

# Flinging Open the Doors

## St. George's Cathedral

Parish Profile *December 2021*





# Land Acknowledgement



St. George's Cathedral acknowledges that we are on the traditional homeland of the **Anishinaabe, Haudenosaunee** and the **Huron-Wendat**, and thank these nations for their care and stewardship over this shared land.

Today, St. George's is committed to working with Indigenous peoples and parish members and Kingston residents to pursue a united path of reconciliation.

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# A Greeting from Bishop Michael Oulton

The journey of faith is an adventure from the moment we take our first step forward in the response to the Spirit's call. For those of us who have hearkened to the intimations of the Spirit, calling us into ordained ministry, our journey's course brings us to many crossroads. We pause in those moments to prayerfully consider where Jesus is calling us in the next leg of the journey. The heart of the adventure is knowing that throughout the journey, we are sharing, living and proclaiming the Good News of the Gospel.

The document you hold in your hands may well be that next crossroad moment in discerning your service to the Mission of Jesus Christ. The people of the Cathedral have embraced a vision for their future that draws on the best of our tradition while acknowledging the challenges we face in charting our way forward for the next steps on the way. We are looking forward to continuing our mission with new leadership who will work with and among the people who call the Cathedral our spiritual home, recognizing our vocation as a Cathedral parish for the congregation, city and Diocese.



Cathedral ministry presents a whole new vista of opportunities for leadership and mission. The title alone can seem daunting when considering the call to the ministry of being Incumbent of St. George's, Rector of Kingston and Dean of Ontario. The Good News here and what is reflected all through the Parish Profile is that it is work we all do together in relationship. There are remarkable leaders here who are seeking a leader possessing the skills, passion, energy and vision to lead with and among the people committed to their care.

I look forward to reading your response to this vision for ministry in our Cathedral church.

Yours in the Mission of Christ,

A handwritten signature in blue ink that reads "Michael Oulton". The signature is stylized and fluid.

Bishop Michael Oulton





# Message to the Rector/Dean

## We Seek

We are journeying together in Faith, as individuals and yet together as a community, always with the loving presence of Jesus. We know that our pilgrimages have struggles and disappointments as well as triumphs and joy – the global pandemic has significantly influenced and shaped this journey. We are guided by our Faith and upheld by the love of Christ and our travelling companions. Sometimes we will need a helping hand and sometimes we will be that helping hand. We will find places of quiet contemplation, stops to reset our path, and times to revel in celebration of our Faith.

Today, we are readying ourselves to continue our pilgrimage with renewed leadership. Our Faith and our new Rector/Dean will help us on our journey. We pray that you will

- ♦ help us worship together, accommodating both our traditions and our diversity
- ♦ open our hearts and minds with prayer, inspiring sermons and teaching
- ♦ guide us gently with a loving spirit and pastoral care
- ♦ help us find ways to treasure our seniors and nurture our youth and our children
- ♦ show us how to be good stewards of our Faith and our resources
- ♦ laugh with us and cry with us
- ♦ be a welcoming and gracious presence among us
- ♦ reach out in service to the Cathedral's neighbourhood and to our Anglican family in the Diocese and beyond

- ♦ help us grow our Mission and become more robust in our Service
- ♦ help us embrace opportunities to expand God's mission
- ♦ join us in celebration of our Faith and our growth as a parish and a Cathedral
- ♦ skilfully administer a complex organization
- ♦ lead us with strength and compassion, with courage and resilience
- ♦ guide us through the uncomfortable places
- ♦ shepherd us in the process of reconciliation and healing
- ♦ share stories of our Faith and your own story to help us relate better to each other and to you.

We pray that you will help make the rough places smooth while challenging us to take up the Mission to which God has called us. We pray that you will have the necessary enthusiasm, energy, imagination and wisdom as we grow side by side in Faith and in Service. We are all on a journey, we pray that with God's love as Rector/Dean you will help us find our way.

Blessings,

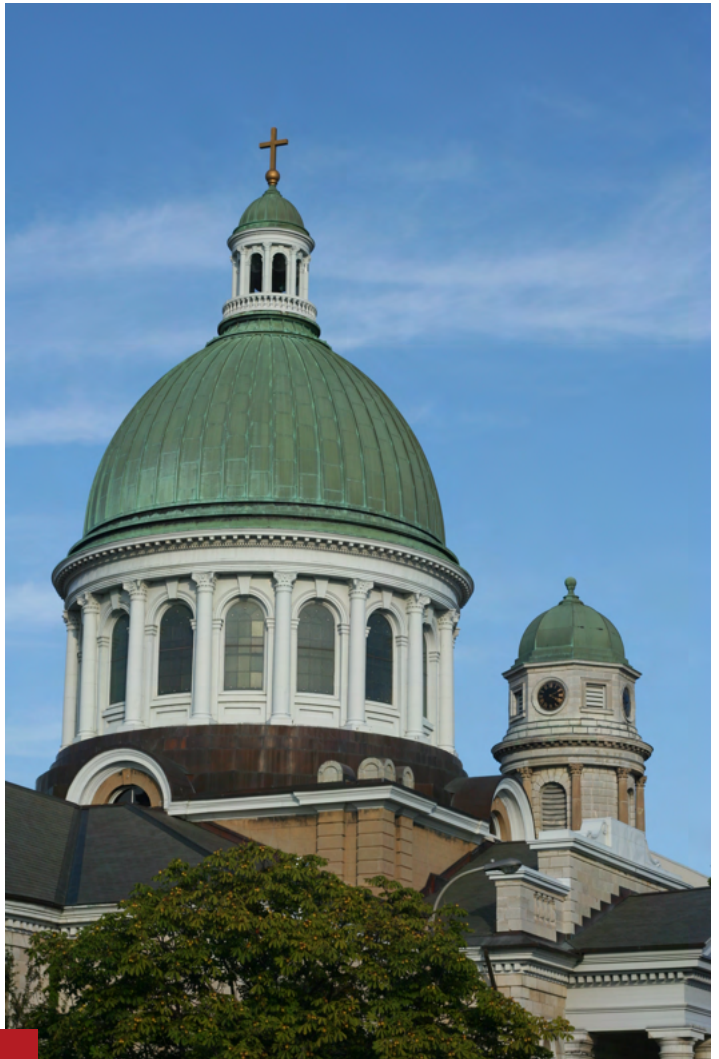
The Parish Selection Advisory Committee of the Cathedral Church of St. George

# Section I

## *Our Parish*

### **Mission**

We are Christians within the Anglican Communion. In faith, we support each other, our Diocese and the wider community. We cherish the unique visibility of the Cathedral to send the Good News of reconciliation to the city and beyond.





