

ANNUAL REPORT 2023



THE EPISCOPAL CHURCH OF THE EPIPHANY

2089 Ponce de Leon Ave., NE, Atlanta, GA 3037 | epiphany.org | 404.373.8338

ANNUAL PARISH MEETING AGENDA

Sunday, January 29, 2023

Opening Prayer

O God of unchangeable power and eternal light: Look favorably on your whole Church, that wonderful and sacred mystery; by the effectual working of your providence, carry out in tranquility the plan of salvation; let the whole world see and know that things which were cast down are being raised up, and things which had grown old are being made new, and that all things are being brought to their perfection by him through whom all things were made, your Son Jesus Christ our Lord. Amen.

Appointment of the Secretary

Election of Vestry Members

Introductions of Vestry and Staff

Senior Warden's Report

Financial Report

Stewardship Report

Priest in Charge Report

Benediction





PRIEST IN CHARGE

The Rev. Amy Dills-Moore, Priest in Charge

If I were choosing a word for 2022, it would be gratitude. We have so much to be grateful for at Epiphany. Last year began with the Epiphany pageant for our feast day, and what a gift it was to be back in the nave seeing the Epiphany story lived out in front of us as we celebrated God’s light that continues to guide us onward.



To have the amount and quality of worship and programming that we offer at Epiphany requires many volunteers. The reward of volunteering is deeper relationships and lots of joy, which you’ll see reflected in the pages of this report. Ensuring that our ministries are well staffed with volunteers remains an ongoing priority. We continue to encourage new volunteers to join the fun, and to evaluate how we can streamline what we do so we don’t overwork those who serve so faithfully. I’m so grateful for our many volunteers who make Epiphany the special place that it is and help us continue the good work that started long before any of us became a part of this place.



In July we welcomed Emily Elder to our staff as Director of Children, Youth, and Families. She has done amazing work with our younger members and continues to develop the relationships and programming that support that ministry. You’ll see in her report some of the incredible things going on with our children and youth. Strengthening our ministry to children, youth, and families was one of the priorities you all named in the Congregational Assessment Tool (CAT) last summer.



In November, we said goodbye to the Rev. Nicole Lambelet as she joined the staff of St Luke’s Atlanta and offered our gratitude for her ministry among us. Thanks to your generous giving, we hope to hire a new associate priest this year to strengthen our work in community engagement, since that was another priority you named in the CAT. Meanwhile, our other staff, Shea McNutt and Julie Ryder continue the good work they have been doing here for 25 and 11 years respectively, along with Susie Boyko who does our bookkeeping. I’m thankful every day to work with such a talented and dedicated staff.



Another item on our gratitude list for this year—new HVAC systems for the nave and other areas of the building! It wasn’t among the CAT priorities but it certainly was a priority for all of us! Once again your generous giving, along with the work of Bert Bender and others in our parish, made it a reality. How grateful we were to be worshipping in the warmth of each other’s presence and the warm nave on last year’s very cold Christmas Eve.

I’m grateful for the work of our stewardship team. They did an amazing job highlighting all that we have to be grateful for about our church home. The ministry fair in October brought us all together to see how many different groups contribute to our common life at Epiphany.

When we realized that we had not factored some significant cost increases into our draft budget for next year, they shifted and adjusted our goal—and you met it! Because of their work and your generosity, we are able to continue the ministry to which God has called us.

The year ahead is full of celebration and deeper listening for the ways God is at work in our midst. On March 30, we will celebrate the next chapter in the life of Epiphany with the installation of your 11th rector. In May, we will celebrate the 125th anniversary of the parish. There will be baptisms, and confirmations, at least one wedding, and many other celebrations throughout the year ahead. For all that has been, for all that is to come, and for all of you, I am deeply grateful.

THE EPIPHANY STAFF



The Rev. Amy Dills-Moore
Priest in Charge



July Ryder
Organist & Choirmaster



Emily Elder
Dir. of Children &
Youth Ministries



Shea McNutt
Parish Administrator

Assisting Priests



The Rev. Bobbie Patterson



The Rev. Carolyn Peacock



The Rev. Barbara Ryder

SENIOR WARDEN

Erin Braden, Senior Warden

Listening to the Lectio Divina reading during our January Vestry meeting, I felt the words from Matthew sink in for a second time: “As he walked by the Sea of Galilee, he saw two brothers, Simon, who is called Peter, and Andrew his brother, casting a net into the sea—for they were fishermen. And he said to them, ‘Follow me, and I will make you fish for people.’ Immediately they left their nets and followed him.” I thought of how important it is to be able to set down our nets. To set down our busyness, our worries, our expectations. To set down our old ways of doing things... so that we can be ready to follow where God is calling us.

This past year of discernment has meant listening for where God is calling us as a parish. It has meant listening to each other and to our hopes and dreams for our community. At times, it has meant setting down our nets so that we could free our hands and our hearts and listen. And this listening has led to our calling the Rev. Amy Dills-Moore as our next rector! Thanks be to God.

In addition to tending the temporal affairs of the parish, much of the work of vestry is that shared listening. In the spring, we began formal discernment around calling Epiphany’s next rector. We communicated with the parish about the transition process in April, and in May the vestry and clergy participated in a Mutual Ministry Review (MMR) facilitated by Sally Ulrey, Missioner for Congregational Vitality for the Diocese of Atlanta. The MMR helped deepen our understanding of our strengths and gifts in ministry, and areas for development among our leadership. After months of discussion and discernment, and with the Bishop’s clear support, the vestry decided unanimously on our intent to call Amy to become our next Rector. The announcement was met with excitement and an extended standing ovation during services.

