



THE PARISH OF THE
EPIPHANY

A welcoming Episcopal community

2022 ANNUAL REPORT



Annual Meeting
29 January 2023
in Hadley Hall

The Parish of the Epiphany  Winchester, Massachusetts

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WARDENS' REPORT

DAVE MCSWEENEY AND NELIA NEWELL, WARDENS

*For surely I know the plans I have for you, says the Lord,
plans for your welfare and not for harm,
to give you a future with hope.*
Jeremiah 29:11

Here we are looking back on another year together in our parish life: an Easter together in the sanctuary for the first time in three years; a Rally Day filled with incredible fellowship, food, and fun; a wonderful Parish Weekend Away; and a full church for a meaningful Lessons and Carols. These are some outward and visible signs of our vitality and strength.

Alongside these visible signs, our vestry and Rev. Nick leaned deeply into understanding where God calls us to be as a community of faith. With your help, we discerned three new areas where we'll be focusing in the coming year:

- Supporting a renewed culture of welcome and invitation
- Enabling small groups to help connect us to God and one another
- Building awareness and commitment to grow our endowment to help sustain our aging campus

Midweek @ Epiphany continues to flourish in its second year. We are seeing newcomers becoming actively involved in our community. Small groups are forming around racial justice and a Lenten book study. Earlier in the year, we charged the Property Committee with the task of helping us get a comprehensive view of our campus maintenance needs so that we could do a better job of longer-term planning and financial forecasting.

We held several State of the Church forums, where we heard directly from you about how important it is to be together and to worship in community. We worked to modernize our financial system by moving from ACS to Realm and improve how our budgeting and stewardship processes connect. We created new task forces and committees to begin organizing our small group ministry, launch a planned giving campaign, and determine the feasibility of establishing a capital campaign. We held a strategic planning conversation about our campus with members of our vestry, our Property, Creation Care, Planned Giving, and recently formed Capital Campaign Committees. It was a year of integrating and weaving together.

Related to weaving together: we seek to shift our culture to move away from the view that our building and our mission are somehow separate items. Our vestry has developed a vision to self-fund our property needs from our endowment so that our pledge dollars can be focused entirely on our people and our mission. To achieve that vision, there's work to do; we'll need to talk about the property for a while so that we can stop talking about the property.

WARDENS' REPORT CONTINUED

Amidst all this hard work, we shared much joy and laughter. Speaking of laughter, the Rally Day clergy/warden dunk tank may be here to stay, dear friends. Thank you to Rev. Nick, our terrific staff, our dedicated committees, and all of you for making this work together so rewarding.

Yours in Christ,

Dave and Nelia

THE AGENDA

THE ANNUAL MEETING SUNDAY, 29 JANUARY 2023 11:30 AM

Call to Order and Opening Prayer	<i>The Rector</i>
The Reading of the Warrant	<i>David McSweeney, Warden</i>
Organizing for Business	<i>David McSweeney, Warden</i>
Committee on Qualifications	
Declaration of a Constitutional Quorum	
Minutes of the 2022 Annual Meeting, 30 January 2022	<i>Lauren Michalski, The Clerk</i>
Finance Reports	<i>Treasurer, Associate Treasurer, Investments Chair</i>
Report of the Nominating Committee	<i>Corey Hollenbeck, Chair</i>
Introductions of nominees for Vestry	
Call for nominations from the floor	
Balloting	<i>David McSweeney, Warden</i>
Year in Review and Looking Forward	<i>The Rector</i>
Questions and Conversation	
Recognition of Leaders	<i>Nelia Newell, Warden</i>
Reading of the Necrology	<i>The Rector</i>

MINUTES FROM ANNUAL MEETING 2022

30 JANUARY 2022

THE PARISH OF THE EPIPHANY, WINCHESTER, MA 01890

The 134th Annual Meeting of the Parish of the Epiphany and the 142nd Annual Meeting of the Church of the Epiphany was held at noon on Sunday, 30 January 2022 via Zoom.

Call to Order

Nick Myers, Rector, welcomed parishioners and called the meeting to order at 12:01 pm.

Nick Myers offered a prayer for the parish and gave a description of the how the meeting would be run. A poll will be taken as needed, but the meeting will be recorded. If anyone would like to opt out of the meeting, they were offered the opportunity to do so.

The Reading of the Warrant

Warden Dave McSweeney launched a poll so that parish members could vote on the waiving of the reading of the warrant. The poll yielded that 100% of participants voted to waive the reading of the warrant.

20% of our average Sunday attendance for 2020 (199 people). A quorum was established by 40 persons present. 74 logins were registered via Zoom.

Motion was presented to deem that a quorum has been established and it was seconded.

The 2021 annual meeting minutes were presented by Eunice Aikins-Afful, Clerk. There were no objections or corrections offered and the minutes were approved via poll by 100%.

Alan Briggs, Treasurer, reviewed the financials that were also available in the annual report.

Jim Gammill, Chair of the Investment Committee, reviewed the finances for the year. The details were also available in the annual report.

Rev. Myers thanked Alan for his years of service and leadership as Treasurer.

Warden Suzanne Owayda presented the Nominating Committee report in the absence of Charlene Sanna and read the slate of nominees. Suzanne also thanked the members of the committee for their service (Charlene Sanna, Thom Fries, Rev. Nick Myers, Suzanne Owayda, and Martha Lewis). Nominations from the floor were solicited but none were offered. There was a motion to approve the slate of candidates which was seconded. Attendees voted 100% via the poll to approve.

MINUTES FROM ANNUAL MEETING 2022 CONTINUED

Slate of Candidates

Warden	(for two years)	Cornelia Newell
Clerk	(for one year)	Lauren Michalski
Treasurer	(for one year)	Jane White
Associate Treasurer	(for one year)	William Brickman
Vestrypersons	(for three years)	Richard Bartels Kathy Hodges Joshua Reynolds
Vestryperson	(for one year)	Carol Hollingshead
Members of the Nominating Committee	(for one year)	Eunice Aikins-Afful Corey Hollenbeck (Chair) Marie Johnson
Delegates to Diocesan Convention	(for one year)	Susan Almquist Marie Lee Andrew Sanna, alternate
Deanery Representative	(for one year)	Sara Post Ruba Gnanaratnam

Rector's Report

- 1) Easter Sunday (4/4/21) was our first in-person worship together.
- 2) Staffing Changes:
 - Sarah Twiss retired after her many years of service to Epiphany.
 - Kathryn Dominguez was hired as our new Parish Administrator.
 - Craig Benner resigned after almost five years due his family's relocation to New York.
 - Jeremy Bruns will serve as our Interim Director of Music until a permanent replacement is found.
 - Eva Dazell has been hired on a part-time basis to serve as the Interim Director of Youth Ministry.
 - Suzy Westcott will be retiring in the early part of this year.
 - Maryann Badejo will work remotely and serve as the new part-time bookkeeper. She has begun working with Suzy, Jane White, and Bill Brickman to ensure a smooth transition of the parish's financial administration.
- 3) Our parish life together has expanded with the introduction of "Midweek" — the dinner series that offers the opportunity for food, formation, and fellowship. We want to relaunch Midweek gatherings in March.
- 4) The AV Streaming ministry continues and may need upgrades/adaptations in the future.

MINUTES FROM ANNUAL MEETING 2022 CONTINUED

- 5) Our tradition of collaborating with St. Stephens in the annual B-SAFE ministry was again successful this summer thanks to the hard work of the Mission and Outreach Committee and all those who volunteered.
- 6) The ministry of St. Luke's supported over 27,000 engagements (over \$50,000) with families.
- 7) There has been much discernment and discussion of the church's vision for our future, particularly around staffing. We need a new director of music as well as a full-time clergy to lead our youth ministry.
- 8) This discernment discussion has expanded to ask if we can support a weekly Sunday evening service at either 5:00 pm or 6:00 pm.
- 9) In September of this year, we are planning a church retreat at the Barbara C. Harris Center in New Hampshire.
- 10) Seven Winchester congregations have joined together to assist with the resettlement of Afghan families. Orientation for volunteers will be held later this month.
- 11) Priorities as noted by the vestry:
 - The Property Committee worked to complete a Buildings and Grounds assessment to learn what efforts are needed to keep the ministry in its current space. There are capital needs to be met; more information is available in their Property Committee's report;
 - Tapestries Restoration — As announced in December 2021, \$23,000 in donations have been received. On 2/27/22, there will be a presentation to discuss the tapestry restoration project after both the 8:00 am and 10:00 am services;
 - A new communication tool is being sought to improve the church "does ministry."
- 12) Discovering who we are — Thanks to Jim Bracciale for using his gifts, talents, creativity, and professional background to create a video to tell Epiphany's story and invite others into our shared life together.

Questions

- 1) Will the lay staff members focused on youth be kept if the proper clergy person is found?
 - Eva is committed to POE until June. However, she is in the discernment process and will move to the next phase in her ministry after her Epiphany commitment has concluded.
- 2) Are there any candidates for the positions yet?
 - Not at this time as none have been requested. Both positions will be posted by Ash Wednesday so potential candidates can be received and considered during Lent.
- 3) Is the deficit due to a shortfall in pledging or something else? What will need to happen for us to be ready for the youth minister hire? Is the additional funding needed to make up \$170,000?
 - The shortfall is actually @\$10K. Per Nelia, the parish's response to this stewardship has been amazing. There are more people who pledged but did not turn in their pledge, but there was also a change in the need → the adding of two full-time people. We wanted to bring people on staff when we knew we could sustain them. There is a lot of uncertainty; the pandemic has changed the model.
 - The parish's generosity has been outstanding.
 - The leadership's commitment is to a full-time youth person at this time.

MINUTES FROM ANNUAL MEETING 2022 CONTINUED

- 4) What staffing role will Rev. Davidson be playing? Does it affect the budget?
 - Rev. Davidson will continue to help us voluntarily with pastoral care, Stephen Ministry, and in liturgy.
- 5) What other Winchester churches/groups are involved in the resettlement work?
 - First Baptist, Temple Shir Tikvah, First Congregational, Winchester Unitarian Society, Crawford Methodist, and the Islamic Center of Boston.
- 6) What is the status of the energy assessment of the building? Will we move toward an ecological approach to our grounds to demonstrate our care for creation?
 - Creation Care Committee has an interfaith partnership, and a “green audit” is ongoing for our buildings and grounds. An on-site visit to perform an energy assessment and audit on our building will be scheduled.

Participants

- | | | |
|---------------------------------------|-------------------------------|------------------------------------|
| 1) Nick Myers | 28) Nick Candee | 56) Vincent Dixon |
| 2) Leslie Aitken | 29) Ginger Barrow | 57) Barbara and Fred Rowland |
| 3) Martha Lewis | 30) Margaret Young | 58) Reid Boswell |
| 4) Suzanne Owayda | 31) Sam Post | 59) Enno Becker |
| 5) Dave McSweeney | 32) Diana Obbard | 60) Ed Wickramasinghe |
| 6) Ted Kellogg | 33) Marie | 61) Corey Hollenbeck |
| 7) Alan Briggs | 34) Joan O’Connor | 62) John Suhrbier |
| 8) Jason Kinchen | 35) Rich Goldhor | 63) Laura Reboul |
| 9) Jim Gammill | 36) Josh & Kate Reynolds | 64) Heather and Darwin Keith-Lucas |
| 10) Nelia Newell | 37) Myers and Davidson family | 65) Gloria Korta |
| 11) Melanie Blake | 38) Warren McFarlan | 66) Linda Brown |
| 12) Michael Schmidt | 39) Jonathan Foot | 67) Jenifer Tidwell |
| 13) Lauren Michalski | 40) Solomon Owayda | 68) Margaret |
| 14) Jane White | 41) Rosalyn Nazzaro | 69) Joan Wallwork |
| 15) Josephine Devlin | 42) Jared Cumming | 70) Jeremy Bruns |
| 16) Katherine Hodges | 43) John McConnell | 71) Laura |
| 17) Bryn Hollenbeck | 44) Ron and Susan Almquist | 72) Claudia Bell |
| 18) Betsy Walsh | 45) John Jenke | 73) Doug Youmans |
| 19) Peggy Roll | 46) Michael Schrader | 74) Cindy Neels |
| 20) Pat Aldrich | 47) Ginger Barrow | 75) (1 = unknown) |
| 21) Jim Bracciale | 48) Rich Bartels | 76) Pat Hitchcock |
| 22) Jeffrey Neal | 49) Carol Hollingshead | 77) Ellen |
| 23) Cindy Hill | 50) Marion Dry | 78) Jan |
| 24) The Keith-Lucas/Montwieler family | 51) Fred Spencer | 79) Carolyn Augart |
| 25) Mary Ann O’Callaghan | 52) Priscilla Burns | 80) Eva Dalzell |
| 26) Lindy, Duane, and Reeve Wallick | 53) Bruce Glabe | 81) Joan W |
| 27) Bill Brickman | 54) Susan Haskell | |
| | 55) Bill Saunders | |

MINUTES FROM ANNUAL MEETING 2022 CONTINUED

Thank you to the outgoing Committee Chairs:

- Jo Devlin — Altar Guild
- Pat Aldrich — Ushers
- Kimberly Lawrence — Greeters

Welcome to new Committee Chairs:

- Enno Beker — Altar Guild
- Reid Boswell — Ushers
- Carol Hollingshead — Greeters

Thank you to the outgoing vestry members:

Eunice Aikins-Afful, Alan Briggs, Carol Kellogg, Jason Kinchen, Laura Krotky, Warren McFarlan, Nelia Newell, and Suzanne Owayda

Manifestation of the Magi

Manifestation of the Magi is given to a parishioner who has embodied the best of who we are and the best of who we are becoming — an icon of God's love and spirit. This year's recipient is Duane Wallick. Thank you for your leadership and service and for the loving relationship you've help create here at Epiphany surrounded by friends and with good food!

Reading of the Necrology

Rev. Nick Myers offered a Prayer of Remembrance for those who have died:

- William Brown, Jr.
- Robert "Bob" Conrod
- Mavis Curtis
- Frances "Fran" Elliot
- Paul Ferguson
- Francis "Frank" Jackson
- Rose Marie Luongo
- George McGeary
- Jane Miga
- Janet Palmer Owens
- John Stoeckle
- Lawrence Tobiason
- Gayle Pershouse Vaughn

A closing hymn was sung and the Motion to Adjourn was seconded.

Father Nick offered a closing Prayer.

NOMINEES SLATE

THE REPORT OF THE NOMINATING COMMITTEE FOR THE ANNUAL MEETING JANUARY 29, 2023

Warden	(for two years)	Darwin Keith-Lucas
Clerk	(for one year)	Melinda Long
Treasurer	(for one year)	William Brickman
Associate Treasurer	(for one year)	My Linh Truong
Vestrypersons	(for three years)	Sarah McGonigle Constance McGrane James Wagner
Members of the Nominating Committee	(for one year)	Jared Cumming (Chair) Carol Hollingshead Joan O'Connor
Delegates to Diocesan Convention	(for one year)	Susan Almquist Marie Lee Andrew Sanna (Alternate)
Deanery Representative	(one year)	Ruba Gnanaratnam Frederick Rowland

ARTICLE VI NOMINATING COMMITTEE

There shall be a Nominating Committee appointed by the Vestry, consisting of the Rector, a Warden and three at-large members of the Parish, none of whom shall be vestrypersons. At large members of the Nominating Committee shall serve one-year terms following which they shall be ineligible to serve for one year. The Nominating Committee shall present at each Annual Meeting one or more candidates recommended for each position to be filled by vote at such meeting. The list of nominees so designated shall be posted with the notice of the Annual Meeting. Nominations for any office to be filled at an Annual Meeting may also be made at such meeting by any member of the Parish authorized to vote.

The Nominating Committee: Corey Hollenbeck, Chair; Eunice Aikins-Afful; Marie Johnson; David McSweeney, Warden; Reverend Nick Meyers, Rector.

BIOGRAPHIES OF VESTRY CANDIDATES

DARWIN KEITH-LUCAS — CANDIDATE FOR WARDEN



I am honored to be nominated to be the next Warden for the Parish of the Epiphany. One of Epiphany's greatest strengths is our vibrant community with active members across multiple generations. While this results in multiple perspectives and vibrant discussion, it also comes with differing opinions. As leaders, our role is to listen to the community as a whole, find the commonalities, and discern the common path forward. An important aspect is to respect the expertise of individual groups and empower them to recommend solutions. Over time this will develop additional leadership within the community, foster intergenerational engagement, and strengthen our future. I love Epiphany, and I am humbled by the opportunity to lead our community as we continue to grow and evolve together.

