

*O send out thy
light and thy truth,
that they may
lead me, /
and bring me unto
thy holy hill, and
to thy dwelling;
And that I may go
unto the altar of
God, even unto the
God of my joy and
gladness; /
and upon the harp
will I give thanks
unto thee, O God,
my God.*

Psalm. 43:3-4



Welcome to St. Thomas's Church Toronto



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The parish
selection
committee:

Alice Degan
Anna Kennedy
Bob Kennedy
Patricia Kennedy
Jessica Nee
Michael Rowland
Andrew Smith
Lorne Swan

St. Thomas's Anglican Church is an unassuming brick building, blending into the streetscape of its Toronto neighbourhood. Visitors often remark on their sense of wonder when entering the church for the first time and seeing its beautiful interior. In our liturgies we travel the opposite path, from the sensuous beauty of music, incense, and ceremonial, inward to the simple taste of bread and wine in the Eucharist. As members of the parish, we strive to serve the Gospel of Jesus Christ in the richness of our tradition and the humility of our souls before God. We are seeking a new rector to guide us on this path.

This profile was prepared by members of the Parish Selection Committee after extensive consultation with the parishioners, staff, and clergy of St. Thomas's. We hope it gives a full and rounded picture of the church we love. As we look toward the future, we welcome the interest of anyone who feels called to consider making St. Thomas's a home for their ministry. Read on, and get to know us. We hope we will have the opportunity to get to know you.

Peace be with you.



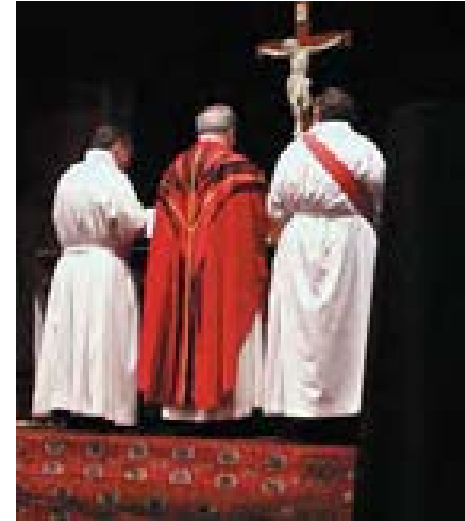
Our parish

Mission statement

As an active and welcoming Anglo-Catholic parish, rooted in Scripture, Reason, and Tradition, we worship the Lord in the beauty of holiness and witness to Christ through pastoral care, music, education, discipleship, and service.

What we believe

We believe that the sacraments convey grace by the action of God and are not dependent on the faith of an individual. We believe that when the Eucharist is celebrated, Christ is present under the appear-



ance of bread and wine. In baptism we are incorporated into the life of God by becoming members of Christ's body.

We believe that the Church is an objective reality that is more than the sum of her individual members. The Church is the body of Christ, a continuation of Christ's incarnation. The Church is the way in which we know Christ; the Church's life, liturgy, and teachings are the way in which we gain knowledge of God.

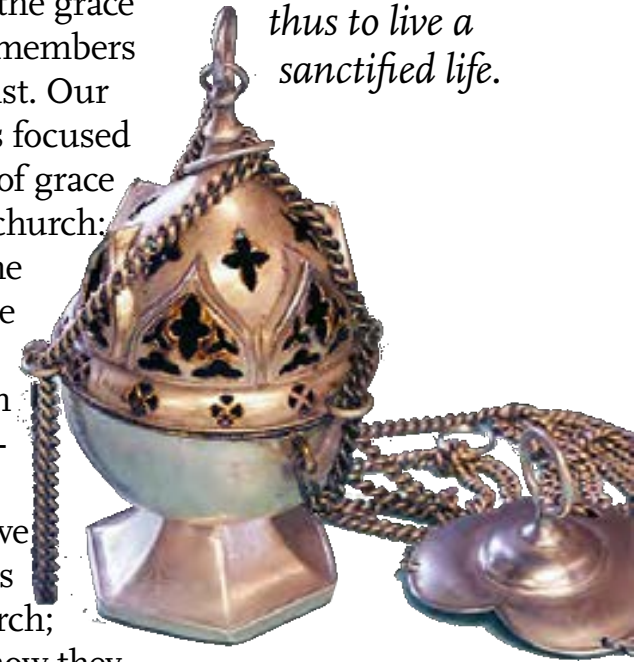


Catholic tradition teaches that the proper end of the earthly life of a Christian is to live in Christ and thus to live a sanctified life. Life in the Holy Trinity begins in baptism, and we revive the grace to live as imitators and members of Christ in the Eucharist. Our contemplation of God is focused on the ordinary means of grace that come through the church: the liturgy, Scripture, the presence of Christ in the Eucharist, and the forgiveness of sins through the sacrament of Reconciliation.

As Anglo-Catholics, we profess a theology that is

in continuity with the pre-Reformation English and Western Church; we look to the writings and thinking of the Church Fathers, and how they were received by the undivided Church, to try to make sense of who Jesus is and what God worked in him. We also cherish our Anglican identity and heritage, with its traditions of hymnody and choral music, the spiritual legacy of its prayer books, and its profession of the authority of the Old and New Testaments, which "contain all things necessary to Salvation."

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History

St. Thomas's congregation was established in 1874, outside the bounds of a much-smaller Toronto. The second incumbent, John Charles Roper, appointed vicar in 1888, brought Anglo-Catholicism to the parish, a change which breathed new life into a struggling church and has characterized the life of St. Thomas's ever since. We were the second Anglo-Catholic parish in Toronto, and among the earliest

in Canada. The emphasis on music in the service also dates from this period of St. Thomas's history.

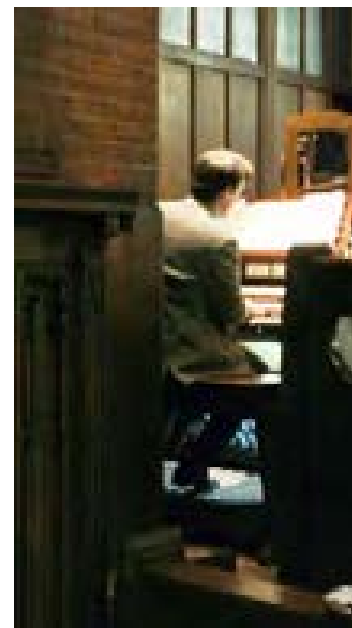
In 1893, in response to the needs of the growing congregation, work was completed on the present church building, designed by parishioner Eden Smith, an early proponent of the Arts and Crafts Movement in Canada. The ceremonial enacted in that building has changed incrementally over the years, in constant dialogue with the Church's past. Our parish history, *Household of God*, explores these changes in greater detail.

Daily Eucharists, one of the defining features of Anglo-Catholicism, were introduced soon after the completion of the new building. The first Solemn Eucharist was celebrated in 1906, and

the use of sanctuary bells was introduced in 1907. Other typically Anglo-Catholic elements of worship, such as the use of incense, Devotions after Evensong, and the Easter Vigil, were gradually added. An experimental modern-language Eucharist was introduced before the publication of *The Book of Alternative Services*, and subsequently the BAS itself was adopted for use at the 9:30 service. *The Book of Common Prayer* (BCP) remains in use



(Top) John Charles Roper, first Vicar of St. Thomas's, and (above) Eden Smith, architect and parishioner.



for the parish's other services. Many liturgical changes to the rites for the major festivals were introduced in the 1980s by Fr. Roy Hoult. Women began serving at the 9:30 service in 1985, and were formally admitted to the Acolytes' Guild in 1990.