Epiphany utilized the Congregational Assessment Tool (CAT) in June to better understand our experiences, perceptions, and aspirations as a congregation. In August, Sally Ulrey facilitated an informative interpretation of the CAT results with the vestry, clergy, and parish as a whole. Both the

MMR and the CAT have helped us clarify our community’s values, interests, and priorities. During the fall, vestry worked to codify our core values that reflect what we stand for. In November, we held a discussion with the parish and incorporated the feedback and insights on **how we live out our values.**

Faith in God

Our belief in a loving God is foundational to our faith. Faith brings us together for worship and sends us out in the world. We recognize everyone’s faith journey as unique - wherever you are on your journey, there is a place for you here.

Love in Action

We are called to engage with the wider community through the life and teachings of Jesus. Together, we work toward environmental, racial, gender, and LGBTQ+ justice and equity.

Transformative Relationships

Through God’s grace, we seek to embody God’s love in our care for each other.

Intentional Welcome

We are an inclusive community that strives to seek and serve Christ in all people. We believe God loves you —no exceptions.

In February, we look forward to a parish discussion of our priorities as revealed in the CAT survey, as we continue to listen to how God is calling us to live into our mission. And on March 30, we are thrilled to celebrate the installation of the Rev. Amy Dills-Moore as the 11th rector of Church of the Epiphany!

We are blessed by the faithful commitment, hard work, and dedication of so many parishioners at Epiphany who make this the amazing community that it is. Please join me in thanking our dedicated 2022 vestry, including Paul Hinson, Jr. Warden, Richard Messner, John Wierwille, Bert Bender, Lisa Daily, Peter Dodge, Liefy Smith, Susan Ashmore, Kaylie Gibbs, Paige Howell, and April Maa, plus our faithful Treasurer, Randy Shearin, and Clerk of the Vestry, Sherry Wallace.

VESTRY CANDIDATES



Judy Jarady



Matthew May



Andrea Strahan



Sally Walker

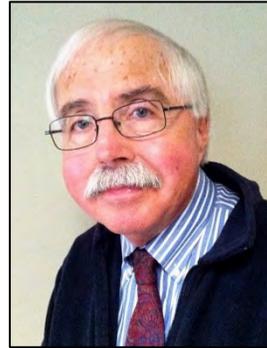
RETURNING VESTRY MEMBERS



Bert Bender



Lisa Daily



Peter Dodge



Liefy Smith



Susan Ashmore



Kaylie Gibbs



Paige Howell



April Maa

RETIRING VESTRY MEMBERS



Erin Braden



Paul Hinson



Richard Messner



John Wierwille



WORSHIP

Altar Guild

The Altar Guild serves our parish in a vital, behind-the-scenes ministry by preparing the altar and sanctuary for all Sunday and special services. We work in teams in this quiet, companionable ministry and welcome new members, so please contact Annie Strahan if you would like to serve.

AV Guild

AV Guild has had a busy and productive year! We started by moving from the flower room to our new space in the former oratory, the “Digital Worship Hall.” Through the hard work of our staff and contractors, the camera was permanently mounted to the wall on a moveable bracket and new software was purchased to simplify the livestreaming process. Thanks to the dedicated volunteers of the AV Guild, we can now connect with each other for worship even if we are physically apart. To join this guild, contact April Maa.

Eucharistic Ministers & Lay Readers

It has been great to have the eucharistic ministers back in service. Thanks to all who have been involved in this ministry. Our lay readers continue to do a wonderful job in their roles as well. Thanks also to our wonderful staff and clergy for their continued leadership. If anyone is interested serving at the altar or reading a lesson or the prayers, contact Martha Rummel.

Flower Guild

This Flower Guild had a year that was close to normal from what we can remember. Now that the streaming equipment has been moved out of the Flower Guild Room, we hope to reconfigure the space to suit our needs better in the coming year.

Our weekly role is to provide arrangements for Sunday service but we also do arrangements for weddings and funerals throughout the year. The most demanding seasons are, of course, Easter and Christmas, which require a lot of planning and many hands on deck to glorify our beloved church. This is a great time for others to come and help and learn about our guild. We had extra help at Christmas and it was much appreciated.

- Worship Guilds
- Acolytes
- Altar Guild
- AV Guild
- Baptismal Banners
- Eucharistic Ministers
- Flower Guild
- Lay Readers
- Ushers
- Vergers

In September, we took part in the “Season of Creation” by using only locally grown flowers. We worked with Love is Love Farms CSA, Sunbird Flowers, farmer’s markets around the city and even using flowers from our own gardens, and Epiphany’s grounds.

The Flower Guild is funded solely by donations and we are grateful for the support we have received during these challenging times. We are honored to have the ability to glorify your loved ones. Your donations help us to plan for arrangements not only for your designated Sunday but other Sundays and the Holy seasons of Easter and Christmas. Please let us know if you have any particular request for your designated Sunday when you sign up.

Please do consider joining our band of flower enthusiasts as we continue to search for ways to glorify our church and show our love to the community. We all learn our skills on the job, mentoring one another, and there are wonderful classes available through Faith Flowers.

The Guild is blessed to have so many talented and creative members who continue to show their dedication to the parish throughout the year: Wallace Bryan, Annie Strahan, Cristin Davis, Cathy McKinney, Lisa Daily, Lauren Davis, Nancy Chandler, and Anna Democko. To join this guild, contact Polly Nodine.

