



PARISH PROFILE

# CHRIST CHURCH CATHEDRAL



## TABLE OF CONTENTS

The Cathedral in Context	3
The Vicar We Seek	4
Cathedral Vision	6
Cathedral Mission	5
Cathedral Demographics	8
Ministry Strengths & Challenges	9
Governance	12
What We Are Known For	14

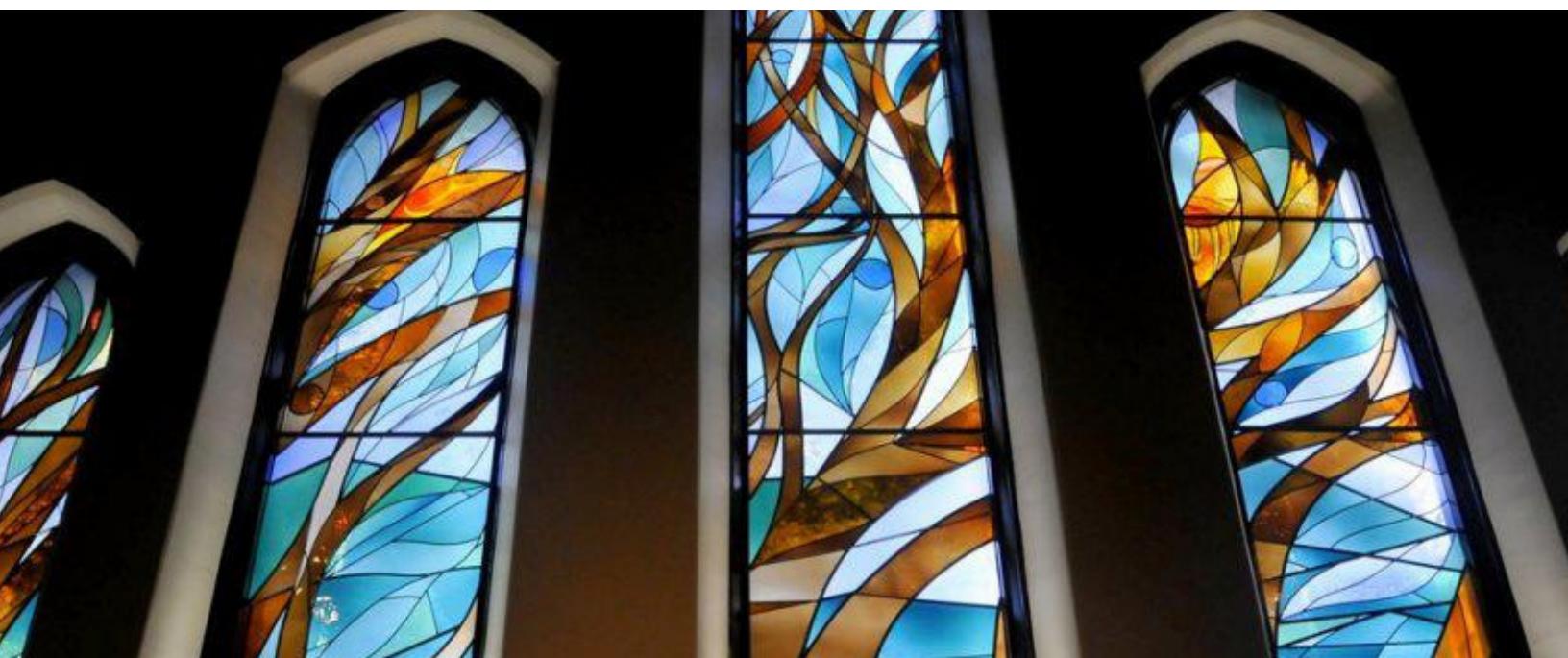
# THE CATHEDRAL IN CONTEXT

Situated on the traditional, ancestral, and unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and Səlilwətaʔɬ (Tsleil-Waututh) Nations, Christ Church is the Cathedral of the Diocese of New Westminster, the seat of the Bishop, a city congregation, a landmark heritage building, a place of dialogue and education, spiritual practice and active pursuit of justice.

