosts many diocesan services, such as the Bishop's Levee on New Year's Day, the Ordination of Deacons, Diocesan Confirmation Services, the Chrism Mass, and more.

As Toronto's Anglican Cathedral, St. James is also highly engaged in Toronto civic life. Gatherings such as the annual Remembrance Day service, inter-faith services (e.g. part of the Niigaani-Gichigami water festival, the Invictus Games Multi-faith celebration), state funerals of important municipal, provincial, and national figures take place here.

### THE CITY AND COMMUNITY

Situated in Toronto's historic St. Lawrence neighbourhood, the Cathedral is steps away from the St. Lawrence Market, a large public market that is a favourite of locals and tourists alike. The Cathedral is also located on the edge of Toronto's business district, and City Hall is about a 15-minute walk away.

The St. Lawrence community is a fast-growing one; the St. Lawrence Market Neighbourhood Association estimates that there are 30,000-35,000 residents in the area. Traditionally, few young families were located in the downtown core, but this is changing rapidly.

Two other important religious institutions are just north of the Cathedral on Church Street: St. Michael's Cathedral Basilica and Metropolitan United Church, the centres for the city's Roman Catholic and United Church of Canada faiths, respectively.

The campus of one of Toronto's largest colleges – George Brown (St. James Campus) – is nearby. The campus buildings are located throughout the St. Lawrence neighbourhood, and thousands of students pass our doors every day. Ryerson University, one of Toronto's three universities, is located a few blocks north of the Cathedral.

The Cathedral maintains active relationships with the downtown business community. These relationships are carefully fostered by the Dean

and clergy and through our ministries. The Refugee Response Committee, for example, was established as a joint Cathedral and community endeavour. The Cathedral is also involved with the St. Lawrence Business Association, which is a well-known institution to the thousands of individuals who live and work in the immediate area.

Located adjacent to the Cathedral, St. James Park is a prominent and heavily used public downtown park. There is no physical delineation between the two properties and one appears to be a part of the other. That flow from one to the other is reflected in the flow of people that visit and worship in the Cathedral every day from all walks of life and from every corner of the world.





### STEWARDSHIP

St. James Cathedral exists today because of the generosity and stewardship gifts of time, talent, and treasure of both past and present members of the congregation. These gifts have enhanced the life of this spiritual landmark. All are welcome at St. James, where you will find a caring community, spiritual nourishment, fellowship, and opportunities to become involved with our community life and ministry. St. James enjoys significant assets, both in terms of its physical structure and its financial endowment. However, the physical maintenance needs of an aging historic, landmark structure and the reality of an aging congregation pose financial challenges for the future. While endowments contribute to the financial security of the parish, the existence of

the endowment may wrongly convey the message that our Cathedral's primary financial needs are mostly covered. The Stewardship Committee strives to highlight the significant financial needs and challenges of the Cathedral. We will need our next Rector/Dean to work with us as a confident and accomplished fundraiser. We have been blessed with a congregation that has increasingly devoted time, talent and treasure in the advancement of the Cathedral's stewardship and infrastructure. It is important to continue this positive momentum in order to continue to support the mission and ministry of St. James Cathedral in the future.