Ushers

The Ushers were once again doing what we do best: greeting our wonderful Epiphany parishioners, handing out bulletins, collecting the offering and directing parishioners to the communion table.



We would love to have more people join our team in anticipation of a return to two services each Sunday. If you have any interest in joining us as an usher, please contact John Keys or Jarrod Moody—we would love to have you with us! No experience needed. Training is provided. Ushers are individuals, couples, or families.

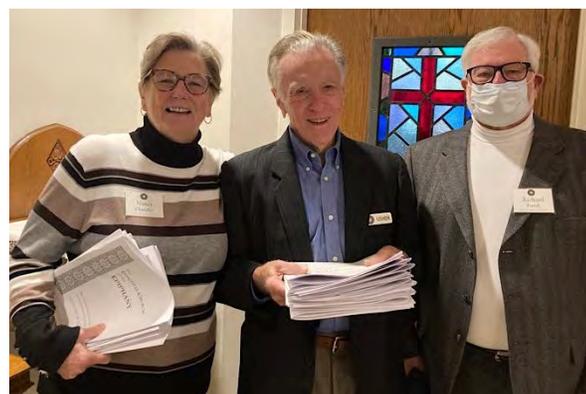
Many thanks to Margo Timberlake who retired as co-chair in 2022 and moved to North Carolina.

Vergers

The verger group is always present and ready to assist in the organization and operation of Sunday morning worship services and other special occasions in the church. We are fortunate to have a responsible and dedicated group. Many thanks to Sherry Wallace, Martha Rummel, Cecilia Democko, Tom Democko, David Draper, Richard Messner and Susan Messner. Thank you all for your continued support in this role.

There are three people that are part of the original five, which started at Epiphany 20 years ago. Please help us celebrate this anniversary with Martha Rummel, Richard Messner and Susan Messner.

If you are interested in learning more about the verger ministry, please contact Susan Messner. We are happy to answer questions and discuss the responsibilities of a ministry we know you will feel proud to be part of.



Pictured are 11 of the 26 parish members who volunteer to serve as ushers—we could use more!.

MUSIC & LITURGY

Julie Ryder, Organist & Choirmaster

Church of the Epiphany experienced another year of “firsts” in music and liturgy during 2022. Most of these firsts had to do with in-person liturgies and with the reactivation of choirs and ensembles. With the exception of February’s detour of liturgies to the parish hall and Zoom (due to the lack of heat) all of our services featured music from the Epiphany Choirs.

Epiphany Choir

Members of the Epiphany Choir enjoyed singing as one choir during our liturgies in 2022, dividing only on Ash Wednesday and Good Friday. Other highlights included being in-person for our Feast Day (including a pageant!), a full schedule of Holy Week and Easter services, followed by singing for the wedding of Jackie Breitenstein & Mary Beth Nelson in April. Throughout the summer, many members of the choir continued to sing on Sundays as part of the Epiphany Summer Choir, joined by others in our midst. When we resumed regular rehearsals in the fall, we gained two new members from the summer and one returning member. We were honored to celebrate the life of Diane Mundy in February and choir member Bob Burnett in September. The Feast of All Souls Evensong service featured beautiful canticle settings and the chanting of all the names of the dearly departed that members and friends contributed. Advent Lessons & Carols and Christmas Eve rounded out a very fulfilling year of singing.

Childrens’ Choirs

The Junior Choir and Beginning Choristers resumed rehearsals in October in order to prepare for Advent and Christmas Eve singing. Eleven children and their family members gathered each Tuesday for practice and a community service project coordinated by Emily Elder and the Rev. Nicole Lambelet. On two occasions, the evening ended with a Family Eucharist in which the children led most of the liturgy.



Hildegard Ensemble

The Hildegard Ensemble sang on Hildegard’s Feast Day liturgy during the Season of Creation and for Advent Lessons & Carols and Christmas Eve.

Epiphany Ringers

Thirty months went by between the last Epiphany Ringers’ rehearsal on March 10, 2020 and our first practice in 2022. All but one member returned, and two new members joined us. We played for Advent Lessons & Carols and we had enough members present to play again at the 5:30 p.m. Christmas Eve service.



ADULT FORMATION

Paul Hinson, Vestry Chair

We had a wonderful year in 2022 full of formation opportunities for adults. Here is a highlight the results of all the energy and effort going into formation for adults at our beloved parish.

- In January we had a multi-session series on Gospel of Luke.
- For Lent 2022 we offered a 10-session series of hybrid (remote and in-person) classes entitled *Returning to our Roots: Exploring Who We are as Episcopalians* led by our clergy along with several awesome guest presenters including Dr. Catherine Meeks.
- During the months of July and August, Ellen Mintzmeyer led a Tuesday evening book study focused on Desmond Tutu's book entitled *The Book of Forgiving*.
- In September we began our Sunday morning series entitled *Listening to the Voice of Creation* where we examined the theological basis of creation care and action in the face of climate change, led by the Rev. Nicole Lambelet, Hannah Schultz, and Gayla Tillman.
- In October, Dr. Carol A. Newsom led us on a journey through the book of Job in five intimate evening sessions—one of the highlights of the year for many of us.
- Also in the Fall and concluding in January, Paul Hinson and the Rev. Amy Dills-Moore led a Sunday morning class on Brian McLaren's book *Faith and Doubt*.
- *Parenting for a Better World* was also offered in 2022, led by Susan & Jarrod Moody, with a focus on all the particular challenges faced in raising loving children and youth.
- Amy continued her Living Contemplatively book study throughout the year.



