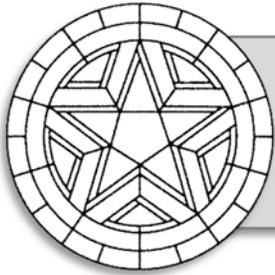


THE EPISCOPAL CHURCH OF THE EPIPHANY



ANNUAL PARISH MEETING JANUARY 23, 2022

Meeting Agenda

I. 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.*

II. Appointment of the Secretary

III. Election of Vestry Members

IV. Introductions of Vestry and Staff

V. Senior Warden's Report

VI. Financial Report

VII. Stewardship Report

VIII. Priest in Charge Report

IX. Benediction



The Episcopal Church of the Epiphany

MEMBERSHIP PROFILE

Year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Active	641	638	620	608	611	635	618	628	597	553	550
Others Active	433	463	400	384	397	393	392	403	398	358	364
Total	1074	1101	1020	992	1008	1028	1010	1031	995	911	914
Households	463	469	425	434	425	439	425	432	441	400	395

Average Sunday Attendance from Parochial Reports:

1996 - 185	2001 - 242	2006 - 261	2011 - 282	2016 - 281	2020 (March) - 222
1997 - 212	2002 - 235	2007 - 271	2012 - 263	2017 - 264	2020 (Online) - 126
1998 - 217	2003 - 209	2008 - 317	2013 - 270	2018 - 246	2021 - 148
1999 - 223	2004 - 224	2009 - 295	2014 - 269	2019 - 232	
2000 - 240	2005 - 211	2010 - 293	2015 - 260		

Transfers Out: 10
 Transfers In: 8
 Deceased: 5

Gender:

Male	395	43.2%
Female	513	56.1%
Non-binary	6	0.6%

Age - from 761 known birthdays:

17 and under	217	28.5%
18-24	49	5.4%
25-39	74	8.1%
40-59	216	23.8%
60-79	171	18.8%
80+	34	3.7%

Households - 393:

w/children	143	34.3%
w/out	252	63.8%

Marital Status - from 872 listings

Divorced	34	3.9%
Married	447	51.3%
Minor	239	27.4%
Partnered	20	2.3%
Single	106	12.2%
Widowed	26	2.9%

Years in Church:

0-4	262	28.7%
5-9	225	24.6%
10-14	221	24.2%
15-19	78	8.5%
20-24	52	5.7%
25-29	33	3.6%
30-34	25	2.7%
35-39	8	0.9%
40-44	7	0.8%
45-49	7	0.8%
50+	2*	0.2%

* Tom Mundy 1950, Dan Mundy 1953

Major Cities (Households):

Decatur	167	42.23%
Atlanta	129	32.65%
Avondale	18	4.56%
Stone Mt.	11	2.78%
Tucker	9	2.28%
Lilburn	7	1.77%
Clarkston	4	1.01%

THE EPISCOPAL CHURCH OF THE EPIPHANY

Annual Report

Priest in Charge

We entered 2021 with some signs of hope on the horizon. Vaccines were finally available and we were filled with hope about what that might mean. We were able to start worshipping together outside in November of 2020 and we were so joyful to be able to gather in person again, even if it was a little chilly at times. We thought a return to “normalcy” might be just around the corner. The year didn’t completely turn out the way we hoped. We are still worshipping in the cold—this time in the nave instead of outside. And even though we have vaccines, we are in the midst of the worst COVID-19 surge yet.

And yet...here we still are, still finding ways to worship together, serve God together, listen for God together and what God is doing in our midst, and enjoy the strength we find in community. We have proven time and again what a resilient community we are as we strive to remain faithful to our calling, even in the most challenging of times.

We have grieved together this year our many losses, especially the loss of beloved members of our community, along with other dear friends and family, and the loss of so many things that make our lives feel meaningful. Through it all, we have supported each other.

We have also celebrated many things together in the last year. We baptized nine people into this body of Christ. We have welcomed eight new members this year. We experienced a joyful return to worship in our nave in July. We joined together for some meaningful formation opportunities. The work of our Racial Justice group and our participation in Sacred Ground invited us to listen more deeply for how God might be calling us to engage in the work of justice. We began a Community of Hope group to be able to broaden the scope of the pastoral care we can offer to members of this parish and our larger community. We began

thinking together about how we engage in outreach with the community around us and how we might better partner with others in doing that work.

Our parish life committee has offered us ways to enjoy being together even in the midst of a pandemic. We were able to return to Kanuga for our parish retreat this past fall. Our ministries to youth continue to deepen and how grateful we have been to see them back in leadership roles in worship! We began monthly gatherings of young adults in our parish and wider community, along with gatherings of parents with preschool age children outside in my backyard. Enhancing our ministry to children remains a priority in the year to come when it becomes safer for them to gather again. We look forward to new ways of being the church in the coming months, even as we are reminded again and again how to live fully in this particular moment that we have been given.

The worship of God and our common life of prayer remains at the center of our life together and we have worshipped well together whether we were online, outdoors, or in our nave. Our Zoom Morning Prayer group that formed in the first days of our pandemic lockdown continues to meet for prayer every weekday. I am grateful for the work of our worship guilds and many volunteers who make worship possible even in the most challenging of circumstances.

We have done a lot of experimenting and you’ve been gracious as always through it all. Some things worked. Some things didn’t. We keep adapting to find what works best “for now.”

It can feel exhausting when there’s so much change in the world around us, even here at church. The gift in that is that it reminds us to hold loosely everything except for our love for God and each other. Learning to adapt to change can even help us be more open to the new things the Spirit is doing in our midst.

I remain so grateful for the faithfulness of all of you in giving to support all the ministries that I've just named. Our giving remains strong and thanks to your support of your parish, we have rebuilt some much needed cash reserves in our finances. We have been blessed by several generous bequests from parishioners that have been designated to support our endowment fund, music ministry, memorial garden, and adult formation, along with money that will be used to do some necessary replacements of appliances in the kitchen. The replacement of our HVAC system in the nave and offices continues to move forward thanks to the tireless work of Bert Bender, our Building and Grounds vestry liaison, along with your generous pledges and donations to our HVAC campaign. And beyond financially supporting your parish, you continue to show up, to do the work of being a church community, and you continue to care for each other in ways that inspire me.

We have a wonderful and dedicated staff and I feel so blessed to work with Nicole, Julie, Shea, Mat, and Susie. Epiphany is blessed with incredible lay leadership as well. The members of our vestry and our various committee chairs are deeply committed to this place and its well-being and their hard work shows in the ways we have been able to continue to have meaningful connections with each other and grow spiritually even in a pandemic. I'm especially grateful for our wardens from 2021, Shelle Bryant and Richard Messner, who with their wisdom, compassion, and good humor have helped guide us through these very unusual times. I could not ask for better partners in ministry.

We are people of Epiphany. As I said on our feast day, our name calls us to shine our light in this place and around our community. It's a light that the likes of Herod, a pandemic, political unrest, or even our own weariness cannot extinguish because it comes from God's light within us. The spirit of God is here and at work and I'm grateful to be a part of it with you.

The Rev. Amy Dills-Moore, Priest in Charge

Senior Warden

Any former English major knows that one way to get “unstuck” when you're trying to write something is to pull out a dictionary and look up a key word or two. This leads to the tried-and-true opening sentence, “Webster defines X as Y” that typically gets the narrative started. So, as I was sitting in my living room to write this annual report, I decided to try it. The American Heritage Dictionary defines “vestry” as “a committee of members elected to administer the temporal affairs of a parish.” How perfectly descriptive of the role of the vestry—a body whose purpose is tending to the “earthly” parts of our life together. You can read about this “tending” in each of the ministry reports provided in the 2021 annual report.