In 2018, St. Thomas's celebrated the 125th anniversary of the construction of the present church. A parish mission, one of several in the history of St. Thomas, was held as part of the centenary. Led by the Rev. Dr. George Westhaver, Principal of Pusey House, Oxford, it was titled *Christ shall be all in all: Anglo-Catholic principles of renewal and transformation*. In a weekend of addresses, discussion, and fellowship, attendees explored the history of the Oxford Movement and its implications for personal sanctification, the social order, and the way the Church is organized, worships, and acts.

St. Thomas's parishioners, friends and choir members at the parish's 125th anniversary celebration held at Artscape Wychwood Barns.



A week at St. Thomas's

Sunday

Sunday mornings begin with the 8:00 a.m. Said Eucharist. A quiet and unadorned BCP rite at the High Altar, this service has an average congregation of ten. Our 9:30 service is the BAS Sung Eucharist, celebrated at a nave altar, with an average congregation of 35. The same sermon is preached at 9:30 as at 11:00, though the musical and ceremonial characters of the two services are quite distinct.



Mattins is read every Sunday at 10:30 from the choir stalls, and some parishioners who have arrived early for the 11:00 mass follow along, while others take their seats in a prayerful atmosphere.

The 11:00 High Mass is the service for which St. Thomas's is best known. This service follows the BCP Order for Holy Communion, with some reordering and with the addition of an Old Testament reading. Incense is used every Sunday, the Kyrie, Sanctus, and Agnus Dei are sung by the choir, and the celebrant is accompanied by deacon and subdeacon. A crew of six acolytes serves on ordinary Sundays. Average attendance at High Mass is 110, including choir and sanctuary party, with lows in the summer in the 70s, and highs of 150 and more on feast days, when processions and additional ceremonial set the service apart.



The last service on Sunday is Evensong and Devotions at 7:00 p.m. Settings of the canticles and motets, ranging from the fifteenth to the twenty-first century, are sung by the Evensong choir, which numbers 20 to 25 choristers. The service draws on the English cathedral tradition, but with the use of plainsong for the psalms. The BCP Evensong is followed by a



service of Devotions, a modified form of the Benediction of the Blessed Sacrament, in which the reserved Sacrament is placed on the altar under a cloth rather than in a monstrance, before being carried in procession to the aumbry in the Lady Chapel. This beautiful service, an important part of St. Thomas's tradition, has seen a decline in attendance in recent years, but still attracts visitors to the church. Special Evensong services, such as Nine Lessons and Carols in Advent, Epiphany Carols, and a recent performance of Charles Wood's *St. Mark Passion* on Palm Sunday, draw significantly larger congregations.

There are many opportunities for lay members of the parish to serve at the Altar. Members of the Acolytes' Guild, presently a pool of about 15 individuals, serve the 11:00 Sunday Eucharist and Solemn Evensong and Devotions. The Guild also covers special services throughout the year, including during Holy Week, and at principal feasts, weddings, and funerals. Addi-





tional dedicated laypeople are trained to serve the 9:30 Eucharist and the weekday masses. Serving at the altar provides an opportunity for laypeople to develop their understanding of Anglo-Catholic traditions in a uniquely physical way, while at the same time there is an emphasis on self-effacement in the service of God and for the benefit of the congregation.

The Altar Guild is composed of a faithful group of 15 hard-working women and men. From Sunday to Sunday, these volunteers put in several hours of preparation for the weekday and Sunday services. When there are baptisms, weddings, and funerals, they are called upon to prepare for these, too. Regular activities include maintaining and cleaning the fair linens, silver chalices, and ciboria. The vestments require special care, as they are placed out and put away after each service. Candles and candelabra need constant attention; flower-arranging and polishing are other important weekly tasks. The beautiful high-altar frontals take time and skill to put in place and store.

Sidespeople provide the face of welcome to newcomers as well as regulars, welcoming congregants on the front steps in warm weather, and in the narthex during the colder months.

St. Thomas's Choirs sing a broad repertoire at three services each Sunday: a small ensemble at the 9:30 Sung Eucharist; a larger choir at the 11:00 Solemn Eucharist (a group which also sings for weekday feasts and the liturgies of Holy Week); and a third group at Solemn Evensong and Devotions. The music program operates with a paid Organist and Director of Music, Matthew Whitfield, a paid Assistant Organist, Elizabeth Anderson, paid section leads, and volunteer choristers. Choir members also read lessons and are involved in many other aspects of parish life, including in leadership positions. Music is an important part of our liturgy and our



We value the ability to glorify God by offering a wide selection of technically challenging sacred music in the liturgical settings for which it was composed.



mission as a parish. We value the ability to glorify God by offering a wide selection of technically challenging sacred music in the liturgical settings for which it was composed. Our choirs serve as a gateway into our church for many, bringing visitors into the pews and singers into our community.

During the 11:00 mass, the Nursery offers care for children from infancy to age three, provided by two ECE-qualified caregivers in a dedicated space in the basement of the parish hall. Also during the 11:00 service, the Church School offers instruction for children from age four to ten, under the leadership of a volunteer parent. The children join the congregation just prior to the celebration of the Eucharist. At present the nursery is busier than the church school, since the parish has enjoyed an influx of babies in the last three years.



Weekdays

Offices & Low Mass

During the week, services continue in the form of daily offices, officiated at by a roster of lay volunteers, and a daily Said Eucharist in the Lady Chapel. The mass is offered at different times of day throughout the week, from early morning to early evening. At present the celebration of weekday mass is shared among seven priests, including the incumbent, the associate priest, honorary assistants, and other clergy within St. Thomas's orbit. The number of congregants at weekday offices and masses rarely rises above single digits, but officiants, celebrants, and servers understand these services as a meaningful part of the church's work in the world, and they are faithfully performed, no matter how many are in attendance.



Mandarin Ministry

St. Thomas's is proud to be one of the homes of Toronto's Mandarin Ministry, which hosts a weekly fellowship meeting and Bible study in the parish hall. This group offers a basic catechism course and has translated the Anglican daily office for use in their meetings and held Low Mass using the liturgy of the BCP in Mandarin Chinese in the St. Agnes Chapel. They organize a variety of activities for their members and partner with other ministry groups at St. Thomas's. Their coordinator, Michael Liu,

"We continue to experience the presence and work of the Holy Spirit among us as we are in unity within the Anglican Community, spreading God's love to more Chinese who are studying, working, and living in our community and worshipping with us."

writes: "We continue to experience the presence and work of the Holy Spirit among us as we are in unity within the Anglican Community, spreading God's love to more Chinese who are studying, working, and living in our community and worshipping with us."

20s and 30s & Mothers' Group

Since 2007, the 20s and 30s Group has existed as a Bible study and fellowship group for young parishioners. Membership has always included



a significant number of graduate students, but the group has never been restricted to students. At present the group has a base of a dozen members; membership has changed over the years, as students graduate and move away and others enter different life stages. Recently a number of couples in this age group have had children, changing their fellowship needs, and though the 20s and 30s Group has seen a diminution as a result of this, it has led to the formation of a Mothers' Group, which meets monthly for fellowship and discussion. Both groups have been and continue to be entirely lay-led.

Society of Mary

The Our Lady of Hope Ward of the Society of Mary is based at St. Thomas's and meets monthly to say the Rosary and for Benediction of the Blessed Sacrament. The Society of Mary is the oldest Marian Society in the An-

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glican Communion and has roots going back to the nineteenth century. The society is dedicated to loving and honouring the Blessed Virgin Mary, spreading devotion to her, and offering its members a Rule of Life, which includes commitment to regular Marian devotions and taking part in masses on major feasts of Our Lady. In May the ward sponsors and organizes the May Festival of masses and educational events held in various churches.