CHILDREN'S MINISTRIES

Emily Elder, Director of Children & Youth Ministries

Despite beginning the year without a Director of Children's Ministries, children and families at Epiphany remained engaged through the efforts of our Children's Formation volunteers, special events such as the Easter Egg Hunt and Pentecost Bread-Baking, and informal gatherings/potlucks on a monthly or bi-monthly basis.

At our first series of Listening Circles in May, we heard from parents about their desires for consistent communication, opportunities for service, deep community, and regular children's programming. In response, we brought back Children's Chapel, children's choirs and service projects on Tuesday evenings, a newsletter for Children's ministry specifically, and we have striven to make Sunday morning formation as consistent as possible. I am grateful to have accepted the role of Director of Children & Youth Ministries in July 2022, which has made supporting these efforts easier.

Heading into 2023, we look forward to more Sunday morning formation, Tuesday choirs and service projects, and a Vacation Bible School in June. We can always use more volunteers to serve with and love on our youngest Epiphanyites, so please reach out to me—Emily Elder if you are interested!



YOUTH MINISTRIES

Emily Elder, Director of Children & Youth Ministries

After the Omicron wave died down in early 2022, youth resumed meeting in-person on a weekly basis for youth group and for play practice for their original production of “Barnyard Bible Hour.” The youth performed their play on April 24, and in addition to raising a significant sum of money to go toward the youth pilgrimage, they also brought a lot of joy and laughter to the Epiphany community.

The youth pilgrimage took place in early June, with youth and chaperones from Holy Trinity Parish joining us to travel to Nashville, TN. Over the course of four action-packed days, we explored living out our faith through word and deed, volunteering with organizations that served the unhoused, visiting several museums and Civil Rights memorials, and ending with a stop at Thistle Farms.

At the end of June, we celebrated Mat Schramm’s ministry at Epiphany, as they stepped down from their role as Youth Director to begin their PhD in Christian Ethics at Emory University. Mat’s intentionality, passion, and care have blessed our youth immensely, and we were sad to see them go, even as we celebrated their next season of vocational exploration. As I stepped into the role of Director of Children & Youth Ministries, I was grateful for what Mat and the youth had already built here at Epiphany.

Youth group and youth formation in the fall of 2022 were primarily guided by the community covenant drafted by the youth in August. Our weekly meetings were full of biblical exploration, games, laughter, and service. We also brought back dinners twice a month at youth group. Finally, we continued our partnerships with Holy Trinity Parish and Ismail CIVIC. We look forward to more community building and faith exploration in 2023, especially with confirmation taking place in the spring.

As always, if you’re interested in serving with our youth, please contact me—Emily Elder.

COMMUNITY ENGAGEMENT

Susan Ashmore, Vestry Liaison

This year many parishioners got involved in projects that took them into many parts of our wider community. Our parish is so fortunate to have the vision, commitment, and investment in time and talent contributed to these various ministries. I hope that reading these summaries of their activities may inspire you to consider participating where you feel called. I am grateful for the leadership of Kay Lee Bender, Sally Walker, Doug Runnion, Ellyn Bryan, Frances Finegan, and Leify Smith, and all of you who have offered yourselves in these activities that make a difference in so many people's lives.

Art Ministry

The Art Ministry is a quiet but profitable activity at Epiphany 20 years strong and a vital part of Community Engagement. We invite local artists to exhibit their work for a month's time. Artists create—and by their work, add a happy vitality to our parishioners' experience. Epiphany benefits by earning 25% of all sales which is used for various purposes for the building or parish programs.

In early 2022 our first exhibitor was Zoe Aparicio, a new parishioner with his wonderful photography of the iconic West. Later in the year, Zoe also shot family photos of many of our parishioners—about 20 families. Jen Singh was our next artist who created beautiful bird and forest animal images that reminded us of the beauty of our natural world. Jolie Smallwood shared beautiful abstracts with a strong architectural presence in October. Those three exhibitors sold \$2724 of art benefiting Epiphany with \$681. Our December show was the work of artists of Holy Comforter which received 100% of the proceeds from their sales. With Epiphany's great support, they sold \$701 of creations that will go to support their art program led by Charlotte Cameron. Charlotte brought many of the artists by on a weekday to see their exhibit.

We would like to thank the parish for the generous support in purchasing the wonderful art. Not only do your purchases support our parish programs but they help launch emerging artists that have never had an exhibit, established artists needing exhibition space and various diocesan programs.

If you would like to join our ministry or nominate an artist for an exhibit, please contact Liefy Smith.

Decatur-area Emergency Assistance Ministry (DEAM)

Epiphany joins with other faith communities in providing financial and volunteer support and food donations for DEAM. In 2022 DEAM's food pantry distributed 3,168 food orders to individuals and households with 1,283 of those orders provided to unhoused clients.

DEAM also helped prevent disconnection of utility services for 910 households and provided prescription drug assistance in the amount of \$9,146 for 235 individuals. To help with this ministry, contact Doug Runnion.





Earth Guild

Co-chairs Sylvia Yaw and Frances Finegan relaunched the Earth Guild in April 2022. With guidance from the Rev. Nicole Lambelet and Hannah Shultz of the Georgia Interfaith Power & Light (GIPL), the Earth Guild participated in a river clean up, planted blueberry bushes in the meadow and bought a composter. To help with this ministry, contact Frances Finegan or Carol Bartlett.