It is a place for the performing and visual arts, and,

preeminently, a space of worship and holiness open to all. The Cathedral is a community seeking to joyfully embody its *Open Doors, Open Hearts, Open Minds* motto.

Located on the downtown peninsula, in the heart of Vancouver's central business district which more than 110,000 people call home, the Cathedral draws parishioners from many communities in the Greater Vancouver Area as well as the immediate neighbourhood.





## The Vicar We Seek

Appointed by the Bishop of the Diocese of New Westminster, the Cathedral Vicar is a full time senior clergy position.

You are:

- an experienced priest who approaches liturgy and sacrament with reverence and grace
- A preacher who approaches the Gospel with a biblically-grounded, progressive lens
- A pastor who accompanies all people in living into the divine spark within
- An educator who creates space for questions on the journey toward answers



## The Vicar We Seek

As Vicar you are a key leader in the Cathedral's ministry, serving the community in collaborative ministry with the Dean, Trustees and Staff of the Cathedral. The Vicar is the primary leader of the ministries of pastoral care, education, and formation. The Vicar also shares leadership in liturgy, preaching, and administration.

The Vicar participates in the governance of the Cathedral Parish through active engagement in the meetings of the Corporation (Board of Trustees and Officers), and Parish Council. As Vicar you share in supervision of the Cathedral staff, and in the Dean's absence, will be the Cathedral Parish's designated clergy leader.

There is opportunity for the Vicar to provide, with the Dean, a national and international profile for the Cathedral through accepting, at the discretion of the Dean and Trustees, engagements to speak, teach and write.



## CATHEDRAL VISION

We envision a Cathedral which is radically inclusive, restlessly inquisitive, intentional, and inspired. This is a place that is called to lead and to serve, in communion and in community, with healing, reconciliation, and love, living out Christian mission. Together, we look to the power of Christ for the transformation of each person, this city, and the world.

We recognize our history and traditions, while seeking renewal and growth in spiritual depth and size. Curious and adaptable, this chorus has room for all voices. Whoever you are, wherever you come from, whomever you love, and regardless of what you may bring or are searching for, you are welcome here.

## CATHEDRAL MISSION

The Cathedral's mission takes shape in ways as diverse and varied as the individuals who call this place their spiritual home.

This is a community that extends its ministry of welcome and inclusion to all who know the brokenness of life, are drawn to Christ, and who seek God in this rapidly changing place and time. The Cathedral is dedicated to becoming a barrier-breaking community of reconciliation.



We consider the following to be core aspects of pursuing the Cathedral vision:

- Making our heritage building a place where beauty, reverence and creativity can flourish, in our worship and through music and the arts
- Committing faithfully to liturgy
- Developing lay and ordained leadership
- Growing through welcoming new people into the life of the Cathedral



- Answering spiritual and secular calls to reconciliation
- Providing a place of nurturing and sustenance, for body, mind and spirit
- Embracing LGBTQIA/2S people, their families, and their friends in a positive, safe environment
- Welcoming the uncomfortable and the unknown
- Accepting the duty and responsibility of being the “City’s Church” and the Cathedral Church of the Diocese of New Westminster



# CATHEDRAL DEMOGRAPHICS

The Cathedral's 2018 congregational study using the *Church Assessment Tool* achieved 388 unique responses to the survey. Assuming the data is representative of the Cathedral as a whole, these demographics suggest that:

- The Cathedral has an important opportunity to grow among younger people
- While the Cathedral has a majority of long-time members (60% of respondents have been at the Cathedral for 11+ years), a sizeable number are new to the Cathedral
- The Cathedral draws both from the downtown area and from neighbourhoods far from the Cathedral
- The Cathedral includes many well-educated people
- Those who attend the Cathedral tend to live in 1 or 2 person households

- Cathedral members skew overwhelmingly white, and strongly female
- Many at the Cathedral are regular attendees
- Attendance patterns at the Cathedral have remained stable or have increased when compared to 3 years ago



## Ministry Strengths

The Cathedral (throughout 2017 and 2018) engaged a consultant to support the congregation, leadership, and staff in the transition process to call a new Rector in 2020. Through use of the Church Assessment Tool and congregational input sessions, the Search Committee identified key strengths that are foundational for growing and deepening ministry in, through, and from the Cathedral parish.