I grew up in Sewanee, a very small town in rural Tennessee where the Episcopal church founded a university, a high school, and a seminary. Growing up, many of my friends were the children of seminarians, my father taught at the university, and I attended the high school where my stepmother also taught Chemistry. Not only did I grow up in the Episcopal church, it permeated many aspects of my life.

Heather and I met at a church picnic at an Episcopal church on Porter Square. We have been married for 18 years. We now live in Arlington with our son Caleb (9) in a multi-family that we share with Heather's parents, Fred and Barbara Rowland.

In the spring of 2013, Heather and I were looking for a new church. My sister, the Rev. Thea Keith-Lucas, invited us to visit a church she attended with her family called Parish of the Epiphany, where we found our spiritual home. We have been active members of Epiphany for ten years. Previously, I led the Stewardship Campaign and served on the vestry. In 2019, while serving on the Accessibility Committee, I managed the construction of our elevator. Most recently, I have been an active member of the Property Committee, working to develop a long term plan for the maintenance and upkeep of our buildings.

The majority of my career has been in product development for various industries including medical devices, small appliances, and power tools. I currently work as a program management consultant in the biotech industry. I often lead teams of people from different disciplines to progress drugs through the development process. The primary challenge is to ensure that they work collaboratively, which often requires strong communication, organization, and a healthy amount of diplomacy — skills that I continue to leverage in my work with Epiphany.

BIOGRAPHIES OF VESTRY CANDIDATES CONTINUED

MELINDA LONG — CANDIDATE FOR CLERK



Although I grew up without formal religion and wasn't baptized until I was in my late twenties, I have always felt the presence and experienced the guidance of God.

I am grateful and thrilled to have found Epiphany and to be nominated to serve on the vestry. I recently retired so I have more time to devote to serve in the church as well as to the activities I love... reading, cooking, walking/hiking, yoga, and strength training.

My husband Dana and I live in Belmont and love to travel. Last summer, we spent three weeks in France with friends and, more recently, a few days in London. We enjoy spending time with our daughter Emma and her husband Ryan who live in Saratoga Springs, NY with our grand-puppies, Juniper and Moxxy.

WILLIAM (BILL) BRICKMAN — CANDIDATE FOR TREASURER



I was raised in Tidewater, Virginia, in a big family with four girls and me as the sole boy. I grew up from infancy in the Lutheran church, but didn't know until many years later that my whole family had joined it just a few years before I was born. My mother just sent me through Sunday school, acolyting, and confirmation like it'd been done for generations. She was a school teacher, homemaker, and then started her own property management business. But she was always helping with the financials for our long-time church, sometimes as treasurer, then as the main office/financial administrator until her retirement, and then as treasurer again. I grew up hearing about church finances around the family breakfast table, and she's still telling me stories to this day. My father was a heart surgeon, then a lawyer, but most of my siblings and I have ended up working in

academia. Two of my sisters are full professors in southern universities, while I've supported Harvard in their central IT organization for 25 years. I've recently been working as an Enterprise Architect, but I spent most of my years supporting Harvard's financial processes through numerous system changes.

My husband Jeff and I joined Epiphany over a year ago now, having moved to Woburn from the South End in Boston proper. We'd been parishioners of Trinity Church Boston for many years — I was received into the Episcopal Church there, and we were married at Trinity in 2015. We've been bowled over by the welcome we've received, and the opportunities to become rapidly, deeply involved. Jeff's been acting in services as a verger, thurifer, occasional preacher, and even once presiding; and I've served on the Altar Guild, as an LEM, and on vestry as Associate Treasurer under Jane White's tutelage. We've met really wonderful people, and look forward to growing closer still to the Epiphany community. I'm honored to be nominated to serve as your Treasurer.

BIOGRAPHIES OF VESTRY CANDIDATES CONTINUED

MY LINH TRUONG — CANDIDATE FOR ASSOCIATE TREASURER



My journey to Epiphany has been a complex path from Buddhism in Vietnam through baptism into the Episcopal Church just ten years ago. Born in Vietnam during the war, I fled with my family in 1978. After a few months at a refugee camp in Malaysia, I arrived in Pensacola, Florida through a program sponsored by the Catholic Church. While I remember visits from the local Catholic priest, my parents maintained a Buddhist home.

After college in Maryland, I pursued a finance career in industries that included the railroad, semiconductors, investment, and fashion. When my first child was born, I switched gears and stayed at home with our growing family. More recently, I have returned to the world of finance, currently serving as chair of the Winchester Finance Committee.

My first experience with the Episcopal Church was through my husband, Jared, at the time my fiancé, when we attended services together in California. After we were married and moved to New Jersey, I continued to learn more about the Episcopal faith and watched as my first three children were baptized. After taking an inquirers' class, I decided to be baptized along with my youngest in 2013.

We moved to Massachusetts in 2016, and while it took us some time to find a faith home, I am grateful to have found Epiphany. The Parish Weekend Away last fall was a remarkable time of connectivity, and I look forward to the opportunity to deepen my ties with the parish as we all continue on our journeys together.

SARAH MCGONIGLE — CANDIDATE FOR VESTRY



I am excited and honored for this opportunity to serve Epiphany as a member of the vestry. Epiphany became my faith home in 2017 when my husband Bill and I moved to Winchester. I was seeking a place where I felt like part of a community and where my children could grow up feeling comfortable and familiar with the trappings of the church. Epiphany has delivered on that, and much more. My kids, Cormac (6) and Charlotte (4), are growing up at and with Epiphany. If you attend the 10:00 am service, you have probably seen them zipping and skipping around, feeling completely comfortable in their faith home, during the latter portion of the service.

I work as in-house counsel for a nonprofit pharmaceutical manufacturer whose mission is to provide quality generic medicines that are available and affordable to everyone. In my free time, I volunteer as the Surveys Chair on the Board of Winchester's Family Action Network (FAN), and I find self-care in fitness. Growing up Episcopal, I felt the incredible community and inclusivity of the church. I was safe and at home, supported enough to try new experiences and take on new roles during services. I am grateful that my family has found an equally welcoming home in Epiphany.

BIOGRAPHIES OF VESTRY CANDIDATES CONTINUED

CONSTANCE (CONNIE) McGRANE — CANDIDATE FOR VESTRY



My family began attending Parish of the Epiphany (POE) in approximately 1994, after “shopping for” the right faith community. While I was raised Roman Catholic, my view of the church’s conflicts and marginalized role of women caused me to search for a different religious foundation for our children. POE was the right fit, as it has a history of embracing women in ministry and encourages critical thinking and the participation of laity. My husband, Jeff, and children, Jessica and Vincent, were baptized at POE by the late Bishop Barbara Harris. My children attended Sunday School, Vacation Bible School, and Jess sang in the choir. I served as Chairperson of the Stewardship and Adult Education Committees, Sunday School teacher, Lay Eucharistic Minister, and currently serve as a Lector. I was a delegate for POE to the Mystic Valley Deanery and to Diocesan

Convention, and am a graduate of the Education for Ministry program. I primarily attend the 8:00 a.m. worship service.

I retired about two years ago from a 35-year career as an attorney and advocate for individuals, businesses, and the Commonwealth of Massachusetts. My most recent professional job was serving as General Counsel of the Massachusetts Commission Against Discrimination, which is charged with ending discrimination in Massachusetts. My current secular vocation is as a social justice advocate. This work includes participating in the Massachusetts Poor People’s Campaign and the legal team of an interfaith group supporting an Afghan refugee family in Arlington. The social justice outreach supported and performed by POE is extremely important to both my religious and spiritual life, and consistent with my current vocation. In my “free” time in retirement, I provide advocacy and support for my 97-year-old mother who lives in an assisted living facility in Winchester, paint, swim, cook, play the piano, and travel.

BIOGRAPHIES OF VESTRY CANDIDATES CONTINUED

JAMES WAGNER — CANDIDATE FOR VESTRY



I am grateful for the opportunity to serve this special parish community. I look forward to listening, learning, and loving.

Epiphany has been my family's church home for fifty years, spanning three generations. My faith and my grit were formed here. I learned church finance under wonderful treasurers Chip Sterling, Steve Lewis, and Rick Marks. I experienced good governance on vestries under Rob O'Neill and Thomas Brown. I learned dodgeball, sardines, and how to love a teenager under numerous committed YPF leaders. Yes, I know all of the best hiding places at 70 Church Street!

Epiphany equipped me for work elsewhere in the Diocese. I was a diocesan Consultant, working principally on real estate issues. I then was elected to Standing Committee of the diocese, which advises the bishop (then Bishop Shaw) and exercises certain canonical authority. I served as President in my last year, during which we oversaw the election of a new bishop, Rt. Rev. Alan M. Gates.

You will see me, Dee Dee, and Little George on Sundays at 10:00. When I am not chasing George, I work part time at my old law firm training and coaching junior lawyers. I recently stepped back from the rigors of a business litigation practice, after a good 30-year run. Dee Dee is a junior executive at MGH. We were married at Epiphany on January 1, 2018, and George was born eighteen months later.

I cannot wait to see what God has next for me!

RECTOR'S REPORT

THE REVEREND NICK MYERS

Dear friends in Christ,

At Parish of the Epiphany, growth is not an idea, but an unfolding experience of life, possibility, and hope. Over the past year we have grown in precisely the most important ways. Our relationships have deepened, our worship is vital, our life together is fuller. These are not just words, but lived realities over the past year.

I have seen our growth through the bright smiles of children talking at a Midweek meal; strangers become friends through a delightful square dance at the Weekend Away; the quiet and strong prayers of a community holding the pain, challenge, joy, and sorrows of others in their hearts. We have experienced life, possibility, and hope together by turning ourselves towards one another and the world in love, service, and care. This is my hope for the future together: hope through relationship.

Just a year ago, we reflected upon our life here at Epiphany, as a community in healing after a long rector transition and global pandemic. Over the last year we have worked hard, together, to renew and rebuild our community. We have done this in the only way I know how: through relationship.

Recently, I said very clearly that the word that best describes how God is, is “with.” We have been on a journey of being with one another and our community partners in new, challenging, and transformative ways. The year that has been was defined by being with one another in new and familiar ways: Parish Weekend Away at the Barbara C. Harris Center, bi-weekly Midweek meals, forum hours like Grace and Grief with Dr. Brian Litzenberger, the return of Godly Play Sunday School, spontaneous Children’s Sermons in a Bag, 5:00 pm Word & Table worship, serving at St. Luke’s, B-SAFE summer program, community concerts, amazing Lessons and Carols or Fauré’s Requiem for All Souls—all of this, is not, primarily about doing, but how we are exploring to be with one another in new and familiar ways. The past year has been a time of experimentation, learning, and growth. The kind of growth that is most important—not in numbers, but in depth.

The year ahead promises to invite us to discern and dramatically transform the future vitality of our congregation. This year we will: launch small groups focused on spiritual growth and community, deepen our culture of welcome through improved programming and process, and raise the financial funds to care for our building and strengthen our endowment for ministry. This is all about the power of hope through relationship. Our hope is rooted in God’s being “with” us in Christ—the cornerstone of all that we are and are becoming. What we build on this cornerstone is and must always be about the life we share and offer to this world through the power of relationship shaped by faith, hope and love. If we can do this and be this together, we can be sure our growth is on solid ground.

Nick

ALTAR GUILD

KATHY HODGES AND ENNO BECKER, CO-CHAIRS

As of the end of 2022, we have nine active members — Enno Becker, Sue Brown, Bill Brickman, Emily Brownell, Afaf Georgis, Kathy Hodges, Annie Poskitt, Gabrielle Stott, and Stephanie Terry. This has been a rewarding year for all of us as we have worked with other ministries to shed our COVID-based restrictions and return to a full program of worship, including Tuesday morning chapel and monthly Word & Table.

The Altar Guild cares for the altars, vestments, vessels, candles, and linens of the main church and chapel. We attend to supplies and manage set-up and clean-up before, between, and after the Sunday services, weddings, funerals, baptisms, and the services of Holy Week, Easter, and Christmas. We also provide for special needs such as the travel kits used by LEVs.

We work closely with the vergers, LEMs, acolytes, Flower Guild, and sextons to make sure that the services run smoothly, working behind the scenes to assist in the administration of the Eucharist, enhancing the beauty of our worship space, and adding to our shared spiritual experience.

We currently serve in teams of one or two persons per weekend on a monthly rotation for the 10:00 am service and a team of two completing the transition from the 8:00 am to the 10:00 am service, with wider participation as needed for festivals and as needed for weddings and funerals. Schedules are managed via SignUpGenius, email, and direct communication and published on the rota managed by the church office.

Through the great generosity of parish members, we were able to complete funding for the repair and conservation of our historic tapestries and are expecting to see them restored and reinstalled this spring. We dealt with a periodic moth infestation among the vestments and assisted in acquiring a new white chasuble, also funded via generous donation.

As we look toward continued growth of worship, we are evaluating steps to control costs. The chapel Paschal candle has been replaced with a longer-lived oil-based version, and we are looking for other ways to buy in bulk and in a more sustainable way. We do our best to maintain our treasures and will continue to update linens and other items as giving makes this possible.

We love our work and would welcome any newcomers, whether experienced or novice! Please join us if you enjoy the peace and serenity of an empty church, have an eye for detail, derive satisfaction from ironing linens or polishing silver, have an appreciation for embroidery (and/or are skilled with a needle), enjoy working with others, or, most especially, value contributing to the beauty of our liturgy in a quiet and prayerful manner. Your help and fellowship would be most welcome.

FLOWER GUILD

LESLIE AITKEN

Life is more or less back to “normal.” There are flowers on the Altar every Sunday except during Lent.

Easter and Christmas had their full complement of pots of lilies or poinsettias up on the stands. Many hands help decorate the church for the high holidays!

Arrangements are usually created on Saturdays, in late morning or in the afternoon, so we are not in the way of the Altar Guild. It is a truly lovely time to be in the church! We are looking for new members who would like to play with flowers. We are happy to teach you!

Please thank the arranger who is listed in the Sunday bulletin. The team is: Priscilla Burns, Brenda Cook, Cynthia Lawson Samoiloff, Kent Porter-Hamann, Sunne Savage, and Gabrielle Stott. Additionally, Sara Post is indispensable at Christmas and Easter as she cascades all the plants next to the altar. We do have two new members who still need to be trained, Julie Broderick and Angelina Hawley-Dolan. We are thrilled they are joining the team!

Flowers each Sunday are in memory of family and friends who have died. The Flower Guild appreciates your generous contributions to the Flower Fund — thank you very much. Sara Post sends a note to those whose information we have on file of loved ones who have passed. We hope you find this useful. If you wish to add a remembrance name to the Memorial List, please contact the church office.

In a normal year, the Flower Guild decorates the church for three large floral events: Easter, Thanksgiving, and Christmas. We provide flowers for the children at Easter and lilies for those who have lost a family member during the year. The poinsettias at Christmas are also delivered to parishioners.

We strive to have continuing education for the Guild; we will let you know when it is coming, as it may entice you to join us. We would love to have you join our Guild! Christmas and Easter are a great way to get your feet wet or your hands dirty. We have the luxury of peace and quiet in the church on Saturdays, and the joy of creating something beautiful for the altars.

Leslie J. Aitken
Chair

LITURGICAL MINISTRIES

ACOLYTES, LAY EUCHARISTIC MINISTERS, AND VERGERS

JASON KINCHEN

The ministries of acolyte, lay Eucharistic minister, and verger underwent a necessary transition in the past year as we continued to ramp up our in-person worship services. Like many ministries throughout the parish, folks are continuing to assess their comfort as participants in live worship. As a result, we are seeing a turnover as we welcome new ministers and express our gratitude to those who have moved on.

One person who we call out for her tremendous and long service to the parish is Mary Street, who retired from her role as Head Verger after 20 years of service. Mary did it all, not just serving as a verger, but teaching and training vergers, acolytes, and LEM's. She constantly sought out ways to make our liturgy more beautiful, meaningful, and spiritual. Not to mention the scheduling and documenting necessary for smooth operation of our worship from week to week. Thank you so much, Mary.

Since Mary's retirement, we have been pitching in to fill her shoes, and the by-word has been recruitment. We began the year with ministers serving quite frequently because of smaller numbers, but by the end of the year, we are well on our way to gathering a full complement at every service and a rotation that places not too much burden on anyone.

And we are continuing to swell our ranks and hope to add three new vergers and LEMs in the coming weeks as well as five new acolytes. Epiphany is truly blessed to have so many people — veterans and those new to the role — as faithful servants as we venture into a new phase of our community life together.