Feeding Ministry

The Feeding Ministry prepares and delivers a meal once a month to Gateway’s Evolution Center on the second Friday of each month. We use the same menu of pasta with meat sauce, salad and dessert. This meal is well received and gets lots of compliments. Preparing the same menu every month also helps us to have a formula we can follow each month. To help out with this ministry, please contact Anne Kerner or Sally Walker.

- We prepared and served 10 meals during 2022, serving 80-100 men each visit.
- In December we delivered 100 Christmas gift bags along with the meal. Each bag included a Christmas card with a hand written note, a pair of socks, a winter knit cap, a deck of playing cards and some toiletries.
- Epiphany volunteers each month average around 14 for the different tasks—shopping, prepping food, cooking and serving.

Refugee Ministry

The Refugee ministry has continued to support the family of Jamaluddin Khil and Monisa Popal in a variety of ways. Materially, we helped them furnish their apartment, including some rugs and furniture characteristic of Afghan households. We also provided back to school clothes for the children, and important tools for the adults, including a computer and a sewing machine. Educationally, we located English-language lessons at a community college near their house and provided each of the family members with weekly English tutorials. A variety of field trips for Monisa and the children were conducted. Medically, we helped them with transportation to various medical and dental appointments and the paperwork needed for the appointments. Financially, we provided a transitional rent supplement as their support funds from New American Pathways ended. We both gave and received hospitality from this lovely family. To take part in this ministry, contact Erin Braden.

Racial Justice Group

Epiphany’s Racial Justice (ERJ) Group continued its work of learning, discussion, personal growth and action steps which included a 2022 Vestry Statement, Sunday service visits once a month to different churches, communications via ERJ Group emails and newsletter blurbs, hosted a summer mixer with Epiphany’s Young Adults Group, hosted a get-together to watch the movie *Just Mercy*, monthly outings, hosted a screening of the film *Code Noir*, bi-monthly book group meetings, and the completion of the Episcopal Church’s Sacred Ground series with Holy Trinity Parish.

PASTORAL CARE

David Draper, Committee Chair

The primary task of the Pastoral Care Committee is to work with and support the pastoral ministry of the clergy by reaching out to parishioners. The ways in which we did so during 2022 changed as we transitioned from the social and physical separation of the pandemic. Members of the 2022 Pastoral Care Committee included Chair David Draper, Vestry Liaison Lisa Daily, Cecilia Democko, Tom Democko, Jarrod Moody, Susan Moody, Nancy Thompson, and Sherry Wallace.

The Grief Pastoral Care Group, which meets via Zoom is an integral part of pastoral care. The addition of the Community of Hope program enabled us to resume traditional aspects of pastoral care such as Eucharistic visitations and healing prayers during communion as well as to expand pastoral visitations to those homebound or in residential facilities. We also continued the card ministry to senior parishioners and those parishioners added to the prayer list. More information about Pastoral Care can be found at epiphany.org/pastoral-care. The page also includes links to community resources.

Grief Group

The Grief Group met monthly throughout the year. There are now 15 people attending; their losses include spouses, children, parents, siblings, and close friends. For the first time this year, we held a Longest Night Service on Zoom on December 21. Participants included 12 members of the Grief Group as well as other members and friends of the parish, some from out of state. If you would like to attend this monthly gathering, please contact Megan Fraijo-Paul or Nancy Thompson before attending for the first time.

Community of Hope

11 Epiphany members completed the Community of Hope lay pastoral care training in March: Barbara Belcore, Jessica Burns, Lisa Daily, David Draper, Ann Fowler, Laura Gary, Lisa Gray, Paul Hinson, Chris Miller, Katie Pedersen, and Annie Strahan.

We continue to gather monthly to learn, pray, and reflect on our spiritual responses to pastoral situations. Jessica, Lisa Daily, David, and Ann form the leadership team. We invite parishioners to contact for home communion and visits. Contact Ann Fowler.

2022 Highlights

- Conducted 103 pastoral visits, 16 Eucharistic visits, 67 pastoral phone calls, 15 pastoral conversations at church, serving 13 times at the healing rail, writing 82 cards, texts, and emails, and having 15 pastoral encounters with Common Souls and Emmaus House pantry patrons, and refugee family members.
- Visited the Monastery of the Holy Spirit with the Rev. Amy Dills-Moore.
- Sponsored *Walk with Me*, a play about a woman caring for her mother with dementia, written and performed by Epiphanyite Carolyn Cook.



PARISH LIFE

Polly Nodine, Committee Chair

We began this year with an abbreviated Epiphany Feast offering cupcakes after the pageant. Our hosting duties then picked up as we assisted the youth with the Pancake Supper by supplying decorations and a couple of King Cakes. We were in full swing by the celebration for Shea McNutt's 25th anniversary as Parish Administrator and we were delighted to be able to help with this event.

Refuge Coffee was invited to Epiphany on March 31 and set up in the gallery and offered yummy coffee drinks. This was a catered event and the costs incurred were designated for job support for the local immigrant population.

The Agápe Supper was our next sacred event and it was a delight to be able to offer this again. We provided the fish cooked by our resident chef, Joel Fowler, and we handled the set up and clean up. This is one of our favorite events to host. Our Easter offerings started with the Easter Vigil with strawberries and bubbly after the service and then the Easter breakfast. It was a wonderful time and all enjoyed being able to celebrate together once again.