Over the past year, we collectively agreed to renew our commitment to work toward ending systemic racism and wrestled with how best to live out this commitment across our collective life together. We reviewed plans for the expansion of the memorial garden commemorative plaques, agreed to the option that maintains the beauty of that sacred space, and wisely use designated resources. We listened in awe as Bert Bender described multiple, complex options for replacing the HVAC system in the nave and approved a capital campaign to cover the high cost of that replacement. We debated the wisest ways to worship together during a pandemic and without heating or cooling. We delighted together when the generosity of each of you meant that the Rev. Nicole Lambelet transitioned from part-time to full-time more accurately reflecting the breadth of her work among us. With her leadership, we have embarked on a journey to expand our understanding of outreach as an opportunity to engage with our community, meeting them where they are. We practiced *Lectio Divina*, learning new ways to listen and learn from scripture. Your vestry approached their work together with care, consideration, honest debate, and thoughtful reflection. Each member listened respectfully, debated thoroughly, and voted conscientiously. This work is not always easy, but it is always good.

Each vestry member brings unique skills, insights, and personality to their role as liaisons to the Epiphany ministries and committees. It has been my delight to serve with each one. Thank you, Sara Cushing, Linda Ryder-Wolf, Lisa Carlson, Erin Braden, Paul Hinson, Richard Messner, John Wierwille, Bert Bender, Lisa Daily, Peter Dodge, and Liefy Smith. Thank you, Sherry Wallace, Clerk of the Vestry, for listening intently and synthesizing our deliberations into succinct and meaningful minutes. Thank you, Randy Stewart, Epiphany's Treasurer, for attending each meeting and artfully helping us better understand our financial interests and obligations, and thank you, Ann Fowler, Sr. Warden Immediate Past, for your guidance and presence. Finally, thank you, Richard Messner, Jr. Warden, for your support, insightfulness, and friendship.

Though the purpose of the vestry is to tend to the temporal, under Amy's leadership, the work is also sacred. The Rev. Amy Dills-Moore, our Priest in Charge brings intelligence, humor, humility, resilience, and grace to all that she does. She cares deeply about this place and each of you. She has been a gift of calm during a tumultuous time in the life of our Parish and indeed the world. It's been just over a year since Amy walked across our parking lot sanctuary to ask if I would serve as Sr. Warden, and I'm so glad I said yes.

Shelle Bryant, Senior Warden

Associate Priest

The words of James Baldwin ring especially true for me as I reflect on the past 12 months: "Trust life and it will teach you, in joy and sorrow, all you need to know."

In so many ways, 2021 like 2020 will be remembered for its pandemic-related struggles. Yet, amidst all the struggle and in the joys and sorrows of last year, Epiphany continues to work together to embrace life and all the diversity of its moments as opportunities for learning and growth. Epiphany's ongoing commitment to gather for worship and prayer through

less than ideal circumstances reminds me that life continues in and in spite of hardship and that, grace and joy abound even within the difficult. Thank you, Epiphany for your witness in 2021. I give thanks that God is not through with us yet!

Here are some of the many grace-filled moments I can share from this last year:

- In early 2021, the Outreach Committee collaborated with the Adult Formation Committee to host a series of conversations about how our stories and the values we hold as a community work to shape our sense of identity and guide our action in the world. In the discernment that followed, Outreach Ministries took initial steps; trying on some new language and thinking with a new model for our outward facing work. Joining with the Diocese of Atlanta, we have begun calling our Outreach programming at Epiphany, Community Engagement, and incrementally we are shifting our orientation in ministry to follow this model. We're excited to grow with you into this new way of doing ministry at Epiphany. Look for ways to participate and learn more about what this will mean in 2022!
- Another grace we experienced this year also arose from the discernment series. During one of the educational offerings we hosted for the community on Racial Justice, we were approached by the Ismaili Council for the Southeastern United States about a possible partnership. We accepted the generous invitation from our Muslim neighbors to collaborate in learning and service. To date we have hosted formational offerings at Epiphany about Islam with help from parishioner Jim Hoesterey, participated in two service projects with the Ismaili, visited the Decatur Jamatkhana, and hosted our friends at Epiphany! We look forward to deepening this partnership and our interfaith witness in the months to come. You can read an article about this in Episcopal News Service:

<https://www.episcopalnewsservice.org/2021/11/04/atlanta-area-episcopalians-ismaili-muslims-forge-relationship-through-community-service/>

- Another highlight from this last year has been the emergence of a monthly young adult gathering, we've named Second Sundays. We started in the summer as a group of 5-7 and ended the year with over 20 in attendance at our December gathering!
- The final grace filled moment I'll share in this report comes from our All Souls Requiem for all those lost to COVID-19. I can't tell you how meaningful it was to create space together for the sorrows we've accumulated in the last months. I am thankful to the choir and to Julie who led us through some hauntingly beautiful songs of lament, the youth who led us in worship as readers and acolytes, and all of you who gathered to make space for the parts of life that are too much to hold. Together we affirmed the truth of God's presence with us and the endurance of God's faithfulness no matter what comes. The giver of Life can be trusted with life—in all its joy and in all its sorrow. This is the witness of the church. This is our work. This is what we devote our lives to learn.

I am honored to continue the journey of grace-filled learning with you in 2022.

The Rev. Nicole Lambelet. Associate Priest for Family Ministry & Community Engagement

Adult Formation

Adult Formation continued to be a vital ministry offered at Epiphany throughout 2021, even as we coped with the continued challenges of COVID-19 and the need for offering virtual participation as option for parishioners. We lost our theologian in residence and Adult Formation Committee chair Evan Bassett early in the year as he transitioned out of that position largely as the result of his acceptance of a full

time religion faculty appointment at Holy Innocents Episcopal School. The Rev. Nicole Lambelet took on a critical role in developing much of our adult formation offerings throughout the year.

Early in the year, the Rev. Amy Dills-Moore resumed her well attended and stimulating Living Contemplatively Spirituality Group with a multi-week book study series and discussion focused on the life and work of Thomas Merton using texts and essays from several sources.

Also early in 2021 during the Sunday morning adult formation hour we launched a 13-week series on discernment/vocation entitled *Stories of God's Calling*. As revealed in scripture our faith is all about telling the stories of our lives and our encounters with the holy. The series provided an opportunity for us to listen to each other's stories about how we experience God both as individuals and in community. We listened to a handful of our beloved parishioners sharing with us their unique stories of personal discernment and vocation, and then shifted to discernment/vocation shared communally. The series included a panel discussion on where we've been historically with regard to our outreach ministries and partnerships. We also studied adaptive resilience in the face of change, the stories our places have to tell ("stories of place"), and finally, we attempted to pull it all together in discerning who we are, and where we'd like to go as a community in the here and now.

Over the summer months, we programmed a handful of small group offerings meeting weekly, three of which has a topical focus and generally a related text to read and discuss together, while a fourth group met just to socialize and foster community building.