# Section I

## *Our Parish*

### Historical Presence

Our community of worship began in this place in 1785 on the traditional lands of Anishinaabe, Haudenosaunee and the Huron-Wendat. In the aftermath of the American War of Independence the Rev. John Stuart and a group of newly arrived refugees (traditionally referred to as Loyalists) prayed together in the open air.

Among the new arrivals was Molly Brant (Koñwatsi'tsiaiéñni), a Kanyen'keha:ka (Mohawk) woman of distinction and exemplary speaker in multiple languages, who negotiated the safe passage and land acquisition for the Mohawks from the Mohawk Valley to Kingston across to Tyendinaga. Molly Brant was the only woman among the 54 original founders of St. George's. She provided wisdom, leadership, and funds to help establish a church which has grown into a diocesan Cathedral.



While Kingston has a thriving urban Indigenous community, St. George's does not at present have an identifiable Indigenous membership. The Cathedral has maintained a longstanding relationship with the Parish of Tyendinaga located on Tyendinaga Mohawk Territory near Deseronto. Over the years, St. George's has supported Indigenous communities in various parts of Canada through donations and prayers. In more recent times, the Cathedral has been a friendly place for Sunday worship for the families of hospital patients from Northern communities.

St. George's supports the findings of the Truth and Reconciliation Commission of Canada (TRC) and the TRC's 94 Calls to Action and joins Anglicans across Canada seeking ways to pursue a united path of reconciliation.





# Section I

## Our Parish

### Historical Presence

In 1792, the St. George's community began the construction of its first permanent home, a wooden building with a tower across from Kingston Market Square (now Springer Market Square). A new stone church was built at the present location on King Street East at Johnson Street between 1825–1828. The building has been significantly enlarged and embellished over the years, including the 1891 addition of the distinctive dome, a neoclassical landmark on the downtown Kingston skyline.

the soaring columns to the central dome with its soft blue hue and the striking stained glass of St. George's cross marking the crown. All around are stained glass windows telling stories of faith and service. Sitting in the worn wooden pews and gazing at the altars and the holy vessels, lectern and pulpit, we are reminded of our long-held faith traditions but more importantly, the continuing call to serve God in this world. The processional banners hanging about the Cathedral are symbolic

*“There are many gifts from God at St. George's, for example, praying quietly by oneself in the Cathedral. It is like magic.” Parish Listening Session, 2021*

In 1899 the church's interior was gutted by fire but rebuilt in short order to replicate the original plan.

St. George's doors are open, we welcome all. When visitors walk through the main doors into an airy building, their eyes are drawn up

of our ongoing faith journey. Centrally located in this physical place of worship, liturgy, music, teaching and community are the cathedra, the seat of the Bishop's teaching authority, and the chair of the Dean, St. George's faith leader.



# Section I

## *Our Parish*

### Leadership & Clergy

#### Rector/Dean

The Rector of the Cathedral is also the Dean of the Diocese of Ontario. The Bishop makes both appointments. The Rector of St. George's Cathedral is appointed by the Bishop of Ontario as his representative, and assumes the key leadership for all temporal, educational and liturgical concerns of the Cathedral. Reinvigorating the Cathedral Chapter will provide opportunities for the Cathedral and the parishes to engage with each other in the work of the Diocese and the Cathedral: God's work. The Dean is the Bishop's key advisor, a member of the Bishop's Advisory Committee, the Diocesan Synod Council and if necessary, his Commissary.

#### Vestry

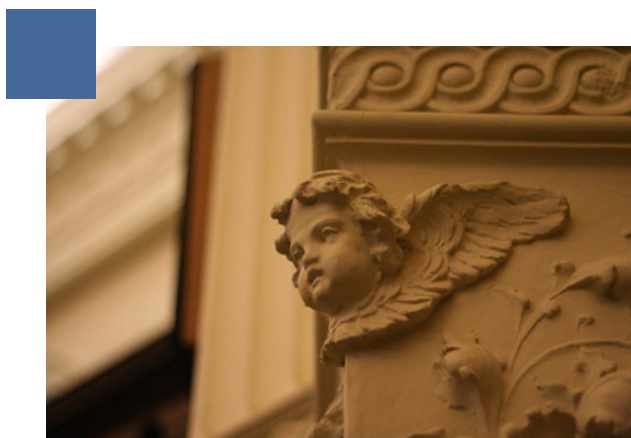
Canon 14 of the Canons of the Diocese of Ontario sets out the rules of membership and formation of the Vestry.

#### Churchwardens

At each annual vestry, two Churchwardens are designated for a two-year term: a Dean's Warden appointed by the Incumbent, and a People's Warden elected by the members of the Vestry present. Additionally, a Deputy People's Warden is elected.

#### The Corporation

The two Churchwardens together with the Rector/Dean are responsible for the business affairs of the Congregation as the Corporation of St. George's, according to Provincial Statute.



#### The Executive

The Executive includes the Corporation members, the Deputy Warden, the Treasurer, and the Surveyor of the Fabric. The Executive is responsible for ensuring all financial, human resource and administrative policies are in place – and operational practices are implemented appropriately.

#### Parish Advisory Council

The Parish Advisory Council, as constituted by the Canons of the Diocese of Ontario, acts as an advisory body to the Corporation of the parish. According to Canon 15, the role of the Parish Advisory Council is:

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



# Section I

## *Our Parish*

### Leadership & Clergy

#### About the Cathedral Clergy

St. George's has one full-time clergy, the Venerable David Selzer, Interim Dean. Dean David has been with St. George's since August 2020. As an Interim, he has truly listened, has exercised strong leadership and offered wise counsel. Most importantly, David has provided sensitive pastoral care. He has done much to help the congregation move from pain and anger to a place of healing, helping to prepare a stable platform upon which the next Dean can build.

St. George's has six honorary clergy who assist in leading services through the week. Additionally, St. George's has a Verger who serves the Cathedral in a ministry of services and welcome.



#### About the Cathedral Staff

The Cathedral has a staff of four people including the Cathedral Administrator, the Interim Music Director, a Bookkeeper and a Custodian.

#### Cathedral Choir

Since the declaration of the global pandemic in March 2020, there have been no active adult or children's choirs. In their place St. George's has used two singers, masked and distanced, to perform hymns, responses and canticles for online and in-person services, in the absence of congregational singing. Since October 2021, the Diocese has allowed the use of up to six singers. The Cathedral will wait until a new Dean has been installed to begin the search for a new permanent Music Director.