MUSIC MINISTRY

JEREMY BRUNS, DIRECTOR OF MUSIC

The 2022 calendar year has been quite full and rich for the Music Ministry. I began service as the Interim Director of Music and Organist in early January, while we were still dealing with the surge of the Omicron variant of COVID-19. The Parish Choir progressed from section-leaders-only singing, to a small rota of singers, to finally having the full choir return together on Ash Wednesday, March 2, singing fully masked (this practice continues; masks are now optional, with most singers choosing to wear them). One week later, on Wednesday, March 9, we began a Children's Choir initiative, with choristers rehearsing on non-Midweek Wednesdays. The Choristers joined the Parish Choir for three services during the remainder of the season. The Parish Choir and families enjoyed their annual end-of-year choir dinner in June, with special thanks due to Fred Spencer for organizing the evening. I became the full-time Director of Music and Organist on July 1, and remain grateful to Rev. Nick for his friendship, leadership, and collaboration, and also to the staff and parish for showing so much kindness and support to both me and my wife Kathy.

In September we announced a series of concerts, in addition to the special choral services normally offered for the 2022-23 season, all free of charge and open to the community. Initial concerts were well-attended and well-received (with between 90-100 attending the JSB Plays JSB organ recital in October and 65 in attendance for a December harpsichord recital by Peter Sykes). Also in October, I partnered with Rev. Nick to offer a three-week forum series on the music and spirituality of J.S. Bach. A Choral Requiem Mass (setting by Gabriel Fauré) on November 6 and the annual service of Lessons & Carols on December 18 were both very well-attended, as was the festive reception following Lessons & Carols. The music ministry owes an enormous amount of gratitude to Marie Johnson, as well as Annie Bing and others on the Events Committee, who have so beautifully and capably prepared many meals and receptions (Easter Day breakfast, Lessons & Carols reception, Christmas Eve dinner, etc.). Thank you!

Backing up to September, the Chorister program was structured and officially begun, with weekly rehearsals and skills sessions, and singing at least monthly with the Parish Choir. Currently open to boys and girls with unchanged voices in grades 2-8, the choristers receive both vocal training and music theory instruction. As they progress through the graded levels of training, they are first fully "invested" as choristers (when they receive their surplice), and then receive colored ribbons to wear marking their gradual levels of success. Choristers learn the disciplines of teamwork, focus, and comportsment in addition to musical skills. A multitude of thanks go to adult helpers Pam Chester, Nelia Newell, Gabrielle Stott, and Sara Post (Sara keeps all singers, both adult and children, properly vested — extra thanks to her!).

Also in September, we held our first new monthly Sunday 5:00 pm Word & Table service, which takes place on the third Sunday of most months in Hadley Hall. This is a shorter, more casual service, with varying musical instrumentation. Many thanks to the other core musicians for this service in 2022: Melanie Blake, Rev. Janelle Hiroshige, Corey Hollenbeck, John Jenke, and Rev. Nick Myers. Other parish instrumentalists at this and/or other services during 2022 were Kathy Bruns (piano), Linda Davidson (oboe), Cameron Hopkinson (violin), and Ellen Wilson (accordion). We also welcomed back the Beacon Brass on Easter Day, Noralee Walker (violin)

MUSIC MINISTRY CONTINUED

for the Fauré Requiem, the Triton Brass for Lessons & Carols, and a string quartet on Christmas Eve. Seventh grader Mags (Margaret) Valdini auditioned for and received a scholarship to study organ at Epiphany this year, funded by the Young Organist Initiative of the Boston Chapter of the American Guild of Organists (you will hear more from her in 2023).

The dedicated members of the Parish Choir, in one form or another, sang for approximately 68 liturgies in 2022! Though the number of Parish Choir members has fluctuated throughout the year, we ended 2022 with 28 regular members (including two section leaders). The Choristers sang for seven liturgies, and ended 2022 with eight singers on the roster.

Soli Deo Gloria!

Jeremy Bruns

ADULT FORMATION

THE REVEREND NICK MYERS

The past year of Adult Formation has been a year of intentional fallowness for our lay leaders. After the pandemic, it was agreed by members of the Adult Christian Formation (AXF) Committee to rest and discern next steps for themselves individually and as a parish. These lay leaders have given incredible leadership and effort over the past several years to strengthen our Sunday Forum offerings and are a crucial part of our parish life. And yet, the past year made clear that our Adult Formation at Epiphany remains in transition as we seek a way forward in vibrant, engaged, and sustainable formation offerings.

This past program year saw an increased direct leadership from the clergy of the parish in addition to our AXF Committee members. The Sunday Forum offered several series, including our Epiphany series (*Episcopal 101*; *Starring Jesus Christ: Film and Faith*; and *The Practice of Prayer*, a Zoom offering), led by Rich Goldhor, Jason Kinchen, Fred Rowland, and Rev. Nick. We had a successful Lenten series, *Grace and Grief*, with Dr. Brian Litzenberger; a forum series on *Bach*, led by Jeremy Bruns and Rev. Nick; and an Advent series, *Longing for Home*, with community partners (GreenRoots, Afghan Refugee Resettlement, American Friends of the Episcopal Diocese of Jerusalem), hosted by Rev. Janelle and Rev. Nick.

As we enter the 2023 program year, it is clear that our Sunday Forum and the leadership of the Adult Christian Formation Committee remains in transition. We need additional leadership from our parish to help continue offering Sunday Forum and Adult Formation offerings during the program year. If you are interested in helping strengthen and reimagine our Sunday Forum offerings for Adult Christian Formation, please contact any member of our Adult Christian Formation Committee, or Rev. Nick.

Members: Rich Goldhor, Jason Kinchen, Gabrielle Stott, John Jenke, and Marty Mauzy.

CHILDREN'S MINISTRIES: CHURCH SCHOOL & WORSHIP

BRYN HOLLENBECK, DIRECTOR OF CHILDREN'S MINISTRIES AND PARISH LIFE

I always say that working with the children is the best job at Epiphany, and 2022 gave me no reason to doubt this. Children's Ministry in this parish is full of love; laughter; beautifully meaningful moments; and children, families, and volunteers who make nothing less than a community of joy.

We started 2022 with a challenging season given the spread and unknowns of the Omicron variant. Our Church School adapted by offering a remote option for Sunday morning Church School where we met on Zoom at 9:00 am; a benefit of this was reconnecting with families who were far away, traveling, or had Sunday morning commitments that precluded getting to church in person. We continued to offer a Zoom option throughout the spring term. At the same time, we maintained our in-person class at 10:00 am, in our lovely Upper Parish Hall which allowed for good social distancing as well as ventilation.

Throughout the winter and spring terms, all ages used the *Storymakers* curriculum for Church School classes. *Storymakers* creatively retells stories from the Old and New Testaments through zines, which are a combination guide, magazine, and workbook. ("Zine" comes from the word "magazine.") As well as introducing our children to important biblical stories and increasing their biblical literacy, *Storymakers* helps children to make sense of where they fit into God's stories. The *Storymakers* curriculum also has a strong emphasis on social-emotional awareness and mental health. Through biblical stories, personal responses, and emotional skill-building exercises (including prayer practices), *Storymakers* gives us an integrated approach to children's spiritual, social, and emotional growth and well-being.

In fall of 2022, our older elementary students continued their *Storymakers* curriculum (turning to Joseph and his adventures in Egypt). For our younger children, in preschool through grade one, we restarted our Godly Play formation program. Godly Play uses storytelling, play, and wondering to invite young children into spiritual practice, and into the knowledge, language, and traditions of the church. This parish has a deep history of engaging children through Godly Play, and we've been pleased to bring this excellent program back to Epiphany.

In March, ten children participated in our Communion Enrichment Program, which is a workshop intended to explain, deepen, and enrich children's experiences with Holy Communion. After a Saturday retreat which offered hands-on exploration of the sacrament, worship, and liturgy, the children participated in Sunday worship and were recognized at this milestone of growth and maturity.

In September, we held our first Church School volunteer training evening. It was a wonderful time to focus together on the underpinnings of what we do, and on our goals as a Church School and as an intergenerational community of faith.

CHILDREN'S MINISTRIES CONTINUED

In December, our entire Church School offered their annual Christmas pageant. The pageant is not a performance; it is a ministry we share together, as friends, and offer to our congregation as a gift. The children gave this offering with joy and beauty.

In addition to Church School classes and special children's events, this year we also invested in welcoming children into Sunday morning worship. Each Sunday, our preacher offers a children's sermon; these moments add excitement to the morning as the preacher doesn't know the topic of their own children's sermon until the children deliver a mystery object. (The children love this collaborative process!) Children's worship materials are also available in the back of the sanctuary every Sunday; these re-vamped materials are not busy bags, but rather are full of objects meant to help children listen, learn, pray, and worship (such as finger labyrinths and the ever-popular "glitter prayer sticks" you see children staring at).

A joyful addition to our formation program is First Sunday Worship, where instead of heading to Church School classes on the first Sunday of each month, children attend the entire 10:00 am service and serve in various roles, such as greeting, ushering, bearing elements, reading, or singing as part of our new Choristers children's choir. First Sunday Worship has had a wonderful energy, and we thank our "grown up" ushers, greeters, lectors, LEMs, and ministers for the nurturing, mentoring, and befriending of our young worshipers.

A special and heartfelt thank-you goes out to our faithful Church School teachers and members of the Children's Ministry Committee: Elizabeth Berner, Sarah McGonigle, Gwen Hyppolite, Ellen Wilson, Laura Krotky, Joan O'Connor, Pam Chester, Bethany Myers, Alex Rodriguez, Annie Bing, Barbara Bing, Nelia Newell, Jake Montwieler, Connie McGrane, Margo Hunter, and Marie Lee. They are filled with grace and bravery, and we are blessed by the love and skill of each.

Submitted by Bryn Hollenbeck, Director of Children's Ministries and Parish Life

MIDWEEK @ EPIPHANY

BRYN HOLLENBECK, DIRECTOR OF CHILDREN'S MINISTRIES AND PARISH LIFE

Midweek is a parish-wide, intergenerational ministry now in its second year at Epiphany. On first and third Wednesday evenings, the whole parish family is invited to join together for a meal, time in community, and formation. Duane Wallick and Marie Lee lead our food and hospitality teams, which include a dozen faithful friends who plan, shop, prep, cook, serve, and clean up a delicious, home-cooked dinner. After time to eat and talk around tables, we offer formation programming for all ages. Usually, adults join Rev Nick for a Bible study; teens join Janelle for conversation; and children join Bryn and Jeremy for a faith-based time of art and music. Sometimes, all ages remain together for a celebration, project, or time of special worship and liturgy.

Midweek is a vibrant ministry, full of creativity and welcome. It helps parishioners and ministry leaders to forge friendships, offer comfort, and share gifts. Midweek has been instrumental in our regathering and in strengthening and growing the post-pandemic church.

Submitted by Bryn Hollenbeck, Director of Children's Ministries and Parish Life

PARISH WEEEEKND AWAY

BRYN HOLLENBECK, DIRECTOR OF CHILDREN'S MINISTRIES AND PARISH LIFE

In September, 75 parishioners attended our first annual Parish Weekend Away, held at the Barbara C. Harris Camp and Retreat Center in New Hampshire. The weekend was a resounding success, full of joy and connection. Activities included hiking and boating; field games; yoga; workshops including drawing, prayer, meditation, storytelling, origami, and Bible study; camp fires; music; star gazing; a ropes course; a cooperative art project; worship; and a (tremendously fun) square dance. Friendships were forged and strengthened, and the blessings of the time together in holy community are long lasting.

The Retreat Planning Committee worked for many months to craft such a wonderful weekend; many thanks to Thea Keith-Lucas, Jake Montwieler, Marion Dry, Bill Brickman, Betsy Walsh, Heather Keith-Lucas, Marie Johnson, and Eunice Aikins-Afful.

Our next Parish Weekend Away is scheduled for September 22-24, 2023.

Submitted by Bryn Hollenbeck, Director of Children's Ministries and Parish Life

YOUTH MINISTRIES

THE REVEREND JANELLE HIROSHIGE, ASSOCIATE FOR YOUTH AND COMMUNITY PARTNERSHIPS

In many ways, 2022 was a bit of a re-start for youth ministries slowly coming out of the pandemic. The first half of the year was led by Eva Dalzell and a few highlights from that time were having scheduled youth group, Confirmation, Graduation Sunday, and an overnight at the church with a service project in the morning. Many thanks to Eva and other leaders who helped make these events happen and helped prepare the way for me to join Epiphany at the beginning of August!

The second part of the year was especially focused on community-building. Many of our youth haven't had the chance to really get to know each other, and the hope was to facilitate events that would be focused on fun and connection. For youth who did not know others very well, these types of events were less intimidating. In my first few weeks here, a high schooler remarked to me that she would like spaces where she could "relax and just be." In addition, there were many requests for Boda Borg and hide-and-go-seek at the church. It became clear to me that our youth were desiring spaces where they can have fun and not worry about the pressures they experience at school. I believe laughing and play *is* part of youth formation, especially in a world that piles so many pressures on them academically and socially. My hope is that Epiphany can be a place where our youth can bring their full selves and be fully welcomed.

Our first event to kick-off the fall was Boda Borg, a collaborative escape-room like experience. Other fun activities we got to experience together was rock climbing at the parish retreat, a board game night, exploring the tunnels and clock tower and Epiphany, and a Christmas movie night. I continue to meet with the Youth Ministry Advisory Team, which is a leadership team of youth and adults here at Epiphany who give me helpful feedback and suggestions. We look forward to the coming year where we will have service opportunities, Exploring our Faith classes, and a summer hut hike trip with the Appalachian Mountain Club.

I have been so honored to companion the youth here at Epiphany. They are kind, inquisitive, and brave. I look forward to continue to get to know them and welcome new youth into our program as we journey together here at Epiphany. I believe that God brings just the right people at just the right time into our lives, and I have known this to be true in our youth programming. The youth and leaders that we have in this time and in this place are just the right people. I look forward to all the future memories that 2023 will hold!

A special thank you to our Youth Ministry Advisory Team: Heather Keith-Lucas, Cameron Hopkinson, Carolyn Augart, Jake Montwieler, Andy Sanna, Charlene Sanna, Nemaya Wickramasinghe, Abby Schrader, Jane Schrader, Madeleine Hodges, and Nick Myers.

And another thank you to our wonderful youth leaders who have helped out with events: Heather Keith-Lucas, E.B. Bartels, Richie Corrado, Jake Montwieler, and Thea Keith-Lucas.

Submitted by Rev. Janelle, Associate for Youth and Community Partnerships

MISSION AND OUTREACH COMMITTEE

JANET BOSWELL AND LISA CORE, CO-CHAIRS
SUSAN HASKELL, OUTREACH FUND MANAGER

A Steering Committee oversees Mission and Outreach activities. In 2022, meetings were held on the third Tuesday of each month at 7:30 pm and were open to interested parishioners. Janet Boswell and Lisa Core co-chair the Committee and Susan Haskell is its fund manager.

Highlights of 2022:

- **Welcoming Janelle:** The Committee was delighted to begin working with Janelle Hiroshige who facilitated two forums to start discerning the future direction of Mission & Outreach at Epiphany.
- **Winchester Interfaith Resettlement Partnership:** Parishioners have been fully engaged in helping the Rawan family settle in and develop independence. They have offered everything from language tutoring and babysitting to help with navigating government programs and special education services. In May, we hosted an Eid celebration for local families and members of their resettlement support networks.
- **St. Stephen's Youth Programs (SSYP):** Epiphany once again hosted the B-SAFE summer program for a Friday field trip to Winchester. Thanks to the tremendous support of parishioners and staff, it was a huge success. The children and teen counselors enjoyed crafts, games, food, a magic show, a trip to the beach, and, most of all, the warm Epiphany welcome. In addition, the parish made sure that 105 SSYP families had a delicious Thanksgiving by donating festive food items and grocery store gift cards.
- **Holiday Giving Tree:** Parishioners supported our partner organizations with food, gift cards, books, and monetary donations. The outpouring was especially generous and extraordinarily welcome at the end of another challenging year for many families.
- **St. Lucas:** For a thirteenth year, Epiphany's parishioners faithfully supported the food pantry by preparing the shelves for Saturday distributions. Food insecurity continues to be a dire problem in Chelsea, and our ongoing partnership with St. Lucas has helped them to continue meeting community needs throughout the pandemic.