Christian Meditation

Two Christian Meditation Groups, with a total of 12 to 15 members, meet during the week for meditation, following the writings of Fr. Laurence Freeman. The groups are organized and led by Fr. Brian Bartley, and has aided newcomers and longstanding parishioners alike in deepening their spirituality.

The Friday Food Ministry ... is St. Thomas's main community outreach ministry.





Friday Food Ministry

The Friday Food Ministry serves dinner every Friday to between 60 and 80 guests affected by poverty and food insecurity. St. Thomas's parishioners partner in this ministry with volunteers from six other churches, schools, and other organizations. This is St. Thomas's main community outreach ministry. The ministry is housed at and funded by St. Thomas's, which contributes the stipend paid to the program coordinator. However, a large proportion of the volunteers are not parishioners, and there has not been a strong connection between the guests and the church (i.e., few attend services).



been completed since then, and recently a parishioner donated \$60,000 to support more refugees. We are expecting to welcome three new groups of refugees from Eritrea and Syria in the next few months.

In the face of the most recent global refugee crisis, St. Thomas's re-engaged with refugee work and began sponsoring refugees starting in 2015 ...

Refugee settlement

In the late 1970s, St. Thomas's responded to the opportunity for the sponsorship of refugees by church and other private groups, and we continued that work for almost 15 years. In the face of the most recent global refugee crisis, St. Thomas's re-engaged with refugee work and began sponsoring refugees starting in 2015, including in partnership with our neighbours in the parish. A concert in 2015, "Voices of Refuge," raised around \$10,000 for the effort. Two sponsorships have





Adult education holds an important place at St. Thomas's, and lectures and study opportunities have frequently been offered.

(Above, right) Bishop Jenny Andison and parishioners attending Bishop Andison's pre-Lenten teaching series on the Apostle's Creed.



Early childhood education also has a longstanding place at St. Thomas's. The parish subsidizes the Huron Playschool Co-operative, which offers nursery school and after-school programs. Located in the basement of our parish hall, the playschool has been a beloved neighbourhood institution

Education

Adult education holds an important place at St. Thomas's, and lectures and study opportunities have frequently been offered. Some make use of the talents and expertise of parishioners, while others bring guest speakers to St. Thomas's. In recent months, parishioner Carl Benn, professor of history at Ryerson University, has offered a lecture series titled *Arts, Crafts, Fire and Churches*. Last Lent, Archbishop Mark MacDonald led a two-part education series on *Christian Discipleship*. Also as part of our 125th anniversary celebration, Fr. Gary Thorne, chaplain at Huron University College, offered a lecture called *The Sacrament of Memory*, reflecting on the significance of memory in Christian thought and Church practice. The Fr. Robert Crouse Seminar for clergy each spring is hosted at St. Thomas's, and the seminar speaker often serves as a guest preacher on the adjacent Sunday. Bible Studies are regularly held during Advent and Lent.



Michael Rowland (above, left) thanks Dr. Carl Benn for his lecture series.



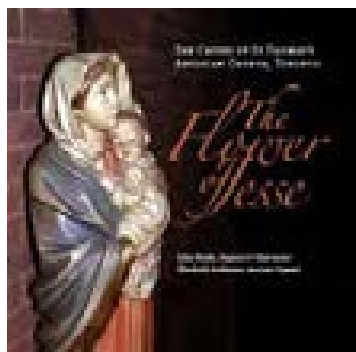
since 1968. More recently, J with a K Music, run by Jessika Whitfield, wife of our music director, has begun offering group music and movement classes for children in a newly-adapted space in the undercroft.

The recently relocated Parish Library, newly catalogued and enriched with many titles from the library of Fr. Brian Freeland, our long-time assistant priest, is open after the 9:30 and 11 o'clock services on Sunday for parishioners to browse or borrow items. The library's collection contains histories of the Church, Biblical commentaries, some works on Anglo-Catholicism and the spiritual life, as well as volumes on art, architecture, and music in the Church.

Music and the arts

In keeping with our heritage, Music and the Arts are vital parts of the life of St. Thomas's. Recitals before Evensong, a program of Baroque music by candlelight in Holy Week, and other events all complement our liturgical choral music. The choirs themselves have produced two CDs, and have benefited from residencies at a number of English cathedrals. Numerous non-chorister parishioners were also able to travel in the UK with the choirs during their three tours. In 2004 St. Thomas's won the CBC's Choral Competition, and in 2008 we placed second. The church hosts other musical groups, including the Exultate Chamber Singers and the *Confluence* concert series. *Confluence* is led by parishioner Larry Beckwith, and both groups have parishioners in their ranks.

The St. Thomas's Poetry Series, under the direction of parishioner David Kent, began as a series of readings in 1988 and has featured many well-known Canadian poets, with a focus on Christian poetry. A publication series began in 1996, and has produced 32 volumes, all printed on the presses of our neighbours, Coach House Printing. These can be seen on display in the case at the back of the church.



(Right) Launch of a book on Thomas Merton (*Superabundantly Alive*). Pictured are John Porter, Susan McCaslin, Bernie Lucht, and David Kent.



Sites in the Bloor Street Culture Corridor near St. Thomas's: (below) Royal Ontario Museum and the Telus Centre for Performance and Learning.

The St. Thomas's logo was designed in 1974 by parishioner Alan Fleming for the parish's centenary. He was a noted graphic designer, who also created the logos for the Canadian National Railway and Ontario Hydro. The logo incorporates the iconography of St. Thomas: the carpenter's square and the spearhead of his martyrdom.



(Right) University College (University of Toronto), (far right) Bloor Street United Church.



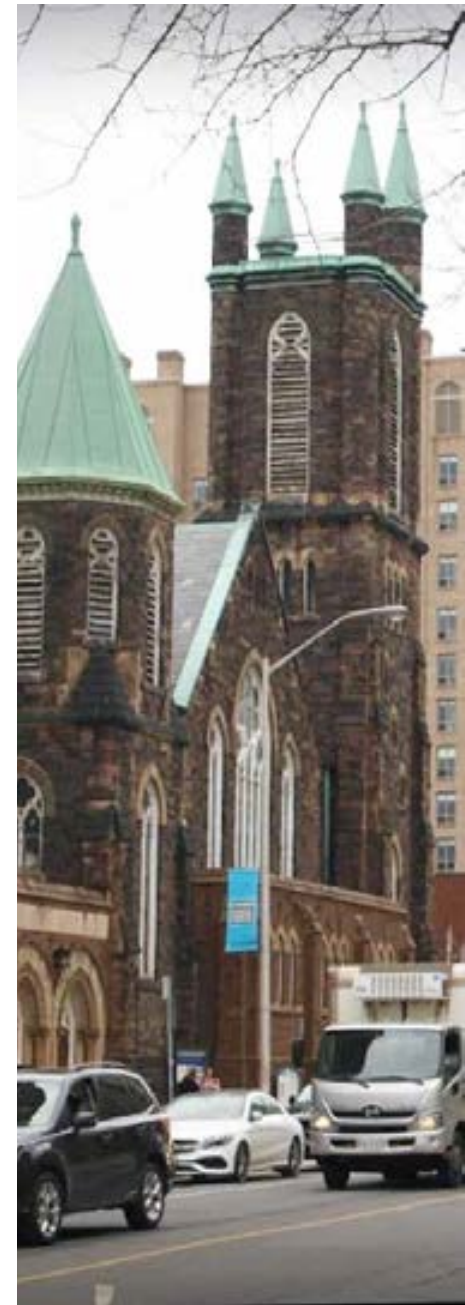
of income, all beliefs and non-belief, and all orientations. We are situated in an area of high population density compared to the rest of Toronto (111 people/hectare vs. 43 people/hectare).