Our Parish Picnic held in May was catered by Community Q along with parishioner's added sides and desserts—plenty of food that day. This event was also in honor of our Priest-in-Charge and her acceptance of the call to serve Epiphany as our Rector.

We offered a Summer Breakfast and we honored Mat Schramm who was leaving the parish to continue their education.

In August we hosted the Kick-Off Picnic in the courtyard with Joel and crew grilling meats and veggie option for the parish. Parishioners brought many different sides and desserts.

Oktoberfest was another grilling opportunity with brats and other offerings. This was held in our wonderful Courtyard even after a hurricane scare that may have kept the attendance down a bit.

Also in October was our parish retreat at the Kanuga Conference and Retreat Center in Hendersonville, NC. Many of those attending found time for a hike, solitary reflection, or ping-pong. A farewell brunch buffet followed Eucharist at the lakeside Chapel on Sunday.



In November we hosted a table at the Ministry Fair and also helped with the In-Gathering. We were asked to also host a reception for our beloved Associate Rector, the Rev. Nicole Lambelet, who was leaving to serve at St. Luke's Episcopal Church.

We wrapped up our year with two events, the Nativities Exhibit and the Lessons & Carols Reception. The Exhibit was different this year as it was not open to the public since we limited the number of displays to only the ones highlighting Luke and Matthew in the narthex and gallery.

I am grateful to our Vestry Liaison, John Wierwille and the wonderful support from my committee: Joel Fowler, Charlie Slater, Holly Slater, Sally Walker, Patricia Price, Sabra Hanson, Pam Tipton, Judy Jarady, David Thierry and Mary McCall Cash. We are always looking for more help so please consider joining our band of Parish Merry Makers. If you want to join us, contact Polly Nodine.



PARISH GROUPS

Episcopal Church Women (ECW)

Laura Keys stepped down as president of ECW in June after serving for five years, keeping us going during the non-meeting years. The members honored her years of service in September with a big thank you and a gift.

We added new members this year and are working on starting an evening or weekend ECW group for those who can't attend on weekdays. The ECW meets monthly and often has guest speakers and makes occasional field trip, but our focus is on service projects.

2022 Highlights

- Donated money to the Emmaus House Food Pantry. Pre-pandemic we made sandwiches monthly for the food pantry to use for those in need.
- Collected non-food items for the Emmaus House Food Pantry. Non-food items are not covered by food stamps. We collected laundry detergent and bars of soap in the spring and baby diapers and baby wipes in the fall.
- Stuffed Easter eggs for the children.
- Hosted a luncheon in the spring for all women of Epiphany.
- Hosted a holiday luncheon for the Emmaus House seniors and provided a small gift for all. Julie Ryder provided music during lunch and the seniors also entertained by singing hymns.
- Had a bake/craft/donated items sale in December to fund our projects.
- Sent cards to those who are ill or unable to attend Epiphany services.
- Donated \$2,000 to St. Mary's Episcopal Church for the Letcher County Library Fund. This county had five public school libraries destroyed by the flooding in that part of Kentucky. The Rev. Aelred Dean, Rector of St Mary's (and former Epiphanyite) sent the request to the Harvey Fund Board, but the request did not meet the criteria of the Harvey Fund. ECW decided to donate ECW money to help with this project.

Daughters of the King

The Daughters met 10 times in 2022. In our meetings we focused on prayer. We discussed our personal prayer practices. We also enjoyed fellowship. The highlight of our year happened in November. We honored Audrey Banfield as our longest serving Daughter. We enjoyed a luncheon together with prayer, smiles, and laughter. To learn more about the order, visit doknational.org or contact Judy Jarady.



Young Adults

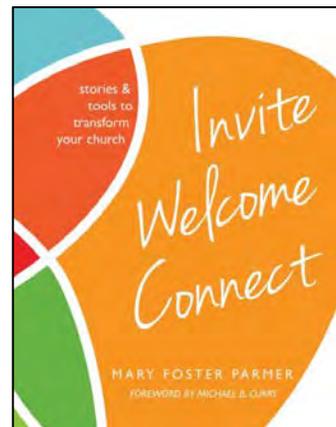
Epiphany's young adults continue to meet on a monthly basis. Our "Second Sundays" of the month are a time of checking in, good conversation, and prayer. Over the past year together we have shared meals, prayed compline together, eaten cobbler in the courtyard, sampled a popcorn bar, and had a bonfire. There is a core group of about 6-9 young adults who consistently meet together.



MEMBERSHIP

Liefy Smith, Vestry Liaison and Chair

In our call to continue to incorporate **Invite | Welcome | Connect** in our parish, the Membership Committee kicked off the Connect program in May—Phase 3 of the Invite Welcome Connect program. Committee members invited fourteen newcomers/new members to participate in this new program. Simultaneously, the committee invited parishioners who are involved, friendly, and have a history at Epiphany to act as Connectors to the new members/newcomers. Epiphany’s Connectors to date are: Paul Hinson, Alix Janke, Laura Keys, Susan Moody, Annie Strahan, Pam Tipton and Sherry Wallace. To initiate Connect, the committee was able to make seven pairings of connectors and new members/newcomers.



Connect is about developing ways for connecting newcomers to the people and ministries that match their life interests, talents, and passions. The goal is to create opportunities for the new members/newcomers to meet more parishioners as well as help them connect to their area of interest. They would then make introductions to the various groups where their interest lies. Each pairing would discuss together the pace of meetings and activities that would work best for both connector and new member/newcomer.

