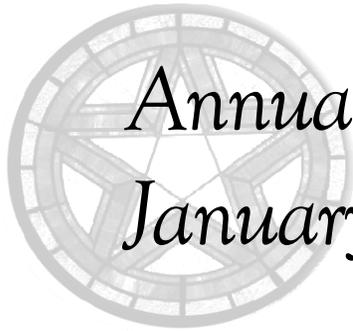


THE EPISCOPAL CHURCH OF THE EPIPHANY



Annual Parish Meeting *January 22, 2017*

I. Opening Prayer

Grant, O Lord, that your Holy Spirit may preside over us now in all our concerns and deliberations for the welfare of this Parish. We thank you for all the blessings of the past year, and pray that we may go together from strength to strength in the year before us. Help us all to dedicate ourselves to you, and to be ready to make sacrifices of time, talent, and treasure for the extension of your kingdom. All this we ask through Jesus Christ our Lord. *Amen.*

II. Appointment of the Secretary

III. Appointment of the Tellers

IV. Election of Vestry Members

V. Introductions of Vestry and Staff

VI. Senior Warden's Report

VII. Financial Report

VIII. Senior Associate's Report

IX. Rector's Report

X. Capital Campaign Report

XI. Salutations & Benedictions

THE EPISCOPAL CHURCH OF THE EPIPHANY

Annual Report

Rector's Report

NUMBERS

I've always thought that my collaborative nature was a virtue. Closer to the truth I have worked at developing the notion and making a case that my collaborative nature was a virtue.

I was musing on the state of affairs of the parish, you know, a capital campaign, building plans, feelings of disenfranchisement both old timers and new, a thriving mission of outreach in dollars and human resources, an unparalleled all-volunteer choir, a brilliant staff, people coming, on Sunday we are up to 281 from 260 the year before, about 29 transferred in, and we baptized 15, and a bunch of people leaving—14 moved, and 11 died, four times what we usually have in any given year. So, as I said, I was musing.

And for a moment I thought maybe if I wasn't so virtuous we could be a little more nimble, less anguish over plans, more alacrity might dampen down the angst—alas for my virtue.

Then it struck me. It's not virtue. It's just me. And I get afraid some times. I am the youngest of three, two very intense and demonstrative parents and I think what occurred to me is that collaboration made me feel safe, that is, that if I was with everyone, or they with me then we were in a good place and all was well. I surely didn't want to risk crossing it up with my Dad, or my Mother, sisters and brothers I chanced once in a while, but if I could keep folks happy, that made me happy. Collaboration was a safety device.

Of course it's more complex than that, but I hope you can begin to see one of the perils of church life.

We are all of us buckets of story and emotion and experience. We sometimes play these stories out, these emotions, our experiences right here with all our church family. In fact church is a great place for that; lots of fathers and mothers, sister and brothers. Lots of

tolerance and lots of forgiveness. Lots of space to work it out.

All of which is to say that in our best moments we are lucky to escape ourselves, our best intentions. It is a difficult piece of work to live in a space together and then decide to change the furniture, or build an addition, or renovate the basement. It all tugs at our latent and much of the time unexamined formation as human beings all virtuous, all particular, and all very difficult to negotiate when things change.

I know doing this capital campaign has stirred up stuff for you. It has stirred up stuff for me. My want to be on board, and for us to be together, to leave no one, and no idea out is impossible. Someone of us won't like the color of the paint, or the plants in garden, or the shape of a room, or the purpose of some of the dollars. But thankfully a Capital Campaign isn't about any of that.

And, and here it matters most, it isn't about who we are in our particularities, and it most certainly won't help us make sense of any one of our virtues.

What a Capital Campaign is however, is about mission. God's mission. God's mission as we understand it. God's mission as we understand it right here, today for this group of people. We are Epiphany and we have a mission.

What I've seen over 11 years is that we are welcoming. That is our mission to be welcoming. All our space, all our energies, all our work, all our prayer must be about welcome.

What I've been a part of over 11 years is candid and frank discussion about what to do with what we have. That is our mission to be candid and frank. We must be honest and tell the truth about what works and what doesn't, whose job it is to do what, and when we need to start a thing and stop a thing, and how and who and where we see God. That is our mission to be candid and frank.