#### Communications

The Cathedral office communicates with parishioners through a weekly newsletter (electronic and printed) supplemented by email messages on specific topics as required. A monthly newsletter began during COVID-19. For parishioners without Internet access, Cathedral information is mailed out. The newly redesigned Cathedral website is accessible and updated regularly.





# Section 2

## Our Ministries

### Worship & Liturgy

A 2021 parish survey confirmed that over 90 percent of the respondents valued worship and prayer at the very highest level. Over the years, the services have changed with different incumbents but have always strongly reflected Anglican traditions.

*“To be in the Cathedral for Christmas Eve or for Easter, with a full attendance and glorious music is an experience which is transforming.” Parish Listening Session, 2021*

#### Sunday Services

Coming out of the initial COVID-19 provincial lockdown in 2020, the Diocese set strict rules to limit the number of people attending a single worship service. In response, the Cathedral expanded from two to three services on Sunday morning – an **8:00 am Eucharist** (BCP), a **9:15 am Eucharist** with a more child friendly focus, and a **11:00 am Eucharist** that maintains traditional liturgies and music.

The **9:15 Eucharist** is designed to be more contemporary, inclusive and friendlier to non-Anglicans. This Eucharist welcomes children (including a new Sunday School), encourages active participation (Psalms, responses etc.) and draws more broadly on the worship resources of the international Anglican Communion (more inclusive language prayers, the New Zealand Prayer Book and others) – it is evolving into its own style of worship.



#### Weekday Services

There are midweek offerings of Communion on Wednesdays at noon and a healing Eucharist on Thursdays. An early morning Caritas Service occurs monthly.

Rain or shine, every Friday at 11:50 am Bishop Michael Oulton leads a faithful group in the Coventry Litany of Reconciliation on the Cathedral steps. These prayerful gatherings have provided Bishop Michael with a place to gather the wider community to renew its commitment to peace, justice and reconciliation.

*“The National Indigenous People’s Day service was great as we have Indigenous persons in our Diocese. The Pride service was a fantastic welcome!” Parish Listening Session, 2021*



# Section 2

## Our Ministries

### Worship & Liturgy

#### Children

Sunday School now begins in the Cathedral with a story or lesson and then continues as "Children's Church" where the children spend time with dedicated volunteers.

#### Additional Services

Sung Evensong services presented by the choir are a traditional staple at St. George's. From time to time, the Cathedral has also hosted Celtic-inspired services, and quiet and reflective services of Words and Music. The celebration of St. Francis Day, when the animals come to be blessed, holds a special place on the annual calendar – the animals are almost always well behaved!

*"There is a big gap between personal spiritual experience and the loftiness of Anglican ritual." Parish Listening Session, 2021*

Throughout the year St. George's is a venue for weddings, baptisms and funerals. On occasion, the Cathedral hosts special services for the whole community, such as the commemoration of the hundredth anniversary of end of the First World War in 2018.

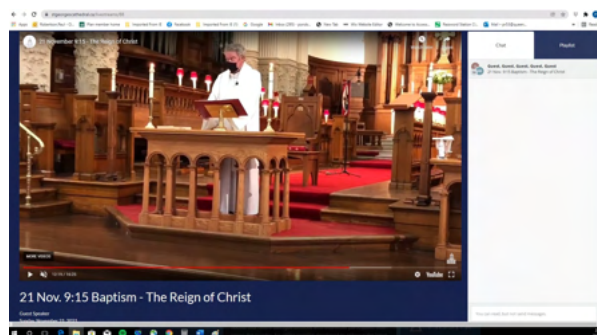


#### Diocesan Cathedral

As the Cathedral of the Diocese of Ontario, St. George's hosts Diocesan events such as ordinations and synods.

#### The Effects of COVID-19

Even the pandemic has not stopped the offering of prayer in this historic building. COVID-19 has forced us to adapt to allow us to worship together safely. At the time of writing this Profile (October 2021), Diocesan Guidelines continue to restrict the number of worshipers at individual services, require physical distancing, mask wearing, registration for services, and communion in one kind only.



Beginning during provincial lockdowns when the Cathedral buildings were closed, we have offered livestreamed services of Morning Prayer/Ante Communion and sung Evensong (every two weeks with four masked choristers; for a time, St. George's was the only Anglican cathedral in Canada offering Evensong services).

We continue to livestream services for those at home and those living at a distance.

# Section 2

## Our Ministries

### Music

A cathedral music program is different from that of a parish church, in part because cathedrals have access to unique musical resources and traditions less often found in parish churches. The pipe organ is an example of one of our unique assets. The largest in Eastern Ontario, the St. George's organ was designed principally to support the cathedral choral tradition by accompanying and leading singing. There are also two fine grand pianos in the Cathedral that are used for different styles of worship such as at the more contemporary 9:15 Eucharist.



One key difference between cathedral and typical parish church music programs is that parish music tends to invite more participation from the congregation during the service. For example, the congregation may sing parts of the liturgy usually presented by a cathedral choir. St George's has had difficulty navigating these two roles in the past. At times the pendulum has swung towards the cathedral style followed by a return to the parish side. The recent introduction of the 9:15 service is helping to create a specific place for each role.



The St. George's music program has roots in the cathedral choral tradition but has room for the presentation of the best of new and diverse musical styles.

St. George's has a history of educating young musicians through choral singing. Cathedral chorister programs are training grounds for future musicians, many who go on to significant careers in music. Many leading musicians had their first exposure to serious music as children through St George's.





# Section 2

## Our Ministries

### Lay Ministries: Missions

#### A Tradition of Giving: Beginnings

As early Kingston grew so did the need for more Anglican parishes. During the 1800s, St. George's congregation reached out to the community and provided support through donated lands, gifts of communion vessels, ministerial assistance and funds to help establish new parishes. This giving spirit has not diminished in the past two centuries as

St. George's has developed new lay-led ministries to address the changing realities and needs of the Cathedral and the wider city. We treasure our connections to the larger Kingston community and rely on parish and non-parish volunteers as well as connections with community partners to provide critical missions and activities.

*"Jesus is more relevant [to us today] as he was a person shaking things up."  
Parish Listening Session, 2021*



# Section 2

## Our Ministries

### Community Mission: Lunch by George

On a mid-September day in 2021, Lunch by George served 95 hot take-out meals to members of the vulnerable and under-housed population living in downtown Kingston. On a typical day that includes a hot entre such as lasagne or shepherd's pie, salad, dessert, fruit, a snack and water. COVID-19 has forced the move from sit-down to take-out meals and a significant increase in numbers being served.

Pre-pandemic, meals were served in the upstairs Great Hall of St. George's Hall. Numbers varied but averaged 30 to 35 persons. Holiday meals at Christmas and Thanksgiving were served to larger groups. In addition, Lunch by George provides access to warm clothing and footwear as well as personal items and toiletries. Organizers hope to return to indoor dining when conditions once again become safe.