Should you become the Cathedral's next vicar, you will find:

- A strong and engaged community with high levels of satisfaction in and energy for the life of the Cathedral. This strength has been vital in our navigating through the pandemic and transition but there is some disconnection and discouragement at the moment.
- Dedicated and energetic lay leaders who offer their gifts of wisdom, discernment, and vision in a wide variety of capacities
- A deep roster of compelling, theologically-rigorous preachers who engage the hearts and minds of Cathedral parishioners each week



# Ministry Strengths

- Community ministries that receive support and recognition for their progressive approach to using food as a way of building connections and reducing social isolation
- An innovative staff team and congregation that is willing to take risks with a trusted rector in pursuing new opportunities for ministry
- Recognition of the Cathedral in the local neighbourhood, business community, and region as an important place of gathering that offers strong moral leadership in the city



- A Cathedral Choir that is recognized as one of the finest of its kind in Canada, and the congregation highly rates the quality of its worship and music life
- A sought-after venue for music and the performing arts, being acclaimed as the best mid-sized performance venue in the city

# Ministry Challenges

The Cathedral's next vicar will require the skills to take on the following key challenges:

- Over the last 18 months we have undergone substantial change (appointment of new Rector, Covid, change in staff complement and structure) and as we come back together as a community with new and not so new faces, we will be learning together how to build on our strengths and live out our values. When things are transitioning like this, there is opportunity for growth and also some anxiety and sense of loss.
- The extent of change in the parish demographics following Covid closures and transitions is still unclear. We will continue to have an online congregation, and need to develop a sense of community and pastoral support within this group.
- While the Cathedral aspires toward diversity, its congregations and staff complement do not yet adequately reflect the diverse community outside the Cathedral doors.
- To sustain valued ministries such as the Maundy Ministries, the Cathedral will need to continue developing a sustainable stewardship model that blends fundraising within the Cathedral parish and out in the broader community.





## CATHEDRAL GOVERNANCE

### Rector

The rector of Christ Church Cathedral is appointed by the Bishop of New Westminster as his representative. The rector assumes key leadership for all temporal, educational, and liturgical concerns of the Cathedral, and oversees a sizeable staff team. The Rector of Christ Church Cathedral, The Very Rev. Christopher A. Pappas, is also the Dean of the Diocese of New Westminster.

### Staff

Assisting the rector in leadership and strategic decision-making are the Cathedral's Directors, who oversee staff and volunteers in working towards significant aspects of the parish mission. The Cathedral employs seven part-time and nine full-time lay employees in addition to clergy. Members of staff are responsible for Administration and Volunteers, Operations, Building Maintenance and Event Bookings, Communications, Outreach Ministries, Finance & Human Resources.

# CATHEDRAL GOVERNANCE

## Pastoral Team

The Cathedral's Pastoral Team consists of four Stipendiary Priests (Rector, Vicar, Associate Priest, Curate); three Vocational Deacons, a Children, Youth and Family Minister, ten Honorary Assistant Priests, and six Lay Pastoral Visitors

## Vestry

Chaired by the Rector, the Annual General (Vestry) meeting approves the Cathedral budget, nominates and elects members of parish council, wardens and trustees, receives reports on key missional priorities from the previous year, and sets a course for the coming year.

