

Cathedral Church of St. James
65 Church Street
Toronto, Ontario
M5C 2E9

The Cathedral Church of St. James and the Bishop of the Diocese of Toronto are seeking a full-time Vicar (Assistant to the Dean and Rector) for the Cathedral Church of St. James which is a symbol of God's presence and love in the heart of Toronto.

Covid-19 has had a significant impact on operations at the Cathedral. At this point, it is difficult to ascertain what changes will have to be made when we emerge from the pandemic. Much has been learned through virtual worship and it may be determined that we should continue some aspects of this. Flexibility on the part of the part of the applicant will, therefore, be key.

We have embarked on a visioning process to update our strategic plan which should be in place by the end of 2021. In the meantime, our interim three-fold mission is as follows:

- Sound Financial Stewardship
 - Practice excellence in stewardship, working to achieve financial health by better balancing revenue and programs
 - Restore financial sustainability through multi-year financial planning, programs that connect with young people, and engaging all members to contribute generously and regularly
- Inspiring Worship
 - Strengthen our relationship to the Diocese as its Cathedral Church through liturgy, music and events
 - Attract new people to the community through liturgical innovation, openness and welcome, and excellence in preaching and teaching
- Equipping Lay Leadership to Engage the Community
 - Hone our skills at being a welcoming, attractional community that knows its neighbours from all walks of life and engages with them
 - Encourage greater participation by parishioners in all we do

St. James Cathedral has been a landmark and a centrepiece of religious and cultural life in Toronto since a worshipping community began in 1797. Located at the crossroads of King Street and Church Street in the historic St. Lawrence neighbourhood, and adjacent to the heavily used St. James Park, it serves an energetic and diverse community of Christians and seekers in downtown Toronto. With its rich history of worship, music, education and outreach to the community, St. James serves a thriving, varied and vibrant multicultural city.

Worship

Worship is at the core of who we are at St. James. Excellence in liturgy in the Anglican tradition is central to our practice in the Spoken, Sung and Choral Eucharists every Sunday morning, followed by Choral Evensong. Both the Book of Common Prayer and the Book of Alternative Services are used for daily services.

In addition, the Cathedral hosts many Diocesan liturgies throughout the year, major civic occasions such as state funerals and royal visits, funerals for the homeless, and a Christmas Service for those experiencing grief or loss. As a regimental church, it also hosts Remembrance Services for both the Royal Regiment of Canada and the Governor General's Horse Guards.

While we long for the time when we can meet again, we are making every effort to stay in touch with parishioners during the pandemic. On-line ministry, education and worship will be part of the "new normal" and we will look to the Vicar for leadership in this area. Some of the efforts to reach out during the pandemic have included:

- live-streaming the Sunday liturgy at 11:00 am
- a virtual coffee hour with group discussions following the service
- Zoom sermon group discussions and morning prayer on Tuesdays and Thursdays
- virtual hymn singing on Wednesdays
- online children's Sunday bulletin
- online seasonal worship services apart for the Sunday morning Eucharist
- online seasonal education series

Recognizing that not everyone has access to the online world and may be experiencing loneliness and isolation, our pastoral care team also reaches out to them by phone.

Music

Music, central to the Cathedral and its ministry, is expressed through our choirs singing at the Sunday 9:00 am, 11:00 am and 4:30 pm services, as well as concerts provided for the wider community. At the beginning of the year, we were delighted to announce the arrival of a new Music Director who will direct our choirs as well as functioning as the Organist, along with the eventual assistance of an Organ Scholar. He brings a depth of wisdom, experience and faith that will serve us well in the coming years.

The St. James Cemetery

The St. James Cemetery is Toronto's oldest operating cemetery, blessed with a rich history and beautiful grounds where the Chapel of St. James-the-Less is located. The **Vicar we seek** will be responsible for funeral services that take place in this Chapel. The cemetery operates a crematorium, one of only two in the centre of Toronto. Several staff are employed at the cemetery and it is a vital source of revenue for the Cathedral. The Cathedral relies on revenue generated by St. James Cemetery, particularly the crematorium operation in the Chapel of St. James-the-Less. This revenue is vital, not only to supporting the operation of the cemetery but also to the ministries of St. James Cathedral. The crematorium retorts – combustion chambers – are beyond the end of their service life and will be replaced this year. We hope funding for this major project will be made available through a loan from the Diocese of Toronto.

Diversity and Inclusion

The Cathedral is committed to social justice and is deeply engaged in the spiritual development of all members, with resolve to follow:

- The recommendations of the Truth and Reconciliation Commission
- Advocacy for the LGBTQ+2 community
- Racial equality
- Education and faith formation for children and youth, for those seeking, and for those wishing to deepen their faith

The Cathedral is also home to a Mandarin Ministry, with liturgies, fellowship, and education for Mandarin speakers from across the city.

Outreach

The active Outreach ministry at the Cathedral works on behalf of those struggling with ill health, addiction, poverty, and loneliness in our community and beyond through:

- A weekly Drop-In program that provides support, nutritious food, companionship and health services for the homeless and under-served
- Refugee resettlement
- Amnesty International
- FaithWorks
- PWRDF programs overseas

The Path Forward

We will meet the future by being open to the inspiration of the Spirit of God, by celebrating our rich traditions, embracing fresh expressions of faith, being present to the needs of our neighbours, and forming community leaders. A complement of full-time and part-time staff, clergy including honorary assistants, and lay professionals collaborate to keep all the various pieces of ministry moving forward.

The **Vicar we seek** communicates the Gospel with passion and integrity, works effectively with lay and professional leaders, serves with empathy, warmth and humour, and demonstrates patience and confidence in a fast-paced, complex ministry setting.

In addition to other duties as may be assigned by the Dean from time to time, the **Vicar we seek** has several key areas of responsibility, working in collaboration with the Dean:

- Senior leadership – in collaboration with the Dean and senior lay leaders – governance and oversight
- Parish and diocesan liturgies – participate in liturgical life including regularly preaching, presiding, officiating at weekday offices, and arranging seasonal and diocesan services
- Pastoral care and community development – oversee and lead the pastoral care team, including clergy, and assist in the development of community life
- Faith formation and education – develop and coordinate faith formation programming for all ages
- Children, youth and families – support, guidance and leadership for children, youth, and family ministries

- Working in collaboration with the Dean and senior lay leadership, ensure adherence to excellent governance and oversight practices
- Social media and communications skills would be an asset

Applications for this position will be received until close of business on **April 30, 2021**. Your application form, cover letter, resume and, if you are not from the Diocese of Toronto, a letter from your bishop indicating you are ‘a priest in good standing with permission to apply”, should be emailed to vicarsearch@stjamescathedral.ca. Applicants from outside the Diocese of Toronto must have the permission of their current bishop to submit an application and must do so through Canon Mary Conliffe at mconliffe@toronto.anglican.ca