Our people

The community we serve

As an outwardly facing Anglo-Catholic parish in the Huron-Sussex neighbourhood, St. Thomas's is ideally situated in one of the most diverse and livable cities in the world. Our parish is adjacent to the St. George campus of the University of Toronto, one of the leading research institutions globally with an enrolment of 61,000 students, 6,600 of whom live on campus, and a faculty and staff population of over 15,000. St. Thomas's has close affiliations with both Anglican seminaries at the university, within Trinity College and at Wycliffe College

Our church is part of a neighbourhood of approximately 23,000 souls, who reflect the beautiful diversity of God's people: all origins and backgrounds, all ages, all levels



Forty-two percent of the households in our immediate area have children. Forty-one percent of individuals in our neighbourhood have a mother tongue that is not English. Twenty-eight percent belong to visible minorities. The average household income in our vicinity is \$127,000 (compared to \$109,000 for Toronto as a whole). However, 52% of tenant households spend more than 30% of their income on shelter costs, reflecting the affordability crisis in our city. Seventy-eight percent of our neighbours have completed a post-secondary degree. As we see every Friday at our food ministry



As we welcome people seeking God to walk through our doors and worship together with us, we must be mindful of making our Anglican tradition accessible to a diverse population.

meals, the underfed and underhoused also form an important part of our community, often omitted from the city census profiles.

Our location is close to dense residential areas as well as public transit, within a seven-minute walk of two major subway stations and other transit connections, and a three-minute walk to a streetcar. We are close to the area designated by the city as the Bloor Street Culture Corridor, which includes institutions such as the Royal Conservatory of Music (Koerner Hall), the Royal Ontario Museum, and the Gardiner Museum.

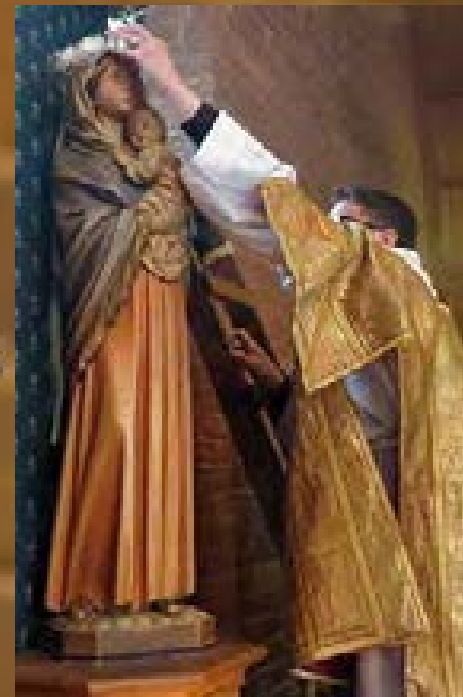
These aspects of our environs present challenges as well as opportunities. As we welcome people seeking God to walk through our doors and worship together with us, we must be mindful of making our Anglican tradition accessible to a diverse population. We must compete for attention in a busy and active neighbourhood. The university on our doorstep, with its huge population of young adults, presents a special opportunity for outreach.

St. Thomas's also serves a much more extended community than our immediate parish bounds. As one of the pre-eminent Anglo-Catholic parishes within the Anglican Church of Canada, we have many friends and visitors who seek us out when visiting Toronto, or who commute many kilometres on Sundays as members of our parish. We feel called to serve a role in the wider Church, upholding our traditions for lifelong members and new seekers alike.

Parishioners and friends

In early November 2019, in anticipation of our search for a new rector, the Parish Selection Committee began a process of discernment, inviting the participation of any interested parishioners. This process comprised interviews with key leaders in the parish – lay and clergy – a half-day parish consultation meeting, and a parish survey. The survey included specific demographic questions, as well as a number of sections meant to poll parishioners' sense of the greatest strengths of St. Thomas's, our perceived challenges over the next five to ten years, goals we should focus on, and what we think are important qualities to look for in a new rector. There was also ample opportunity for respondents to provide write-in answers and more lengthy contributions on the survey. Finally, we offered parishioners the opportunity to email the committee confidentially or meet with us one-on-one if they so preferred.

One hundred and thirty-five parishioners responded to the survey, representing a response rate of more than 40%. Here are some of the highlights of the demographic information revealed by our survey:



55% of our respondents are male and 45% female.
 36% of our respondents are single; 56% married; and 8% are widowed.
 51% of our respondents are employed (6% part-time and 15% self-employed). Forty-nine percent identified themselves as retired.

While St. Thomas's has active members of all age groups, two-thirds of our respondents are over 60, with 20% between the ages of 40 and 59. Ours is a vibrant multigenerational parish family, but one of the main challenges identified by our survey respondents is to attract younger members. Our parish contains many long-time members. Seventy-three percent of our respondents have been associated with St. Thomas's for more than ten

years, and 53% more than 20 years. About 5 percent of our respondents have joined St. Thomas's in the past two years.

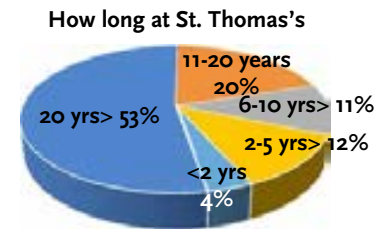
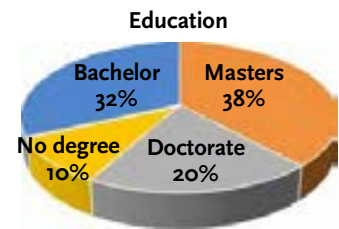
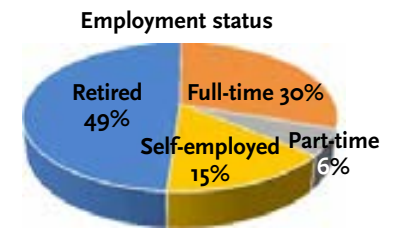
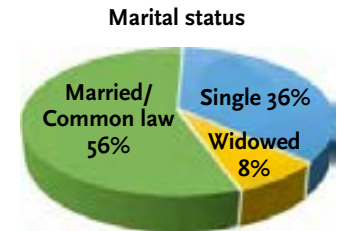
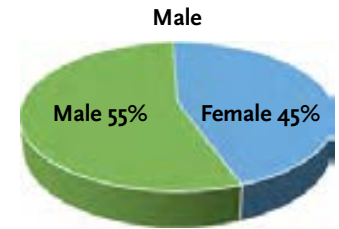
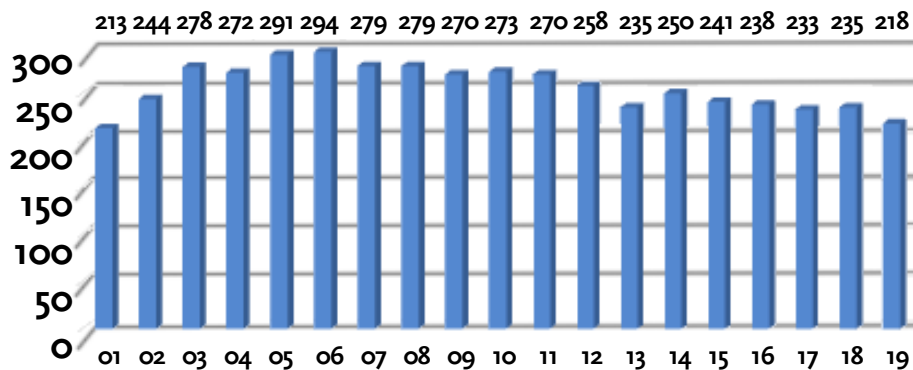
In 2019, our average Sunday attendance was 218 congregants, compared to the 2001 to 2018 average of 258. Our parishioners tend to be educated. Ninety percent of respondents have at least a B.A. or equivalent degree, 38% have an

M.A., and 20% have a doctoral degree or equivalent. This plays a large role in St. Thomas's maintenance of a high standard of informed, reflective theological rigour in preaching and education.