What I've come to know over 11 years is that change really is our calling card, our mission. We should be in a constant state of readiness for change. Change the floors, change the music, change the way we work together, change the building, change the debt, and change our notion of God by welcoming the next person who walks through the door. Change is our mission.

What I have come to expect over 11 years is that today we are loved and cherished by God and we live that out with each other and that alone shall guide us. We don't have to fret over money, buildings, property, membership, the drapes or shape of the narthex. We are here now called to this mission to love and to cherish—each other—God.

Our mission for me is most acutely lived out here with Sharon and Julie and Shea and Catherine and Shereetha. And with a vestry that has undertaken this monumental task of living out our mission every day. Our steering committee for our Capital Campaign has been remarkable—Stephanie, Sara, Amy, Katie, Kim, Shelle and Sharon. And all these emblems and sacraments of how we all make our mission happen together. God has called us to this.

As always, welcome and ask questions, and don't be afraid of change and if you are confess it and know that we are here because God has called us. It is our mission.

The Rev. Benno D. Pattison, Rector

Senior Associate Rector's Report

I am certain I have the best job at Epiphany, not that it's a competition, of course. But seriously. The day to day life of a priest in this place is an immense honor and humbling privilege. And to share it with the amazing people here on staff is a great joy every day. Benno and I work well together as colleagues, as priests, pastors, and teachers and share the deep responsibilities of worship, pastoral care, and varying levels of administrative responsibilities. But I hope I don't have to tell you that!

This year we have said goodbye to many folks. Some through a family move, and some through death. Either way, we have grieved these losses and feel the impact of them regularly. And we have welcomed new folks in our

midst as well. Each week we celebrate and connect with new visitors as the daily ebbs and flows of life bring new families of all shapes and sizes into our midst. Pastorally, we continue to offer everything from prayers to casseroles to those in crisis and those in challenging times. Benno and I make a point to regularly visit with those who are no longer able to attend church, and we have a strong core group of folks that also take communion out frequently.

I have been deeply involved in our Sunday morning adult formation offerings and am proud of the hard work of our dedicated committee. We offered a new format for Sundays this year and the feedback I have received has been overwhelmingly positive. We have such talent in this parish, and I am deeply grateful for the willingness of so many to offer themselves to our formation experience together. We continue our formation together through confirmation classes and baptismal preparations. The depth and breadth of our formation is a gift to us all.

Epiphany still remains a leader in our dismantling racism work in the Diocese of Atlanta. We have hosted many events over the past year, and my work as chaplain to the Beloved Community: The Commission on Dismantling Racism has been both deeply challenging and rewarding. I am grateful for the support I received from this parish as I go out to do this work in the diocese and in our nation.

On that note, I am preparing to join our Bishop and eight other members of the diocese on a trip to Ghana in late February/early March 2017. We are headed there to trace roots back from Georgia to the place so many slaves were bound and sent to the Americas. We are also going to make connections with our Anglican brothers and sisters and form relationships with those who live and worship there. It promises to be a powerful, albeit painful journey. Your prayers are deeply appreciated.

This year also marks my sabbatical year, and thus I will be away from Epiphany for a time of rest and reflection and restoration during the months of May, June, and July. I am grateful to Benno, to this staff, and to all of you for understanding the importance of this time away,

and yet I am already excited to return back to this community.

In all things, we pray and walk in the light of Christ.

The Rev. Dr. Sharon Hiers, Senior Associate Rector

Senior Warden

2016 was an emotional rollercoaster (and I'm not even talking about the election!). Like any good story, you can't fully appreciate where we ended up unless you know what we went through so please allow me to take a moment to take you on our 2016 ride...

HIGH—Our Parish gathered during our annual meeting and saw the first glimpses of what our future campus could look like—there was excitement and possibility in the air.

HIGH—The Parish participated in a feasibility study. We heard people's reaction to the proposed projects and how they could support them financially. We learned that raising \$1 Million was possible.

LOW(ish)—There is no clear consensus from the Parish on how we should address parking. We schedule more meetings and another survey so we can listen more and understand the issues/concerns.

HIGH—We gather and discuss why we love our rocks (i.e. gravel parking) and discover our parking issues are about access and safety—issues we can address without paving everything. We feel excited and encouraged with a renewed sense of purpose.