The Committee distributed \$45,000 to the following organizations:

American Friends Episcopal Diocese of Jerusalem	1,500
Anna's Fund (Farmers Market)	1,000
Blackstone Library Project	3,000
Brookview House	500
Council of Social Concern	1,000
El Hogar — Two sponsorships	6,000
El Hogar — University Aid	2,000

MISSION AND OUTREACH COMMITTEE CONTINUED

Episcopal City Mission	1,000
ECM Bond Fund	1,000
Episcopal Relief and Development	1,000
Children's Nutrition Program of Haiti	2,000
Haiti Nursing School Scholarships	4,000
Kids4Peace	1,500
Meals on Wheels	500
MV Habitat for Humanity	1,000
Network for Social Justice	1,000
Quest Adventures For Inner City Youth	1,500
St Luke's Assistance Fund	6,000
St. Stephen's Youth Programs	3,000
SSYP B-SAFE Summer Youth Jobs	6,000
Winchester Got Lunch Program	1,000

Epiphany also supported the following special programs and emergency relief efforts:

SSYP Thanksgiving Food Distribution	1,519
B-SAFE Field Trip Day	2,306
Winchester Interfaith Resettlement Project	2,500
Emergency relief for Ukraine	5,030

Respectfully submitted,
Janet Boswell and Lisa Core, Co-Chairs
Susan Haskell, Outreach Fund Manager

CREATION CARE AND ENVIRONMENTAL JUSTICE

JOSH REYNOLDS

This committee was formed on the belief that caring for Creation and for the most vulnerable on this earth is something in which all residents of this diverse and breathtaking planet have a stake. God calls us to be stewards for the planet and all the beings on it.

The tenet of Creation Care is that this stewardship is both a personal and systemic responsibility — it's a moral issue. The evidence shows that the climate is warming and that the generation of heat trapping gasses is the leading cause. We as individuals, and we as a society, need to take action to reduce emissions of CO₂ and other heat-trapping gasses to stop and reverse the warming of our planet.

Our Bishops have recognized this imperative and declared a “Climate Emergency,” saying:

We recognize that accelerating global warming and mass extinctions are destroying God's creation, threatening to make our planet uninhabitable. We likewise recognize that the climate crisis affects low-income communities and communities of color first and hardest.

We confess that we, and our churches, have not yet responded with adequate seriousness or urgency to the ongoing, intensifying effects of climate change, and to its underlying causes.

We support the Bishops' imperative, and we invite you to join us to “step in” and do this work together. The Bishops have called on each of us to *Pray, Learn, Act, Advocate* and so this is how we seek to engage the Epiphany congregation.

Pray:

Our prayers are based in a language of faith. There is no talk of living a life of faith in this world without discussing Climate Change. We have no home other than this earth.

Learn:

The Diocese encourages congregations to convene conversations and educational events around such topics as: how tackling the climate crisis connects with efforts to alleviate poverty, fight injustice, and defend human life; and how to stop and reverse the warming of our planet.

We have set up ways to enable this conversation:

- Discussions with theological leaders and with parishioners who are taking action in the fight against climate change such as: Leah Schade, Susan McPhee, Hannah Niswonger, Laura Dike, Joy and Leo Cass, and Julie Dalton.
- Publication of a quarterly newsletter to update the congregation on challenges and progress in the fight against environmental injustice and climate change.
- Support for organizations that advocate to fight global warming and the inequity of its impact on the poorest and most disadvantaged people.

CREATION CARE CONTINUED

Act:

As a parish committed to being stewards of God’s earth, we must step-in and take action to reduce emissions and fight global warming.

- Help parishioners take tangible steps to reduce emissions in their own households through both education and challenges, youth activities, and hands-on work.
- Assess within our own property strategies and tactics to reduce carbon emissions through a “green audit.”
- Encourage biodiversity and more healthful living through recycling, gardening, and planting.
- Engage youth and children in projects to reduce emissions and promote sustainable food practices and farming.
- Work with interfaith groups and organizations promoting justice to take action at a regional, state, and international level to promote racial and environmental justice.

Advocate:

When we talk about transformation or ending injustice in our world, we need to be activists — we need to be engaged. As a parish, we support interfaith and environmental justice organizations such as: Interfaith Power and Light; GreenRoots in Chelsea; the Network for Social Justice; and Alternatives for Community and Environment in Roxbury. Parish members are actively engaging with these groups and working locally with people in low-income communities and communities of color to effect tangible change in these communities.

We hold a monthly meeting via Zoom on the last Monday of each month (the Zoom link is on the Creation Care page on 3crowns.com). And the newsletter is distributed quarterly.

We have an advisory group to generate ideas and provide insight and direction for the overall committee. The current members of this group include:

Susan Almquist
Pam Chester
Laura Dike
Ingrid Geis
Bryn Hollenbeck
Hannah Niswonger
Eileen Marks
Ellen Rockefeller
Jennifer Tidwell
Pierre Trepagnier

Contact the parish office if you would like to be added to the newsletter or become a part of the advisory group.

CARD MINISTRY

JOY CASS AND BARBARA LEVIN

Joy Cass and Barbara Levin, as well as the Epiphany Visitors, continue to send cards for illness, bereavement, and other life events. We depend on the clergy and other parishioners to let us know when a card would be appreciated and to join us in sending cards. It's always a pleasant surprise to find something other than ads and bills in the mailbox! We could always use some extra help; please contact Joy Cass if you are interested in being a part of this ministry.

CIRCLE OF LIFE

BARBARA ROWLAND

The Circle of Life group has met weekly via Zoom for most of the year. Members are now attending church services in person or by Zoom. Since COVID restrictions are lifted, and members can socialize, our Zoom meetings are now the second Monday of each month. Our aim has been maintaining socialization and community.

EPIPHANY VISITORS

THE REVEREND NICK MYERS

The Epiphany Visitor role is to reach out, in a variety of ways, to those of our parishioners who, because of health or mobility issues or lack of transportation, are no longer able to participate in Epiphany's ministries in-person, be it church services, social events, or other traditional church activities. Often, this inability to participate leads to a sense of isolation and sadness.

Our goal remains to bring a sense of Epiphany to these parishioners — to let them know they remain connected to and remembered by the parish. We visit them where they live — at home, assisted living facility, or nursing home. We may chat or simply listen, bring them news of church activities, share books or, at times, sit in companionable silence. Occasionally, we may go for a drive to see the fall leaves or spring flowers or out to lunch.

This past year remained touched by COVID and precautions around visitation; however, we have been able to return to most of our familiar activities and engagement with parishioners, and we are grateful for this!

We continued new practices from during the pandemic, as they remained successful and engaged for our committee. For example, in lieu of our annual spring Epiphany Visitor party in Hadley Hall, we delivered "gourmet" boxes of baked treats to each of our visitees, as many are choosing now to remain closer to home and not venture out into larger groups anymore due to personal or situational needs. Our Annual Christmas Cookie delivery was a great success as we were able to share the joy and love of the season with those we visit.

We welcome you to join our efforts to visit our parishioners in need of such companionship. It is deeply fulfilling and a wonderful way to build-up our larger community. Please reach out to Rev. Nick or any member of the committee if you are interested.

Finally, we give thanks for Diana Obbard, who has served as the Chair of our Epiphany Visitors over the past several years. She has led us heroically during the pandemic, and we are especially grateful for her years of service and care. Thank you, Diana!

Our committee, which meets monthly, includes Pat Aldrich, Joy Cass, Marie Lee, Gloria Korta, Joan O'Connor, Diana Obbard, Peggy Roll, Jack Roll, Gabrielle Stott, Alison Taber, Stephanie Terry, Carol Kellogg, Rev. Nick, and Rev. Janelle.

If you know of someone who would benefit from an Epiphany Visitor, we would welcome this information.

FLOWER DELIVERY MINISTRY

JULIE BRODERICK

After each 10:00 am Sunday service (or after Evensong, on the Sundays that Evensong is held), the Flower Delivery Ministry delivers the altar flowers and cards to two parishioners selected by the Rector to receive the flowers. The Rector or his/her designee decides who will receive flowers each week. They are sent to parishioners for many reasons, such as after the birth of a baby, after the death of a loved one, during recovery from illness or surgery, and sometimes just to say thank you or we miss you. Flower deliverers rotate, and each individual delivers flowers approximately once every 4-8 weeks, depending on everyone's schedules. The schedule is set up for three months at a time, based on each deliverer's availability. After the service, the Flower Guild divides the flowers into two coffee cans, and then the flower deliverers pick up the flowers and take them to the recipients. The card has the delivery name and address. Most deliveries are in Winchester, but there are occasionally deliveries to surrounding towns, such as Belmont, Lexington, and Reading. Julie Broderick is the current team leader for the Flower Delivery Ministry and organizes the team's schedule based on individual availability, which is obtained through an online poll every three months.

We currently have approximately ten active members and three members who participate based on the season and their availability. In 2022, two deliverers retired from the team, and two joined as a result of the Ministry Fair.

Flower delivery is a much-loved Parish ministry to recipients and deliverers alike.

FRIENDS IN DEED

SARA POST

In our Baptismal Covenant, we are asked to serve Christ in all persons. Friends in Deed is a way in which we can honor this. We are a group of approximately 40 parishioners who are "on call" to demonstrate this. Once a request of need is received from the office, an email goes out to all members, and they can respond as they are able. Our gestures of care are many: primarily providing meals and rides to appointments, but we also share sorrow or celebrate joy with plants or baked goods, and help where needed in other ways. The three coordinators are Susan Almquist, Thom Fries, and Sara Post.

COVID has had an impact on this ministry, but we are becoming more active again. We have now designated the top shelf of the white freezer in the kitchen for Friends in Deed. Even if you are not a part of Friends in Deed, you can help stock this shelf. Make a second casserole or soup, label the contents and date, and put it on the shelf. If you feel called to join us, please let the office know.

HEALING MINISTRY

FRED ROWLAND

During this time of necessary physical distancing, the Healing Ministry has continued to offer time on Thursday evenings for prayer or thanksgiving via Zoom. We have begun to include the name of the prayer partners in the Thursday email announcement for those who may be more comfortable with an individual member of the Healing Ministry team.

Members of the team have been meeting monthly for prayer and study.

INTERCESSORY PRAYER LIST MINISTRY

JAKE MONTWIELER, LEADER

This ministry team maintains Epiphany's prayer list and communicates regularly with those who have requested prayers for loved ones. The ministry supports other pastoral outreach efforts by often being the first pastoral contact with someone in crisis. 128 people were on Epiphany's prayer list in 2022. 30 members of the church have committed to praying for our loved ones in need and receive the prayer list via email each week. This year, the prayer list leadership team (Martha Lewis, Jake Montwieler, Cindy Neels, and Fred Rowland) continued to meet once a month via Zoom to review the prayer list and reflect on the challenges and gifts of intercessory prayer.

Our ministry, now entering its ninth year, continues to be a blessing for those who pray and for those who have requested prayers. As with Epiphany's other pastoral ministries, the prayer list team continues to experience God's grace in these moments of petition, reflection, caring, and consolation. In the coming year, we hope to deepen our coordination with these other ministries.

We graciously invite parishioners to join this ministry by...

1. Reaching out with prayer requests when you or your loved ones are in need.
2. Signing up to receive Epiphany's weekly prayer list via email so that you might join our community of prayers.

We can be contacted via prayer@3crowns.org.

LAY EUCHARISTIC VISITORS

SARA POST

A Lay Eucharistic Visitor takes Communion to any parishioner who is unable to attend church services in person. For those who are in nursing homes or hospitals, or are homebound because of illness, surgery, or family responsibilities, an LEV visit provides time for prayer, worship, and Communion. Although many of our parishioners attend worship through online services, an LEV visit provides a more active connection. In Mathew 18:20, Jesus promises, "Where two or more are gathered in my name, I am there." For me personally, I am humbled by the opportunity to the close connection that we can have through this ministry. Currently we have seven active members and welcome all to consider this ministry. Contact the office for more information as to training dates.

MEN'S GROUP

FRED ROWLAND

The Men's Group meets weekly on Thursday afternoons via Zoom for fellowship, mutual support, and learning from each other and the books we read. Our reading over the last couple of years has sparked extensive and lively discussions among the group. Over the last several months, some of the group have returned to having breakfast together every few weeks.

This year we have read:

- *Jesus and John Wayne: How White Evangelicals Corrupted a Faith and Fractured a Nation* by Kristin Kobes Du Mez;
- *The Wisdom of Judaism: An Introduction to the Values of the Talmud* by Rabbi Dov Peretz Elkins;
- *The Scandalous Gospel of Jesus: What's so Good About the Good News?* by Peter J. Gomes;
- *Jesus and the Dead Sea Scrolls: Revealing the Jewish Roots of Christianity* by John Bergsma.
- And currently we are reading *The Chaos Machine: The Inside Story of How Social Media Rewired Our Minds and Our World* by Max Fisher.

PRAYER SHAWL MINISTRY

MARTHA LEWIS

During the blessing of the Prayer Shawl Ministry in 2012, Thomas Brown summed up our vision: “The shawls are themselves symbols of God’s embracing, unconditional love. Those who received these shawls have been uplifted and affirmed.” Shawls are knit with love and prayers in every stitch and given to those suffering grief or illness, in celebration of the birth of a child, or in times of joy. Shawls are also received by those in times of life transitions, and for those who are caregivers. The knitters also receive, as knitting each shawl is a prayerful experience. The definition of a shawl was once described to a child as a “hug that goes around your shoulders” — an Epiphany hug, as it were.

STEPHEN MINISTRY

TED KELLOGG

In the fall of 2019, Epiphany launched its Stephen Ministry program to reach out to people with one-to-one Christian care. Through Stephen Ministry, a team of Epiphany church members, known as Stephen Ministers, have been equipped to provide quality care to people facing a variety of personal crises. Some of the situations in which Stephen Ministers provide care include the loss of a loved one, the birth of a child, divorce, terminal illness, loneliness, unemployment, hospitalization, and spiritual crisis.

Before commissioning, Epiphany’s Stephens Ministers received 50 hours of training in Christian caregiving skills covering topics such as active listening, confidentiality, crisis theory, as well as ministering to people in specific situations such as divorce, grief, and hospitalization. After they begin providing care, Stephen Ministers continue to meet twice a month with their Stephen Leaders for continuing education and supervision as they strive to offer the highest quality Christian caregiving.

If you are interested or have questions about Stephen Ministry at Epiphany, please contact Ted Kellogg at (617) 304-4914. If you know someone who needs care or support, please call the Reverend Nick Myers at (781) 729-1922. Stephen Leaders are: Rev. Bob Davidson, Gloria Korta, Joan O’Connor, and Ted Kellogg.

CHRISTMAS FAIR

SARA POST

This year's annual Christmas Fair held on November 19 was the most successful ever. Over 526 visitors were counted, and I know our count missed many as they were coming in so quickly! The joy that day was palpable. Everyone had a smile on their face, and so many people told me this was their favorite event and their family's start to the holiday season. Many people commented that this was not their church but they felt so welcomed by us — some even hinted they might come back to some of our other offerings. Both the Bake Table and Café sold out completely! Altogether we raised over \$21,000 for the church. This is the largest single fundraiser we have for the church outside of pledges.

This event could never happen if it were not for all the work provided by so many. Thank you in particular to all our section leaders who were responsible for the Café, Pies, Bake Table, Knit/Craft table, White Elephant, Silent Auction, Jewelry, and Kids Shop'. This year we added payment by credit card using Square. The volunteers who greeted visitors, waited on tables, helped to set up and take down tables, baked, sewed, knitted, gave our children a special day, worked in every area, posted yard signs and flyers, and did so much more are the reason we were so successful.

In order to have a 2023 Christmas Fair, we need new people to step up, as several of our long time leaders have had to step aside. There are detailed notes and directions for every area which you can use or you can reimagine it your own way. We need leaders to co-chair, and for the Knit/Craft table, White Elephant, Pie-Making, Kids' Shop, Silent Auction and Jewelry. If you are willing to help or have questions, please let us know.

EVENTS STEERING COMMITTEE

ANNIE BING AND MARIE JOHNSON

The Events Steering Committee is responsible for overseeing Epiphany's events calendar and then budgeting, planning, and recruiting the people and food to provide the hospitality for parish events. This year, after the previous two years of COVID restrictions, we returned to a robust series of events.

On a regular basis, we were responsible for the Sunday Coffee hours following the 10:00 am services. In September through June, they were held in Hadley Hall, and moved outdoors to the Cloister Garden for punch during the summer months. We used the SignUpGenius website to solicit donations of refreshments and help with service and clean up.