Among the three "topical" small groups were: (1) a group book study which met over a two month period on faith and citizenship using Diana Butler Bass' book "Broken We Kneel" led by Paul Hinson and Evan Gibbs; (2) a series on Ecotheology led by Phillip Ranglin and Pam Hall using portions of Jennifer Ayers' book, "Inhabitation" alongside essays on eco-theology by James Cone "Whose Earth Is It Anyway?" and the Himes Brothers "The Sacrament of Creation";

(3) a multi-week book study and discussion group was offered on Howard Thurman's seminal work "Jesus and the Disinherited" led by Alix Janke and Susan Ashmore; and finally (4) a reflective and relationally focused small group led by Barbara Ryder and Anna Sherril.

Mid-year the Rev. Nicole Lambelet received an invitation from Muslim clerics at the Ismaili Center and Jamatkhana in Decatur inviting us on a shared journey of community service and a mutual exploration of each other's faith traditions. We began in August with a three-session seminar offered during the Sunday adult formation hour on "Islam 101." Concurrently a book study group led by Evan Gibbs and Paul Hinson met over seven weekly sessions reading and discussing Deanna Womack's book "Neighbors: Christians and Muslims Building Community." Our work with the Ismaili Center continued with mutual visits to our worship spaces and several joint community service projects. This was an exciting development, which really energized the parish on many levels and we look forward to additional opportunities to work with our friends at the Ismaili Center.

In the fall of 2021, we began an offering of the national church's Sacred Ground anti-racism curriculum in partnership with Holy Trinity Episcopal Parish. This involved all program participants from both parishes coming together in introductory sessions, followed by the training of volunteer facilitators. The curriculum incorporates ten modules of readings and video materials. Our small groups completed the first five modules in the fall/early winter of 2021 and will complete the remaining five modules in late winter/early spring of 2022. During the season of advent, participants from both parishes met for a really rewarding half-day retreat of discussion and worship led by the Rev. Nicole Lambelet and the Rev. Rhett Soloman.

Also in the fall of 2021, we offered a three session series during the Sunday adult formation for the Season of Creation called Ecopocalypse led by Professor Kyle Lambelet where we studied what the

apocalyptic literature in our scripture has to offer us with regard to tools to interpret and respond to our impending climate apocalypse. Later in the fall, seminarian Linden Abston and the Rev. Nicole Lambelet presented a three session series entitled "Ambivalent Ancestors: Wrestling with the Stories of our Past" which looked at a handful of challenging/difficult stories and invited us to wrestle with them and mine them for meaning in today's age.

Our Racial Justice Group led by Erin Braden and Kay Lee continued with their monthly meetings and book study group throughout 2021.

Late in 2021 the acquisition of an advanced networked audio-visual device for hybrid in-person/online education has helped to our effort to made hybrid meetings meaningful for both live participants and virtual attendees. As formation continues in a hybrid format, we believe this acquisition was a good decision, which positions us well for hybrid meetings going forward.

Going into 2022, I believe there's some energy around re-populating the lay-led Adult Formation Committee. Even without a well-organized and populated lay committee, adult formation continued aggressively and fruitfully throughout 2021 through numerous lay-led book study groups, clergy and guest-led formation series during the Sunday formation hour, our exciting partnership with the Ismaili Community, and the continued work of our Racial Justice Group. Looking back, it was a busy, fruitful and energizing year!

Paul Hinson, Vestry Liaison

Altar Guild

The altar guild has experienced many of the same changes and challenges as other ministries within the church. We were grateful for the opportunity to gather and worship outside and have welcomed the transition back to worship in the nave. The latter has allowed us to bring all our teams back to their designated Sundays to perform the work of preparing the church for the worship service and assisting the clergy. Sadly, though we lost several of our members. Some to

relocation, others to attrition. Our most profound loss was the passing of Diane Mundy, our longest serving member. Diane served on the guild for forty years. Even though she took on other responsibilities, most notably as head verger, she maintained her commitment to the altar guild ministry. We miss her.

In returning to our altar guild tasks, we have been helped immensely by the work that Bill Graves has done to transform the sacristy from a dark, almost gloomy space to one with sunlight and new lighting fixtures. He also installed shelves and a coat rack. No more purses or backpacks on the floor!

We continue to be grateful for the support of Floyd Parker. His many gifts to our worship experience include the Paschal, Advent and Christmas Candles.

We have welcomed a new member this year, Alix Janke. She joins Ruth Olson, Martha Rummel, Joy Boyden, Laura Keys, Katie Pedersen and her daughter, Phoebe McNeely, Evelyn Stewart, Ann Fowler and Keith Poole.

We welcome visitors to the sacristy—if only to see all the physical changes. And we are always eager to talk and answer questions about serving on the guild.

Annie Strahan & Kathleen Rinehart, Altar Guild Co-Chairs

Art Ministry

The Art Ministry is a quiet but profitable activity at Epiphany and a vital part of Parish life. Artists

Create—and by their work, add a happy vitality to our parishioners' experience. Strolling through the gallery viewing the art reminds each of us of the myriad ways that beauty and meaning come in different packages is a reverent force to inspire—a higher measure of humanity, personal growth or creative thinking. It affects our perspective and interrupts predictability in the way we view our world. Art sparks conversation and understanding. Exhibiting art in our gallery is a part of what Epiphany is all about—spreading love, acceptance and reaching for an enriched way to live in community with all our gifts from God.

In early 2021 with services still totally on Zoom, Shea McNutt's great suggestion of adding the Art Ministry show to our website allowed it to be viewed safely by the entire Parish and visitors. Our exhibitors were Bill Graves, Beth Beck, Rev. Bill Deneke, Patty Young, and Marjorie Jordan. Beth Beck's wreath exhibit sold the largest amount—\$1355.00. Despite not having the full roster of shows, our gallery sold \$2,777.00 of art with Epiphany earning \$694.25. Last summer, Amy and I met to determine how best to use the additional Art Ministry funds. The decision was to use the remainder of the accumulated proceeds from the gallery sales over the last few years to renovate Room 201. A total of \$3,400 of Art Ministry funds were spent to redesign the room and make it a pleasant multipurpose meeting space. Purchases included two new sofas, five new chairs, five lamps, a large rug, coffee table, a small desk and new curtains. I hope everyone has had an opportunity to see the improvements!

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 also help launch emerging artists that have never had an exhibit as well as support established artists needing exhibition space.

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

Liefy Smith, Chair

Building & Grounds

These were some initial impressions about Values, Goals, Mission, Vision, and “Who We Are” in the Buildings and Grounds space of the Church of the Epiphany after an initial look into Buildings and Grounds issues.

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

We occupy a beautiful space in God's creation, albeit on a noisy stretch of Ponce de Leon, but with an outdoor environment of flowers, shrubberies, hillsides, courtyard, Memorial spaces, Playgrounds, teaching grounds, and more. Eighty-eight new trees planted in the spring in concert with Trees Atlanta, and continuing care of the flowerbeds and more. Care will be easier in 2022, because with a generous designated gift from a Parishioner, we are seeing the installation of four irrigation hydrants around the campus to ease the burden of those who would water our creation. Many, many thanks to stalwart plant tenders, including (but not limited to) Sabra Hanson, John and Katharine Yntema, Tom Felcher, Bill Graves, John Wierwille, Jeanette Hanson, Pam Hall, and others.