When asked "What do you do?" one employee answered, "I feed people. That is the commandment. That we feed the hungry."



Lunch by George began as a practical response to the increased number of homeless and hungry residents on the streets of Kingston. In 1997, a group of parishioners began a lunch program with soup and sandwiches prepared by volunteers, many of whom remain connected with the program today. It continues to be largely volunteer run, as an independent, non-profit and secular organization with a Board of Directors. This allows access to external grant monies to

help defray expenses. The Cathedral congregation is generous with its ongoing donations of food and money. The 2021 parish survey confirmed that parishioners have a real sense of pride for Lunch by George.

With increased demand under COVID-19, Lunch by George has added a small team of paid staff in addition to the volunteers and has been successful receiving grants from the United Way of Kingston, Frontenac, Lennox and Addington and the Community Foundation for Kingston & Area. Collaborating more closely with other food providers in Kingston has strengthened all the programs.



# Section 2

## Our Ministries

### Musical Outreach

#### Musical Outreach as an Antidote to COVID-19 Isolation

In the summer of 2021, St. George's organized a highly successful summer community concert series on the grounds of the Cathedral featuring a wide range of local, popular musicians and performers. Five Saturday noon-hour concerts attracted downtown residents, visitors, shoppers and passers-by sitting in lawn chairs, on blankets, standing in shop doorways, or listening in parked cars. Audiences averaged about 75 people. Performers included the Saxabelles Quartet, Indigenous performer David Finkle, Turpin's Trail Band, string trio Triola and Alex Mundy, singer-songwriter. Several younger and older visitors danced on the grass and sidewalk, reminiscent of an old-fashioned community fair. The series was planned by St. George's Interim Music Director and co-sponsored by the Music Performance Trust. Plans are underway for a 2022 series.





# Section 2

## *Our Ministries*

### International Sponsorships

In some respects, the settlement of refugees at St. George's is longstanding, originating in the late 1700s with the arrival of the Loyalist refugees from the American colonies. In the early 2000s, parishioners began a new mission to sponsor and settle refugees displaced from Afghanistan. Since 2015, the St. George's sponsorship group has welcomed 10 Syrian individuals from four different families, including six young men and women between 20–30 years old (another family of four is expected in 2021). About 15 committed volunteers fundraise, submit government applications, outfit living accommodation and work with the newcomers to learn English, find jobs and establish new lives in Canada. Members of the St. George's congregation fund most of the expenses required to settle refugees and frequently help with university applications, job search/recommendations and inclusion in social activities.



Many of our newcomers now worship at the Cathedral, they have become part of our parish family. As part of their welcome to the community, there are plans to provide space for Eastern Christian liturgies at St. George's in their original languages. Although sponsorship work is physically and emotionally difficult at times, the people of St. George's see the program and the newcomers who arrive to begin new lives as an overwhelming blessing.



# Section 2

## Our Ministries

### Community Outreach

#### ***Almost Home (118 William Street)***

*Almost Home* was founded by parish member Dr. Chris Padfield and a group of other caring community members who saw a need and addressed it. *Almost Home's* mission is to provide a place of comfort and respite for families whose children are receiving medical treatment in Kingston area hospitals. Doctors, nurses, therapists and other staff provide intensive medical care for children in hospital. Parents and siblings who stay at *Almost Home* are close by and can provide the emotional support and love which are equally essential.





# Section 3

## Our People

### Our Congregation

St. George's is a vibrant, energetic and discerning community of people. We have about 458 members, including singles and families drawn from all over the region but particularly from the city. Many parishioners have long connections with the Cathedral – years that have been both fulfilling and challenging. Overall, St. George's people can be characterized by their open minds and hearts for the Gospel and for engaging the world.

Members of the Cathedral community are diverse: tradespersons, unemployed, children, families, retirees, students and various professionals in education, arts and heritage, science and engineering, healthcare and municipal administration. Several community support programs had their beginnings with the inspiration and talent of Cathedral members who saw a need and responded.

Most Sundays, visitors to Kingston will join the congregation. We are also a place where students, enquirers, and the curious "come and see."



*"None of us are trained florists; we have learnt 'on the job' over the years and a love of flowers, of making the Cathedral a warm, inviting place."  
Member of the Flower Guild, 2021*

The people of St. George's are active in the parish in many ways, through liturgy and worship, preaching and teaching, music, altar and flower guilds, hospitality and fellowship, pastoral support in long term care homes, personal visits, heritage and research, fundraising, and the outreach missions described in **Section 2**.





# Section 3

## *Our People*

### Parish Challenges & Strengths

We have suffered pain in the Cathedral, the pain of loss and disappointment, of betrayal, and of fractured relationships and separation. We have listened to the voices of our congregation and our community about their suffering. Some of the pain comes from the betrayal by a charismatic choir master who sexually abused children in the congregation. These beloved children will suffer their trauma for the rest of their lives.

More recently, the sudden departures of other members of our Cathedral community who dedicated their gifts to leading us in prayer and song have caused anger and discomfort.



As a community, we will need to continue to listen to each other, to pray for guidance and reconciliation, to find practical ways of supporting each other and to be vigilant about the safety and security of all our people. We have made progress in creating a safe place to worship and to be together. We are actively listening to each other, but the work of reconciliation and healing continues. We know that pain will always be part of who we are as children of God. As an Anglican community, we will strive to help each other bear our suffering.



# Section 3

## Our People

### Parish Challenges & Strengths

#### Our Strengths & Challenges

Our people and our community are our strengths. We are blessed with the wisdom and experience of our elders, “our treasures” who are passionate about sustaining the faith and eager to see the next generation flourish. Our seniors give generously of their experience, their time, and their wisdom.

But frailty and declining confidence in coming out to services have become significant challenges for some of our older people. Finding ways to engage our housebound seniors has led to special efforts to arrange for social occasions such as the Seniors Tea. The telephone callout has helped some isolated Cathedral members stay connected throughout the pandemic and offers an opportunity to keep many elderly people engaged. Sending flowers from the altar to people in the congregation reminds them that we are thinking of them and praying for them.

*“People need to feel special, wanted or needed.” Parish Listening Session, 2021*

While the Cathedral is challenged by congregational renewal, it is also blessed by its central downtown location and the opportunity to attract a wider demographic – it now attracts visitors and students on a seasonal basis interested in the historic building and events that take place here.

St. George’s is part of modern Kingston – we must welcome and encourage newcomers from all backgrounds and traditions. We welcome newcomers to join us who will

contribute to and challenge us to strive for excellence in strong worship and music and radical welcome and outreach, thus helping us to fulfil our unique role as a Cathedral in a modern, urban community.