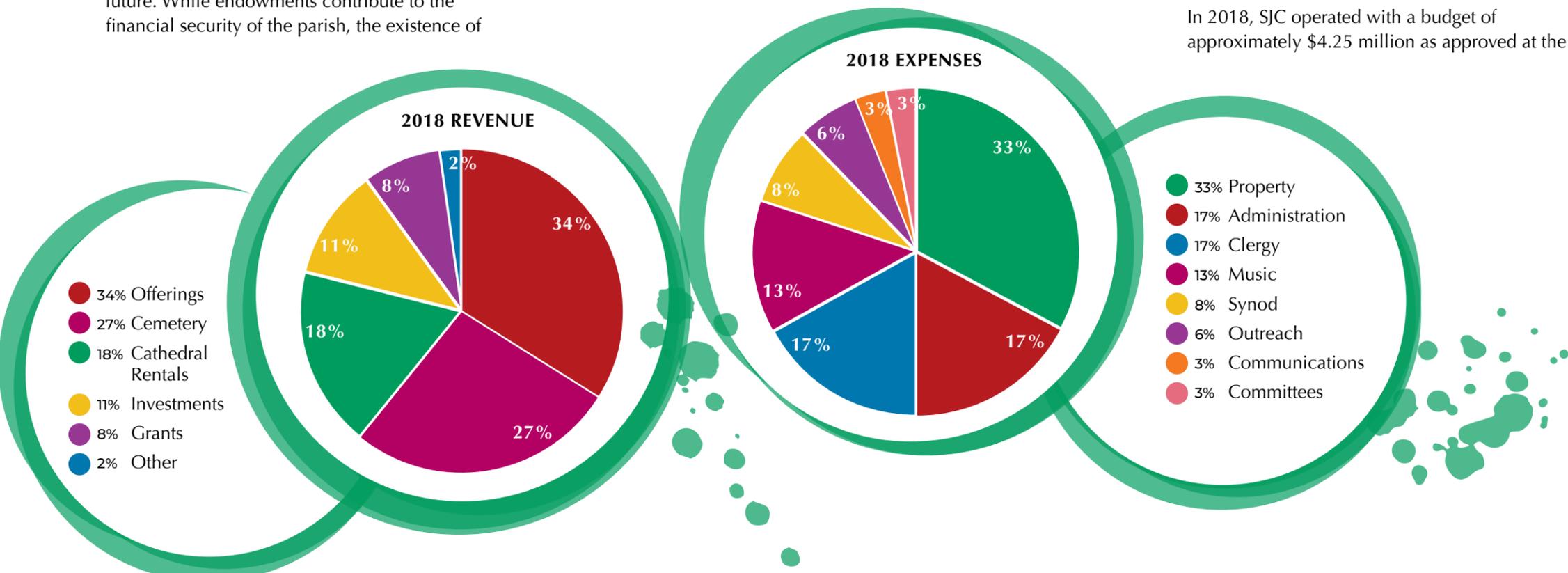
### FINANCIAL RESOURCES

The financial resources of St. James Cathedral (SJC) are continually reviewed during the year by a Finance Committee (FC) who provides valuable insight and recommendations to SJC Council, in preparation for the Annual Meeting of Vestry, though it has no canonical authority to vote on final decisions. The mandate of the FC is to consider issues related to three main categories: Audit and Risk Management, Investments, and Financial Advisory. Committee members are appointed annually by the SJC Corporation. Transparency with all stakeholders and using best practices governance are objectives embraced by the FC over the last few years.

last Vestry meeting. Approved as well at last February's vestry was an operating deficit of \$89,000. SJC is fortunate to have diversified revenue sources. The 2018 budget revenue and expense charts can be viewed on page 26. For fiscal 2018, SJC is projected to slightly miss meeting its proposed budget with a larger-than-target deficit. In 2017, the operating deficit was \$310,000. The external independent Auditors Report, Statement of Financial Position and approved Vestry Budget Report are available upon request.

SJC is truly blessed for the generous Bequests and Endowments received from those associated with the Cathedral both past and present. At the beginning of 2018, the Restricted and Unrestricted fund balances totalled approximately \$11.6 million. In 2018 the Cathedral has been the benefactor of \$856,000 in Bequests (2017 \$85,000). Although our financial statements show a significant investment portfolio, the bulk of the funds are permanently locked into capital trusts and the investment income from the unrestricted portion of the portfolio covers only a portion of SJC annual operating expenses. The Finance Committee reviews, in addition to quantitative asset performance, many issues related to these valued assets such as: Investment Policies, Asset Mix, and best practices with respect to considerations of an Environmental, Social and Governance (ESG) nature.

In 2018, SJC operated with a budget of approximately \$4.25 million as approved at the





## WHAT WE ARE THINKING

### ST. JAMES CATHEDRAL PARISH SELECTION COMMITTEE CONGREGATIONAL CONSULTATION

The Parish Selection Committee (PSC) believed it was important that the voices of parishioners and the community should be heard, valued, and communicated. Facilitated by Janet Marshall, Director of Congregational Development, Anglican Diocese of Toronto, on Saturday October 27, 2018 a Parish Consultation session took place to consider what the parishioners are looking for in their next Rector/Dean. Through a series of three conversations, people shared their reflections on what has changed in the Cathedral over the past three years; their assessment of our current ministries; and their choices of the key opportunities and challenges facing the Cathedral. Parishioners who were not able to attend the consultation were invited to submit their thoughts to the PSC by email. Likewise, the committees of our Ministry Council were asked to submit their comments, and a meeting was conducted with Cathedral Staff. The following is a summary of themes and comments from this consultation process.

### VALUING THE HISTORY AND TRADITIONS WHILE BEING OPEN TO CHANGE

We strongly affirm the gift of the traditional, historic church and its continuation in ways that are loved and valued. We want to see the



Cathedral flourish as a vibrant witness to the best of Anglican tradition while at the same time, be open to change so that we connect meaningfully and relevantly with people in our urban, multicultural, multigenerational context. Our Rector/Dean will need to balance a progressive, modern Christianity, while cherishing Anglican traditions – giving expression to both old and new with excellence. In support of the Mandarin Ministry, our Rector/Dean will understand and respect the influence and impact of other cultures on ministries and theologies in a multicultural environment.