The Building is beautiful too. Our physical home. Like our homes, it needs care, maintenance, repair and sometimes replacement. The big repair and replacement item for 2020 through 2022 are worn out/broken HVAC systems, one covering the Office/Bathroom/Nursery/Basement Classroom space, and one covering the Nave (which also had a flawed furnace system and other issues). Getting the right systems was a key analysis of Vestry version 2020, including engaging Tim North, a qualified mechanical engineer recommended by the Diocese, first to do diagnosis and prognosis of the Nave issues, then to prepare a design proposal for the replacement of the Office systems—their design contract draft was submitted in the fall of 2020, then finalized and approved in February 2021. Further review of the Nave HVAC issues led to a supplemental design contract authorized in May 2021. Plans were finalized in the fall, construction bid documents prepared, contractors vetted, five bidders invited and attended on-site inspections, and bids are under review as this is written. Initial reaction from our Mechanical Engineer: “everything is expensive now—unfortunately. Plus—everyone is soooo busy now” More to follow. Thanks to the many who had participated in initial review and diagnosis of HVAC issues and options, and to George Smith for his invaluable professional

insights into HVAC issues as we navigate plans and contractors.

Good News! The playground was restored and improved (thanks John Wierwille and team)! A new Ice maker in. Dishwasher and Freezer bids to follow. Hopefully some overdue lighting repairs. A Courtyard Fence design group to emerge soon. Endless thanks to John Yntema, Bill Graves, Alex Sherrill, Paul Robertson, Matthew May, George Smith and others for their help; look for a renewed look at Building an' Grounds (BANG) Structure and recruiting soon.

Bert Bender, Vestry Liaison for Buildings & Grounds

Children & Family Ministries

During the first half of 2021, children and families gathered virtually for Godly Play on Sunday mornings with Christen Erskine, our talented Interim Director of Children's Ministries and a host of wonderful volunteers. Sunday mornings were a joyous time for children to connect with one another, sing songs, offer prayers, and hear the stories of our faith over Zoom. Christen's time with us as Interim Director came to an end last August when she began an M.Ed./Ed.S. in School Psychology at Georgia State. Still, throughout 2021 children and families at Epiphany have continued to enjoy a number of outside social and formational gatherings, creative and liturgically relevant take-home formation kits, and of course, the St. Nicholas Feast Day Celebration and Epiphany Pageant. We remain hopeful that 2022 will allow for more programmatic offerings for children and families and plans for reopening of the nursery and returning to Sunday morning Godly Play are already underway! If you are interested in volunteering, please contact the Rev. Nicole Lambelet. We need more volunteers to assist in all our children's ministry programming.

Linda Ryder-Wolf, Vestry Liaison and the Rev. Nicole Lambelet

Community Engagement

Epiphany's commitment to engage with our neighbors, especially with those who are most marginalized, is a vital part of who we are. Many parishioners are involved in our engagement efforts, doing everything from cooking and cleaning to building relationships and making new friends.

Over the past year, our ministries have continued despite the challenges of the pandemic. Sally Walker and Anne Kerner took over coordinating the feeding ministry at the Gateway Shelter from Jeanette Hanson, with the help of volunteers who cook and serve dinner once per month. We started the year with generous donations to support Hagar's House through catered meals, and were able to switch to dropping off home-cooked meals in the fall. Kathleen Rinehart continues to provide invaluable support for the Hagar's House ministry, and we welcome your help. Our parish engages with our neighbors in Peopletown through several Emmaus House programs. We provided over 200 bags of groceries for Thanksgiving at Home and a large number of gifts and toys to children for Emmaus House Christmas. December's successful shoe drive for Church of the Common Ground was a wonderful collaboration with our youth and the Ismaili community.

Most recently, our refugee ministry is partnering with the New American Pathways Family Friends Program to help a refugee family resettle in our country. We anticipate being matched with a family in the next two weeks, with the help of an enthusiastic group of parishioners. We are grateful for our parish support and appreciate your participation with gifts of time, talent, and items needed for the family. Our financial support of Emmaus House, DCM, DEAM, and Holy Comforter continues thanks to the generosity of our parish family.

We are excited about the energy and direction that emerged from the discernment process and small group discussions led by the Rev. Nicole Lambelet this past spring, organized by members of the committee with help from Adult Ed. This past fall, a Community

Engagement Advisory Council was instrumental in helping us think through our values and goals for community engagement efforts. Parishioner energy and commitment have coalesced around developing Epiphany's capacity for relationship building, social justice, and reconciliation, and we are excited about the relationships and partnerships that are already underway.

We invite you to join in this rewarding work as we seek and serve Christ in all people. There are many opportunities large and small to get involved!

Erin Braden, Vestry Liaison

Community of Hope

In the fall of 2021 Epiphany launched a 14-week Community of Hope (COH) training for lay pastoral caregivers. Barbara Belcore, Jessica Burns, Lisa Daily, David Draper, Ann Fowler, Laura Gary, Lisa Gray, Paul Hinson, Chris Miller, Katie Pedersen, and Annie Strahan participate in the program.

Community of Hope covers topics both theoretical and practical, ranging from teaching caregivers the tenets of Benedictine spirituality to practical instruction in making a pastoral care visit. It is COH's goal that this training awakens participants to God's call in their lives by discovering and understanding their spiritual gifts for ministry. Experienced pastoral care providers and trainers led the training in the fall. In addition to the Rev. Amy Dills Moore, guest faculty included the Rev. Rhett Solomon from Holy Trinity, the Rev. Bill Harkins and Christy Gituku from the Cathedral Counseling Center, Barbara Pendergrast, a chaplain at St. Joseph's Hospital and Charleston's Coastal Crisis Chaplaincy, and the Rev. Caroline Peacock, the director of spiritual health at the Winship Cancer Institute. As part of the program, Community of Hope members made pastoral visits to parishioners in December. The remaining seven classes of the training will begin on January 10.

Benedictine spirituality gives Community of Hope its unique emphases: growing each participant spiritually within a nurturing community, and staying true to

Jesus' commandment to care for people in need ... "When you do this to the least of these, you do it also unto me," (Matthew 25:40). Community of Hope founder, the Rev. Dr. Helen Appelberg, said, "It's about the skills and the practices of spiritual life that prepares each one of us to be open to the other... to believe and trust that the hospitality of the Christian faith is to look for Christ in the other person, and as we approach them to serve them, and in humility provide ministry to them. Our prayer is that the stranger will receive us and look for Christ in us."

Ann Fowler, Leader

Daughters of the King

DOK was active January through June via Zoom. Our meetings consisted of prayers for our clergy and prayers from the Weekly Parish Notices. We also spent time working in the DOK National Study guide. We voted not to meet in July and August. In the fall, some of our members had illness and surgery. These factors made it difficult to get meetings accomplished. Our group elected Judy Jarady as new president of the chapter. The next meeting is scheduled for Sunday 01/23/2022 at 5 p.m. via Zoom.

You can find out more about the Order of the Daughters of the King at our national website at <https://www.doknational.org/>

Judy Jarady, President

The Endowment Fund

The Endowment Board met on March 8, 2021, to discuss six requests for grants that were received during the application period. Part of the Board was present for the meeting: Julia Dodge, Jeanette Hanson, Bonnie Kissler, and the Rev. Amy Dills-Moore (Priest in Charge)

For the readers' reference, 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

Sorting and Screening

The total sum of money initially requested was \$11,176.27. The new funds available for 2021 were \$8,407; there were \$11,187.72 carryover funds from previous years. The total amount available for distribution in 2021 is \$19,594.72. The committee members who were present voted unanimously to fund all the applications. Committee members Brian Gross and Susan Moody voted yes to support funding all applications via email on March 8, 2021.