While the more transient members of our community, such as students, are probably under-represented in our survey, among the respondents, only 5 percent identified as being students. This inspires our parish to prioritize building stronger relationships with the University of Toronto as one of our primary goals in the next five to ten years.

The actual parish boundaries of St. Thomas's comprise 43 city blocks in the downtown core. Fifty percent of our members live within five km of the church (half of those within two km), while another 40% live more than five km from the church but within the boundaries of the City of Toronto.

Average Sunday attendance



(Overleaf, left) Assistant Priest, The Rev'd Canon Brian D. Freeland.

(Overleaf, right) Honourary Assistant Priest, The Rev'd Ian D. Nichols and Jean Nichols.



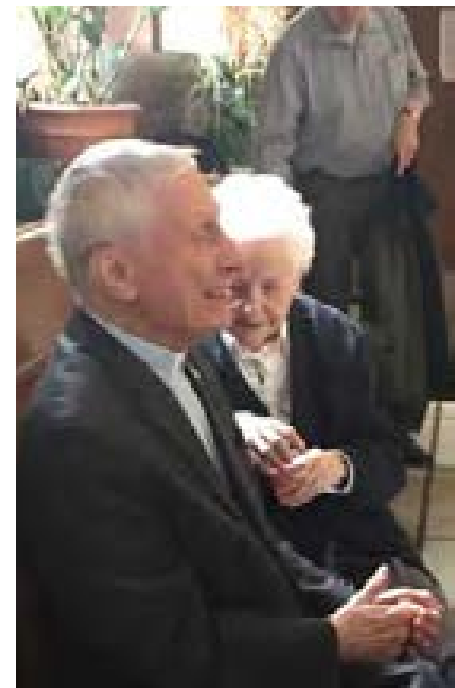
Ten percent live outside the City. This is a destination parish for many, who travel great distances in some cases to participate in our unique Anglo-Catholic liturgies, teaching, and community.

Our leadership

Clergy

For the past several years St. Thomas's has been blessed not only with a strong incumbent, but also with gifted and deeply pastoral associate priests. Fr. Chris D'Angelo is our current full-time associate. He completed his MDiv at Wycliffe College and was ordained in 2016. He completed his curacy at St. Thomas's, and then came aboard as our associate priest. He and his wife, Lindsey, have a growing family in children Thomas and Claire.

There are several honorary assistant priests and other retired clergy who provide faithful service to our parish, many being members themselves.



Staff

The clergy and churchwardens are ably supported by our full-time parish administrator, Christine Cover. Another important member of our parish family is Elijah McNeilly, our sexton, who is employed for 30 hours per week. Matthew Whitfield, our music director, and Elizabeth Anderson, our assistant organist, round out our staff.

Lay leadership

The tradition at St. Thomas's is to have two churchwardens and two deputies, elected or appointed annually. The People's Warden and Deputy People's Warden are elected at Vestry, while the incumbent appoints the Rector's Warden and the Deputy Rector's Warden. St. Thomas's has a long tradition of strong lay leadership, being able to draw on a rich bank of talents among our members.

The Advisory Board gathers all the lay leadership of the parish, including representatives from the Acolytes and Altar Guilds, the Friday Food Ministry, Refugee Initiative, Mandarin Ministry, Library, Sidespeople, and Pastoral Care Committee, to name but a few. The board meets on a monthly to bimonthly basis and provides useful feedback and suggests initiatives for the rector and wardens to consider.

The parish's communications strategy is coordinated by Julia Armstrong and includes a website, social media accounts, email announcements, and our newsletter, the *Thurible*.

Our facilities

Our current facilities

Built in 1893, St. Thomas's Church was designed in the Arts and Crafts style by renowned architect and parishioner Eden Smith (1858–1949). The elegant simplicity of Eden Smith's design adds to the sensory and spiritual richness of the liturgy. The worship area is roughly cruciform, with a long nave, centre and side aisles, a long choir, and the sanctuary. The north transept houses a beauti-





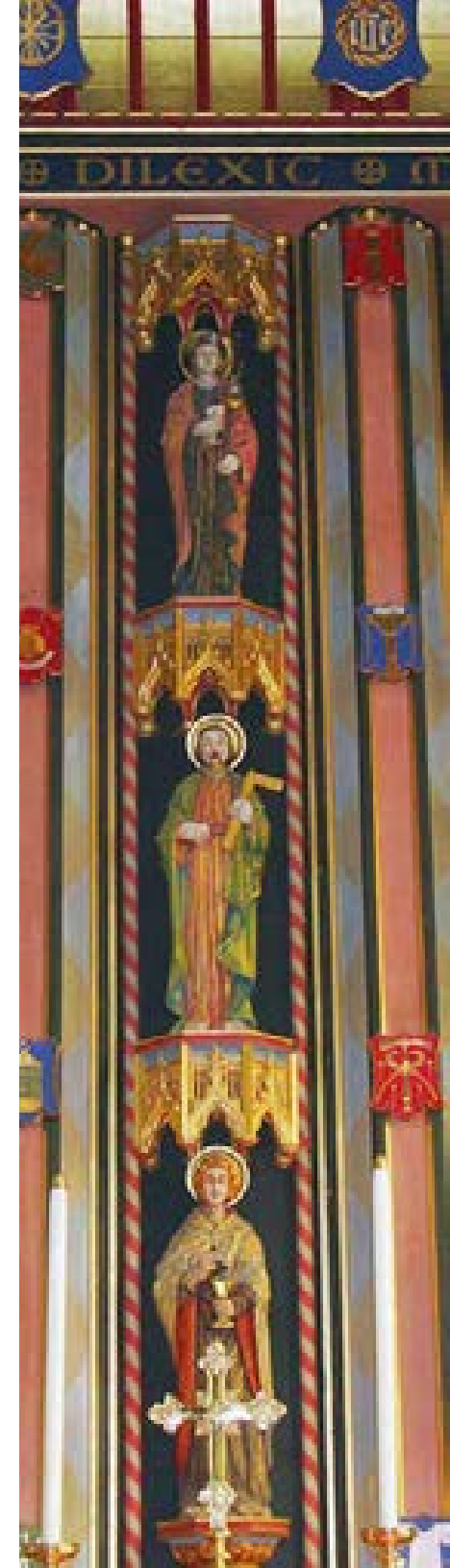
ful Lady Chapel. The nave and transept pews seat 300 people, and up to 40 choir members, acolytes, and clergy can be accommodated in the chancel. The inspiring octagonal Baptistry, added between 1919 and 1922, is also a memorial to parishioners killed in the First World War. The church is enhanced by some of the best twentieth-century stained-glass windows in the country. The windows in the Baptistry and in the south transept have recently been restored. The stunning reredos behind the High Altar, one of the glories of the church, was designed by artists A. Scott Carter, Edwin Watson, and William Rae.

The music of the liturgy is supported by a three-manual, 50-stop pipe organ, rebuilt and enlarged in 1991 by Guilbault-Thérien. There is also a Blüthner grand piano in the nave. The acoustics of the church make it a popular location for choral and instrumental concerts.

The undercroft of the church includes the St. Agnes Chapel, robing rooms for acolytes and choir, the music library, program space for the children's music program, washrooms, and storage areas.