## Trustees

Along with the Rector, the trustees (comprising Wardens, Associate Wardens, and "at large" Trustees) make up the Cathedral's "Board of Directors." They are ultimately responsible for decisions regarding the financial and business life of the church. As a matter of practice, other clergy (including the Vicar) typically attend Trustees meetings.

## Parish Council

Members of Parish Council are elected at the annual Vestry meeting following a nomination process. This council exists as a consultative body representing a broad swath of the congregation to assist staff and trustees in broad decision making.



# What We Are Known for Worship

Core to the Cathedral parish's identity is its intentional focus on gathering the people of God into the process of renewing their baptismal identity and purpose through prayer and worship. The Cathedral community extends Jesus' invitation to personal and corporate transformation in its liturgies: through the reading of scripture; through intelligent, thoughtful, and heart-filled preaching; through congregational and choral singing; through prayer and through silence.

As it engages these practices, the Cathedral community expresses and draws on the best parts of its Anglican identity and spirituality. Liturgical leadership at the Cathedral invites a diversity of voices, seeking ways to harmonize traditional and contemporary elements to create liturgies that are genuinely broad church. Each Sunday, with the support of many volunteers, the Cathedral celebrates four distinctive liturgies that reflect different aspects of the parish community. Some of these services are made available via live stream. As a result of the Covid 19 pandemic, Cathedral leadership had to explore how a community can come together while physically separated. This work is an important focus for the next year.



# What We Are Known for

## Worship

Live Streaming through the pandemic opened the Cathedral's virtual doors to a wider congregation than anyone had imagined. While in-person worship is once again possible, and parishioners are slowly returning to on-site worship as they feel able, live streaming is now an established part of the Cathedral's worship experience. Two of the Cathedral's regular Sunday services will now also be offered online for those joining us from afar, or for whom attending in person is not an option.



# What We Are Known for

## **8am Holy Eucharist**

This is a quiet, reflective service which uses the language of the Book of Common Prayer. This service embraces the silence, beauty and mystery of this stream of the Anglican tradition and lasts about 45 minutes. People attending this service are often searching for a short, contemplative start to their Sunday. This is also a service that often attracted visitors to the pre-pandemic city.

## **10:30am Choral Eucharist**

The Cathedral's Choral Eucharist, using the Book of Alternative Services, is festive and intergenerational, with a thriving children's program. This is a service filled with music, anchored by the Cathedral choir, and a variety of musical guests or guest preachers. It generally lasts an hour and a quarter.

This congregation varies from the very young to those in their 90's, with everyone in between. Thanks to livestreaming, the congregation includes people living in other parts of the country and even internationally.

A variety of programs for Children and Youth have traditionally been offered as part of this service. Emerging from the pandemic era and the need for physical distancing, the Cathedral is committed to finding new ways to serve children, youth and families as part of this service. A monthly Family Worship service at 1pm was introduced during phases when limited in-person attendance was possible. This service was well received and Cathedral leadership are exploring ways to make it a permanent offering.



# What We Are Known for MUSIC

## Cathedral Choir

Music is an integral part of the Cathedral's liturgical life. Full-time Music Director & Organist Rupert Lang, the recent recipient of the Thomas Cranmer Award for Worship in the 2021 Lambeth Awards has grown and deepened the Cathedral's musical repertoire since arriving at the Cathedral thirty-five years ago.

Rupert directs the Cathedral choir, consisting of twenty-two talented volunteers and eight paid singers. Read more about the musical tradition at the Cathedral [here](#).

## Music for the City

The Cathedral is home to three choirs: The Cathedral Choir, the Good Noise Vancouver Gospel Choir and the Vancouver Children's Choir.

Our space is active with musical performances nearly every weekend and many weekdays.

The Cathedral plays host to many local, provincial and national caliber performers. Annually on Christmas Eve, the Cathedral hosts its popular Gospel for the City and Carols for the City events in partnership with the Good Noise Gospel Choir and Salvation Army Brass Band, respectively.