Recommendations Overview

The Endowment Committee recommendations are shown below with \$ amounts.

- 1 John Yntema requested \$4,426.27 for replacement of Chapel Doors to add beauty and security to the building.
- 2 Parishioner Phoebe McNeely requested \$1,000 to pay for books and supplies for college.
- 3 Megan Swett requested \$1,000 to support seminary education.

- 4 Lambelet, on behalf of Adult Formation Committee, requested \$1,000 to fund educational offerings at Epiphany.
- 5 Rev. Amy Dills-Moore requested \$1,250 for an improved camera to continue livestreaming of worship.
- 6 Ann Fowler requested \$2,500 to support a Community of Hope lay pastoral care training program at Epiphany.

Bonnie Kissler, 2020 Chair

The Episcopal Churchwomen

The Episcopal Church Women (ECW) got off to a slow start in 2021, with our first in person meeting in May and we revised our regular schedule to include lunch out at Melton's App & Tap rather than our more customary post-meeting potluck lunch. Despite that, we were able to continue our semi-annual collections for Emmaus House in both March and October and made donations to Emmaus House rather than making sandwiches. By the fall, we were back on track and, with the help of several new participants, were able to host the Emmaus House Seniors for luncheon in December. We also held our popular Bake Sale & Christmas Bazaar in December. We are again limping into the New Year, thanks to COVID-19 concerns, but plan to resume meeting in February.

Laura Keys, President

Eucharistic Ministers (EMs)

Well, I was certainly hoping we would be in a better place vis-à-vis the pandemic at this point, but what can you do. Once again, the EMs are still on hiatus.

Kudos to the acolytes for taking on additional roles as chalice bearers. Our wonderful readers are still champs at making adjustments from virtual services only to both virtual and in person, back to in person again. I am so impressed with their willingness and skill in taking on new and different responsibilities. Thanks so much to all of you. Thanks also to our

wonderful staff and clergy for their continued leadership in these ongoing difficult times. I am happy to be getting back to regular in-person services, and look forward to the EMs serving once more.

Martha Rummel, Chair

Memorial Garden Guild

The Memorial Garden Guild continued its routine tasks during 2021, i.e., maintenance of the Garden and funeral assistance, as needed. Sadly, we assisted in the interment of several parishioners or former parishioners during 2021.

It became apparent during 2021 that we were running out of space to install plaques to memorialize those interred in the garden. We contracted with Atlanta Monument Company to prepare and install two new marble slabs on the Eastern Wall of the Sacristy. Some modifications to that wall were necessary since there was a window and an HVAC unit occupying the space. Since the HVAC unit was never used and more than 30 years old, it was decided to discard the unit and re-brick the wall where it had been. A built-in cabinet that matches the other cabinetry was installed in the window opening. Due to supply and labor delays related to the COVID-19 pandemic, installation of the new marble slabs is still pending as of this writing. We expect completion of this work early in 2022.

The Guild enjoyed the continued participation of the Properties committee and volunteer parishioners during this year. New members are always welcome. Contributions to the designated Memorial Garden Fund are also always welcome.

Bill Graves, Acting Chair

Finance

The bottom line for 2021 belongs up here at the top line. Epiphany had a surplus for 2021 of \$88,471.

This surplus allows us to replenish partially our cash position toward a more appropriate cushion. We ended 2021 with Cash Available for Operations of \$91,189, a terrific improvement over the situation of two years ago, when we began 2020 with Cash Available for Operations of less than \$2000 following a deficit of \$23,004 in 2019 and deficits in several other prior years. We were holding our breath every month as our commitments came very close to outstripping our resources. The Finance Committee would like to build further our cash position so that we would have at least a three-month cushion of Cash Available for Operations, as our expenses are nearly \$50,000 a month. We also need to replenish the Building & Grounds fund, which prior deficits have caused to be diminished. We should have dedicated monies set aside for such things as a Roof Fund, a Technology Replacement/Upgrade Fund, and a Contingency Fund for large unexpected expenses. We currently have none of those funds in place. Your pledges and contributions are vital to help us in these efforts toward financial soundness. The Finance Committee will be working with Vestry to determine whether any part of this year's surplus should be re-directed. Meanwhile, it is providing us with the security of having partially rebuilt our necessary cash reserves.

Revenue for 2021 was \$61,000 more than budgeted and \$20,000 over that of 2020. Expenses were right on budget and down \$11,000 from 2020.

As of this writing, Epiphany has received 144 pledge commitments totaling \$532,096 for 2022.

The Finance Committee's mission is to provide sound financial guidance, advice, counsel, and perspective to the Vestry and Priest in Charge so the Parish can live out its mission with financial integrity. Its members for 2021 included Philip Anderson (Chair), Randy Shearin (Treasurer), Richard Messner (Junior Warden/Member-at Large), the Rev. Amy Dills-Moore

(Priest in Charge), Shelle Bryant (Senior Warden/Vestry Liaison), and Susie Boyko (Bookkeeper).

During the year, the Finance Committee, meeting monthly, advised the Vestry during the budgeting process, monitored income and spending throughout the year, and tracked over-budget items. We were assisted in this by the robust reports and active participation of our Bookkeeper, Susie Boyko.

For 2021, Richard, in concert with Randy and Amy, with input from Susie and budget stakeholders, generated our budget. This is a huge task, part art, part science, and part alchemy. A budget is simply a best estimate, based on prior revenues and expenses, pledge commitments, other expected income and known anticipated expenses. The events of 2019 of suddenly losing our Rector and Associate Rector introduced further uncertainty into the budgeting process as Epiphany was in uncharted territory. Then the pandemic arose in 2020 and we stopped gathering together. Only during 2021 did we began to gather face-to-face, but in a limited way. This has impacted both income and expenses. We did not receive substantial expected non-pledge, plate, or rental income. On the other hand, expenses were decreased, as we were not incurring many expenses that relate to fully "inhabiting" our church space and our programs for much of the year. Special thanks go to Amy for her diligence, steady hand, and leadership in improving our financial position. Vestry has also worked hard to make sure expenses were not out-pacing revenues.

The Vestry passed a balanced 2021 budget that projected total revenues of \$555,804, including pledge income of \$515,272. Due to the generosity of our parishioners, we received pledge income of \$576,195, substantially more than we had budgeted. The 2020 Budget projected expenses of \$555,804. Our actual expenses were \$556,019, less than half a percent off our budget projections.

Our improving financial condition was a significant factor in allowing Epiphany to offer the Rev. Nicole

Lambelet, our Associate Priest, a full-time position to take advantage of her many talents.

Many thanks to the parish for helping exceed our projected pledge revenue goal. Many of you went above and beyond by supplementing your pledge and also by making pledge payments early in the year. This was extremely helpful in keeping our cash position much more positive than in some prior years.

Any 2022 payments toward outstanding 2021 pledges will help further strengthen our cash position. By the time you read this, pledge statements for 2021 will be available. Please prayerfully review your pledge commitments and payments for 2021 and your commitments for 2022.

If you have not yet renewed your pledge for 2022, wish to increase it, or wish to pledge for the first time, it is not too late to do so. Although we expect some income other than from pledges, the fact that our church is not currently a space where we can gather without restriction means that our attendance is lower and that newcomers, visitors, and guests are nearly non-existent. We are not able to host revenue-generating events and we lose some of our rental income. Our monthly expenses average \$46,000; yearly that amounts to \$552,000. If during 2022, we are able to inhabit more fully Epiphany for worship, gatherings, and events, those expenses will increase, so we have a way to go to cover fully our anticipated expenses for 2022.