As we welcome new members to the congregation, we strive to make them feel at home and to find ways to accommodate young families. We adapt services, provide programs and activities, and acknowledge that children just being themselves can bring a lively chorus to the Cathedral. The Church picnic and the Christmas pageant delight everyone. But we need to do more. We need to continuously ask what we can do to encourage the next generation to thrive as Anglicans.





# Section 3

## Our People

### Parish Challenges & Strengths

#### Learning and Growing as a Faith Community

The Cathedral of the 2000s may appear to be the same as it has been over the past 200 years, but it has adapted as the congregation and the community have changed, in practice and philosophy. The Cathedral continues to ring with music from the rich Anglican tradition but also branches out with choral programs and concerts that appeal to the broader population.



*“Encourage reading between the lines of the Bible.” Parish Listening Session, 2021*

We grow in many ways: guest speakers, study groups and discussions all expand our minds. Small groups draw individuals with interest in social justice issues. An Agnostics Explorations Group provides a forum for deepening our understanding of questions of faith. Guest speakers and preachers challenge us to think more deeply about our faith and the challenges of modern life. We have a prayer chain, which quietly and in faith lifts up in prayer those for whom prayer is desired.



# Section 3

*Our People*

## Parish Challenges & Strengths *COVID-19*

*“COVID in a sense opened the door: forced us to rethink. What will come back to life once we are open again?” Parish Listening Session, 2021*

We could not write a Parish Profile without acknowledging the effect that the global pandemic has had upon St. George's.

The widespread anxiety and grief have touched everyone since early 2020. Locally, Kingston has had a relatively fortunate experience, largely related to the excellent leadership of the Kingston Health Unit. Still, it has been a once in a lifetime experience for all. Lives suspended, lockdowns, families separated. No funerals, no weddings, no holiday rituals. Loneliness has been a very great burden for many.

The Diocese acted with prudence, closing churches before Easter in March 2020. The long period of isolation that followed has disproportionately affected older members of the congregation. To help connect worshippers during lockdowns, provisions were made to livestream and record services and broadcast them through the Cathedral's website (see **Section 2 – Worship and Liturgy**).

There were many spontaneous caring acts during the lockdown. A phone visitation was set up, groceries and meals were delivered (safely) to the housebound and, once the vaccine became available there was assistance provided to those who required it.

It remains to be seen whether the COVID-19-enforced separation has affected church membership. Some people have discovered an online banquet of services and music, but others may simply have drifted off and lost the Sunday morning habit altogether.

There are likely to be unforeseen consequences of the pandemic in our whole society and in the Church as a whole. This does not excuse us from planning and guiding our congregation during and after this world-shattering event. So, we have continued to dream and to plan and to support one another through this difficult time, in the hope of relief from the worst effects of the pandemic in the next year or so.





# Section 3

## The City & Region

The Cathedral building is found in downtown Kingston, a blend of preserved 19th-century historic buildings and modern structures: commercial, residential, institutional, recreational, places of worship and healthcare. The Market Square behind the historic domed Kingston City Hall continues a 200-year-old tradition of selling farmers' produce and local artisans' work. In winter, the square is transformed into an outdoor community skating rink. Winter also means the emergence of ice rinks in parks where tennis and ball games are played in the summer. The downtown is dotted with many restaurants.

Kingston's beautiful Lake Ontario waterfront faces the islands beyond and stretches from the Royal Military College in the east to Queen's University and St. Lawrence College in the west. In St. George's early years in the early 1800s, the waterfront was crowded with commercial trading vessels and naval ships – the shoreline is now home to recreational craft and a world-class sailing venue for training and competition.

Many artists receive their training and first exposure in Kingston. The city and region's vibrant cultural scene is a wealth of performing and visual arts. Beautiful presentation venues showcase local, national and international talent representing theatre, choral, instrumental and dance.

## Our People



Performances are presented at the Cathedral (including two regular community choirs: Melos Choir and Period Instruments and Kingston Chamber Choir) other area churches, the City-owned Grand Theatre, Queen's University's Isabel Bader Centre (performance venue to several professional arts companies including the Kingston Symphony and Theatre Kingston), the Leon's Centre (venue for The Tragically Hip's 2016 final concert), and Market Square among other area venues. The city boasts an independent bookstore and many festivals including the Kingston WritersFest, Kingston International Film Festival and Reelout, Kingston's queer film/video festival. The Kingston Film office has attracted many productions including episodes of Murdoch Mysteries. The Tett Centre for Creativity and Learning is home to many Kingston visual artists and a training venue for emerging talent.



# Section 3

## Our People

### The City & Region

The city's diverse cultural communities are important contributors to Kingston's overall cultural mix and creativity. The city's recognized built heritage is complemented by its many cultural heritage and art museums, galleries and historic sites—the Agnes Etherington Art Centre at Queen's University has an internationally recognized collection.



Kingston's Health Sciences Centre, Queen's University and St. Lawrence College are leaders in patient care and healthcare education – Kingston and region are beneficiaries of their presence.

Fine schools and playgrounds are dotted throughout the city. Children and their families have easy access to natural areas, hiking trails and recreational facilities such as the City of Kingston Invista Centre within the city and in the broader Diocese of Ontario region. Provincial parks are located an easy drive from downtown. The beautiful Bay of Quinte, wineries of Prince Edward County, boat tours of the historic St. Lawrence and the Thousand Islands, and the landscapes and lakes in North Hastings are all attractive pastimes.





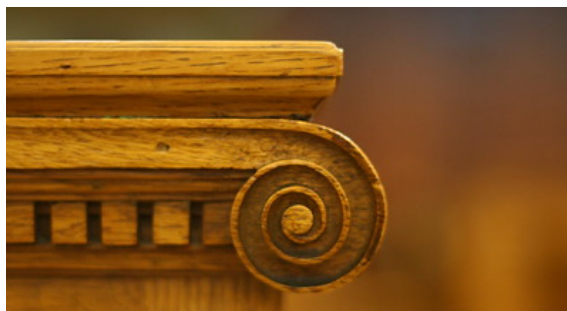
# Section 4

## Financial Resources

The last two years have been a financial challenge for the Cathedral. The COVID-19 pandemic, combined with various staffing challenges, had a considerable impact on income and expenses for the 2020 fiscal year. Although somewhat mitigated, they continue to influence both income and salary and benefit costs for the 2021 fiscal year.