LOW—Our committee gets to work with the architect on the Byrd House plans. We learn that the original estimated renovation costs of \$255,000 are more likely to be \$450,000—almost double the original estimate! We are frustrated and discouraged—that is a lot of money. Is it worth it?

HIGH—We engage a landscape architect to help us think about creative ways to address parking and integrate the Byrd House. He opens our minds to new possibilities as we dream of creating an “English Garden” feeling at Epiphany.

HIGH—A wonderful group of Ambassadors volunteer to help with the campaign. During our training, we share

our Epiphany stories and leave ready to hear the Parish's stories and invite them to dream about how we can accomplish our mission with the help of the funds raised. THANK YOU to our Ambassadors— Phil Anderson, Shirley Banks, Phil & Vicki Bolton, Erin Braden, Brennan & Catherine Breed, Shelle Bryant, James & Gretchen Cobb, Sara Cushing, Lisa & Jim Daily, Jeremy & Cristin Davis, Amanda Dean, Dan Deocampo, Stephanie Everett, Leah & Tom Felcher, Kim Finnegan, Bill & Laura Gary, Brian Gross, Sabra Hanson, Paul Herrgesell, Doug Kertscher, Andrew King, Bonnie Kissler, Kate Krause, Ryder Linda, Brenda Lloyd, Bruce & Gretchen Maclachlan, Katie Pederson, Keith Poole, Doug Runnion, David Schneberger, Randy Shearin, Amy Schulz & Eric Shipp, Paul Welty, Jennifer & Derek Yeager

LOW—We learn that the moment we move 5,000 square feet of dirt on site, we will lose our status as a grandfathered “non-conforming” parcel. This means that at some point in our future, we will be forced to address storm water management (i.e., underground tanks) and parking (i.e., some type of paving). We again feel frustrated and discouraged.

HIGH—With issues regarding the increased costs for the Byrd House unresolved, we decide to engage a new architect, Hank Houser. He listens to our needs and concerns. We tour the Byrd House and he challenges us in two important ways: 1) how do we really want to use the property? (i.e., are we forcing programming over there?) and 2) for \$450K, should we consider tearing it down? We leave the meeting feeling like we are working with someone that understands us—we are in good hands. We are unsettled because we are so far in the process and making this change is a big step—but we all know that it is the right thing to do. We don't want to spend big money on a project and then have regrets.

HIGH—Hank meets with a group of former wardens, vestry, and staff and challenges us: What are we unable to accomplish because of constraints on our campus? How can our campus help us fulfill mission?

HIGH—We gather the former wardens from the last 10 years to meet with us and hear where we are in the

process. We listen to their reactions and questions. They provide great perspective. THANK YOU!

HIGH—We kick off the capital campaign with a wonderful parish event. We gather as a community for a meal and more discussion. We share our campaign name: Gather, Strengthen, Flourish. We reveal that we are already more than halfway towards our goal!

LOW—We learn from Hank how challenging the Byrd property is to integrate into the main property. The grade at the parking lot is six feet lower than the grade at the house. Any plans to connect the two will be challenging, require us to move a lot of dirt, and potentially expensive. Just ensuring access to the property will require a long, winding patch because of the grade differences. This work could potentially trip the water storage/parking requirements. Ugh, nothing is easy in this process.

HIGH—Hank starts showing us conception plans that capitalize on our current space and don't utilize the Byrd House. We love the possibilities he is showing us. We are excited!

LOW—Hank reveals the initial price tag for the additions to the main campus. Ugh, we don't see how we will have the budget to jump to a plan that doesn't include the Byrd House, which will require money for necessary improvements.

HIGH—We learn that the county is open to allowing us to "trade off" the square footage of the Byrd House for an addition to the property—in other words, tearing down the house and returning it to green space and building an addition to the main campus of similar size, will likely not trip the storm water and parking requirements!

HIGH—Hank phases out the plans in a way that makes economic sense and allows us to accomplish our goals. We feel like we can start the initial projects knowing we have a bigger plan in mind. We decide to spend as little as possible on the Byrd House in the meantime. We feel we are leading the church down a path that makes sense and will allow us to fulfill our mission.