The Cathedral was recently given the accolade of the "best mid-sized performance venue in downtown Vancouver." Our focus is on opening the Cathedral for more diverse audiences, for more of the day, leveraging our location and reputation in the city to gather more people in celebration of music and the arts.



# What We Are Known for

## ART & ARCHITECTURE

Christ Church Cathedral is the oldest surviving building in downtown Vancouver and a place of prayer for all people. As such the Cathedral is open daily for quiet reflection, daily Eucharist, as well as to the many tourists who come to visit and explore the Cathedral for its connection to the city's history.

Visual artistry adorns the building, providing yet another way for parishioners and visitors to experience God's peace and enter into prayer.

Listed as a Class A Heritage Building by the City of Vancouver, the Cathedral building provides a link to Vancouver's heritage through the history of the stained-glass windows and the preserved regimental colours of the Seaforth Highlanders and BC Regiment.

Read more about the Cathedral's history of making space for visual arts, and it's connection to the history of Vancouver, [here](#).



# What We Are Known for FOOD

*“Christ Church Cathedral uses food to nourish its communities in ways that cultivate connection, holistic health, and community resiliency by honouring the agency, creativity, dignity, intellect, and worth of all who come to the table.”*

-Cathedral Food Philosophy

## A Table for All

Members of the Cathedral parish love to gather over food. Whether it's hospitality after one of the Sunday liturgies, congregational potlucks, or parish picnics and parties, if there is food, we will feast. Throughout the year, the Cathedral community comes together to share food as a way of gathering and building relationships in community.

Significant opportunities to feast at the Cathedral include Chinese New Year, Shrove Tuesday, Maundy Thursday, Easter, and Pride Sunday.



# What We Are Known for



The  
**Maundy**  
MINISTRIES

The Cathedral operates a five day per week food ministry under the banner of the Maundy Café.

This ministry, which has undergone a significant evolution since 2015, aims to address social isolation and food insecurity in the Downtown and West End neighbourhoods by harnessing the power of good, nutritious, and culturally appropriate food to connect people across lines that would otherwise divide them.

Over the last year, the Maundy Ministries has continued to expand and now includes The Maundy Cafe ("to go" service during Covid), The Maundy Fresh Food market, and a new outreach worker will help provide much needed services.

Learn more about The Maundy Ministry [here](#).



# What We Are Known for CHRISTIAN FORMATION

## Adult Faith Formation

Adult Christian formation is integral to the Cathedral's community life. Such formation takes the form of Bible studies, book clubs, and specific courses preparing for baptism and confirmation. Adult faith formation opportunities and courses in spiritual development are often offered on Sundays prior to both the 10:30am and 5:30pm services.

Such opportunities explore Anglican traditions, scripture, world religions, and contemporary issues of environmental and social justice through a Christian lens.

Explore this list of the regular groups, ministries, and formation opportunities on offer at the Cathedral. During the pandemic, online opportunities for formation were accessible and successful, and the Cathedral is exploring which to continue in this format in the future.

Small groups were vital to sustaining connection and providing mutual pastoral care during the pandemic, and we plan to create more opportunities for parishioners to be involved in these going forward.



# What We Are Known for CHRISTIAN FORMATION

## Confession

Forgiveness and reconciliation is at the heart of Jesus Christ's teaching and life. At nearly every service, the people make an act of corporate confession and the priest gives absolution in the name of Christ.

Sacramental confession, sometimes called The Reconciliation of a Penitent, is a grace-filled opportunity to privately confess to God in the hearing of a priest, who then pronounces absolution.

This sacrament is treasured as an opportunity to grow in grace and conversion. It equips us on our journey of reconciliation with God, the world, others, and ourselves.

## Spiritual Direction

Christian formation happens in many ways. Many parishioners seek out the assistance of a trained spiritual director to help them understand how they are being called to follow Jesus in their lives. The Cathedral has a trained spiritual director on the pastoral team and also refers people to other trained spiritual directors in the diocese.