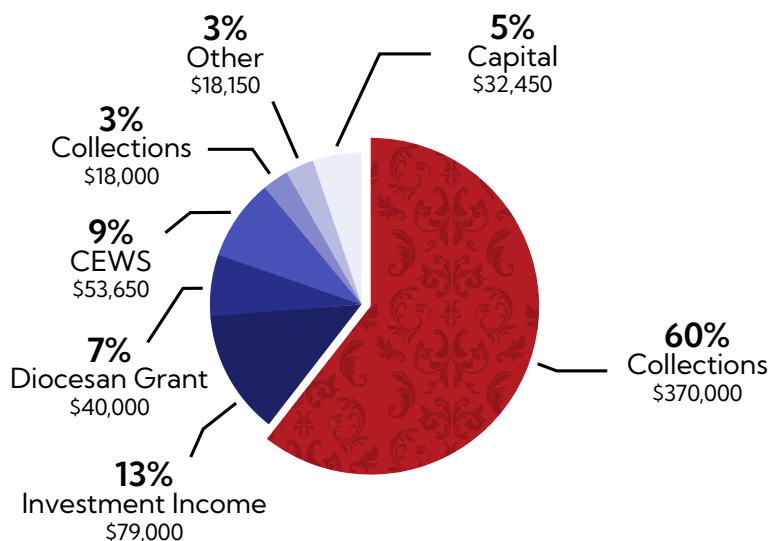
The financial resources of St. George's Cathedral are managed throughout the year by the Treasurer and the Cathedral Executive Committee. This committee is responsible for audit and risk management, governance and financial guidance for the general day-to-day administration of Cathedral resources. Regular reports are provided throughout the year to the St. George's Parish Advisory Council (PAC) and through the PAC to the Parish. In preparation for the annual meeting of Vestry, the Executive Committee prepares an annual forecast in late autumn that is reviewed and recommended to Vestry by the PAC.

## Our Financial & Physical Resources

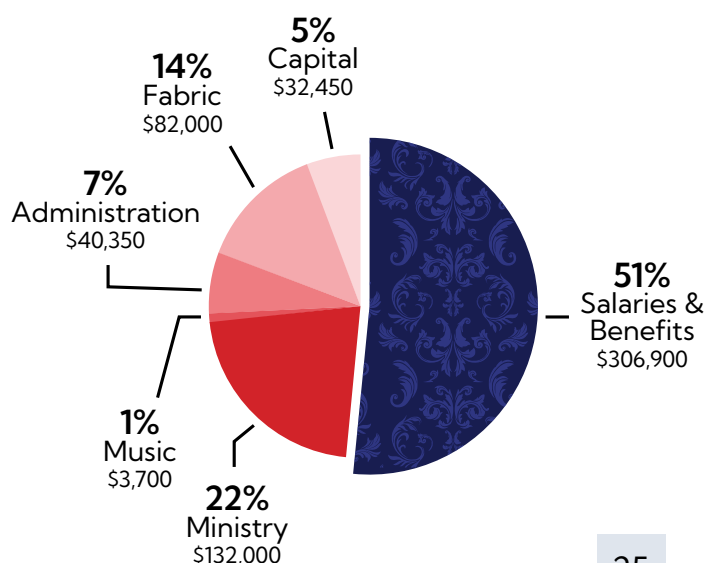


In 2020 St. George's Cathedral functioned with an operating and capital budget of \$637,690 approved at Vestry in March 2020, however, cathedral revenue never met this target. Personnel problems in early 2020 did reduce salary and benefit expenses significantly, but they also affected collection income as some parishioners withdrew their support while the Cathedral was experiencing a turbulent time. While collections continued to suffer throughout the year from these matters, the government's COVID-19 Emergency Relief benefits offset the shortfall. As a result, the Cathedral enjoyed a surplus of \$13,782 in 2020, the second in the past decade.

### 2020 Revenue



### 2020 Expenses



# Section 4

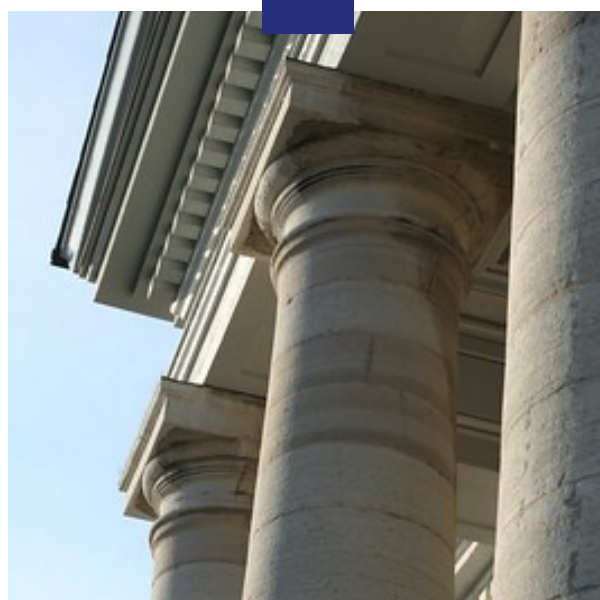
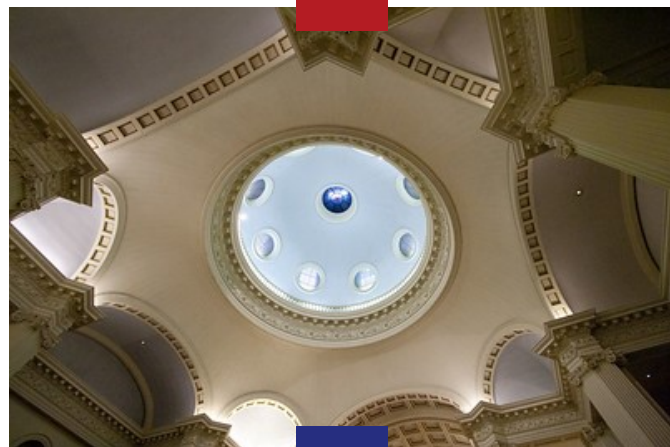
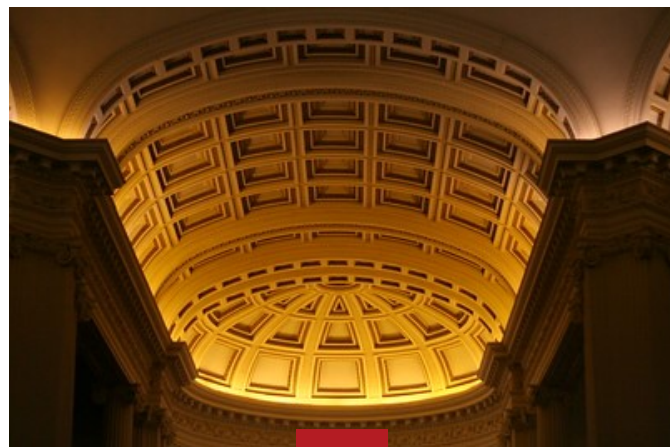
## *Our Financial & Physical Resources*

### **Financial Resources**

For fiscal year 2021 the Cathedral has operated with a reduced budget of \$571,000, reflecting lower operating expenses and lower anticipated collection income. Emergency government assistance was not factored into the 2021 budget process; this has offset our much-reduced income resulting from the extreme COVID-19 restrictions placed on attendance at the Cathedral and has had a favourable effect on Cathedral finances.