In addition, we were responsible for a number of special events, including:

- Palm Sunday — Reception prior to the 10:00 am service, featuring hot cross buns.
- Maundy Thursday — A simple Agape dinner, with some catered items in addition to the food we prepared.
- Easter Sunday — Concurrent events, both of which were very well attended: a reception in Hadley Hall between the 9:00 am and 11:15 am services, and, for the choristers and musicians, a brunch in the Upper Parish Hall.
- May 3 — Evening Gala reception following the installation service for Rev. Nick and the welcome of Bishop Gates.
- June 5 — Strawberry Shortcake Reception following church. It was a beautiful day and very well attended.
- October 16 — Stewardship Ingathering and Ciderfest with cider donuts from Wilson Farm and fall decorations that included cornstalks, mums, and small pumpkins decorated by the Church School children.
- December 18 — A large reception following the 5:00 pm service of Lessons and Carols with wine, punch, special catered food, and lots of holiday desserts.
- Christmas Eve — Dinner was provided at 8:15 between the two evening services for the choir, musicians, and staff (48 people).

Throughout the year, there were a number of other events that did not fall directly under our responsibility such as the Midweek dinners and the Newcomers' Brunch, but we did, on occasion, provide support and assistance.

Going forward, we feel we need to recruit more helpers, both with contributions of food and help with set-up and clean-up. That being said, we feel our parishioners have been well-fed and always welcomed with a genuine sense of hospitality.

Annie Bing and Marie Johnson, Co-Chairs

GIFTS AND MEMORIALS COMMITTEE

CYNTHIA LAWSON SAMOILOFF

The Gifts and Memorials Committee is presently comprised of Cynthia Lawson Samoiloff (Chair), Laurie Minniti, Joan Wallwork, Lee Kaunas (Property Committee), and Kathy Hodges (Altar Guild).

It is always hoped that the Gifts and Memorials Fund will come to mind as parishioners and friends of the Parish of the Epiphany are searching for ways to memorialize events and people that have played an important role in their lives.

In the past year, Gifts and Memorials funds have provided support for the initial steps of two projects. The first was the architects' fees for plans for the courtyard refurbishment. The other was the payment for the first steps for the altar tapestry repair project. This included cleaning and storage for the tapestries until the repair work could begin. Further funding for these projects was provided by other gifts. In another instance, a musical event was supported with a payment made to hire a professional musician to perform at an event.

The Committee is able to underwrite these initiatives when gifts are available to meet the needs outlined in requests made to support our many outstanding programs and spaces within the Church.

GREETERS

CAROL HOLLINGSHEAD

Greeters welcome all those arriving at the church door for all services. This initial greeting draws us together in warm friendship as we prepare to worship in community. We strive to welcome each person with an enthusiastic smile, giving each our full attention and offering assistance and directions when needed. Our hope is to identify those visiting for the first time, to introduce and orient them to the church. New greeters are always welcome!

PERSONNEL COMMITTEE

LINDSEY SCHRADER

The role of the Personnel Committee is to provide advice and support as needed to the Rector, the Wardens, or other staff members or lay leaders. This last year, the primary project of the Personnel Committee was updating POE's Employee Handbook, aligning it with the diocesan standards to the extent practical, and ensuring alignment with other church policies, including POE financial policies. Many thanks to Jay Stott who played a key role in ensuring accuracy and completeness in the review and updating of the Employee Handbook. The new, approved Handbook was published in November of 2022 on the Vestry Resource section of 3crowns.org. Going forward, we will have an annual Employee Handbook review process, the timing of which we will coordinate with Finance. Future projects of the Personnel Committee will be at the direction of the Rector and the Wardens.

PROPERTY COMMITTEE

LEE KAUKAS

Committee members: Lee Kaukas (chair until January 2023), Darwin Keith-Lucas, Suzanne Owayda, Charlie Price, Jay Stott, Jennifer Tidwell, and Brian Curreri (sexton).

In 2022, a key focus for the Property Committee was a physical plant assessment to provide a planning road map for maintaining our 70 Church Street and 29 Lakeview Road (rectory) spaces. We presented the key findings and shared the full report with the vestry in October. Critical areas covered in the report included: exterior envelope (including the roofs), electricity and HVAC, upkeep, and safety. In early December, a broader group of parishioners and staff met for a Property Summit to discuss physical plant priorities. The summit was facilitated and led by Warden David McSweeney. In the coming months and years, the parish will be able to use the assessment and summit input to guide maintaining our campus.

Thanks to a generation donation in memory of Frank Jackson, a forecourt and courtyard renovation project was undertaken and completed in the fall. A beautiful new brick and stone cross was set in front of the Sanctuary. New concrete was poured and sloped to meet the courtyard, allowing direct, accessible entry to the courtyard. New wooden benches will be placed above the forecourt brick areas in the spring of 2023. The committee took advantage of the metalsmith's time for this project and used Property Committee budget for a new metal fence to be made and installed around the Memorial Garden. We thank Nancy McMahon for her generosity and Jay Olmsted for his designs and project management.

At the rectory, we had a new section of fencing installed in the summer and replaced the dishwasher. To prepare for the winter, we purchased an electric, battery-powered snowblower (with extra batteries, thanks to the Creation Care Team) for the Myers to remove snow at the rectory.

STEWARDSHIP COMMITTEE

NELIA NEWELL

The Stewardship Committee is responsible for organizing and leading the annual pledge campaign for the Parish of the Epiphany. Income from pledges covers about 90% of Epiphany's expenses and, during the stewardship campaign, we come together as a parish community to determine the revenue that will support our budget for the following year. Pledge totals serve as a starting point for the budget, which sets out compensation; program budgets for Parish Life, Mission and Outreach, Worship and Music, and Formation (children, youth and adult); administration; diocesan support; and provisions for building maintenance.

The 2023 annual pledge campaign, *Living Faith & Life Together*, set out an ambitious goal to increase our pledges by 15.6% to \$1.2 million and to increase the number of pledging households from 213 to 250 in order to maintain existing ministries and initiatives such as Midweek; fund the growth in youth, Church School, and music programs; improve our IT infrastructure; and cover increased costs related to inflationary pressures on property expenses and greater participation in our healthcare benefits.

Thank you to each of you who has pledged your support for our journey together as a community. As in prior years, there are still households who have not turned in their pledges and we continue to follow up with them, as well as encouraging pledges from those who are new to the parish or who haven't pledged in the past.

As you can see in the table on the opposite page, we have not met our goal, however, total pledges and the number of households pledging have increased modestly. Most importantly, the number of households who pledged for the first time was significantly higher than the prior two years. Our challenge for the coming year is to continue to expand the number of households who pledge as part of our life and ministry together so that we can financially support our growth as a community.

The Committee this year consisted of eight members: Bill Brickman, Jared Cumming, Jonathan Foot, Marie Johnson, Warren McFarlan, Nick Myers, Nelia Newell (Chair), Peggy Roll, and Jane White. Thank you to everyone on the committee for their untiring good humor and willingness to take on whatever task we asked of them. Thank you to vestry members who helped to develop the campaign strategy and to reach out to parishioners to talk about the campaign. Finally, and most importantly, a huge thank you to Maryann and Kathryn who have fielded countless requests and put up with a few missed deadlines in our efforts to communicate with and respond to the parish. I am beyond grateful for the many ways that you have supported us.

STEWARDSHIP COMMITTEE CONTINUED

Recap of Stewardship Campaigns - Budget Years 2023, 2022, and 2021

	Through Week 13 of 2023 Campaign			Through Week 12 of 2022 Campaign			Through Week 12 of 2021 Campaign		
	Number of Pledges	\$ Value	Change from Prior Year	Number of Pledges	\$ Value	Change from Prior Year	Number of Pledges	\$ Value	Change from Prior Year
Level Pledges	75	\$460,192		69	\$167,170		102	\$342,269	
Increased Pledges	85		\$52,613	110		\$164,097	78		\$38,866
Decreased Pledges	28		(\$34,642)	16		(\$10,128)	34		(\$34,910)
Total Continuing Pledges	188	\$1,002,833		195	\$1,004,874		214	\$866,675	
New/Renewed Pledges	30	\$61,870		14	\$30,130		8	\$15,965	
Total Pledges Received to Date	218	\$1,064,703		209	\$1,035,004		222	\$882,640	
New Funds		\$79,841			\$184,799			\$19,921	
Average Pledge		\$4,884			\$4,959			\$3,976	
Median Pledge		\$2,500			\$2,500			\$2,100	
Pledged Prior Year, Not Yet This Year*	2	\$2,043		6	\$16,085		12	\$12,070	
Packets Remaining Outstanding	132			151			148		
Campaign Goal	250	\$1,200,000		240	\$1,050,000		250	\$875,000	
Final Pledges				213	\$1,037,985		226	\$891,990	

* net of reserve for departures, changes, etc.

USHERS

REID BOSWELL

This year has been both gratifying and frustrating for our usher crew. It is an honor to welcome new parishioners and visitors, especially on the Holy Days of Easter and Christmas. Our ranks, however, are diminishing, and we have had to scale back to two ushers at the 10:00 am service. While this arrangement can fulfill the minimum need for the offertory and Communion, there is a sense of missing the interaction with parishioners and the opportunity to assist those needing extra help in the pews. My hope is that we can recruit new members to our usher crew to have a full four member team for the 10:00 am service as we head into Lent and Easter. This is as much a calling as LEM/verger/acolyte/greeter. Anyone willing join our team, please email me at reid.boswell@mac.com.

AUDIT COMMITTEE

MICHAEL SCHRADER

The Audit Committee provides oversight of the financial reporting and internal control procedures at Epiphany, including annual audits. In accordance with diocesan guidelines and Parish Audit Committee policy, every third year, the Parish Audit Committee engages an external auditor to perform a “check-list” audit of parish financial policies and controls. In the years between external reviews, the Audit Committee conducts an internal audit of the parish. After conducting an external review process for year 2000, for the ending December 31, 2001, period, we returned to the internal review process.

Consistent with past audit committee work, we followed the procedures specified in Chapter VI, Section A: Audit Program Checklist from the Episcopal *Manual of Business Methods in Church Affairs*. This review work was conducted by the committee on-site at the parish on September 26, 2022.

We are pleased to report that this work identified no material findings. The audit committee’s report was presented to the vestry on October 19, 2022 and approved as submitted.

I would like to thank fellow Committee members Michael Aldrich and Ted Kellogg; Treasurer Jane White and Associate Treasurer Bill Brickman; Financial Administrator Maryann Badejo and former Financial Administrator Suzy Westcott; Wardens David McSweeney and Nelia Newell; and Rector Nick Myers for their support and contributions to the financial strength and controls of our parish.

Michael Schrader, Chair

FINANCE COMMITTEE

JANE WHITE, TREASURER

BILL BRICKMAN, ASSOCIATE TREASURER

The Finance Committee oversees the financial and business activities of Epiphany and provides financial guidance to the vestry in its decision-making. The committee monitors monthly revenue and expenses — staying on top of cash flow and budget trends and ensuring that the information reported to the parish and its staff and lay leaders is accurate and helpful. The committee also drives the annual budget process and addresses other financial issues as needed, including the funding of new projects, financial policies and controls, and the annual audit. During 2022, the committee oversaw the parish's transition to Realm, a new (to us) accounting and membership platform, and welcomed Bookkeeper Maryann Badejo, who succeeded Suzy Westcott in January.

The Finance Committee welcomed new members Julie Theriault and Vince Dixon this fall, joining Jane White, Treasurer; Bill Brickman, Associate Treasurer; and members Alan Briggs and Jay Stott. New members are always welcome!

2022 Financial Review

Operating Results: Account-level details of Epiphany's 2022 operating results, December 2022 balance sheet, and 2023 budget are included on the pages that follow. These exhibits portray 2022 as a year of planned staff and program expansion — resulting in a sound and more liquid, year-end balance sheet and a sustainable 2023 operating budget that accommodates both a full year with our new staff and a (nearly) positive bottom line. While there will surely be financial challenges ahead, Epiphany is well-prepared to engage them.

Revenues: We ended the year with total revenues of \$1,377,433, an increase of \$388,072 or 39% over 2021 and \$185,811 over budget. Revenues included a \$100,000 restricted gift to refurbish the forecourt and Cloister Garden (virtually complete) and a \$72,155 first installment under the pandemic-related, ERC (Earnings Retention Credit) program. Even without these extraordinary receipts, revenues increased \$215,917 or 22% from 2021 and were \$13,656 over budget.

This strong growth in ongoing revenues was driven by pledge and related income (up \$174,318), plate and special offerings (up \$16,360), and revenue from our first parish retreat of \$15,025 (offset by associated expenses) — all indicative of new life in the parish following two years of relative isolation. The perennially successful Christmas Fair contributed a record \$21,923.

Personnel: Salary and benefits totaled \$553,240, up slightly from 2021, but a significant \$85,361 under budget due the timing of the arrival of Janelle Hiroshige, our new Curate; vacancies in our staff singer and childcare leader ranks; and unanticipated differences in benefits usage and timing. (As a relatively small employer, individual changes in benefits usage can have outsized effects.)

FINANCE COMMITTEE CONTINUED

Operating Expenses: Total operating expenses (which include personnel expenses) of \$1,208,782 increased 19% (\$193,126) from 2021, with the bulk of the change tied to \$100,000 in landscaping expenses related to the forecourt gift, rectory upkeep, and personnel expenses. Without the forecourt spending, total operating expenses, while still \$93,129 over 2021, were \$102,605 under budgeted expenses, reflecting primarily personnel savings (as noted above) but also the result of some programming shifts (formation), unexpected efficiencies (welcoming and clergy hiring), and timing (creation care). Amidst all these moving parts, we were able to accommodate needed, above-budget spending in the office and for building upkeep at 70 Church Street.

Net Surplus: Excluding non-continuing revenues and associated expenses, the parish showed a net operating surplus of \$96,312, as compared to a budgeted operating deficit of (\$19,773).

Balance Sheet: Both the operating surplus and the \$72,155 ERC grant will be transferred to the general fund, leaving the parish with a general fund balance (less liabilities) of \$242,200 — representing cash available to support future, unexpected operating needs and, by vote of the vestry, capital needs. The parish has emerged from the operating uncertainty of the past few years in a comfortably liquid position.

The reserves of the parish are held primarily in the Unrestricted Endowment (vestry designated), using funds managed by Vanguard and the Diocesan Investment Trust (DIT) and overseen by Epiphany's Investment Committee. As reported separately, the year-end market value declined to \$946,370 in a difficult market. Permanent Endowment Funds of \$162,296 are held in trust by the DIT.

At year-end, the parish had \$88,042 in two long-term loans from the Diocese. These loans are secured by parish buildings.

2023 Budget

The work of building Epiphany's 2023 operating budget began last spring, when the vestry first met to develop a vision and priorities for 2023. Further refinements over the summer brought us to the announcement in the fall of coordinated Stewardship/Finance effort to start earlier and be more intentional this year about building a budget that reflects three goals:

- Supporting a renewed **culture of welcome and invitation** to newcomers
- Creating capacity and resources to enable **small groups to help connect us to God and one another**
- **Building awareness and commitment to grow our endowment** so that its income might fund all our property needs, and 100% of our annual pledge dollars are directed toward growing our ministries.

We learned a great deal over the fall: Thanks to earlier pledging, we gained both a clearer and more complete picture of likely 2023 revenues about a month earlier than in the past and much-needed time for helpful budget conversation with parish leaders. We also learned that there will always be last-minute changes, no matter what!

FINANCE COMMITTEE CONTINUED

The final 2023 budget approved by the vestry electronically earlier this month is included in the exhibits that follow. A summary follows below.

Revenues: The 2023 budget includes Stewardship pledges of \$1,065,000 and total pledge income of \$1,087,000. Note that, while the sum of current and prepaid pledge income appears to be budgeted to decline in 2023, most of the two smaller pledge accounts (pledges due in previous years and non-pledge offerings) were inadvertently booked with current pledges in 2022. We will return to accounting for them separately in 2023.

Total revenues are budgeted at \$1,217,290 (an increase of just 1% over continuing 2022 revenues), reflecting \$6049 net growth in pledge income and minor additional growth in plate income, rental income, and parish retreat income. Just off its record year, Christmas Fair revenue is budgeted conservatively at \$15,000, reflecting the fact that we don't yet have new leadership to replace Sara Post following many years of service to this key funding activity.

Personnel Expenses: 2023 personnel expenses are budgeted at \$661,585, representing an increase of 19% over 2022. Material contributing factors include a full year of Jeremy Bruns, our Music Director, in full-time status; a full year of our Curate, and the impact of her joyful ordinations to the diaconate (in December) and priesthood (later in 2023); a 4% salary increase for lay staff; clergy salary increases in keeping with current Diocesan standards; and increased health benefit usage.