This is the second year that we have not had a substantial mortgage expense because thanks to the Capital Campaign, we were able to retire the \$350,000 plus BB&T mortgage, which dated back many years. Not having this recurring significant monthly expense

means that more money will be available for our programs and operations. Epiphany's only debt is a mortgage of approximately \$112,000 through the Diocese at a very favorable rate. It is now being funded by a \$1381 monthly transfer from the Capital Campaign Fund.

Epiphany's Racial Justice Group recommended that Epiphany consider moving some of our assets to a Black-Owned Bank (BOB) to address some of the historical inequities that have limited minority communities. After deliberation, the Finance Committee recommended to Vestry that the remaining Capital Campaign funds of approximately \$152,000, currently held in a money market account at BB&T (now Truist), be shifted to a similar type account at Citizens Trust Bank. This will allow Epiphany to begin to build a working relationship with Citizens Trust, while continuing our positive relationship with Truist. The Vestry has approved this transfer. We are working with Citizens Trust to identify the best vehicle to hold these funds, which will be fully insured.

The 2022 budget is still in preliminary form; it will likely be finalized at the next Vestry Meeting. Randy Shearin, our Treasurer, will be speaking to you about our budget for 2022. A summary budget will be published in a future Parish Notices issuance.

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

Phil Anderson, Chair

**Episcopal Church of the Epiphany Operating Budget
Revenues & Expenses Final Summary - January through December 2021**

			Favorable	2020
	2021	2021	(Unfav)	Prior Year
	Actual	Budget	To Budget	Actual
Revenues				
Contributions - Pledge	576,195	515,272	60,923	558,304
Contributions - Non Pledge	30,728	13,000	17,728	36,469
Other Income	20,553	11,000	9,553	6,263
Restricted Funds Released	0	0	0	6,732
Capital Campaign Funds Released	17,013	16,532	481	16,571
Total Revenues	644,489	555,804	88,685	624,339
Expenses				
Staff & General				
Clergy Salary & Benefits	172,273	160,989	-11,284	146,201
Clergy Discretionary	2,299	2,700	401	2,337
Lay Staff Salary & Benefits	184,033	189,378	5,345	198,293
Lay Staff Other	148	0	-148	41
Office & Administration	31,834	32,600	766	34,134
Total Staff & General	390,587	385,667	-4,920	381,007
Diocesan Pledge	58,708	58,308	-400	63,183
Mortgage Payments	16,574	16,532	-42	16,574
Building & Grounds	65,487	64,630	-856	71,754
Adult Education	246	100	-146	601
Children & Youth	3,491	7,367	3,876	9,215
Music & Liturgy	2,184	2,450	265	2,089
Outreach	16,044	20,000	3,956	19,221
Parish Life	2,003	750	-1253	3,336
Stewardship	695	0	-695	0
Total Expenses	556,018	555,804	-215	566,979
Surplus/Deficit	88,471	0	88,471	57,360

Flower Guild

2022 proved to be another challenging year for so many of us who serve the church. The Flower Guild was no exception. The flexibility skills we learned in 2020 came in handy in for 2021. We transitioned from being a flower delivery service to placing

arrangements once again in the sanctuary and then outside for the later service. We enjoyed sharing the flowers after the outside service with parishioners and heard many would like this opportunity again.

We continued to act like a mobile flower service throughout the year, moving from place to place, finding the right temperature not only for our comfort

but also for the flowers. One of our biggest challenges now is sharing our guild room with the equipment needed for the online services. We hope to be able to reconfigure the space to accommodate both of the needs of the guild with the now permanent needs of a web-based worship.

In September, we took part in the Season of Creation by using only locally grown flowers. We worked with Love is Love Farms CSA and other vendors from farmer's markets around the city and even using flowers from our own gardens, and of course from Epiphany's grounds. Another highlight for us was honoring in October, our past Co-Chair Leah Felcher and her husband Tom, with a glorious arrangement and an article in the newsletter, as they moved permanently to Florida.

One of the best things that happened this year was the addition of three new members, which was a blessing after losing two members. We welcomed Annie Strahan, Cristin Davis and later in the year, Nancy Chandler to the guild. We are grateful to them for sharing their time and talents with us. 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 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 also for other Sundays and the Holy seasons of Easter and Christmas. Please let us know if you have any particular request for your designated Sunday.

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, Cathy McKinney, Lisa Daily, Anna Democko, and Lauren Davis. The fellowship formed in this guild

is strengthened by the joy received in serving this parish.

Polly Nodine, Chair

The Harvey Fund

2021 was a record year for earnings for the Harvey Fund with a total payout of over \$100,000. Meeting both in person and by Zoom, the Advisory Board reviewed grant submissions and made recommendations to the ECW to award money to Emmaus House, Motherhood Beyond Bars, Refuge Coffee, the Global Village Project, Our House, and Automotive Training Center. Additionally, we made recommendations for grants to New American Pathways to help meet demand for additional funds for resettling Afghan refugees and to the Episcopal Relief and Development Fund for disaster relief in the U.S. and Haiti and for COVID-19 relief for Native American reservations. With the remaining money, we are hoping to find a partner or partners to fund scholarships for technical or licensed occupational training. The ECW accepted the board's recommendations and the Vestry approved the grants.

Laura Keys, ECW President

Membership

The formation of the Membership committee/vestry position was a new focus this year for our parish. The Rev. Amy Dills-Moore and Annie Strahan introduced us to the **Invite Welcome Connect** program developed by an Episcopalian in Texas, Mary Frances Palmer, Founder and Director. In Mary's own words, "We need to be agents of imagination in our communities and empower people to take risks, trying new things for the sake of the gospel." The Most Reverend Michael B. Curry writes, "Invite Welcome Connect is something we as Episcopalians can do. It's a way of evangelism that reflects who we are, that doesn't have us trying to be somebody we aren't, but actually calls us to be exactly who we are in Jesus Christ, and to invite, welcome, and connect others to

that life-giving reality.”

<https://www.invitewelcomeconnect.com/>

Invite Welcome Connect is a call to make sure our parish welcomes newcomers and helps them become connected in the parish as well as bring new vitality to the church. In phase 1, a membership committee was formed and we researched how Epiphany meets the checklists in each section. We started with *Invite*, which includes such details of installing visitor parking signs, good exterior signage as well as keeping our campus attractive and well maintained. We plan to do more in this endeavor as our building and grounds budget allows. The online component was accomplished in the welcome menu with a new drop down selection, *New to Epiphany?*. Subjects include: Welcome, Take your first steps, What to expect, Get Involved, What If I am not Episcopalian?. A link to the beautiful “A Visitors’ Guide to Worship” brochure is also there.

Phase 2 was *Welcome*. Most of the items were immediately doable. We set up a welcome table, created welcome bags, and reinstated greeters. The pew card was redesigned. We hosted two newcomer gatherings in April and November. Custom Epiphany coffee mugs designed by Ann Fowler created gifts for new members along with a few goodies and a combined welcome letter from Stewardship and Membership. The Rev. Amy Dills-Moore and our parish administrator Shea McNutt compiled “A Visitor’s Guide to Worship” in print and is available on our welcome table and literature rack in the gallery. With the intention of making visitors from other denominations feel more comfortable, the booklet explains things like vergers, communion and pew aerobics.