The Cathedral is fortunate to have three trusts that support its day-to-day operating expenses: The Canon John Coombs Memorial Trust, The Cathedral Trust and The St. George's Heritage Preservation Trust. These three trusts are managed by a seven-member Board of Trustees who are responsible for setting investment policies and the asset mix. Three trustees are drawn from the Cathedral Executive and four are appointed at Vestry. The interest earned by the Coombs and Cathedral Trust are dispersed annually to the Cathedral for operating expenses, accounting for about 13% of the overall Cathedral revenue. At present, the interest earned in the Heritage Trust is reinvested. However, as the Cathedral operating capital reserve is depleted, this situation may change. The total value of the trusts on 31 December 2020 was \$2,181,680. There is an Endowment Fund of \$316,918 held and invested by the Diocese. The interest from this fund is dispersed annually to the Cathedral.

Two bursaries, the Briarly Browne, and the Coombs Bursary are used for members of the congregation who are pursuing post-secondary education.





# Section 4

## *Our Financial & Physical Resources*

### Physical Plant

The buildings of St George's are intrinsically linked to the identity of the Cathedral. Our dome and porticos are iconic in the city and region, but behind the limestone facades are structures that require constant, specialized and expensive maintenance. The Cathedral's status and historical fabric and the easement signed with the Ontario Heritage Trust put an additional pressure on the congregation to preserve and restore.

Although major restorations were completed to the roof, exterior stonework and Great Hall in the mid-2000s, the work is ongoing. Before the exterior works were completed some moisture penetration into the interior plasterwork of the Cathedral was detected. Initial repairs have been completed but a considerable amount of urgent work remains.



Sometimes the steampipes sing as loudly as the choir. A significant amount of the St. George's annual budget is spent on heating. The buildings of the Cathedral precinct are heated by a steam plant underneath the chancel. Designed in 1945, the system is reaching the end of its life expectancy. Further considerations and needs analyses for the optimization of future parish and community use of the entire building and grounds will all play into discussions about building maintenance, restoration and upgrade.

A Heritage Trust supported by the community has been established to collect and provide funds to help meet ongoing restoration challenges – fundraising is an ongoing Cathedral activity (see **Section 4 – Financial Resources**).

# Section 5

## Our Future

### What We Are Thinking

#### Our Journey Together

In this vision for the future of St. George's Cathedral, we represent the best thinking of our parish. The Parish Selection Advisory Committee sent out an exhaustive parish survey during the summer 2021, with a very good rate of return, and held in-person listening sessions with members, young people and honorary clergy. What came across loud and clear was our parish community's deep affection for the Cathedral, and a strong mandate for securing its future as a vibrant part of the Kingston community. We do not minimize the pain of the past, nor the challenges that the pandemic has imposed on us, but we heard a distinct call from our parishioners to re-energize and work together for the essential mission that God has called us to.

**St. George's Cathedral will be a large-tent, welcoming Christian community known for its powerful teaching, its range of worship experiences, and its community outreach and engagement.**



**We learned from our research that the people of St. George's want:**

#### A Large Tent

St. George's must be a place where all feel truly welcome, regardless of where they are in their faith journey, their preferred worship traditions, their cultural background or their sexual or gender orientation. All Are Welcome! Or as one parishioner put it, "to be a faith community that is radically open to all!" To this end we are now experimenting with three Sunday services (as described in **Section 2 – Worship and Liturgy**). This is only a beginning. We realize that over time, more

*"[We need] more diversity, a broader community in terms of who we approach, attract and engage with."  
Parish Listening Session, 2021*

analyses and planning as well as consultation with current parishioners and people and communities not currently connected with St. George's are desirable. The plan is to use multiple means to re-engage our current membership, to reach out to new parishioners and their families and the large transient population of students and visitors that come to Kingston, and to create a welcome home for all. If we are successful, we build a stronger Christian community at St. George's and come closer to reflecting the diverse community in which we live.

It is essential that our large tent include a vibrant program for children and young people of all ages, as well as a renewed, inviting and responsive program for the growing community of seniors in Kingston.



# Section 5

*Our Future*

## What We Are Thinking

### A Welcoming Community of Believers

To really succeed in our mission, we must be a truly welcoming faith community, we must be intentional in getting to know each other, and we must find unity and celebration in our diversity. Nothing encourages unity and energy among a diverse group of people more than frequent occasions to come together, to eat, to drink and to celebrate in joy and friendship our common life as Christians in Kingston and the Islands.

### Deepening our Christian Faith and Responding to Seekers of Faith

St. George's must be a place where there is informed and inspirational preaching and teaching. This includes not only the Sunday morning sermons, but opportunities for study and reflection such as regular Bible studies and study series in the evenings and on retreats. Our congregation is eager to participate in more learning sessions such as the Bonhoeffer Study and the forum, "Is there a Place for God in the 20th Century?"

### Music

Music has long been at the heart of St. George's mission. We want again to have a multi-generational choral program, aspiring to excellence but open to all, and serving both contemporary and traditional services. We encourage robust hymn singing by the congregation, using contemporary and traditional hymns from a range of sources. The hiring of a new Music Director will be an important early decision for the new Dean, someone with whom there can be a good working relationship and who is a supporter of St. George's musical aspirations.



# Section 5

## Our Future

### What We Are Thinking

#### Community Outreach and Engagement

We have a responsibility to our community. There are serious physical, social and spiritual needs in our community and we can help. With our dominant physical presence at the heart of downtown Kingston, we have the opportunity, as one of our parishioners put it, "to assert our presence artistically, intellectually and spiritually." Another parishioner added, "we want to be an active, community-centred church, appealing to a very diverse, secular community." We want to do this in the spirit of, as a third parishioner put it, "by being a gift to the community."

We want to revive opportunities for interfaith connections that help build a community of faith. An ecumenical tradition of hosting other faith groups such as the local Coptic Christian congregation, and Islamic students and Imams helps us build common ground and a community of support.