Total budgeted salary and benefits represent 54.3% of total revenues for 2023. Not unexpectedly, this figure is up from 2022's 52.8% but remains within Epiphany's historical range (50% to 55%).

Operating Expenses: Total 2023 expenses are budgeted at \$1,217,745, up 9.8% from continuing 2022 expenses of \$1,109,025 (forecourt work excluded). Achieving a balanced budget (something both the Finance Committee and vestry are committed to) in the face of significant, planned-for growth in the personnel budget led us into a painful process of defining individual operating account reductions (some as high as 16%) designed to maintain our existing programs and provide sufficient support of our goals and priorities for 2023. The choices were difficult but have resulted in a budget that should position us well financially for the critical property and endowment challenges ahead.

The treasurers and Finance Committee are grateful to Parish Bookkeeper Maryann Badejo for her calm responsiveness during a very busy year. We have marveled at Kathryn Dominguez' cheerful and patient willingness to take on anything that has come her way. Special thanks also to Jay Stott, who has served for years as Epiphany's expert on everything related to payroll and benefits. Finally, we offer our thanks to the vestry, staff, and volunteer leaders of the parish for their attentiveness and support during a year of many changes on the finance front!

Jane White, Treasurer

Bill Brickman, Associate Treasurer

INVESTMENT SUBCOMMITTEE

JIM GAMMILL

The Investment Subcommittee oversees the Investment Portfolio (the “Portfolio”) on behalf of the full Finance and Investment Committee and the vestry. This Portfolio is invested in stocks and bonds and has historically contributed about 4% of its value each year (\$35,065 in 2022) to the operating budget.

The Investment Subcommittee meets three times a year to review the investment performance during a regularly scheduled monthly Finance Committee meeting. All the holdings are passively managed index funds, with a neutral target allocation of 70% stocks, 30% bonds.

The year was bad one for stocks and bonds. The Portfolio total return was -15.53% for the year, versus -16.65% for the benchmark. Here are performance measures (in annualized returns) and year-end holdings for the Investment Portfolio.

	1 YR	3 YR	5 YR	10 YR
Benchmark Indices:				
Russell 3000 (broad US stock market)	-19.21%	7.07%	8.79%	12.13%
MSCI EAFE (international market)	-14.45%	0.87%	1.54%	4.67%
Bloomberg US Agg (US bond market)	-13.07%	-2.67%	0.06%	1.08%
Custom Benchmark (55--15--30)	-16.65%	3.22%	5.08%	7.70%
Parish Investment Portfolio	-15.53%	4.38%	5.66%	7.81%
Stock Funds				
Vanguard Value Index	\$ 147,618	(15.6%)		
Vanguard Growth Index	101,079	(10.7%)		
Vanguard Extended Market Index	67,716	(7.2%)		
Vanguard Total International Index	96,996	(10.2%)		
Diocesan Fossil Fuel Free Fund	248,333	(26.2%)		
TOTAL STOCK FUNDS	\$ 661,742	(69.9%)		
Bond Funds				
Vanguard Total Bond Market Index	\$ 114,479	(12.1%)		
Vanguard Short Term Investment Grade	170,149	(18.0%)		
TOTAL BOND FUNDS	\$ 284,628	(30.1%)		
TOTAL PORTFOLIO VALUE 12/31	\$ 946,370			

And as we say each year, as appropriate for a long-term fund, the Investment Subcommittee will continue to accept the ups-and-downs of the markets, re-balance the Investment Portfolio periodically, and look to earn long term returns that suitably reward the managed level of portfolio risk taken.

Investment Subcommittee: Jim Gammill, Ted Kellogg, Solomon Owayda, John Snow, and Jane White

2022 OPERATING RESULTS

Parish Of The Epiphany

2022 Operating Results (Revenues and Expenses)

Date Range: Jan 1st 2022 - Dec 31st 2022 | Filtered by: Core Account

Accounts	2022 Actual	2022 Budget	2022 Variance	2021 Actual
Revenues				
Pledge Income				
000322 Pledge Due Previous Years	0.00	10,000.00	(10,000.00)	6,982.00
000323 Pledge This Year	964,805.30	1,020,000.00	(55,194.70)	813,708.16
000324 Non-Pledge Offerings	2,110.56	12,000.00	(9,889.44)	16,685.00
000325 Pre-Paid Pledge Income	113,136.10	40,000.00	73,136.10	68,358.68
Total Pledge Income	1,080,051.96	1,082,000.00	(1,948.04)	905,733.84
Plate and Special Offerings				
000331 Open Plate	12,261.24	7,350.00	4,911.24	587.00
000332 Christmas Offering	9,013.00	8,000.00	1,013.00	5,380.00
000333 Easter Offering	5,856.55	6,500.00	(643.45)	4,091.00
000334 Unrestricted Gifts	3,913.86	2,040.00	1,873.86	4,626.13
Total Plate and Special Offerings	31,044.65	23,890.00	7,154.65	14,684.13
Investments Div & Int				
000352 Operating Div & Int	737.41	600.00	137.41	137.67
000353 Endowment Div & Int	41,571.68	41,647.00	(75.32)	39,578.51
Total Investments Div & Int	42,309.09	42,247.00	62.09	39,716.18
Other Activity Income				
000309 Youth Ministry Income	260.00	0.00	260.00	0.00
000315 Forecourt Landscape Fund	100,000.00	0.00	100,000.00	0.00
000358 Parish Retreat Income	15,025.00	0.00	15,025.00	0.00
000365 Vacation Bible School Income	0.00	4,000.00	(4,000.00)	0.00
000381 Rental Income	9,637.50	10,985.00	(1,347.50)	4,892.50
000382 Rummage Sales Income	0.00	6,000.00	(6,000.00)	0.00
000384 Christmas Fair Income	21,923.78	15,000.00	6,923.78	19,705.80
000385 Vanco Processing Income	759.10	0.00	759.10	0.00
Total Other Activity Income	147,605.38	35,985.00	111,620.38	24,598.30
Special Donations				
000360 PPP Unrestricted Funds	72,154.81	0.00	72,154.81	0.00
000361 Music Receipts	0.00	2,500.00	(2,500.00)	0.00
000364 Other Outreach Offerings	0.00	0.00	0.00	100.00
000366 Relief Fund Offerings	0.00	0.00	0.00	1.00
000367 Flower Receipts	4,267.50	5,000.00	(732.50)	4,527.50
Total Special Donations	76,422.31	7,500.00	68,922.31	4,628.50
Total Revenues	\$ 1,377,433.39	\$ 1,191,622.00	\$ 185,811.39	\$ 989,360.95
Expenses				
Personnel Salary & Benefits				
Salary				
Clergy				
Rector				
000400 Rector	89,561.94	84,186.44	(5,375.50)	63,361.07
000401 Rector - Housing	10,000.12	10,000.12	0.00	24,800.00
000448 Dental Ins Contribution - Myers	2,760.00	2,760.16	0.16	2,760.00
000449 403b Contribution - Myers	5,000.06	4,999.80	(0.26)	4,769.30
000450 Health Ins Contribution - Myers	0.00	5,375.78	5,375.78	4,774.00
Total Rector	107,322.12	107,322.30	0.18	100,464.37
Interim Priest				

2022 OPERATING RESULTS CONTINUED

Accounts	2022 Actual	2022 Budget	2022 Variance	2021 Actual
000443 Interim Priest	0.00	0.00	0.00	7,172.08
000444 Interim Priest - Housing	0.00	0.00	0.00	1,038.46
Total Interim Priest	0.00	0.00	0.00	8,210.54
Assistant Rector				
000402 Assistant Rector	27,758.12	69,509.98	41,751.86	0.00
000433 403B Contribution - Janelle	3,109.58	0.00	(3,109.58)	0.00
000435 Health Ins Contribution - Janelle	5,858.00	0.00	(5,858.00)	0.00
000445 Dental Ins Contribution - Janelle	270.00	0.00	(270.00)	(82.00)
Total Assistant Rector	36,995.70	69,509.98	32,514.28	(82.00)
Total Clergy	144,317.82	176,832.28	32,514.46	108,592.91
Lay Staff				
Christian Formation				
000405 Coordinator of Formation	20,296.96	30,715.88	10,418.92	23,907.96
000406 Childcare Providers	0.00	3,106.48	3,106.48	0.00
000413 Childcare Leader	0.00	3,451.76	3,451.76	0.00
000440 Interim Director - Youth Ministries	19,838.00	16,800.00	(3,038.00)	0.00
000447 403B Contribution - Hollenbeck	20,500.00	3,381.04	(17,118.96)	13,375.00
000453 Health Ins Contribution- Hollenbeck	3,402.50	8,166.08	4,763.58	3,966.75
Total Christian Formation	64,037.46	65,621.24	1,583.78	41,249.71
Music Program				
000407 Minister of Music	35,541.76	24,823.21	(10,718.55)	53,425.90
000424 Interim Minister of Music	23,040.00	30,720.00	7,680.00	0.00
000436 403B Contribution - Jeremy	2,499.94	500.00	(1,999.94)	26,000.00
000437 403B Contribution - Music Minister	0.00	993.82	993.82	0.00
000438 Dental Ins Contribution -Jeremy	784.00	0.00	(784.00)	0.00
000466 Health Insurance Contribution- Jeremy	10,244.00	0.00	(10,244.00)	0.00
000590 Singers	19,468.94	32,533.58	13,064.64	26,951.70
Total Music Program	91,578.64	89,570.61	(2,008.03)	106,377.60
Administrative Staff				
000409 Parish Administrator	48,563.98	51,476.88	2,912.90	46,982.07
000410 Financial Administrator	8,800.88	14,401.44	5,600.56	41,462.82
000411 Interim Communications Assistant	0.00	0.00	0.00	3,825.00
000417 403B Contribution - Twiss	0.00	0.00	0.00	2,428.44
000451 403B Contribution - Dominguez	5,080.00	2,167.36	(2,912.64)	1,480.00
000452 Dental Ins Contribution - Dominguez	540.00	539.76	(0.24)	405.00
Total Administrative Staff	62,984.86	68,585.44	5,600.58	96,583.33
Sexton				
000412 Sexton	51,421.30	54,379.52	2,958.22	48,429.87
Total Sexton	51,421.30	54,379.52	2,958.22	48,429.87
Total Lay Staff	270,022.26	278,156.81	8,134.55	292,640.51
Total Salary	414,340.08	454,989.09	40,649.01	401,233.42
Benefits				
Clergy Benefits				
000495 Clergy Pension Fund	27,600.72	41,511.80	13,911.08	26,082.85
000496 Clergy Medical	32,736.00	42,141.24	9,405.24	30,605.00
000499 Rector Hsing Equity Allowance Match	5,000.06	4,999.80	(0.26)	4,769.30
Total Clergy Benefits	65,336.78	88,652.84	23,316.06	61,457.15
Lay Staff Benefits				
000491 FICA - Employees	21,934.89	21,071.02	(863.87)	22,463.80

2022 OPERATING RESULTS CONTINUED

Accounts	2022 Actual	2022 Budget	2022 Variance	2021 Actual
000497 Employee Medical	32,296.42	56,614.38	24,317.96	35,223.73
000498 Lay Benefits - 403B	17,051.42	13,100.32	(3,951.10)	18,252.73
Total Lay Staff Benefits	71,282.73	90,785.72	19,502.99	75,940.26
Worker's Compensation				
000492 Worker's Compensation	2,281.00	4,174.19	1,893.19	2,700.00
Total Worker's Compensation	2,281.00	4,174.19	1,893.19	2,700.00
Total Benefits	138,900.51	183,612.75	44,712.24	140,097.41
Total Personnel Salary & Benefits	553,240.59	638,601.84	85,361.25	541,330.83
Worship & Music				
Music				
000408 Substitute Organists	1,100.00	4,800.00	3,700.00	5,050.00
000591 Music Expenses	5,549.47	3,750.00	(1,799.47)	3,287.24
000593 Instrument Maintenance	4,381.59	3,750.00	(631.59)	2,456.32
000594 Music Minister Transition	0.00	0.00	0.00	50.00
000595 Instrumentalists	10,050.00	9,750.00	(300.00)	8,700.00
000596 Substitute Singers	13,577.00	1,000.00	(12,577.00)	2,540.45
Total Music	34,658.06	23,050.00	(11,608.06)	22,084.01
Worship				
000526 Supply Clergy	1,524.83	2,250.00	725.17	706.72
000562 Worship/Liturgy	2,106.22	2,500.00	393.78	689.74
000567 Flower Expenses	4,246.35	5,000.00	753.65	4,208.41
000568 Altar Candles, Linens	1,487.23	1,500.00	12.77	1,666.83
Total Worship	9,364.63	11,250.00	1,885.37	7,271.70
Total Worship & Music	44,022.69	34,300.00	(9,722.69)	29,355.71
Christian Formation & Educ.				
Adult Education				
000534 Adult Ed. Curriculum	183.77	375.00	191.23	271.91
000535 Adult Ed. Honoraria	150.00	3,000.00	2,850.00	500.00
000599 Theological Education	0.00	0.00	0.00	1,342.50
Total Adult Education	333.77	3,375.00	3,041.23	2,114.41
Youth Ministry				
000509 Other Youth Ministry	2,330.54	5,000.00	2,669.46	223.02
000537 Genesis	0.00	0.00	0.00	104.14
000538 YPF	31.00	0.00	(31.00)	210.63
Total Youth Ministry	2,361.54	5,000.00	2,638.46	537.79
Church School				
000529 Nursery	0.00	300.00	300.00	0.00
000530 Substitute Childcare Providers	0.00	0.00	0.00	61.52
000539 Church School Expenses	4,616.10	5,145.00	528.90	4,558.92
Total Church School	4,616.10	5,445.00	828.90	4,620.44
Family				
000528 Intergenerational/Family Worship	1,023.82	1,200.00	176.18	0.00
Total Family	1,023.82	1,200.00	176.18	0.00
Parish Retreat				
000558 Parish Retreat Expenses	16,886.63	1,500.00	(15,386.63)	0.00
Total Parish Retreat	16,886.63	1,500.00	(15,386.63)	0.00
Vacation Bible School				
000565 Vacation Bible School Expenses	0.00	4,000.00	4,000.00	0.00
Total Vacation Bible School	0.00	4,000.00	4,000.00	0.00
Total Christian Formation & Educ.	25,221.86	20,520.00	(4,701.86)	7,272.64
Pastoral Care & Stewardship				

2022 OPERATING RESULTS CONTINUED

Accounts	2022 Actual	2022 Budget	2022 Variance	2021 Actual
Pastoral Care				
000541 Pastoral Care	457.97	1,500.00	1,042.03	1,808.84
000551 Stephen Ministry	0.00	250.00	250.00	193.95
Total Pastoral Care	457.97	1,750.00	1,292.03	2,002.79
Annual Stewardship Program				
000514 Stewardship Expenses	2,073.18	4,100.00	2,026.82	3,781.00
Total Annual Stewardship Program	2,073.18	4,100.00	2,026.82	3,781.00
Welcoming Commission				
000543 Newcomer Initiatives	115.34	300.00	184.66	0.00
000544 Parish Events	8,705.64	21,750.00	13,044.36	3,324.14
000545 Marketing & Communications	610.63	6,500.00	5,889.37	902.71
000552 Midweek	1,914.23	10,450.00	8,535.77	5,318.98
000600 Christmas Fair Expenses	449.50	600.00	150.50	353.72
Total Welcoming Commission	11,795.34	39,600.00	27,804.66	9,899.55
Discretionary Funds				
000520 Rector's Discretionary Fund	500.00	500.00	0.00	500.00
000521 Assistant Rector's Discretionary Fd	200.00	200.00	0.00	200.00
Total Discretionary Funds	700.00	700.00	0.00	700.00
Total Pastoral Care & Stewardship	15,026.49	46,150.00	31,123.51	16,383.34
Mission & Outreach				
000546 Outreach Projects & Grants	60,500.00	60,500.00	0.00	60,500.00
000553 Creation Care - Honoraria	30.78	1,500.00	1,469.22	0.00
000554 Creation Care-Environmental Justice	350.00	750.00	400.00	0.00
000555 Creation Care-Interfaith PowerLight	471.20	750.00	278.80	0.00
000564 Other Outreach Disbursements	0.00	0.00	0.00	100.00
000566 Relief Fund Grants	0.00	0.00	0.00	1.00
Total Mission & Outreach	61,351.98	63,500.00	2,148.02	60,601.00
Diocesan Support				
000548 Diocesan Assessment	101,707.92	101,708.00	0.08	104,314.00
Total Diocesan Support	101,707.92	101,708.00	0.08	104,314.00
Administration & Finance				
Office				
000454 Payroll Processing	1,755.23	0.00	(1,755.23)	0.00
000501 Office Supplies	5,568.73	6,640.00	1,071.27	4,138.36
000502 Office Machine Repairs/Maintenance	23,995.66	21,620.00	(2,375.66)	20,085.16
000503 Outside Printing	3,401.71	4,130.00	728.29	2,044.85
000504 Postage	1,990.41	2,645.00	654.59	2,362.68
000505 Subscriptions	159.00	200.00	41.00	100.00
000527 Communication Software	676.06	1,500.00	823.94	2,296.65
000556 Financial Services - Contractor	21,920.00	20,800.00	(1,120.00)	0.00
000586 Church Telephone	4,436.99	4,600.00	163.01	4,463.73
Total Office	63,903.79	62,135.00	(1,768.79)	35,491.43
Vestry Expenses				
000506 Gifts for Outgoing Vestry	325.00	250.00	(75.00)	250.00
000507 Vestry Retreat & Expenses	3,752.94	3,000.00	(752.94)	2,541.39
Total Vestry Expenses	4,077.94	3,250.00	(827.94)	2,791.39
Clergy Expenses				
000508 Clergy Hospitality	4,110.10	4,500.00	389.90	3,740.43
000510 Clergy Travel/Professional Expenses	4,033.83	4,750.00	716.17	2,150.87
000515 Clergy Sabbatical Fund	4,000.00	4,000.00	0.00	4,000.00
000525 Clergy Hiring Expenses	4,512.30	10,000.00	5,487.70	(125.59)
000557 Deacon Professional Expenses	0.00	1,000.00	1,000.00	0.00
Total Clergy Expenses	16,656.23	24,250.00	7,593.77	9,765.71