HIGH—We present the final master plan to the parish. There are some concerns (as expected), but people are

excited. People are dreaming again! Yes to more Welcome! Yes to gathering spaces! Yes to a big space for kids to run! Yes to children's chapel and vesting spaces! Yes to dedicated youth space! Yes to a bigger choir room!

HIGH—The Vestry does such great work in 2016. They work hard, all with a common goal—what is best for Epiphany now and in the future? They ensure that the Church's mission is always center stage. THANK YOU!

HIGH—The Steering Committee works SO many hours to get us here. There are several months where we meet weekly—we meet both to keep the campaign on track and to work with the architect on the master plan. It was NOT easy. It was emotional. It was stressful. It felt big and heavy and hard. But it was good work. Necessary work. And it got us to the place we are now—a place where we have beautiful plans to strengthen what we have knowing we will flourish.

HIGH—The Parish. What a great group of invested, caring, loving people! We are so blessed to have this community. Thank you for being part of this process too! Thank you for loving Epiphany as much as you do!

Emotional roller coaster? At times, yes! Worth it? Absolutely! There were more highs than lows and we ended the year with incredible highs. Thank You for allowing me to work with you this year—I am excited to watch us gather, strengthen and flourish!

Stephanie Everett, Senior Warden

Acolytes

Throughout most of 2016 we had 17 Acolytes; nine for the 8:45 a.m. service and eight for the 11:15 a.m. service. We lost one Acolyte (Jessica Moody) to graduation; but welcomed Boyd Braden (8:45 a.m.) and Esther Bryant and Jennifer Reid (11:15 a.m.) into our ranks. We are able to have a Crucifer and Gospel Bearer at each service. Last Easter we were able to have five Acolytes (Banner Bearer) at all three services, including the very early morning Easter Vigil. On Christmas Eve, even with families out of town, we had five Acolytes at the 3 p.m.; three at the 5:30 p.m.; and four at the 11

p.m. I want to thank Alex and Maggie Williamson and Emma Pattison for helping out on these special days.

Also in 2016 I applied for a grant for new robes, as many of the others had become so worn they could not be repaired anymore. The grant was approved and after some delays in money and shipping, the robes arrived in time for the wedding of Julie and Terri. Stewart Pattison, Gabbie Deocampo, Riley Davis, and Esther Bryant looked mighty fine in their new robes and did an outstanding job!

With our oldest Acolyte being a sophomore in high school, I don't anticipate losing any acolytes this year. However, like last year, I hope to meet with the rising 4th, 5th, and 6th graders this Spring and hopefully swell our ranks.

Linda Ryder-Wolf, Acolyte Master

Adult Formation

The Adult Formation Committee had an especially fruitful year. The committee evaluated the prior Sunday morning offerings and looked for ways to preserve and build upon historic strengths. We also adjusted aspects of the Sunday morning adult formation programs to reflect a new direction.

The spring of 2016 completed the pattern that had developed in past years. The Sunday Morning Adult Forum featured a variety of topics and speakers, including Biblical scholarship, refugee resettlement, Mohammed, and the endowment fund. The Parents' Group tackled issues such as talking about racism with children, forgiveness, and questions raised by the week's lectionary. The Buddhist Insights class surveyed teachings about lovingkindness and the Four Bases of Mindfulness.

The Lenten program was a parish-wide dialogue on the Lexicon of Sustainability. Artistically enhanced photographs illustrating key terms in the food and environmental sustainability movement were displayed in the parish gallery. Each week during Lent, during the Adult Formation hour, clergy and parishioners led a discussion of that week's featured image, connecting it to our Baptismal mandate to respect the dignity of every

human being. On weekday mornings during Lent, Shared Silence, an unstructured time of prayer and reflection, preceded Morning Prayer in the nave, officiated by clergy and lay leaders. On weekday evenings, Evening Prayer was said in the nave, with lay officiants.

Summer brought planning, led by the Rector, Senior Associate Rector, Vestry Liaison, Wister Cook Theologian in Residence, and Adult Formation Committee Chair, with participation sought from committee members. We considered the formational and educational capacities and gaps in the parish, evaluated the strengths and drawbacks of each Sunday morning program, and reviewed numerous curricula and approaches to adult formation. The result was a decision to explore Christology in three classes, each with its own pedagogy and content, with the aim of appealing to different interests and styles.