In 2022, we will focus on phase 3 *Connect* to develop ways for connecting newcomers to the people and ministry that matches their particular life phase, talents and passion. In spite of the ongoing COVID-19 waves, we are hopeful that the phases of *Invite Welcome Connect* will grow to be a well-integrated and an impactful part of the life of our parish in the years ahead. Ultimately, this program will continue to

improve with the support of “a village” (our parishioners) to recognize, speak and listen to new faces at services and church events.

In conclusion, the committee would like to recognize Shea and Ann Fowler for their talent and skills in supporting the committee’s work.

If you would like to join the Membership Committee or help by being a greeter (we need more), please contact LiefySmithArt@comcast.net.

Liefy Smith, Vestry Liaison

Music & Liturgy

As I look back on 2021, I’m amazed at the amount of music-making and joyful liturgies we experienced together, both in person and online. After a beautiful Feast of the Epiphany online service, complete with a Godly Play pageant, art presentations, readings by children and youth, singing, and our first drive through Eucharist, we settled into the Sunday routine of 9 a.m. online Liturgy of the Word and 11:30 a.m. in-person Eucharist in the paved parking lot. Music and singing continued online, but in person, we were limited to instrumental music until Easter when we had our first solo singing of the year.

The Epiphany Choir remained online for rehearsal through April and members prepared and individually recorded hymns, psalms, and anthems for Lent, Holy Week, and Easter, as well as for the funeral of Arlen Gray in February. In late May, I hosted a picnic in my front yard for Epiphany Choir members and their families, and it was there that we sang together for the first time in over 14 months. On Pentecost, we sang for the first time at the in-person Eucharist and continued to sing an anthem each Sunday until “Parking Lot Church” ended at the end of June.

We all celebrated on July 4 when we finally moved back into the nave for socially distanced and masked liturgies. The Epiphany Choir has sung for every Sunday liturgy since then, and when we resumed regular in-person rehearsals in late August, we welcomed 4 new members.

As a response to the losses we have all shared during these past 2 years, the Epiphany Choir presented Gabriel Faure's *Requiem* as part of our All Souls' liturgy in November. Less than a month later, Advent Lessons & Carols reminded us of the hope of the season that was later celebrated during 3 Christmas Eve services in the nave.

Our unceasing praise and prayer through music remain constant in these ever-changing times because of these gifts so beautifully offered each week.

Julie Ryder, Organist & Choirmaster

Parish Life

Our events this past year did start a bit later than usual, due to you know what, but we were delighted to provide some opportunities for fellowship during the topsy-turvy year. We began our hosting duties by encouraging parishioners to stay after the outside service for picnic lunches in May and June.

Parishioners bought their own lunches and we provided desserts. It was a treat to witness Epiphanyites once again breaking bread together.

On July 4, we hosted a coffee hour to celebrate our first Sunday service back in the Nave. We offered hot and iced coffee in the courtyard due to COVID-19 protocols, and we all managed well in the heat.

Another courtyard event in July was a reception for Christine Erskine to thank her for her time as the Children's Program Director.

We picked up our duties again in October, co-hosting the Ministry Fair with the Stewardship Committee on the 10th. This was the Campaign Kick-Off and we enjoyed being a part of this event. Our big event in October was the long awaited return of the Oktoberfest. Oompah, oompah, oompah! We had such fun putting this together and many hands went into making this a success. Parishioners brought in luscious and numerous desserts and sides. We had a lot of food. We will need more tables next time. A big thank you to Joel Fowler and his trusty crew of Jeff McGrath, Tom Democko and Patrick Bryant for cooking the brats. It was a glorious day and we were

grateful to all who spent the evening with us. Start practicing your Polka for next year.

In November, we had another opportunity to co-host an event with the Stewardship Committee, In-Gathering Sunday on the 14. We are always up for helping put on a party especially one that shows our love of Epiphany. The month of November is also the start of our big out-reach event, the Nativities Exhibit. This exhibit requires a lot of blood, sweat and, dare I say, tears. (Ask Mat Schramm about the boxes.) We have over 300 sets now. This collection is phenomenal and if you haven't had the experience of helping with set up and take down, you are missing out, which is to say, we need you. Sally Walker and Patricia Price managed the event and it was a delight to behold. Give them a big thank you.

During Advent, we also hosted a reception after the Lessons and Carols service on December 5. We were delighted so many people attended and shared in the joy of the season. Epiphanyites, food and drink, just a wonderful combination.

We hope this next year allows us more opportunities to serve the parish through our beloved Epiphany events. The committee has missed seeing us gather together in support of one another and to the glory of God.

The committee members who served this past year were; Charlie Slater, Holly Slater, Judy Jarady, Sabra Hanson, Sally Walker, Patricia Price, Mary McCall Cash, Joel Fowler, Pam Tipton and David Thierry. This is a great crew, dedicated and hard working. It is a pleasure to serve with them. We are grateful to our Vestry Liaison, Linda Ryder-Wolfe, for her support and hanging in there with us during this challenging year. We welcome new members at any time so please keep us in mind as you look for ways to serve this blessed community.

Please let us know of any suggestions or comments on our events and for ideas on gathering together as we continue to navigate these uncertain times.

Polly Nodine, Chair

Pastoral Care

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 2021 continued to evolve based on the reality of social and physical separation during the pandemic.

The fundamental work, however, was unchanged; the Pastoral Care committee's mission is to support those facing illness, loss, or life transitions as well as to share in moments of celebration and joy. Some traditional aspects of pastoral care like Eucharistic visitations continued to be temporarily suspended due to COVID-19. At one point, the healing prayers during communion began again only to be paused due to the December/January surge in Omicron. Other ministries continue such as the Grief Pastoral Care Group, which meets via Zoom.

We have adapted in other ways, also. This year we continued our periodic card contacts to those who are age 75 and older. We added card and/or direct contacts with those parishioners added to the prayer list. Throughout the year, we continued to include those requesting our prayers in our individual devotions. We assisted several parishioners with Food Trains and included links to those in the weekly newsletter. Two committee members are participating in the training for the Community of Hope program.

Members of the 2021 Pastoral Care Committee include Chair David Draper, Vestry Liaisons Lisa Carlson and Lisa Daily, Cecilia Democko, Tom Democko, Jarrod Moody, Susan Moody, Nancy Thompson, Pam Tipton, and Sherry Wallace. There were many other parishioners who contributed both directly to the committee's work and indirectly through their own support to those with needs. More information about the Pastoral Care at Epiphany is available at [epiphany.org](https://www.epiphany.org) under the "Ministries" menu. The direct address is <https://www.epiphany.org/pastoral-care>. The page also includes links to community resources.

David Draper, Chair

Racial Justice Group

Epiphany's Racial Justice group ("ERJ") continues to be guided by our baptismal call to seek and serve Christ in all persons, love our neighbors as ourselves, strive for justice and peace among all people, and respect the dignity of every human being. Our work this year included:

- Monthly meetings with discussion topics such as:
 - How does our faith influence our values?
 - Anti-racism is actively working to dismantle racist polices and systems.
 - The Episcopal Church's Racial Justice Audit and the resulting identified nine Pillars.
- Faith based voting advocacy work surrounding the Georgia Legislative session, the "For the People Act" and "The John Lewis Voting Rights."
- Participation in the collaboration between Epiphany and the Ismaili Community.
- Coordination of the 2021 Vestry Statement supporting ERJ's work.
- Creation of a banking relationship with Citizens Trust Bank (Many thanks to Lisa Daily for doing the heavy lifting).
- Maintenance of a resource page on the Epiphany website.
- Participation in the Episcopal Church's Sacred Ground Series with Holy Trinity Parish. This Series is part of the Becoming Beloved Community Initiative, the Episcopal Church's long-term commitment to racial healing, reconciliation and justice.