### EXCELLENCE IN LITURGY AND MUSIC

The Cathedral offers a variety of styles of worship which are highly meaningful to the people attending. Our Rector/Dean will also be knowledgeable in traditional and new forms of liturgy and musical expression. Participation in worship has been increasing and we want this to continue. Musical literacy will be an asset in our Rector/Dean, especially knowledge of Cathedral music (styles and quality). We look to our Rector/Dean to champion the music program, the renewal of the organ and Cathedral, the development of a children's choir, and the Cathedral's presence as a leader within the art community.



**PREACHING AND EDUCATION**

Preaching and public speaking are central to our Rector/Dean's role. St James is gifted with a variety of preachers with different styles. We look to our Rector/Dean for excellence in thoughtful, scholarly preaching. We seek an intelligent and learned Rector/Dean who draws on literature as well as scripture and provides thorough explanation. The Cathedral is known as a place of interesting, topical, and engaging learning. Our Rector/Dean will support the expansion of this program.

**LEADERSHIP**

Our Rector/Dean will have strong leadership skills, be able to generate an ambitious and exciting vision for a vibrant future for St James, and be willing to commit to the leadership of this next phase of development. Our Rector/Dean should have skills in transformational change, be innovative in designing strategies and plans, be able to make and stick with decisions, and manage and conciliate differences and conflicts. Our Rector/Dean should have the political savvy and experience to understand how organizational systems function and the ability to negotiate through complex situations.

Lay leadership has been revitalized over the past three years and we want to build on this. We are gifted with people who have a wealth of expertise and talents to be drawn upon to achieve the Cathedral's goals. Our Rector/Dean will have a commitment to collaborative leadership, and to recruiting, inspiring, directing and mentoring lay leaders and staff.

The Cathedral is facing pressing financial needs for its programs and property. It would be an asset for our Rector/Dean to bring experience in fundraising, bequest planning, capital campaigns, financial management (short and long term), and accounting. Experience in allocating resources to support new ministry developments would be valuable.

Being a skilled communicator is essential. Our Rector/Dean will share the Cathedral's vision to build support, relationships, and participation within the congregation and wider community.

**PASTORAL AND PERSONAL CHARACTER**

Our Rector/Dean will model what it means to walk in the footsteps of Jesus. S/he will be warm and personable, visible and friendly, demonstrating what it means to be a welcoming church. We are seeing more newcomers at worship and we want this to

continue. Committed to inclusion, our Rector/Dean will be comfortable with people of diverse backgrounds, generations, and socio-economic conditions and will have a deep spirituality and prayerfulness rooted in an understanding of scripture and theology. Our Rector/Dean will have integrity and authenticity, showing concern for the needs of the human soul and spirit.

**CONTINUING AND NEW MINISTRIES**

With our Rector/Dean's leadership, we want to grow as a diverse and relevant presence in the city and Diocese. The congregation is aging. We need new ways of connecting with our neighbours and drawing people of all ages into the life and ministry of St. James. Ministries with children, youth and families are named as particularly important. We want to expand the number and variety of ways people can connect with the Cathedral. It is important that

our Rector/Dean supports and encourages the many Cathedral programs currently being offered, and nurtures and promotes the creation of new programs that use the gift of our location and facilities.

There is a greater focus on outreach at the Cathedral that we want to continue, develop, and expand, such as the FAITH+HUB, Drop-In, and Truth and Reconciliation work. Our Rector/Dean should model our value for the uniqueness of every individual, believing that the poor and marginalized have a place in the church. We look to our Rector/Dean to confront injustice and work for righteousness and reconciliation, actively making relationships with community and faith leaders.

**ROLE AND PLACE OF THE CATHEDRAL WITHIN THE CITY AND WIDER CHURCH**

Our Rector/Dean will need to have a good understanding of the role and place of the Cathedral in the wider Church and in the city, both historically and into the future. This includes the value of the archives and museum and the legacy of these for the church and society. Our Rector/Dean should champion the Cathedral as a location for art and music, historical and contemporary exhibits, and educational events that are open, attractive, and add to social discourse, especially on issues of justice, reconciliation, and advocacy. We see the opportunity to build more capacity in using new media for communications with each other, and in communicating our message and story more broadly.





## OUR STRENGTHS AND CHALLENGES

The strength of St. James Cathedral is our commitment to be an integral part of the community, providing faithful witness and support to people of all walks of life from generation to generation. This is also the fundamental challenge we as a community face. Our vision, "to provide a holy space and welcome to those who come to pray; who come to find quiet in a busy metropolitan city; who come to be fed through uplifting liturgy and worship; who come to be met by the God who loves them," requires a diverse and broad range of faith based programs that are responsive to the needs of the community we serve.