# What We Are Known for CHRISTIAN FORMATION

## **Children, Youth & Families**

The Cathedral is committed to prioritizing Christian formation for children and youth. A full-time Children, Youth and Families minister oversees a team that offers comprehensive programming through which children and young people can build relationships with each other and with the wider parish community as they journey deeper into the mystery and love of God.

Children's programming using the Godly Play curriculum is offered weekly at the 10.30am Choral Eucharist and monthly at the 5.30pm St. Brigid's Eucharist. Cathedral clergy regularly teach as a part of this rota. Biannual confirmation classes are offered for youth in their early teenage years to help them to explore a wide range of theological questions and decide if they are called to be confirmed.

These classes are taught cooperatively by the Children, Youth, & Families Coordinator and Cathedral Clergy.

The Children, Youth & Families programming changed during the Covid-19 pandemic. The Cathedral recently reactivated the position of Children, Youth & Families Minister and is in the process of developing programs for this important segment of the Cathedral community.

Each year the Cathedral welcomes more than fifty youth from across the diocese for Maundy Thursday in an event called The Watch: A Sleepover from Maundy Thursday to Good Friday. In this and other ways, the Cathedral, its staff and volunteers actively participate in the Diocesan Youth Movement.



# What We Are Known for Lay Ministries

People embracing their baptismal ministry are the heartbeat of this Cathedral parish. Lay people exercise their baptismal ministry in a multitude of ways, as corresponds with their particular gifts.

Each week Cathedral parishioners offer hundreds of hours in volunteer time for the sustenance of the Cathedral parish and wider community. Parishioners and members of Cathedral staff sit on a variety of city boards and participate in a variety of other organisations concerned with making this city, province, country, and world a more just place.

During the pandemic volunteers kept the Cathedral's connection to the community vibrant.

At the height of social distancing, volunteers gave their time as part of an Angel Network; a phone network to provide connection and conversation to parishioners during a period of isolation. This, and other ministries, are being adapted for a hybrid model of ministry.

A comprehensive list of Ministries active at the Cathedral is available here.



# What We Are Known for

## Pastoral Visitors

In addition to clergy and members of the healing touch team, the Cathedral has a dedicated group of parishioners committed to visiting people in their homes, in hospital, and elsewhere to provide pastoral care. With training from Cathedral clergy and leading Spiritual Care professionals, this group of dedicated volunteers offers prayer, companionship, and pastoral support to a wide variety of members of the Cathedral parish.

## Training for Ordained Ministry

Through its various congregations, the Cathedral actively promotes and helps members to discern whether God is calling them to ordained ministry. In addition to focusing on vocational discernment, the Cathedral offers a rich training ground for those discerning and newly entering ordained ministry.

The Cathedral regularly welcomes interns as part of field placements from the Vancouver School of Theology, and has developed a robust curacy fund to be able to train the newly ordained in priestly ministry in the Church of God.



# What We Are Known for

## Embracing the Wider Community

For decades, the Cathedral has been known for providing boundary-breaking moral leadership in the Anglican Church of Canada, the Vancouver community, and beyond. The Cathedral community prides itself on being one of the first parishes in Canada to ordain women in 1979, and its tireless work towards the full embrace of LGBTQIA/2S community in the life of the church.



Over the years, the Cathedral has consistently taken an active role in the life of the city and the region. After the 2011 Stanley Cup riots, the Cathedral offered itself as a site of conversation and as a champion for restorative justice and in 2014 and 2018 was a key site for public Mayoral debates. The Cathedral community has also hosted memorials and commemorative services and opened its doors to provide pastoral care after major world events, like 9/11 and the Orlando Pulse Nightclub shooting.



## Embracing the Wider Community

We have opened our doors as a cooling centre in heat waves and hosted a memorial for those lost to Vancouver's opioid epidemic, first responders and care-givers.

The Cathedral expresses its mission in the context of the three leading challenges confronting the region: social isolation, loneliness, and affordable housing. These significant social issues affect parishioners, Cathedral staff, neighbours, and the surrounding community.