2022 OPERATING RESULTS CONTINUED

Accounts	2022 Actual	2022 Budget	2022 Variance	2021 Actual
Continuing Education				
000512 Clergy Continuing Education	1,330.94	2,500.00	1,169.06	494.26
000513 Staff Continuing Education	792.17	1,000.00	207.83	0.00
Total Continuing Education	2,123.11	3,500.00	1,376.89	494.26
Other Expenses				
000516 Bank Charges/Late Fees	452.14	3,600.00	3,147.86	3,341.29
000519 Diocesan Convention Expenses	350.00	150.00	(200.00)	40.00
000522 Stokes Loan Interest	1,313.23	1,978.96	665.73	739.16
000524 Triennial Audit	1,333.00	1,333.00	0.00	5,000.00
000601 Forecourt Landscaping	100,000.00	0.00	(100,000.00)	0.00
Total Other Expenses	103,448.37	7,061.96	(96,386.41)	9,120.45
Total Administration & Finance	190,209.44	100,196.96	(90,012.48)	57,663.24
Property				
Rectory				
Rectory Utilities				
000570 Rectory Gas	3,193.22	4,000.00	806.78	2,681.23
000571 Rectory Electricity	2,882.67	2,600.00	(282.67)	2,622.21
000572 Rectory Water & Sewer	1,276.35	1,200.00	(76.35)	2,208.19
Total Rectory Utilities	7,352.24	7,800.00	447.76	7,511.63
Rectory Upkeep				
000573 Rectory Landscaping	725.00	5,000.00	4,275.00	2,315.00
000574 Rectory Maintenance	6,053.18	10,000.00	3,946.82	6,452.37
Total Rectory Upkeep	6,778.18	15,000.00	8,221.82	8,767.37
Total Rectory	14,130.42	22,800.00	8,669.58	16,279.00
Church				
Church Utilities				
000580 Church Fuel	23,361.38	27,220.00	3,858.62	23,796.24
000581 Church Electricity	13,985.87	17,550.00	3,564.13	13,524.81
000582 Church Water & Sewer	1,759.22	2,520.00	760.78	1,197.90
Total Church Utilities	39,106.47	47,290.00	8,183.53	38,518.95
Church Upkeep				
000560 Building Supplies	4,843.51	3,000.00	(1,843.51)	3,613.13
000578 A/V Equipment	0.00	0.00	0.00	1,251.93
000579 Regathering Expenses	0.00	0.00	0.00	613.74
000583 Church Landscaping	2,325.00	7,000.00	4,675.00	8,829.51
000584 Building Maintenance	50,020.11	16,150.00	(33,870.11)	22,709.83
000587 Cleaning Services	11,594.71	14,000.00	2,405.29	9,000.00
000588 Snowplowing	4,910.00	5,500.00	590.00	2,100.00
000589 Trash Collection	2,662.00	2,178.00	(484.00)	2,904.00
000592 Preventative Maintenance Fund	60,000.00	60,000.00	0.00	60,000.00
Total Church Upkeep	136,355.33	107,828.00	(28,527.33)	111,022.14
Church Insurance				
000585 Church Insurance	28,683.00	28,500.00	(183.00)	32,918.75
Total Church Insurance	28,683.00	28,500.00	(183.00)	32,918.75
Total Church	204,144.80	183,618.00	(20,526.80)	182,459.84
Total Property	218,275.22	206,418.00	(11,857.22)	198,738.84
Total Expenses	\$ 1,209,056.19	\$ 1,211,394.80	\$ 2,338.61	\$ 1,015,659.60
Net Total	\$ 168,377.20	(\$ 19,772.80)	\$ 188,150.00	(\$ 26,298.65)

2022 BALANCE SHEETS

Parish Of The Epiphany
2022 Balance Sheets

As of: Dec 31st 2022 | Includes Open Transactions | Filtered by: Fund, Core Account

Fund: General Fund

Accounts	December, 2022	December, 2021
Assets		
Cash		
Petty Cash		
000101 Petty Cash	250.00	250.00
Total Petty Cash	250.00	250.00
Winchester Co-operative Bank		
Winchester Checking Account		
000120 WCB Checking GF	282,234.65	118,166.47
Total Winchester Checking Account	282,234.65	118,166.47
Winchester Savings Account		
000133 GF Interest	708.72	708.72
Total Winchester Savings Account	708.72	708.72
Certificate of Deposit		
000134 GF CD Interest	(191.69)	0.00
Total Certificate of Deposit	(191.69)	0.00
Total Winchester Co-operative Bank	282,751.68	118,875.19
Vanguard Brokerage Services		
000160 Vanguard Brokerage - GF	43,620.06	35,017.62
Total Vanguard Brokerage Services	43,620.06	35,017.62
Total Cash	326,621.74	154,142.81
Investments		
General Fund		
000148 Vanguard Ultra-Short-Term Bond GF	92,015.63	123,601.51
Total General Fund	92,015.63	123,601.51
Total Investments	92,015.63	123,601.51
Total Assets	\$ 418,637.37	\$ 277,744.32
Liabilities & Net Assets		
Liabilities		
Liabilities		
Current Liabilities		
000239 Stewardship Movie-Advanced Deposit	0.00	3,300.00
000258 Stories in Light	81.86	81.86
000259 Haiti Educational Fund	3,405.30	2,980.30
000263 Advanced Pledges	128,016.39	113,136.10
000264 El Hogar Women's Mission Trip	0.00	95.00
000265 El Hogar Youth Mission Trip	181.58	181.58
000266 Haiti Medical Mission	1,340.12	19,552.62
000278 Holy Land Trip	12,682.64	12,682.64
000279 Advanced Christmas Flower Payments	400.00	600.00
000297 All Parish Weekend-Advanced Deposit	(2,972.00)	(1,697.00)
000298 Church School Curr-Advanced Deposit	0.00	(1,912.50)
000299 Tapestry Restoration	27,014.95	22,090.00
Total Current Liabilities	170,150.84	171,090.60
Total Liabilities	170,150.84	171,090.60
Net Assets		

2022 BALANCE SHEETS CONTINUED

Accounts	December, 2022	December, 2021
Unrestricted Net Assets		
Unrestricted: Non-Designated		
000230 Unrealized Gain - General Fund	(31,585.88)	213.51
000282 Music Fund	19,381.81	10,256.81
000283 Rector's Sabbatical Fund	12,809.53	9,809.53
000287 Assoc. Rector's Sabbatical Fund	5,680.30	4,680.30
Total Unrestricted: Non-Designated	6,285.76	24,960.15
Total Unrestricted Net Assets	6,285.76	24,960.15
Total Net Assets	6,285.76	24,960.15
Total Liabilities	176,436.60	196,050.75
Net Assets		
Fund Principal1		
000231 General Fund	242,200.77	81,693.57
Total Fund Principal1	242,200.77	81,693.57
Total Net Assets	242,200.77	81,693.57
Total Liabilities & Net Assets	\$ 418,637.37	\$ 277,744.32

2022 BALANCE SHEETS CONTINUED

Fund: Permanently Restricted Endowment

Accounts	December, 2022	December, 2021
Assets		
Investments		
Permanently Restricted Funds		
000125 DIT - M. Irving - Perm. Restricted	52,179.61	63,587.52
000126 DIT - F. Booth - Perm. Restricted	54,256.30	66,118.27
000127 DIT - E. Davis - Perm. Restricted	55,861.01	68,073.84
Total Permanently Restricted Funds	162,296.92	197,779.63
Total Investments	162,296.92	197,779.63
Total Assets	\$ 162,296.92	\$ 197,779.63
Liabilities & Net Assets		
Liabilities		
Net Assets		
Restricted Net Assets		
Permanently Restricted		
000224 Unrealized Gain - Perm. Restricted	0.00	17,749.01
000225 DIT - M. Irving	52,179.61	57,881.11
000226 DIT - F. Booth	54,256.30	60,184.72
000227 DIT - E. Davis	55,861.01	61,964.79
Total Permanently Restricted	162,296.92	197,779.63
Total Restricted Net Assets	162,296.92	197,779.63
Total Net Assets	162,296.92	197,779.63
Total Liabilities	162,296.92	197,779.63
Net Assets		
Total Net Assets	0.00	0.00
Total Liabilities & Net Assets	\$ 162,296.92	\$ 197,779.63

2022 BALANCE SHEETS CONTINUED

Fund: Plant Fund

Accounts	December, 2022	December, 2021
Assets		
Cash		
Winchester Co-operative Bank		
Winchester Checking Account		
000122 WCB Plant Fund Checking	62,273.00	228.00
Total Winchester Checking Account	62,273.00	228.00
Total Winchester Co-operative Bank	62,273.00	228.00
Total Cash	62,273.00	228.00
Property		
000150 Building & Land	848,316.00	848,316.00
000151 Improvements	2,838,402.63	2,838,402.63
000152 Furniture & Equipment	141,794.87	141,794.87
000153 Accumulated Depreciation	(1,721,937.34)	(1,584,278.98)
Total Property	2,106,576.16	2,244,234.52
Total Assets	\$ 2,168,849.16	\$ 2,244,462.52
Liabilities & Net Assets		
Liabilities		
Liabilities		
Property Liabilities		
000271 Stokes Loan	88,042.92	34,112.43
Total Property Liabilities	88,042.92	34,112.43
Total Liabilities	88,042.92	34,112.43
Net Assets		
Unrestricted Net Assets		
Property Net Assets		
000270 Plant Fund	2,218,464.60	2,352,300.75
000272 Depreciation Deletions	(137,658.36)	(141,950.66)
Total Property Net Assets	2,080,806.24	2,210,350.09
Total Unrestricted Net Assets	2,080,806.24	2,210,350.09
Total Net Assets	2,080,806.24	2,210,350.09
Total Liabilities	2,168,849.16	2,244,462.52
Net Assets		
Total Net Assets	0.00	0.00
Total Liabilities & Net Assets	\$ 2,168,849.16	\$ 2,244,462.52

2022 BALANCE SHEETS CONTINUED

Fund: Temporarily Restricted Endowment

Accounts	December, 2022	December, 2021
Assets		
Cash		
Winchester Co-operative Bank		
Winchester Checking Account		
000121 WCB Temporarily Restricted Checking	7,655.74	8,204.08
Total Winchester Checking Account	7,655.74	8,204.08
Winchester Savings Account		
000123 WCB Temp Restricted Savings	10,736.94	10,736.94
Total Winchester Savings Account	10,736.94	10,736.94
Total Winchester Co-operative Bank	18,392.68	18,941.02
BlueHub Capital		
000168 BlueHub Loan Fund - Temp	2,000.00	2,000.00
Total BlueHub Capital	2,000.00	2,000.00
Total Cash	20,392.68	20,941.02
Total Assets	\$ 20,392.68	\$ 20,941.02
Liabilities & Net Assets		
Liabilities		
Net Assets		
Unrestricted Net Assets		
Unrestricted: Designated		
000300 Triennial Audit Fund	1,333.00	0.00
Total Unrestricted: Designated	1,333.00	0.00
Total Unrestricted Net Assets	1,333.00	0.00
Restricted Net Assets		
Temporarily Restricted		
000242 Altar Guild Memorial Fund	122.42	122.42
000243 Christian Ed. Memorial Fund	525.00	525.00
000246 Flower Guild Memorial Fund	1,914.02	1,914.02
000247 JJB Woodland Garden Fund	3,896.35	3,946.87
000248 Memorial Garden Fund	2,497.16	4,027.98
000249 Music Memorial Fund	0.00	300.00
000255 Communications Initiative	692.50	692.50
000268 BlueHub Loan Fund	2,000.00	2,000.00
000274 R. Nelson Fund-Christian Formation	7,412.23	7,412.23
Total Temporarily Restricted	19,059.68	20,941.02
Total Restricted Net Assets	19,059.68	20,941.02
Total Net Assets	20,392.68	20,941.02
Total Liabilities	20,392.68	20,941.02
Net Assets		
Total Net Assets	0.00	0.00
Total Liabilities & Net Assets	\$ 20,392.68	\$ 20,941.02

2022 BALANCE SHEETS CONTINUED

Fund: Unrestricted Endowment - Designated

Accounts	December, 2022	December, 2021
Assets		
Cash		
Winchester Co-operative Bank		
Winchester Checking Account		
000120 WCB Checking GF	(340.00)	0.00
000137 WCB Unrestrict Designated Checking	58,909.00	17,334.14
Total Winchester Checking Account	58,569.00	17,334.14
Rector Disc Fund Account		
000185 Rector's Disc Cking - Unrest Des	13,548.73	16,108.73
Total Rector Disc Fund Account	13,548.73	16,108.73
Asst Rector Disc Fund Account		
000186 Asst Rect Disc Cking - Unrest Des	2,409.46	2,209.46
Total Asst Rector Disc Fund Account	2,409.46	2,209.46
Total Winchester Co-operative Bank	74,527.19	35,652.33
Total Cash	74,527.19	35,652.33
Investments		
Unrestricted Designated Funds		
000129 Vanguard Total Bond Mkt Index	114,478.66	170,576.88
000130 Vanguard Growth Index	101,079.22	128,042.28
000131 Vanguard Value Index	147,618.28	173,393.46
000132 Vanguard Intl Stock Index	96,995.93	120,262.93
000135 Vanguard Extended Mkt Index	67,715.53	89,740.98
000146 DIT - Epiphany Winchester Green Fd	248,333.19	308,460.35
000147 Vanguard Short-Term Inv-Grade Fund	170,148.74	169,732.43
000149 Vanguard Ultra Short Term Bond Fund	84,551.39	53,637.91
Total Unrestricted Designated Funds	1,030,920.94	1,213,847.22
Total Investments	1,030,920.94	1,213,847.22
Total Assets	\$ 1,105,448.13	\$ 1,249,499.55
Liabilities & Net Assets		
Liabilities		
Net Assets		
Unrestricted Net Assets		
Unrestricted: Non-Designated		
000230 Unrealized Gain - General Fund	27,152.46	0.00
Total Unrestricted: Non-Designated	27,152.46	0.00
Unrestricted: Designated		
000228 Unrestricted Endowment Fund	1,136,076.53	1,024,903.07
000229 Unrealized Gain - Unrestricted End	(186,702.48)	134,549.72
000244 Gifts & Memorials	14,385.53	7,698.53
000250 Outreach Fund	3,214.71	1.71
000251 Preventative Maintenance Fund	59,352.11	18,832.25
000285 Rector's Disc Fund Acct-Unrest Des	13,528.73	16,108.73
000286 Asst Rect Disc Fund Acct-Unrest Des	2,409.46	2,209.46
000289 Together Forever Property Fund	477.60	7,477.60
000291 Elevator Maintenance	35,688.48	36,568.48
000292 Sustainability & Creation Care	(135.00)	1,150.00
Total Unrestricted: Designated	1,078,295.67	1,249,499.55
Total Unrestricted Net Assets	1,105,448.13	1,249,499.55
Total Net Assets	1,105,448.13	1,249,499.55
Total Liabilities	1,105,448.13	1,249,499.55