### SUSTAINING OUR VISION

Our challenge is how to structure and sustain our vision for future generations while living God's mission today. As has been mentioned throughout the profile, St. James currently opens its doors, and welcomes people every day of the year, with five services on Sundays and daily services throughout the week, a Mandarin Ministry, and weekly organ recitals. This place of worship has provided families opportunities for Weddings and Baptisms, as well as special outreach to the community and the diocese.

The Cathedral Choir sings to support the Anglican worship to an internationally high standard. Its repertoire spans eight centuries and provides a balanced diet of choral delights to congregations young and old, non-Christians and Christians, and those whose ears hold an insatiable curiosity for music.

St. James Cathedral is one of Toronto's most notable landmarks and favourite tourist attractions. The Archives and Museum holdings include a wide variety of records of long-term value that are organized, preserved and maintained to be available for research and reference for members of the congregation and the public.

The Cathedral's lectures, seminars and discussions on a wide variety of topics are shared, not only among the congregation, but also with the wider community. Our outreach community engagement involves the various lay committees of the Ministry Council and staff support.

The major challenge of our faith-based programs is that they involve considerable TIME, TALENT, and TREASURE to maintain and sustain.

### ENGAGING OTHERS

Another challenge facing St. James is how best to share the Gospel with more people and a new generation. We have a faith to share and opportunities to engage with young families. With an aging congregation, drawing the next generation into the faith as expressed at the Cathedral is a priority. Recently, with the Children, Youth, and Families Coordinator, a greater emphasis has been placed on this ministry. Reaching out to young families as a group that can grow is essential for the next generation to flourish. God has no grandchildren.

With the broad and diverse opportunities for worship, education, music and outreach, St. James reaches out and connects. We cannot lose this momentum; the challenge we are often faced with is the pressure to go broader or go deeper in order to attract and engage people. The leadership of the Cathedral must be mindful in setting the priorities and the culture that this profile has identified as part of our values.

**STEWARDSHIP** of this historic Cathedral requires significant ongoing maintenance and infrastructure support. We are committed to the financial security and care of our Cathedral and will work with the support and skills of our Rector/Dean to acquire and attract the necessary funds and resources.





### OUR JOURNEY TOGETHER

...Let us build a house where hands will reach beyond the wood and stone to heal and strengthen, serve and teach, and live the Word they've known. Here the outcast and the stranger bear the image of God's face; Let us bring an end to fear and danger; All are welcome, all are welcome, all are welcome in this place.

- MARTY HAUGEN

Our Parish Profile cover features a water colour image surrounding St. James Cathedral. Just as it takes many brushstrokes to create this overall image, it takes the hands of many parishioners, working together to grow our community of faith and to sustain the life of our Cathedral for future generations. The Rector/Dean we seek will be our Shepherd, sent by God, to share with us in this journey of love.

Come build with us and help us strengthen our vision for future generations. We will know you when we meet. The will of God will be revealed.





# THE CATHEDRAL CHURCH OF ST. JAMES

DIOCESE OF TORONTO | ANGLICAN CHURCH OF CANADA

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## PARISH SELECTION COMMITTEE

Jayne Hobbs (Chair & Rector's Warden)

Don Solomon (People's Warden)

Graham Beck

David Crawford (Secretary)

Christian Kingsmill

Leslie Laing

Sarah McDonald

Sybil Wilkinson

Susan Graham Walker (Liaison appointed by the Bishop of Toronto)

## BISHOP OF TORONTO

The Right Reverend Andrew Asbil

## VICAR & PRIEST-IN-CHARGE

The Reverend Louise Peters

## VICAR OF ST. BARTHOLOMEW, REGENT PARK

The Reverend Walter Hannam

## ASSOCIATE PRIESTS

The Reverend Leigh Kern

The Reverend Andrew MacDonald

## ASSISTANT CURATE, MANDARIN MINISTRY

The Reverend James Liu

## PASTORAL ASSOCIATES

The Reverend David Bousfield

The Reverend David Bryan Hoopes oHC

## DEAN EMERITUS

The Very Reverend Duncan Abraham

## HONORARY ASSISTANTS

The Rev'd Pearce J. Carefoote

The Rev'd Canon Edmund Der

The Rev'd Orville R. Endicott

The Ven. Thomas M. Greene

The Rev'd Canon Elizabeth Kilbourn-Mackie

The Rev'd Canon Kate Merriman

The Rev'd William Watson

## VERGER

Paul Seddon

## CHURCHWARDENS

Don Solomon, People's Warden

Barbara Hirst, Deputy People's Warden

Jayne Hobbs, Rector's Warden

Joan Peters, Deputy Rector's Warden