In a community whose motto is Open Doors, Open Hearts, Open Minds, it is incumbent upon our leaders to equip members of the Cathedral community to think and act theologically in response to the challenges of life today. Preachers at the Cathedral often address current issues in their sermons, inviting parishioners to take their next most faithful steps in response.

# What We Are Known for

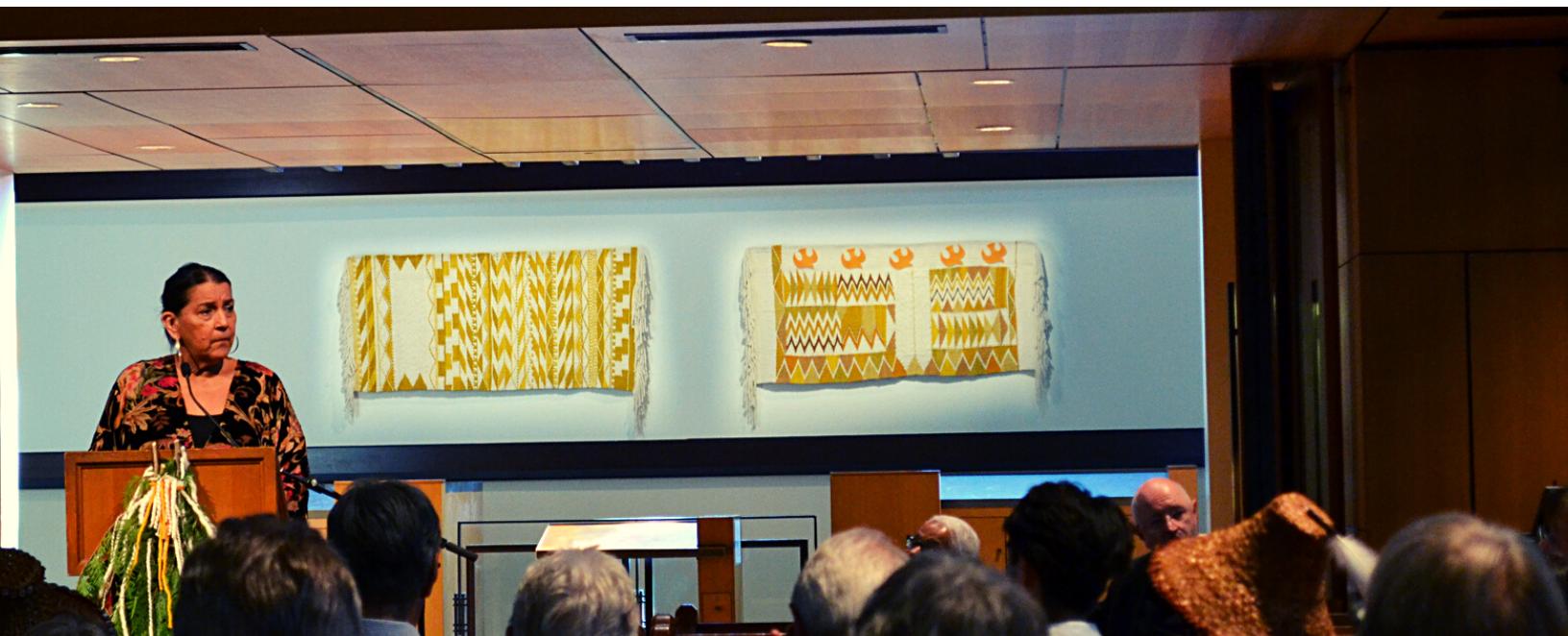
## Answering Spiritual & Secular Calls to Reconciliation

In December 2015, the Truth and Reconciliation Commission of Canada (TRC), delivered its final report, generating 94 Calls to Action to the Government of Canada and its subjects. The response of Cathedral parishioners led to the creation of the Cathedral's Truth and Reconciliation Circle (TRCircle).