The Parish Hall, also designed by Eden Smith, was built in 1908 and is structurally similar to the church, although substantial interior remodeling after a fire in 1961 has left it with an appearance typical of that period. The hall, which is used for coffee hour, meetings, choir rehearsals, the Friday Food Ministry, and other community purposes, can accommodate approximately 110 people. Adjacent to the main hall is a full-service kitchen and the Fr. Freeland Room, which is used for smaller meetings. In the mezzanine area at the back of the parish hall are additional offices and the St. Elmo's Room, which is used by the Sunday School. The basement houses our long-standing tenant, the Huron Playschool Co-operative, as well as the parish nursery, and contains additional storage space and mechanical equipment.

The Rectory, built in 1895, is a three-storey, red brick, Victorian semi-detached house that is adjacent to the church and is of like character with the neighbouring houses. It is large, with 12 rooms plus three bathrooms and an unfinished basement. It is equipped with a full set of kitchen and laundry appliances. The rectory's small side yard is not particularly private.





The rectory has housed all our rectors since 1908, and will be available as a housing option to the new rector. The parish prefers that the rector live in the rectory, though we are flexible and open to alternative arrangements.

The Sexton's Cottage, added in 1919, is located in the northeast corner of the parish hall building, adjacent to a rear laneway. It has two storeys, containing a kitchen and sitting room on the ground floor, two bedrooms and a bathroom on the upper floor, and laundry facilities and storage in the basement. The sexton's cottage has most recently served as a rental residence for members of the parish community and students. It was renovated in 2017.

Also in 2017, the roofs of the church, parish hall, and rectory were re-shingled. In 2018, we became the first Anglican church in Toronto to install solar panels and connect them to the grid. In 2019, these solar panels helped reduce our carbon footprint and provided a significant reduction in our electrical bill.

There are two parking spaces adjacent to the rectory and a driveway on

We became the first Anglican church in Toronto to install solar panels and connect them to the grid.



the north side of the church that is used for parking and deliveries. Behind the church there is a small courtyard and raised garden and a parking area for four cars, accessible via bpNichol Lane.

Our vision for our campus and facilities

We hired KPMB Architects in 2018 to develop a comprehensive and exciting vision for our campus and facilities in celebration of

*Architectural rendering of
St. Thomas's Huron Street
frontage, Master Plan,
KPMB Architects.*



the 125th anniversary of the parish in our current location. In 2019, we launched the five-year Our Heritage is Our Future campaign to realize Phase 1 of that vision. Phase 1 of the campaign has a target of \$9 million in order to realize four priorities:

1. Renovating the parish hall, including the parish-hall basement, main floor, and kitchen, the offices, and the mezzanine area, to enhance our capacity to provide community outreach for children, students, and adults, with a particular focus on enhancing our kitchen facilities for our Friday Food Ministry and providing more and better community meeting spaces, improved rehearsal and performance areas for our community music partners, and better child-care facilities for the Huron Play School Co-operative.

... to provide community outreach for children, students, and adults, with a particular focus on enhancing our kitchen facilities for our Friday Food Ministry and providing more and better community meeting spaces ...



(Above) Architectural rendering of St. Thomas's Parish Hall looking East.



(Left) Architectural rendering of St. Thomas's Parish Hall and accessible entrance/Parish Link.

All architectural renderings: Master Plan, KPMB Architects.

2. Constructing the Parish Link that will enable barrier-free access to the church and parish hall.

3. Installing a sound system in the church to enhance the audibility and intelligibility of the spoken word during services.

(Below) Architectural rendering of courtyard and accessible entrance of St. Thomas' Parish Hall.

4. Implementing modern building systems to enable both cooling and heating, employing green energy wherever possible, to reduce our environmental footprint and lower our operating costs.



The Master Plan developed by KPMB Architects can be viewed on our website at <https://www.stthomas.on.ca/our-heritage-is-our-future> while our capital campaign to realize the Our Heritage is Our Future vision is described in further detail in the Finances and Stewardship section below.

Our finances and stewardship

Stewardship

The parish is blessed to have a strong spirit of Christian stewardship among its members and among our many friends, often former parishioners who have moved away but feel a strong connection to the parish and its ministries.

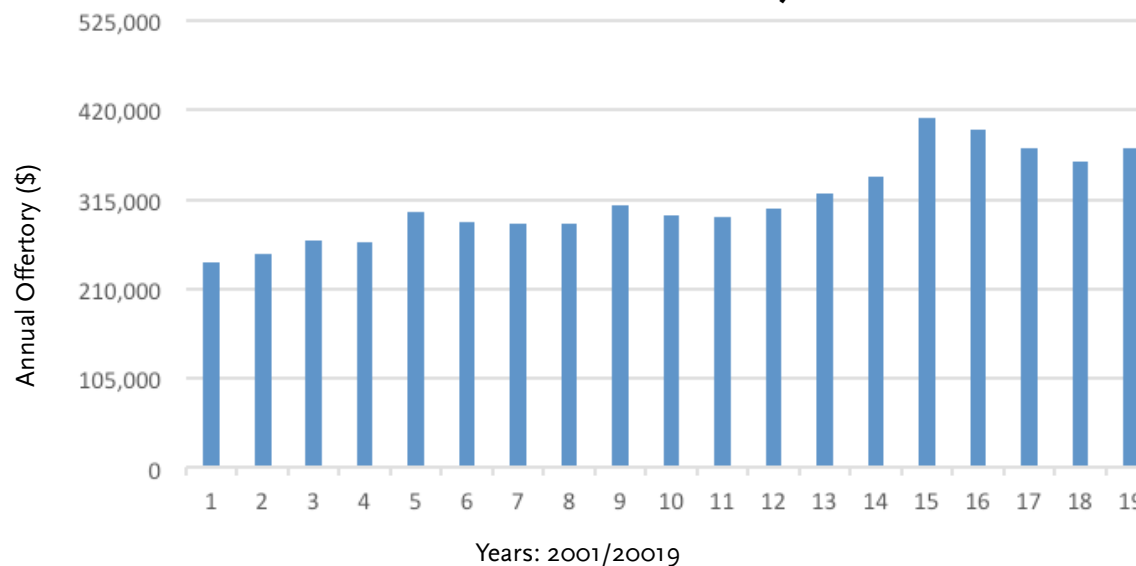
There has been a sustained financial stewardship effort since



(Above) Gerald Larkin.

(Far right) Archbishop Colin Johnson and St. Thomas's boat bearer.

St Thomas Annual Offertory



2015. The Stewardship Committee was created in 2014 and led a special 2015–2016 Operating Campaign which increased annual operating givings and donations by 20%. Annual givings have stayed relatively strong though the increase achieved in 2015 could not be sustained (see chart below). The Stewardship Committee introduced and administers an annual Operating





Fund pledge process in November of each year. While the participation rate in submitting annual operating fund pledges has since declined, 76% of our 179 parishioner households, whether or not they filled out a pledge form, donated to support the mission and ministry of the parish. In addition, 166 individual friends, associates and visitors donated to the Operating Fund.

Our financial situation

The bulk of our annual operating budget is funded by congregational giving and donations. Rental income also contributes considerably. Historically, investment income earned from the Larkin Trust and Endowment Fund has been transferred each year to support the operating budget. Over the last 15 years, we have had to start to draw down on investment income from the Heritage Fund and more recently on the capital in the Heritage Fund from unrestricted in memoriam gifts.

The parish acknowledges that it cannot continue to draw down on Heritage funds to address ongoing structural deficits. Some combination of parish growth, stewardship, and cost reduction will be needed for us to achieve a position of financial sustainability. We are currently developing a two- to three-year financial plan to investigate various approaches to balance the Operating budget and reduce dependences on the Heritage Fund. We look forward to working with our new rector on a longer-term plan for the sustainability and growth of the parish.

Operating budget

The 2020 Operating Budget was passed at the Vestry on 22 February, 2020 and is shown on the following page.