The Bible and Theology class, designed by Theologian in Residence Brennan Breed, was an academic-style lecture and discussion of Christ in Scripture and in theology throughout history. The Practical Theology class, designed by Esther Harbert and Sharon Hiers, featured short presentations of personal stories about everyday events, followed by guided roundtable reflections on seeing Christ in related situations faced by participants. The Anglican Prayer class, designed by Shirley Banks and Sharon Hiers, toured The Book of Common Prayer (BCP) as a discipline for encountering Christ in communal prayer. The class began each week with a presentation on the history and theology of a section of the BCP, followed by contemplative prayer on a short selection. Sessions ended with group reflection. With lectures, discussions, and prayer offered as learning methods, participants could select the style and material that supported them in learning to know Christ.

Total attendance at Adult Formation classes on Sunday mornings averaged 56 for fall 2016. Accurate records were not kept before then, but this program year has the highest and most consistent attendance in memory, for all three classes.

Looking ahead to 2017, plans are in place for further discussion of Christology in the Epiphany and Easter

seasons. During Lent, we plan to offer a parish-wide Sunday morning series on human dignity, Thursday evening prayer and study meeting on each Sunday's collect, and a quiet day on March 12, with Psalm 51 as the theme. In the fall of 2017, we may focus on ecclesiology (the nature of the Church) as the theme for Sunday morning classes. Parishioners have also passed along requests for Sunday afternoon or weeknight classes on prayer and Scripture, and the committee will consider adding these formation experiences. We are eager to hear parishioners' ideas and interests.

The committee welcomes new members, especially ones with skills in teaching and facilitating, event planning, graphic design and desktop publishing, electronic resource curating, and publicity.

Shirley Banks, Chair

Altar Guild

Altar Guild members continued to play their behind-the-scenes role preparing the church for weekly worship services, the celebration of the seasons of the church and feast days, and the care of the linens and vessels. We had the privilege of preparing the worship space for baptisms, weddings, and, sadly, for the many funeral services that took place this year.

We kept our sacristy stocked with wine, wafers, candles and oil. We draped the Processional, Children's and Great Cross and icons for Lent, Palm Sunday and Good Friday and stripped the Altar on Maundy Thursday. At Easter and Christmas, we cleaned and polished all the silver, brass and the Great Cross.

We said goodbye to Kimberly Hays and Barbara Overton. Both assisted with the 6 p.m. and special services. We were delighted to welcome Nancy McCord back to the Guild, as well as Laura Keys and David Sample. Floyd Parker continued his generous support of the Epiphany worship experience through his many gifts, including the Advent and Christmas candles, the Paschal and the Christ Candles. The Rev. Dr. Sharon Hiers purchased a new candle lighter in memory of her grandmother and Bill Graves made a custom holder for it. We received a bequest from the estate of long-time

Epiphany, Carmen Gutiérrez, which enabled us to purchase new water and wine cruets.

Guild members continued to participate in the Rector's monthly liturgy meeting.

We would like to add new members to this critical ministry. Guild members work in teams with some opportunities to work alone if desired. Please join us in the sacristy after a Sunday service to ask questions and observe what is involved. Or talk to any of the Guild members listed below who will be glad to share their experiences with this ministry.

Finally, we want to recognize our members: Ruth Olson, Diane Mundy, John Bayne, Martha Rummel, Keith Poole, Kevin McGoldrick, Evelyn Stewart, Katie Pedersen, Phoebe McNeely, Anne Warner, Laura Keys, David Sample, Nancy McCord, Joy Boyden and Audrey Banfield, who washes, irons and mends the many linens that are used each week.

Kathleen Rinehart & Annie Strahan, Co-Chairs

Art Ministry

The Art Ministry continues to thrive with ever changing monthly exhibits that bring visual delight and inspiration to our space. The gallery showcased several first time exhibitors this past year. We celebrated pottery, painting, and drawing. Epiphany receives 25% of all sales (except for Emmaus House and Holy Comforter exhibits, which receive 100% of sales). Highlights included artists Maggie Ewing and Jeremy Brooks, nephew of Pam Smith, who followed up with several portrait commissions, and Pen Sherwood who sold nearly \$900 of her work. For Lent, we displayed "The Lexicon of Sustainability" art posters which were also the inspiration for the Lenten Adult Forum series in addition to other activities. Epiphanyites showed great support for the Emmaus House and Holy Comforter Exhibit with \$450 in sales going directly to these worthy art programs.