In consultation with Indigenous leaders at Reconciliation Canada and with Kerry Baisley, ODNW the Diocesan Indigenous Justice Ministries Coordinator, the TRCircle's work is predicated on the Truth and Reconciliation Commission's Call to Action #59, which calls on churches to:

*“develop ongoing education strategies to ensure that congregations learn about their church’s role in colonization, the history and legacy of residential schools, and why apologies to former residential school students, their families, and communities were necessary.”*

Read about the Cathedral's commitment to and involvement in Reconciliation [here](#)



# What We Are Known for

## Embracing LGBTQIA/2S+ people, their families and friends

The Cathedral has a four decade history of welcoming and working for the full inclusion of LGBTQIA/2S+ people in the church. Queer and Trans members of the congregation exercise leadership at all levels. We continue to work in our own parish and in the broader church to ensure that all God's children are fully embraced as members of the Christian community.

### **Marriage Equality**

The Cathedral has offered blessings of same-sex relationships since February 2003. In September 2014, as a part of the Anglican Church of Canada's commission on the marriage canon, it submitted "*A Statement in Favour of the Solemnization of Same-Sex Matrimony in the Anglican Church of Canada.*"

Following the adoption of "A Word to the Church" at Diocesan Synod in May 2019, and General Synod in July 2019, the Diocesan synod authorized a liturgy for the Marriage of same sex couples in the Diocese of New Westminster, effective August 1, 2019 for parishes who wished to go forward. The Cathedral's Parish Council voted unanimously in favour of requesting that such liturgies be authorized at Christ Church Cathedral. The Ordinary granted that request.



# What We Are Known for

## A History of Advocacy

Some highlights include: supporting the Children, Youth, and Family coordinator to develop Queerest & Dearest, a camp for LGBTQIA/2S+ Christians of any age and their family members. This camp ran for the first time in the summer of 2018 and continues to grow and gain broad support.

The Cathedral hosts an annual Eucharist for those celebrating Pride, and is often a place of gathering and preparation prior to heading over to participate in the parade. Partnering with St. Andrews-Wesley United Church, the Cathedral co-hosted SpiritPride, an LGBTQIA/2S+ spirituality conference in August 2019.

We recognize that we still have work to do in our own parish, and in the broader church to ensure that all God's children are fully embraced as members of the Christian community.

Read more about the Cathedral's history of advocacy [here](#).



# What We Are Known for EMBRACING ACCESSIBILITY

As a Cathedral, we have been known for our boundary-breaking moral leadership in many areas, and yet we still have work to do in our own parish and in the broader church to ensure that all God's children are fully embraced as members of the Christian community. One of these growing edges is to work towards increasing accessibility for people with disabilities. This work has received increasing focus and direction under the leadership of former Cathedral Vicar.



## ASL Interpretation

For many years, the Cathedral has offered ASL interpretation each week at the 10.30am Choral Eucharist, as well as on major feasts. In consultation with the Wavefront Centre for Communication Accessibility, the Cathedral is investigating an upgrade of the loop system in the nave in order to reduce hearing-related communication barriers during services of worship and special events.

# What We Are Known for

## Invisible Disabilities

In February 2018, the Cathedral hosted a workshop focused on issues related to invisible disabilities and the Christian faith, and specifically how these issues intersect with race, gender, and sexuality.

This workshop with filmmaker Cheryl Green laid the groundwork for the inclusion of autistic people in worship and ministry, including service in the Cathedral's Maundy Café.

Further opportunities are arising from these connections, including the ongoing incubation of several arts and culture initiatives with PosAbilities, a local organization dedicated to assisting people with developmental disabilities.

## Lived Experience

The Cathedral continues to seek ways of intentionally foregrounding and learning from people with lived experience of disabilities. Most recently, the expertise of people with disabilities was considered in the process of creating the Cathedral's trans-inclusive washroom signage.