We want to build on what we already do well with our Lunch by George program and as a venue for occasional community musical performances. Pre-COVID-19 we had good relationships with several agencies, organizations and groups: can we build upon and enhance those connections? Two community choirs currently call the Cathedral their home, can we attract other arts, cultural or social services groups?

St. George's has long been a host for the Royal Military College and local regiments. Around the walls the regimental colours hang in repose. Plaques tell the stories of those who gave their lives in service of their country. Today, the Cathedral continues to have a special relationship with the military community. Of note, there is a long-standing connection with the Royal Military College. In decades past cadets noisily deposited their coins in the collection plates at the annual Copper Penny Sunday service and assisted on Remembrance Sundays. How can we rekindle a relationship with the College and cadets relevant to today?





# Section 5

## Our Future

### What We Are Thinking

#### Our Building and Future Options

We have a beautiful historic sanctuary, large additional spaces like the Great Hall and significant property, all in the heart of downtown. We are beginning, in the words of one of our parishioners, to make “a prayerful approach to growth, using our property and building more effectively.”

Emerging from the COVID-19 epidemic, St. George’s finds itself at a critical juncture: it must re-imagine its mission and ministry to ensure it has adequate and secure long-term funding to allow the Cathedral to meet its current and anticipated needs and that of its congregation, maintain its historic fabric and fulfil its long-term community outreach aspirations. As has been outlined elsewhere in this document, we have a huge task before us. In the short term, we are fortunate that St. George’s has access to several trust funds to augment existing congregational giving, but if the Cathedral keeps tapping these resources at the current rate and congregational giving continues to decline, the funds could be exhausted within the next 15 years.

The Cathedral administration’s response to these financial challenges is ambitious: to explore repurposing and/or redeveloping surplus property that will guarantee St. George’s a steady, indexed income stream for the foreseeable future to allow us to serve our projected needs, to fulfil our mission and to provide critical services such as affordable housing for the community. The potential opportunities, connections and benefits of

such a project for the entire Diocese suggests that this could move beyond the Cathedral itself and become a shared Diocesan project.

Fortunately, other redevelopment models exist: several Anglican cathedrals in Canada have successfully adapted their spaces in creative ways that preserve their historical churches and provide sustainable income for the future to maintain large and costly-to-maintain properties as well as adapt the structures to meet cathedral needs and mission goals.

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*“What if the buildings disappeared, what would be left? Step away from the edge and focus on what makes us strong.” Parish Listening Session, 2021*

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But these are early days, no decisions have been made and much exploration and planning must yet occur. The parish community and potential Diocesan and community and business partners must be brought on board. An essential first step will be a full assessment of current and future needs and aspirations for the Cathedral, Diocese and community to assess the feasibility of such plans. We seek an enterprising candidate for Dean who has the enthusiasm, energy and vision to play an active part in St. George’s search for a sustainable and responsive future.

# Section 5

## *Our Future*

### What We Are Thinking

#### **Diocese**

While in the short term we need to focus on the Cathedral's regeneration as a parish community, we cannot forget that St. George's is also the Cathedral Church of the Diocese and the seat of the Bishop. We know that we must improve our relationships with the other parishes and be a force for unity and support to them just as we desire them to be for us.

The Cathedral hosts many Diocesan events such as ordinations, synods and the annual blessing of the oils. We are encouraged by seeing many familiar faces among the clergy who once served as curates at the Cathedral, choir members from other parishes who join occasional Diocesan choirs and congregational members from other parishes during synods and special Diocesan services. We want to explore ways to tighten the bonds with our fellow Anglicans by honouring the role of parish churches in our diocese, potentially through music, teaching and shared Diocesan resources and services. Our family of Anglicans is stronger when it celebrates and welcomes each other; St. George's Cathedral is their spiritual home too.







## Flinging Open the Doors, a Radical Welcome

“We need our new Dean to be very pastoral; we need someone who is kind and warm, who gets to know parishioners, sees your life and cares.”  
*Parish Listening Session, 2021*

It takes the hands of many parishioners, working together to grow our community of faith and to sustain the life of our Cathedral for future generations. The Dean/Rector we seek will be our Shepherd, sent by God, to share with us in this journey of love.

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

# Appendix I

## Cathedral Numbers

### Cathedral Membership

**458** members (2021)

#### St. George's Events

	2019	2020
Baptisms	8	0
Confirmations	0	0
Weddings	1	3
Funerals	12	17

#### Diocesan Events

Synods	0	0
Ordinations	2	0
Other Diocesan Events	1	0



# Parish Personnel

## St. George's Cathedral Contacts

### **The Cathedral Church of St. George**

Diocese of Ontario  
270 King Street East  
PO Box 475, Kingston ON K7L 4W5

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Web page: [www.stgeorgescathedral.ca](http://www.stgeorgescathedral.ca)  
Facebook: @stgeorgeskingston

### **Parish Selection Advisory Committee**

Megan Bruce (Deputy Warden)  
Laurel Dempsey (People's Warden)  
Sarah Earl (Secretary)  
Susan Everett (Chair)  
Eric Friesen  
Abigail McIlquham  
Harold Redekopp (Dean's Warden)  
Paul Robertson  
The Most Rev'd Colin Johnson (Bishop's Representative)

### **Bishop of Ontario**

The Right Reverend Michael Oulton

### **Rector/Dean**

The Ven. David Selzer (Interim)

### **Honorary Assistants**

The Rt. Rev'd George Bruce  
Canon Peter Case  
The Ven. Michael J. Caswell  
The Ven. Dr. Robert (Bob) R. Hales  
The Ven. John Robertson  
Canon Barbara Stewart

### **Director of Music**

Brad Barbeau (Interim)

### **Verger**

Jane Kirkpatrick

### **Churchwardens**

Laurel Dempsey (People's Warden)  
Harold Redekopp (Dean's Warden)  
Megan Bruce (Deputy Warden)

# Acknowledgements & Credits

## Thank you!

The Parish Profile was prepared using the information provided by parishioners through a parish survey and a series of listening sessions. The people of St. George's are at the heart of this document and have supported us through the generous sharing of their information, their encouragement and their prayers. The unattributed comments echo the words spoken by so many of our Cathedral members. The Parish Selection Advisory Committee would like to thank all the people who helped in the preparation of the Profile.

### Design

Zach Ariki

### Photographs

*Almost Home*

Brad Barbeau

Meg Bruce

Daniel Clark

Elizabeth Dawn Photography

Kingston Chamber Choir

Laurel Dempsey

Peter Gower

Mark Hauser

Lunch by George

Valerie McCready

Bishop Michael Oulton

Paul Robertson





St. George's Cathedral