We would like to thank the Parish for the generous support in purchasing the wonderful art. Not only do your purchases support our parish programs but they help launch emerging artists that have never had an

exhibit, as well as support established artists needing exhibition space. It is a huge and risky step for new artists to show their work to the public -so when the exhibit goes up we can easily read from their faces that it is both a thrilling and scary experience for them. They are always so grateful for the positive feedback and exhibit opportunity.

As is our tradition, we annually consult with our rector about how to best use the profits from our sales. In late 2016, around \$500 was used for materials to create the art banners by Liefy Smith in consultation with Catherine Breed in the Christian Education areas. It also paid for the re-framing of some of the existing art which was re-hung in their classroom area.

Please note our protocol for payment. We request buyers fill out the small payment envelopes in addition to signing up on the price list sheet. This is the best way for us to track sales. Kindly place payments in the office area on Shea's desk. Payments are to be made by check to the artist, not Epiphany. All sold work is left in the office at the end of the month.

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

Liefy Smith, Chair

Building and Grounds

A parish work day was held 6/4/16 where 8 people participated in a variety of site cleanup projects for the parish and the Byrd House. On -going tree trimming projects throughout the property were completed with more to come in 2017.

For the parish building, exterior painting of selected trim and doors was completed as a first phase. Additional painting will be coordinated with the Master Plan objectives. The ongoing project to replace the high elevation spot lights with LED bulbs is about 60% complete. This improves energy efficiency and safety given the difficulty of accessing these spots. This project will continue into 2017 with additional efforts to evaluate energy efficient bulb replacements throughout

the building. We continue to work through operational problems with our legacy security and fire alarms.

For the Byrd House, a painting project was completed for the covered porch and East gable to correct mold and rust problems. We also added new signage and numbering to better identify the building.

Paul Herrgesell, Building & Grounds Chair

Children's Ministries

The Children's Ministries at Epiphany continue to grow and thrive. The volunteers and I poured a lot of energy into regular programs, especially Children's Chapel and Sunday School. In this coming year I hope to build up our special events, such as feast days, intergenerational events, and Vacation Bible School. I also hope to be able to purchase some new Godly Play sets for the older grades. Here are some of the highlights from this past year:

Weekly and Regular Programs

Children's Chapel has grown to a regular group of 15-25 children. The format is the same week-to-week and involves songs, prayers, stories, and an introduction to liturgy. I lead this along with the help of a few volunteers, including Beth Kelhoffer, who has become a consistent music leader and guitar player.

The Godly Play program continues to serve as an excellent introduction to the Christian faith and life for our children. We had 55 children enrolled for Godly Play last year (3 years old through 3rd grade), and that has increased to 85. There are regularly 40-50 children in Sunday School on a weekly basis. We now have 12 volunteer teachers (up from 6 last year).

This fall Epiphany hosted a successful Commuter Core Godly Play Training. Eight of our volunteer teachers attended training sessions, as did almost 30 others from the Atlanta area and the Southeast. We were proud to share our Godly Play spaces and resources in this way.

The 4th - 5th grade class has a dedicated team of 3 teachers and an average of 6 children. They have continued with the same curriculum which involves a study of the Gospels, the Church year, and sacraments.

The morning Moms' Group that we started last year has transformed into a monthly Women's Book Group, and this has been a highlight for me and others. We have had an average of about 10-15 women per month who meet to discuss faith, relationships, parenting and a host of other things.

Special events

The Easter Egg hunt was an incredible event with almost 100 children. Many volunteers (including several middle school and high school youth) made it possible by hiding eggs, filling goody bags and overseeing the hunt.

Our parish picnic in May and the back to school picnic in August were overflowing with children and families (nearly 145 adults and children attended the August picnic)!

There were over 65 children involved in the St. Nicholas Sunday school event (up from 35 last year), and many of them brought shoe donations.