2022 BALANCE SHEETS CONTINUED

Accounts	December, 2022	December, 2021
Net Assets		
Total Net Assets	0.00	0.00
Total Liabilities & Net Assets	\$ 1,105,448.13	\$ 1,249,499.55

2023 BUDGET

Parish of the Epiphany 2023 Operating Budget

	Annual Budget 2022	Actual 2022	Annual Budget 2023
Revenues			
Pledge Income			
000322 Pledge Due Previous Years	10,000.00	0.00	10,000.00
000323 Pledge This Year	1,020,000.00	964,805.30	985,000.00
000324 Non-Pledge Offerings	12,000.00	2,110.56	12,000.00
000325 Pre-Paid Pledge Income	40,000.00	113,136.10	80,000.00
Total Pledge Income	1,082,000.00	1,080,051.96	1,087,000.00
Plate and Special Offerings			
000331 Open Plate	7,350.00	12,261.24	10,000.00
000332 Christmas Offering	8,000.00	9,013.00	8,000.00
000333 Easter Offering	6,500.00	5,856.55	6,500.00
000334 Unrestricted Gifts	2,040.00	3,913.86	3,000.00
Total Plate and Special Offerings	23,890.00	31,044.65	27,500.00
Investments Div & Int			
000352 Operating Div & Int	600.00	737.41	700.00
000353 Endowment Div & Int	41,647.00	41,571.68	44,520.00
Total Investments Div & Int	42,247.00	42,309.09	45,220.00
Other Activity Income			
000309 Youth Ministry Income	0.00	260.00	0.00
000315 Forecourt Landscape Fund	0.00	100,000.00	0.00
000358 Parish Retreat Income	0.00	15,025.00	18,000.00
000365 Vacation Bible School Income	4,000.00	0.00	0.00
000381 Rental Income	10,985.00	9,637.50	12,820.00
000382 Rummage Sales Income	6,000.00	0.00	6,000.00
000384 Christmas Fair Income	15,000.00	21,923.78	15,000.00
000385 Vanco Processing Income	0.00	759.10	750.00
Total Other Activity Income	35,985.00	147,605.38	52,570.00
Special Donations			
000360 PPP/ERC Unrestricted Funds	0.00	72,154.81	0.00
000361 Music Receipts	2,500.00	0.00	0.00
000367 Flower Receipts	5,000.00	4,267.50	5,000.00
Total Special Donations	7,500.00	76,422.31	5,000.00
Total Revenues	1,191,622.00	1,377,433.39	1,217,290.00

2023 BUDGET CONTINUED

	Annual Budget 2022	Actual 2022	Annual Budget 2023
Expenses			
Personnel Salary & Benefits			
Salary			
Clergy			
Rector			
000400 Rector	84,186.44	89,561.94	95,791.80
000401 Rector - Housing	10,000.12	10,000.12	14,999.92
000448 Dental Ins Contribution - Myers	2,760.16	2,760.00	2,760.16
000449 403b Contribution - Myers	4,999.80	5,000.06	4,999.80
000450 Health Ins Contribution - Myers	5,375.78	0.00	0.00
Total Rector	107,322.30	107,322.12	118,551.68
Assistant Rector			
000402 Curate	69,509.98	27,758.12	38,075.60
000403 Curate - Housing	0.00	0.00	40,000.00
000433 403B Contribution - Hiroshige	0.00	3,109.58	0.00
000435 Health Ins Contribution - Hiroshige	0.00	5,858.00	0.00
000445 Dental Ins Contribution - Hiroshige	0.00	270.00	539.76
Total Assistant Rector	69,509.98	36,995.70	78,615.36
Total Clergy	176,832.28	144,317.82	197,167.04
Lay Staff			
Christian Formation			
000405 Coordinator of Formation	30,715.88	20,296.96	17,251.52
000406 Childcare Providers	3,106.48	0.00	6,779.76
000413 Childcare Leader	3,451.76	0.00	0.00
000440 Interim Director - Youth Ministries	16,800.00	19,838.00	0.00
000447 403B Contribution - Hollenbeck	3,381.04	20,500.00	26,702.52
000453 Health Ins Contribution-Hollenbeck	8,166.08	3,402.50	0.00
Total Christian Formation	65,621.24	64,037.46	50,733.80
Music Program			
000407 Director of Music & Organist	24,823.21	35,541.76	74,768.20
000424 Interim Minister of Music	30,720.00	23,040.00	0.00
000436 403B Contribution - Bruns	500.00	2,499.94	3,120.00
000437 403B Contribution - Music Minister	993.82	0.00	0.00
000438 Dental Ins Contribution - Bruns	0.00	784.00	111.80
000466 Health Insurance Contribution - Bruns	0.00	10,244.00	0.00
000590 Staff Singers	32,533.58	19,468.94	28,306.20
Total Music Program	89,570.61	91,578.64	106,306.20
Administrative Staff			
000409 Parish Administrator	51,476.88	48,563.98	50,403.08
000410 Financial Administrator	14,401.44	8,800.88	0.00
000451 403B Contribution - Dominguez	2,167.36	5,080.00	5,408.00
000452 Dental Ins Contribution - Dominguez	539.76	540.00	539.76
Total Administrative Staff	68,585.44	62,984.86	56,350.84

2023 BUDGET CONTINUED

	Annual Budget 2022	Actual 2022	Annual Budget 2023
Sexton			
000412 Sexton	54,379.52	51,421.30	56,555.20
Total Sexton	54,379.52	51,421.30	56,555.20
Total Lay Staff	278,156.81	270,022.26	269,946.04
Total Salary	454,989.09	414,340.08	467,113.08
Benefits			
Clergy Benefits			
000495 Clergy Pension Fund	41,511.80	27,600.72	44,286.00
000496 Clergy Medical	42,141.24	32,736.00	55,080.00
000499 Rector Hsing Equity Allowance Match	4,999.80	5,000.06	4,999.80
Total Clergy Benefits	88,652.84	65,336.78	104,365.80
Lay Staff Benefits			
000491 FICA - Employees	21,071.02	21,934.89	20,545.72
000497 Employee Medical	56,614.38	32,296.42	47,004.20
000498 Lay Benefits - 403B	13,100.32	17,051.42	18,180.76
Total Lay Staff Benefits	90,785.72	71,282.73	85,730.68
Worker's Compensation			
000492 Worker's Compensation	4,174.19	2,281.00	4,376.21
Total Worker's Compensation	4,174.19	2,281.00	4,376.21
Total Benefits	183,612.75	138,900.51	194,472.69
Total Personnel Salary & Benefits	638,601.84	553,240.59	661,585.77
Worship & Music			
Music			
000408 Substitute Organists	4,800.00	1,100.00	3,300.00
000591 Music Expenses	3,750.00	5,549.47	3,780.00
000593 Instrument Maintenance	3,750.00	4,381.59	4,000.00
000595 Instrumentalists	9,750.00	10,050.00	5,460.00
000596 Substitute Singers	1,000.00	13,577.00	9,430.00
Total Music	23,050.00	34,658.06	25,970.00
Worship			
000526 Supply Clergy	2,250.00	1,524.83	2,250.00
000528 Intergenerational & Family Worship*	0.00	0.00	1,260.00
000562 Worship/Liturgy	2,500.00	2,106.22	2,300.00
000567 Flower Expenses	5,000.00	4,246.35	5,000.00
000568 Altar Candles, Linens	1,500.00	1,487.23	2,800.00
Total Worship	11,250.00	9,364.63	13,610.00
Total Worship & Music	34,300.00	44,022.69	39,580.00
Christian Formation & Educ.			
Adult Education			
000534 Adult Ed. Curriculum	375.00	183.77	310.00
000535 Adult Ed. Honoraria	3,000.00	150.00	1,680.00
Total Adult Education	3,375.00	333.77	1,990.00

2023 BUDGET CONTINUED

	Annual Budget 2022	Actual 2022	Annual Budget 2023
Youth Ministry			
000509 Other Youth Ministry	5,000.00	2,330.54	6,720.00
Total Youth Ministry	5,000.00	2,330.54	6,720.00
Church School			
000529 Nursery	300.00	0.00	250.00
000539 Church School Expenses	5,145.00	4,616.10	5,160.00
Total Church School	5,445.00	4,616.10	5,410.00
Family			
000528 Intergenerational/Family Worship*	1,200.00	1,023.82	0.00
Total Family	1,200.00	1,023.82	0.00
Parish Retreat			
000558 Parish Retreat Expenses*	1,500.00	16,886.63	0.00
Total Parish Retreat	1,500.00	16,886.63	0.00
Vacation Bible School			
000565 Vacation Bible School Expenses	4,000.00	0.00	0.00
Total Vacation Bible School	4,000.00	0.00	0.00
Total Christian Formation & Educ.	20,520.00	25,190.86	14,120.00
Pastoral Care & Stewardship			
Pastoral Care			
000541 Pastoral Care	1,500.00	457.97	1,000.00
000551 Stephen Ministry	250.00	0.00	210.00
Total Pastoral Care	1,750.00	457.97	1,210.00
Annual Stewardship Program			
000514 Stewardship Expenses	4,100.00	2,073.18	2,000.00
Total Annual Stewardship Program	4,100.00	2,073.18	2,000.00
Welcoming Commission			
000543 Newcomer Initiatives	300.00	115.34	1,350.00
000544 Parish Events	21,750.00	8,705.64	16,000.00
000545 Marketing & Communications	6,500.00	610.63	2,560.00
000552 Midweek	10,450.00	1,914.23	6,650.00
000XXX Rally Day*	0.00	0.00	3,360.00
000558 Parish Retreat Expenses*	0.00	0.00	18,000.00
000600 Christmas Fair Expenses	600.00	449.50	420.00
Total Welcoming Commission	39,600.00	11,795.34	48,340.00
Discretionary Funds			
000520 Rector's Discretionary Fund	500.00	500.00	0.00
000521 Assistant Rector's Discretionary Fd	200.00	200.00	700.00
Total Discretionary Funds	700.00	700.00	700.00
Total Pastoral Care & Stewardship	46,150.00	15,026.49	52,250.00
Mission & Outreach			
000546 Outreach Projects & Grants	60,500.00	60,500.00	50,820.00
000553 Creation Care - Honoraria	1,500.00	30.78	0.00
000554 Creation Care-Environmental Justice	750.00	350.00	2,150.00

2023 BUDGET CONTINUED

	Annual Budget 2022	Actual 2022	Annual Budget 2023
000555 Creation Care-Interfaith PowerLight	750.00	471.20	0.00
Total Mission & Outreach	63,500.00	61,351.98	52,970.00
Diocesan Support			
000548 Diocesan Assessment	101,708.00	101,707.92	104,910.00
Total Diocesan Support	101,708.00	101,707.92	104,910.00
Administration & Finance			
Office			
000454 Payroll Processing	0.00	1,755.23	1,700.00
000501 Office Supplies	6,640.00	5,568.73	5,450.00
000502 Office Machine Repairs/Maintenance	21,620.00	23,995.66	9,370.00
000503 Outside Printing	4,130.00	3,401.71	5,600.00
000504 Postage	2,645.00	1,990.41	1,500.00
000505 Subscriptions	200.00	159.00	100.00
000527 Communication Software	1,500.00	676.06	5,550.00
000556 Financial Services - Contractor	20,800.00	21,920.00	21,600.00
000586 Church Telephone	4,600.00	4,436.99	5,000.00
000XXX IT Support Services	0.00	0.00	6,500.00
000XXX Marketing & Community Software	0.00	0.00	3,050.00
Total Office	62,135.00	63,903.79	65,420.00
Vestry Expenses			
000506 Gifts for Outgoing Vestry	250.00	325.00	0.00
000507 Vestry Retreat & Expenses	3,000.00	3,752.94	1,100.00
Total Vestry Expenses	3,250.00	4,077.94	1,100.00
Clergy Expenses			
000508 Clergy Hospitality	4,500.00	4,110.10	2,940.00
000XXX Curate Hospitality	0.00	0.00	840.00
000510 Clergy Travel/Professional Expenses	4,750.00	4,033.83	3,360.00
000XXX Curate Travel/Professional Expenses	0.00	0.00	1,000.00
000515 Clergy Sabbatical Fund	4,000.00	4,000.00	4,000.00
000XXX Curate Sabbatical Fund	0.00	0.00	840.00
000525 Clergy Hiring Expenses	10,000.00	4,512.30	0.00
000557 Deacon Professional Expenses	1,000.00	0.00	210.00
Total Clergy Expenses	24,250.00	16,656.23	13,190.00
Continuing Education			
000XXX Curate Continuing Education	2,500.00	1,330.94	1,680.00
000512 Clergy Continuing Education	0.00	0.00	1,000.00
000513 Staff Continuing Education	1,000.00	792.17	840.00
Total Continuing Education	3,500.00	2,123.11	3,520.00
Other Expenses			
000516 Bank Charges/Late Fees	3,600.00	452.14	3,000.00
000519 Diocesan Convention Expenses	150.00	350.00	340.00
000XXX Staff Travel/Professional Expenses	0.00	0.00	840.00
000522 Stokes Loan Interest	1,978.96	1,313.23	1,250.00

2023 BUDGET CONTINUED

	Annual Budget 2022	Actual 2022	Annual Budget 2023
000524 Triennial Audit	1,333.00	1,333.00	1,330.00
000601 Forecourt Landscaping	0.00	100,000.00	0.00
Total Other Expenses	7,061.96	103,448.37	6,760.00
Total Administration & Finance	100,196.96	190,209.44	89,990.00
Property			
Rectory			
Rectory Utilities			
000570 Rectory Gas	4,000.00	3,193.22	0.00
000571 Rectory Electricity	2,600.00	2,882.67	0.00
000572 Rectory Water & Sewer	1,200.00	1,276.35	730.00
Total Rectory Utilities	7,800.00	7,352.24	730.00
Rectory Upkeep			
000573 Rectory Landscaping	5,000.00	725.00	3,780.00
000574 Rectory Maintenance	10,000.00	6,053.18	10,000.00
Total Rectory Upkeep	15,000.00	6,778.18	13,780.00
Total Rectory	22,800.00	14,130.42	14,510.00
Church			
Church Utilities			
000580 Church Fuel	27,220.00	23,361.38	29,940.00
000581 Church Electricity	17,550.00	13,985.87	19,310.00
000582 Church Water & Sewer	2,520.00	1,759.22	2,520.00
Total Church Utilities	47,290.00	39,106.47	51,770.00
Church Upkeep			
000560 Building Supplies	3,000.00	4,843.51	3,300.00
000578 A/V Equipment	0.00	0.00	2,500.00
000583 Church Landscaping	7,000.00	2,325.00	5,880.00
000584 Building Maintenance	16,150.00	50,020.11	16,150.00
000587 Cleaning Services	14,000.00	11,594.71	11,500.00
000588 Snowplowing	5,500.00	4,910.00	6,050.00
000589 Trash Collection	2,178.00	2,662.00	2,180.00
000592 Preventative Maintenance Fund	60,000.00	60,000.00	60,000.00
Total Church Upkeep	107,828.00	136,355.33	107,560.00
Church Insurance			
000585 Church Insurance	28,500.00	28,683.00	28,500.00
Total Church Insurance	28,500.00	28,683.00	28,500.00
Total Church	183,618.00	204,144.80	187,830.00
Total Property	206,418.00	218,275.22	202,340.00
Total Expenses	1,211,394.80	1,209,025.19	1,217,745.77
Net Total	(19,772.80)	168,408.20	(455.77)

* This account has been moved in 2023.

1. We all are one in mission, we all are one in call,
 2. We all are called for service to witness in God's name.
 3. We all behold one vision, a stark reality;
 4. Now let us be united and let our song be heard.

our varied gifts united by Christ, the Lord of all.
 Our ministries are different, our purpose is the same:
 the steward of salvation was nailed up on a tree.
 Now let us be a vessel for God's redeeming Word.

A single, great mission compels us from above
 to touch the lives of others by God's surprising grace,
 Yet resurrected Justice gives rise that we may share
 We all are one in mission, we all are one in call,

to plan and work together that all may know Christ's love.
 so people of all nations may feel God's warm embrace.
 free reconciliation and hope amid despair.
 our varied gifts united by Christ, the Lord of all.

Words: Rusty Edwards (b. 1955). Music: Nyland, Finnish folk melody; adapt. and harm. David Evans (1874-1948).



The Parish of the Epiphany

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