A New Member bulletin board was created for the Crossing Hall. The same photos and short biographies will be published in the Weekly E-News.

A parishioner photo shoot by parishioner and professional photographer, Zoe Aparicio Mendoza, was organized in the Fall. Parishioners and their families were invited to set up an appointment for a photo shoot. The photos will be added to Realm which will help to put names to faces for parishioners.

Epiphany had a lot of new visitors in 2022 which resulted in 13 new members and eight new pledging units so the work of the Committee is helping to make an impact. We had two successful Newcomer Gatherings in the Spring and Fall. The Membership Committee follows up with each new pew card with a friendly email along with contact by clergy and staff. When newcomers become official members by transferring their membership or initiates an annual pledge, committee members acknowledge that by delivering a gift bag with welcome letters and an Epiphany coffee mug.

We welcome parishioners to serve on the Membership Committee which includes the Greeter program. Our committee members include: Annie Strahan, Susan Messner, Paul Hinson, Marion Curry, Tom Democko, and Sharon O’ Flaherty. If you’d like to help welcome new members to our parish, contact Liefy Smith.

Membership By Numbers			
503	Active Members	4	Baptisms
334	Others Active	1	Confirmations
837	Total	1	Receptions
		1	Marriage
360	Households	6	Deaths
190	Children	5	Transfers In
		15	Transfers Out

BUILDINGS & GROUNDS

Bert Bender, Vestry Liaison to People Making Our Buildings Better and Grounds Greener

These impressions about “Who We Are” in relation to our buildings and our grounds at the Church of the Epiphany remain strong:

- ✪ Beauty ✪ Nature ✪ Stewards ✪ Doers ✪ Community ✪ Welcome ✪ Safety ✪ Joy ✪
- ✪ Harmony ✪ Health ✪ Energy ✪ Creation Care ✪ Earth ✪ Trees ✪ Sky ✪ Stars ✪ Work ✪

Our grounds continue to be well cared for (especially the Memorial Garden and flower beds) and bring us into community with this earth (expanding with more shrubberies like blueberries and more). Many, many thanks to those who care for our plot of land, including (but not limited to) Sabra Hanson, John Yntema, Katharine Hilliard-Yntema, Bill Graves, Jeanette Hanson and Galo Velasco-Jackson, Pam Hall, Frances Finnigan, Carol Bartlett (and the entire Earth Guild crew, currently planning a pollinator garden) and others. Come join them!

Our physical home structure’s atmosphere is very different from a year ago with—did you notice?—the new HVAC systems now operating in the Nave, Offices, Nursery and downstairs classroom. So *that’s* done (with some punch list items being punched out), but care, maintenance, repair and sometimes replacement of other parts will continue as needed. 2022 projects included: new kitchen equipment to replace the broken, better lighting in several areas. 2023 list includes roofing inspection/repairs, some additional lighting in the side chapel, prayers for the health of our refrigerator, and what is needed. Thanks to those who help the health of our building and pitch in in so many ways, especially John Yntema, Matthew May, Bill Graves, George Smith, Liefy Smith, Bob Ballou, all who use and care for the kitchen, and others and you if you want to help.

Memorial Garden Guild

During 2022 the Memorial Garden Guild continued its routine duties of maintaining the plants and structures of the garden and assisting in the interment of ashes.

Most significantly, during 2022 it became clear that we were running out of spaces on our memorial wall to mount plaques commemorating those who are interred. The Vestry, therefore, authorized us to add additional marble slabs to accommodate future plaques.

After thoughtful consideration it was decided to install the new slabs on the outside of the East wall of the Sacristy. This work was completed by Atlanta Monument Company in the Fall, and required the removal of a window and an HVAC unit that was mounted on the wall; the unit was more than 30 years old and never used. These changes necessitated modifications to the interior of the Sacristy as well; the opening for the HVAC unit had to be bricked up, and a shelf was installed in the window opening. In conjunction with these changes, the Vestry also authorized an update to the lighting in the Sacristy by replacing the gothic wooden panel above the exterior door with glass, and replacing the main interior lighting fixture, which is visible through the new glass panel.



FINANCES

Phillip Anderson, Chair

Epiphany ended 2022 with a preliminary deficit, pending year-end closeout and adjustments, of \$7995 based on Revenues of \$622,858 and Expenses of \$630,853. Our 2022 projections called for a balanced budget with Revenues and Expenses of \$613,503.

A budget is simply a financial estimate of Revenues and Expenses for the upcoming year. Despite ending in a small deficit, we actually came within 1.3% of our projection for 2022, not great, but pretty close. Our deficit is primarily due to experiencing several unanticipated outlays for repairs and replacements for aging kitchen equipment as well as increased audit expense that covered two years.

Vestry approved a re-finance of our Diocesan Loan to cover a shortfall of donations (approximately \$45,000) for the HVAC replacement. The new balance is \$140,000 at a very favorable interest rate of 1.52%. This is Epiphany's only indebtedness.

This past year, based on the recommendation of the Epiphany Racial Justice Group, we moved the balance of our prior 2016 Capital Campaign funds (\$100,000) to the minority-owned Citizens Trust Bank. This will allow us to develop a working relationship with Citizens Trust while continuing our favorable primary banking relationship with Truist.

The Diocese has approved our request for a reduction in our 2023 Diocesan Pledge commitment to \$62,888.