In 2022, the ERJ Group intends to both (i) complete the Sacred Ground series and formulate and pursue actions steps gleaned from this series, and (ii) continue with other programming next fall geared toward life-

long learning. We also hope to involve ourselves with organizations working to ensure every person can raise their voice by exercising their right to vote. We aspire to take field trips to the Atlanta History Center, the National Center for Civil and Human Rights and the Memorial for Peace and Justice in Montgomery, and invite the parish to participate.

A by-product of ERJ's work was the formation of the Epiphany Racial Justice Book group ("ERJB") which met monthly in 2021. Books discussed included *White Rage; The Unspoken Truth of Our Racial Divide*, by Dr. Carol Anderson, *Caste*, by Isabel Wilkerson, *You Are Your Best Thing; Vulnerability, Shame, Resilience and the Black Experience*, by Tarana Burke and Brene Brown, *Behold the Dreamers*, by Imbolo Mbue, and *Walking With the Wind*, by John Lewis. The ERJB will resume meeting this spring and has identified the following books for discussion. *Where Do We Go From Here*, by Dr. Martin Luther King, Jr.; *How the Word is Passed: A Reckoning with the History of Slavery Across America*, by Clint Smith; and *One Person, No Vote: How Voter Suppression is Destroying America*, by Dr. Carol Anderson.

We are grateful for the energy and time given by ERJ members and for the support of our Vestry.

While the subject matter of white supremacy and systematic racism is complex, challenging and uncomfortable, we unequivocally believe the work is integral to our responsibilities as Christians and paradoxically, we find great joy, hope and love in being involved.

We welcome all who are interested.

Erin Braden and Kay Lee, Co-Chairs

Stewardship

Epiphany went all out in 2021, as we doubled down on what was required to keep the church running, and what will be required in 2022. This was an unexpected challenge in an unusually time in our lives.

In early spring, we realized that our air conditioning and heat systems were in trouble. Bluntly, they were not working anywhere except in the parish hall area,

and upstairs. We engaged professionals to help us find the best equipment for our buildings, and got a ballpark of what it might cost. With an estimate up to \$350,000, we founded the "HVAC to the Future Campaign Committee" in September. Ann Williamson headed up the team with Jessica Boatwright, Richard Messner, and Randy Shearin. We had fun, and the congregation responded with enthusiasm, for which we are all grateful. The pledges run thru 2021 and into 2022. This is in addition to the pledges for the day-to-day operations for the staff, utilities, outreach and building maintenance. Again, thank you for your generosity.

At the same time, our annual Stewardship drive was gearing up. Pam Tipton took the reins and put her team together—including Tom Democko, Laura Gary, Paige Howell, the Rev. Amy Dills-Moore, and Emily Badgett. The team quickly offered themes that would resonate with the Epiphany members." Grace I Gratitude I Giving" became the logo for our task, and we were on our way. We joined with the Ministry Fair and launched the Stewardship Kick-Off event in early October. We all enjoyed being together in the parish hall and with all of its festivity. It was a fun day.

As of this report, we have 2022-year commitment in pledges of \$532,096 with 144 pledging households. We thank you for your commitment, and for the faith of Church of the Epiphany for the long run.

Richard Messner, Vestry Liaison

Technology Committee

The technology committee, ably led by Patrick Bryant, has been working hard to enable and improve online streaming of in-person services over Zoom and YouTube. The existing A/V system, installed in 2003, was outdated and insufficient for the current needs.

We are working on replacing the A/V system with more modern equipment, but a number of factors, including supply chain issues, have conspired to delay most of the upgrades. In the meantime, we have been working with local A/V consultants, including our own Ben Ackerly who has donated generously of their

time and expertise, to do the best we can with existing equipment and some donated and loaned computers, microphones, cables, etc.

We appreciate the patience of parishioners who are unable to attend in-person services as we work through the remaining technical issues to improve the quality of the live stream. We now have a permanent camera at the back of the nave and a group of volunteers who can run the equipment during the service (though we can always use more—please let the Rev. Nicole Lambelet know if you are interesting in this ministry!)

Sara Cushing, Vestry Liaison

Ushers

Epiphany's ushers have continued to miss being the smiling faces everyone meets as they enter the church. At least we have started holding one service each Sunday in person, so that we can again do what we do best—hand out bulletins, assist our parishioners to socially distance in the pews, collect the offering and direct parishioners to the communion table. With the continuance of the COVID-19 pandemic and all of its variants, we still miss hugging our friends and neighbors during the Peace, we miss comforting families during these terrible times when even they have difficulty gathering to celebrate the lives of loved ones they have lost. And it is a different kind of socially distanced welcome to the newly baptized.

We continue to pray that times will get better and we will return to those crazy feast days like Easter and Christmas, and we will even welcome having more people than we know what to do with—what a pleasant change that will be!

We have had several of our ushers step aside this year as the concerns of COVID-19 continue. Even with only three ushers at a single service, we sometimes struggle to fill the positions each week. Hopefully later this year, we can all find a way to be more comfortable and to learn how we can live together going forward.

If you have any interest in joining us as an usher, please contact John or Margo; and as we continue to

navigate our “new normal” together in prayer and thanksgiving, we would love to have you with us.

Margo Timberlake (8:45) & John Keys (11:15), Co-Chairs

Youth Ministry

Like the year prior, 2021 was a year that demanded creativity. Though COVID-19 still presented challenges, Epiphany's youth and their families continued to be adaptive and committed to building community together. Because of the youth's commitment to one another and to the Church, the past year was full of moments worth celebrating.

While we began the year in a hybrid format, by May of 2021 we had completely transitioned back into an in-person schedule. From May until August, weekly evening prayer served as the backbone of the youth program. The average attendance for these services continued to be 10-12. In late July, 20+ youth and adult volunteers helped Emmaus House clean up after their annual Freedom Schools program. This service project concluded our summer programming.

Our fall programming focused on deepening our knowledge of the Bible and strengthening our sense of community. In August, we resumed Sunday Morning Formation, offering a semester-long program on the spiritual discipline of discernment. Meanwhile, in the evening, we transitioned weekly evening prayer into a less structured Bible Study format, allowing more time for both community building games and conversation. In late August, we celebrated the confirmation of five of our youth. Finally, in September, we began the process of developing, writing, and performing an original comedic play about the various animals in the Bible.

Fall Semester also presented us numerous opportunities to build partnerships with other local communities of faith. Twice a month, we planned combined events with Holy Trinity's youth, which gave youth of both programs the chance to experience the Church beyond the parish level. Our program was also able to partner with Ismaili Civic in our annual

shoe drive, leading to a collection of 300+ pairs of shoes.

I'm sure that 2022 will bring its own challenges and gifts. I'm confident, however, that the community at Epiphany will continue to adapt to those challenges and embrace those gifts. As we begin a new calendar year, I'm encouraged by the strong sense of community that has developed among our youth, and I look forward to seeing the ways our young people will continue to grow in their faith and serve their community.

Mat Schramm, Director of Youth Ministries