Investment funds

The parish has two investment funds which generate income for the parish. They are managed by Jarislowsky Fraser, an independent investment-management firm.

The Larkin Trust and Endowment Fund was the result of a bequest

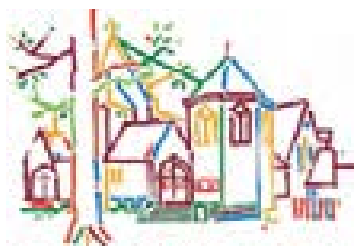


2020 Operating budget

	2018 Actuals	2019 Budget	2019 Actuals	2020 Budget	YoY change	YoY % change
Income						
Givings	368,347	378,700	375,167	381,000	5,833	1.6%
Rentals	24,956	42,751	47,628	54,722	7,094	14.9%
Outreach	27,619	32,760	25,185	24,000	(1,185)	-4.7%
Education	52,131	0	29,781	28,000	(1,781)	-6.0%
Refugee Sponsorship	0	0	566	60,000	59,434	10491.9%
Other	25,326	21,450	22,594	20,700	(1,893)	-8.4%
TOTAL	498,379	475,661	500,921	568,422	67,501	13.5%
Expenses						
Clergy	197,583	187,049	180,498	162,382	(18,116)	-10.0%
Music	152,091	131,589	127,891	137,175	9,284	7.3%
Sanctuary	18,085	14,000	13,070	13,000	(70)	-0.5%
Caring	13,114	11,262	9,867	10,554	687	7.0%
Outreach & Refugee	42,107	45,810	44,142	97,612	53,470	121.1%
Education	53,096	1,700	30,930	29,500	(1,430)	-4.6%
Property	80,352	83,595	97,067	95,537	(1,531)	-1.6%
Administration	155,988	164,770	172,763	167,343	(5,420)	-3.1%
TOTAL	712,417	639,775	676,228	713,103	36,875	5.5%
Surplus/(Gap)	(214,038)	(164,114)	(175,308)	(144,681)	30,627	-17.5%
Funding						
Larkin T&E transfer	89,133	90,000	90,000	90,000	0	0.0%
Endowment funding	15,239	20,000	13,860	14,000	140	1.0%
Other funding	109,885	55,000	71,500	41,000	(30,500)	-42.7%
Net position	219	886	52	319	267	512.0%

The parish acknowledges that it cannot continue to draw down on Heritage funds to address ongoing structural deficits.

from Gerald Larkin in 1962, and is currently valued at \$1.5 million. Use of the fund's capital is restricted under the terms of the trust. The fund generates investment income that is used to support the annual operating budget. Approximately \$90,000 per year has been transferred to Operating



**OUR HERITAGE
IS OUR FUTURE**



*Bishop Jenny Andison
leading the Sacrament of
Confirmation at
St. Thomas's.*

from the Larkin Trust and Endowment Fund in each of the last three years.

The Heritage Fund was created to support capital-related projects in the parish, both maintenance and new projects, and is funded by bequests, gifts in memoriam, and other donations. It is currently valued at approximately \$720,000.

Our Heritage is Our Future

Our Heritage is Our Future, described above, is a multi-phased initiative to improve St. Thomas's facilities. The campaign's soft launch in 2018 involved a successful stewardship initiative to replace the roofs on the church, parish hall, and rectory.

Our goal is to raise \$9 million over five years through an entirely volunteer-led campaign. As of the time of writing, we have received 139 pledges or one-time donations representing a total value of \$2,090,257. Included in this total is a pledge for \$1 million, but it is conditional on us making our Phase 1 target. We must make 60% of the target by the end of Year 3 and 100% by the end of Year 5 to receive the gift.

Through the campaign's outreach, we have also learned of at least 16 parishioners who intend to name St. Thomas's as a beneficiary in their wills. One of these individuals will be supporting the Our Heritage is Our Future initiative through a major bequest of \$900,000.

Pledges and donations from parishioners and friends of St. Thomas's continue to come in, though at a diminishing rate. We are looking forward to reinvigorating the campaign under the new rector, working as a collaborative team of lay and clerical leaders. The next stages of the campaign





will focus on key individuals in the community, foundations, and government granting agencies, and on the Anglican Diocese of Toronto.

Financial controls

Our volunteer Treasurer prepares the annual budget in conjunction with Corporation and Advisory Board and presents it for approval by Vestry every year. The Treasurer also prepares and presents regular financial reports to the same groups over the course of the year. A paid, part-time bookkeeper maintains our financial accounts on QuickBooks under the oversight of the Treasurer. Our volunteer Envelope Secretary, with the assistance of a support team, enters all pledges and donations into Keela, our donations-management system, prepares quarterly statements, and prepares and issues tax receipts for donors.

Corporation and the Treasurer have established a cash-receipts process to ensure security and accountability for the parish and individuals involved in that process. An electronic expense reimbursement form and process have also been put in place, as has a purchase-order system for purchases over \$1,000.

A Chartered Professional Account-

Pledges and donations from parishioners and friends of St. Thomas's continue to come in, though at a diminishing rate.



tant performs an independent financial review of the parish's financial statements each year, and the results are presented at annual Vestry meetings.

The path ahead

Strengths

We value our Anglo-Catholic heritage, encompassing among other things our theology, our liturgy, and the emphasis on music in our worship. We value the number and range of services we offer on Sundays, feast days, and throughout the week. We value the use of the the depth of spiritual understanding displayed by the clergy we have had and by others invited to take teaching roles in our parish. We believe

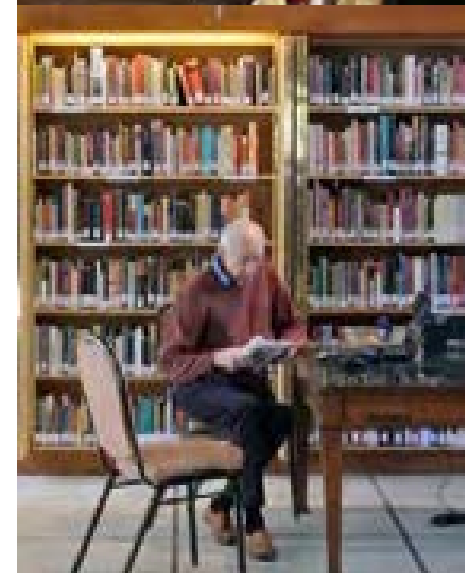
these things are our strengths, important aspects of our mission to the wider Church.

Challenges

Alongside our strengths, we acknowledge our weaknesses and the challenges we will face in the years ahead. Evangelizing to an increasingly secular world is a challenge faced by all churches, and while we feel at St. Thomas's that we have the capacity to spread the Gospel of Jesus Christ, we know that, to attract and keep new members, we will need help.

The aging of parishioners is an other challenge we share with other Anglican churches. As we saw in our

parish survey, 69% of respondents are over 60, with 26% over 75. Our average Sunday attendance is in slow decline, from a high of 294 in 2006 to 218 in 2019.





Our buildings require costly maintenance, and, with a shrinking congregation, this becomes more and more challenging. At the same time, we must do more than the bare minimum to keep up our facilities; we must revitalize them and make them more accessible, something which has been delayed too long.



In our consultation results, outreach consistently ranked lower as a priority than things like preserving our liturgical traditions. It is understandable that the features that make St. Thomas's unique should be at the forefront of parishioners' minds and felt to be most in need of preservation. Yet we are commanded by Jesus to give alms and to invite the poor and disadvantaged to our table (Luke 12:33 and 13:13). We cannot neglect this aspect of our mission as Christians. Because many of our parishioners live far from the church, part of a rector's task may be to foster an emphasis on personal works of charity rather than accepting the perception that programming at St. Thomas's facilities is all that counts.