The 2023 budget is in preliminary form and will be finalized at the next Vestry meeting in February. As of this writing, Epiphany has received 150 pledges for 2023, totaling \$597,477.60. Thank you for the tremendous response to the Stewardship Committee and Vestry requests for pledges. However, additional pledge income will be needed to fund cost-of-living adjustments for clergy and staff. Please prayerfully consider increasing your pledge or making one if you have not already.

If you have an interest in joining the Finance Committee, please contact the Rev. Amy Dills-Moore. Prior budgeting, accounting, bookkeeping, or financial planning experience is helpful, but not required.

The Finance Committee includes Amy Dills-Moore (Priest in Charge), Erin Braden (Senior Warden), Randy Shearin (Treasurer), Richard Messner (Vestry Liaison), Shelle Bryant (Member at Large), Susie Boyko (Bookkeeper), and Philip Anderson (Chair). We meet monthly to review reports, monitor income and expenses, and make budgetary and financial recommendations for Vestry consideration.



STATEMENT OF FINANCIAL ACTIVITY

	2022 Actual	2022 Budget	Favorable/ (Unfavorable)
Revenues			
Contributions—Pledge	\$534,767	\$539,971	\$(5204)
Contributions—Non-Pledge	35,446	33,500	1946
Other Income	38,833	23,500	15,333
Capital Campaign Funds Released	13,812	16,533	(2721)
Total Revenues	\$622,858	\$613,504	\$9,354
Expenses			
Staff & General			
Clergy Salary & Benefits	194,879	199,320	4,441
Clergy Discretionary	2,989	,200	211
Lay Staff Salary & Benefits	204,069	199,376	(4,693)
Lay Staff Other	567	125	(442)
Office & Administration	45,873	6,500	(9,373)
Total Staff & General	448,377	438,521	(9,856)
Diocesan Pledge	56,220	56,220	0
Mortgage Payments	13,812	16,532	2,720
Buildings & Grounds	74,752	66,130	(8,622)
Adult Education	941	1,500	559
Children & Youth	9,673	11,300	1,627
Music & Liturgy	3,848	3,000	(848)
Outreach	13,025	14,700	1,675
Parish Life	9,694	5,400	(4,294)
Stewardship	511	200	(311)
Total Expenses	\$630,853	\$613,503	(\$17,350)
Surplus/(Deficit)	(\$7,995)	0	(\$7,995)

ENDOWMENT

The Endowment Committee met on March 14, 2022 to discuss eight requests for grants, totaling \$14,770, that were gathered during the application period. The new funding available for 2023 is \$8,407; there were \$11,187.72 carryover funds from previous years. The Board reviewed the applications and discussed available funding. The entire committee was present for the meeting: Jessica Boatright, Julia Dodge, Brian Gross, Jeanette Hanson, and Susan Moody; Bonnie Kissler recorded these notes.

The Endowment Fund may distribute grants for the following areas:

- A. Capital improvements, debt reduction, or the building program of the Church of the Epiphany, Inc.
- B. Scholarships or grants to members of the Church of the Epiphany, Inc. for the purpose of attending college, seminary, nursing or medical school; for church-related camping or leadership conferences; or such other training which enables members of this congregation to grow in Christian faith and service to God's people.
- C. Outreach into the community including, but not limited to, grants to Episcopal colleges and seminaries, social service agencies, institutions and agencies to which this parish relates, and to special programs designed for those persons in our area who are in spiritual and/or economic need.
- D. Projects of the Episcopal Church at home and overseas.

Summary of Grants Awarded

- \$5,500 for replacement of front doors because they are not closing properly despite multiple efforts to readjust.
- \$2,450 to support Circle of Care program for lay pastoral care training at Epiphany.
- \$520 for acolyte robes and cinctures.
- \$900 on behalf of the Earth Guild to create an edible landscape.
- \$400 to purchase an additional Smart TV for meetings in Room 201 and other programs at church.
- \$1,000 scholarship to support seminary education.
- \$1,000 scholarship to pay for travel expenses to study abroad in Spain to become more proficient in Spanish.
- \$2,000 to fund an interfaith climate event.

Total grants awarded are \$13,770.

The Harvey Fund

The Catherine D. Harvey Legacy Fund was created to assist with meeting the basic needs of individuals and families and to expand their opportunities to reach their full potential for self-sufficiency. Members of the Harvey Fund Board recommended the disbursements listed below which were approved by the ECW members and the Vestry.

Our House, Inc.	\$5,000.00
The Global Village Project	\$5,000.00
PNTG Summer Camp	\$5,000.00
Epiphany Refugee Ministries	\$4,229.99
Total 2022 Distribution	\$19,229.99

STEWARDSHIP

Pam Tipton, Chair

Grace | Gratitude | Giving—Our Stewardship

With an abundance of Gratitude for your generousness, the Parish has once again shown its Grace through Giving. From celebrating all that we love about Epiphany with our annual Ministry Fair and iconic message tree in the gallery, to the inspiring and insightful stories from fellow parishioners during worship, we collectively rose to the call to action that will enable our growing ministries and make a much-needed (and deserved) living wage adjustment for staff salaries. Starting with a goal of \$575K, we quickly realized we could not sustain and grow without a marginal increase of an additional \$25K. We're almost there! As of Friday, January 27, we have 150 pledges totaling \$597,477.60.

With grateful hearts—the Stewardship Ministry team: Pam Tipton (Chair), Kaylie Gibbs (Vestry Liaison), Paige Howell, Tom Democko, Emily Thompson, Laura Keys, Laura Gary.