(Left) Altar Guild member Felicity Pickup working on altar frontal.

(Left below) Elizabeth Anderson, Assistant Organist.



The ministry of ordained women has long been contentious at St. Thomas's. Our parish has nurtured a number of female candidates for ordination, and female divinity students from Wycliffe have done placements at St. Thomas's and, following their ordination to the diaconate, served as deacons of the mass. Female priests have preached on Sunday mornings and have celebrated at the 9:30 mass, but to date the only woman to celebrate the Solemn Eucharist at the High Altar is Bishop Jenny Andison, in her capacity as our Area Bishop.

In our survey of parishioners and in comments to the Parish Selection Committee, we heard that this is still a controversial topic, with opinions on both sides. The pastoral needs of this parish can only be met by a priest who supports the ordination of women, but one who is also sensitive to the complex and changing face of this issue at St. Thomas's. The Parish Selection Committee wishes to remain open to the leading of the Holy Spirit in this regard, as in all else.

Priorities

The Parish Selection Committee has identified the following four priorities for the next five years at St. Thomas's, in no particular order:

1. To build upon our Anglo-Catholic heritage of theology, liturgy, and music

Looking toward the past as well as the future, we seek to sustain and deepen the faith of our parish family through a growing understanding of our tradition, its roots, and its role in renewing the church of tomorrow. We acknowledge the need not to stagnate but to move forward as a community rooted in tradition.

*To build upon our
Anglo-Catholic her-
itage of theology,
liturgy, and music ...
looking toward the
past as well as the
future ...*





2. To nurture the development of lay leadership within our parish

A pool of dedicated lay leaders exists within the parish, but they need to be reinvigorated and given direction. People may be feeling burnt out or directionless, but the talent is there to be used for the furtherance of the Gospel.

3. To renew our facilities to better support our ministries

Renovations for accessibility are long overdue and must be prioritized. The Our Heritage is Our Future campaign has developed a plan for implementing these improvements. We need a leader who can guide us to

see this ambitious plan through to completion.

4. To reach out to serve and engage our community

University students currently form a small but valuable part of our community, and there has long been a need and a desire to reach out more to the university population. As one parishioner put it, “They’re away from home for the first time. This is a crucial window to show them beauty and truth. We are uniquely positioned both geographically and with our particular gifts of mystical and sensory beauty.”

The number of children and youth in the parish has been low for many years, meaning that programs for young people have been difficult to establish. This, in turn, makes the parish less attractive to young families. We are seeing the beginning of efforts to reverse this trend. Other forms of outreach and social justice activities should be considered part of our Anglo-Catholic heritage and be sustained and bolstered.



Our new Rector

We know that our new rector must be a person of prayer, someone with a sense of personal relationship to the Sacraments and a discipline of prayer. We need a priest who sees the value of the daily Mass and the daily Offices, not only to parishioners but as part of their own personal devotion. We seek a person with deep faith and love for Jesus, who is able to nurture that faith

and love in others, understanding how the call to “make disciples of all nations” (Matthew 28:19) can play out in the modern world.

Our new rector must be a priest of the Anglican Communion, qualified to work in Canada, and able to flourish within the theologically diverse Diocese of Toronto.

We understand the priest’s vocation as a way of life, not a job to be set aside at the end of the work day. With this comes an expectation that parishioners will respect their rector, both in their priestly role and in the boundaries which they set for themselves.

We need a leader who is proficient at governance and able to work collaboratively and build an effective

team among clergy, staff, and lay leaders. They need to be skilled at dealing with donors, trust funds, wardens, the Advisory Board, and the many committees of a parish like St. Thomas’s. They must be comfortable with delegating and adept at discerning the gifts of others. Part of collaborating with a ministry team should mean soliciting and giving regular feedback and checking in with other clergy and staff. We face serious financial challenges, and we need an inspiring and skilled leader to see new ways forward and to



We encourage applications from all individuals who feel they have been graced with the gifts we describe and who may be called to serve as our next rector.

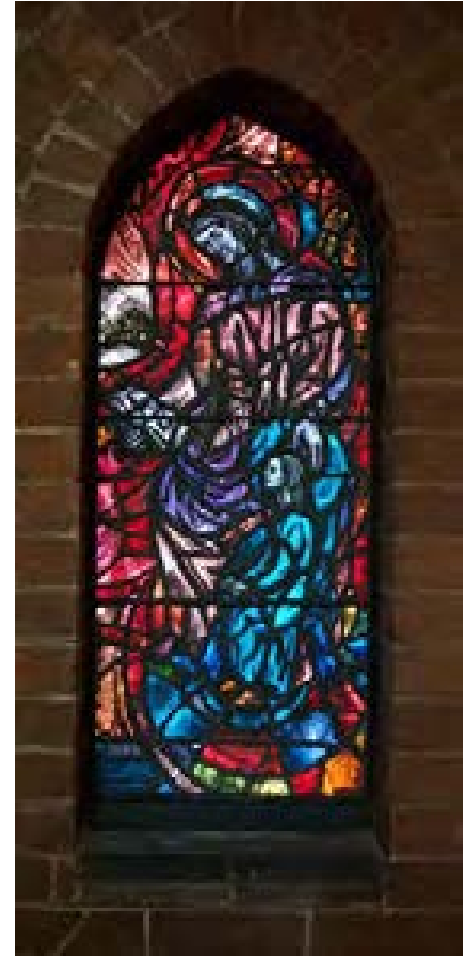
help us bring the plans already in place, principally the Our Heritage is Our Future facility-renewal project, to fruition.

We seek a priest with respect for our tradition and liturgy. This does not necessarily mean we need someone with extensive experience of a liturgy similar to St. Thomas's. Rather, we seek a deep understanding of, love for, and commitment, both intellectual and spiritual, to the two overlapping traditions of Anglo-Catholicism and *The Book of Common Prayer*. We seek someone with the ability to be creative with these traditions, to work with them, both to preserve and to improve. At the same time, we acknowledge the place of *The Book of Alternative Services* within our worship; in its clarity and modern beauty, it is consonant with our Catholic faith, and support for its use should remain an aspect of our parish's ministry.

Music being an important part of our liturgies and our community, a rector, at home at St. Thomas's will have a deep appreciation for liturgical music and be able to work well with the Music Director and choirs; they need to be comfortable singing plainsong or be willing to be trained. They need to understand the resources that are required to sustain a large music program like ours, and the importance of community-building with the choirs.

A rector with a commitment to community outreach would actively support the parish's existing outreach (the Food Ministry, the Refugee Initiative, the Mandarin Ministry, and others) and facilitate the development of new outreach, including to university students. Our committees and groups have expressed many specific ideas about how these things can be accomplished; there is a willingness to work, and lay leadership to draw on to make these things happen.

Finally, we seek a pastor who cares deeply for people and demonstrates empathy, someone who is easy to approach and talk to. Pastoral encounters, often in moments of crisis, enact and forge the sacred bond between a priest and a parishioner. It is worth adding that several people told us one of the qualities necessary to thrive as rector of St. Thomas's is a sense of humour.



*Heavenly Father,
we give thee thanks for all
who have ministered to us in this place.
Pour down thy grace and blessings
upon them.*

*We ask for thine aid as we accept
the charge before us:
that we may grow together in faith,
in love for one another, and in care
for those in need; that we may extend
the hand of welcome and of aid.
Lord Jesus, guard and prosper this thy church
in service of thee in this season of change.
Guide those who seek a new rector
for this church,
and those who seek a new church
for their ministry,
that together we may discern
thy will and see thy kingdom grow.*

Amen.

All efforts have been made to identify and acknowledge all who have contributed images for this publication. Where we have erred, we apologize and seek correction.



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