Twenty-one children attended Epiphany's annual parish retreat to Kanuga in October, and we successfully incorporated many child and family-friendly events, including a waterfall hike, chapel time, team-building games, and a campfire sing-along.

The Epiphany pageant was our most recent event and involved nearly 30 children as narrators, the Holy Family, shepherds, animals, stars and many angels. It was a fun and sweet pageant that followed a Godly Play script and was nicely incorporated into the liturgy.

In this coming year, we will host Vacation Bible School in conjunction with Music and Drama Camp (which will require a lot of volunteer support). I also hope to find more ways to involve children and families in outreach and service.

I look forward to another great year with the children and families of Epiphany!

Catherine Breed, Director of Children's Ministries

Daughters of the King

Daughters of the King (DOK) is currently a small but devoted group of members whose mission is Prayer,

Service and Evangelism. Each of the Daughters is committed to pray daily for the clergy of our Parish. We offer prayers upon request for healing. We pray for the church. We pray for specific people who have requested prayers for themselves and family members and friends. We pray for our country, especially at this time of turmoil. We pray for all the peoples of the world, and we pray for all chapters of DOK.

Anyone who is interested is invited to contact us, to verbalize your prayer requests, and to come and be a part of our meetings.

We have changed our meeting time and place. We are meeting on the fourth Thursday of the month at 10:30 a.m. at the home of the Banfield's in Stone Mountain. Audrey is a gracious hostess. After the meeting, we have lunch and fellowship at a local restaurant.

At our November meeting, Barbara Ryder presented a labyrinth, a mystical symbol used for contemplative prayer and meditation. Walking the labyrinth clears the mind and gives us insight into our spiritual journey. It is one element in a larger plan to encourage people to experience the rich depths of spirituality found in Christianity.

We are engaged in training for some who are interested in formalizing their DOK membership, and we are planning a Service of Admission in the near future.

If you would like to know more about the Order of the Daughters of the King, or to request our prayers, please speak to one of our members. We all wear the small silver modified Greek Fleury cross as a pin near our heart, or on a chain around our necks.

Shirley Sugden, DOK President

Earth Guild

The Earth Guild, a former winner of the Georgia Interfaith Power & Light's GIPPY Award, continues in its purpose to practice a reverent stewardship of the earth's resources. Our mission statement calls us to do this in four ways: through faith (worship and action), foundation (study and action), food (local food and communion with the Epiphany community), and fun.

We usually schedule one event a month, either a meeting, an outing, or recycling.

In February and March we held an electronics recycling event that resulted in a truckload of monitors, computers, etc. The November/December drive we held resulted in another truckload and a half of electronics.

We also had a highly successful fabrics recycling drive for the non-profit company, re:loom, and we have ongoing battery and cork recycling. We estimate that we collected 120 to 150 pounds of batteries in 2016, and that we took probably more than 30 gallons of corks to Whole Foods. We're planning more recycling events this year, including another one for fabrics, as well as for electronics. Epiphany also recycles plastics, paper, etc. through DeKalb County.

We continue to analyze the church's energy audit in order to reduce Epiphany's carbon footprint, and we encourage the parish in the ways of conservation through notifications of recycling opportunities, Earth Hour, etc.

Our Earth Sunday speaker last year was the Earth Guild's own Phillip Ranglin, an environmental microbiologist who spoke to us about his company, Ranglin Biofeedstocks, LLC, and composting. In December we took a tour of his facility.

Epiphany always celebrates St. Hildegard's feast day in September with Evensong liturgy and music.

Our goals for this year include more family-friendly outings, more recycling events, efforts to reduce energy use at Epiphany, and programs to encourage children to be earth friendly.

Brenda Lloyd and Sandy Land, Co-Chairs

The Endowment Fund

THE LEGACY FOUNDATION/MAGI
FOUNDATION

The Endowment Fund of Epiphany was founded in 2001 to enhance and supplement the mission of the parish apart from general operations.

There is a 30-day window to request grant funds starting on the day of the annual parish meeting.

Annual Report

The guidelines for receiving funds are:

1. Capital improvements, debt reduction, or the building fund of Epiphany;
2. Outreach in the Community;
3. Scholarships for members of Epiphany;
4. Projects of the Episcopal Church at home and abroad.

Donors may contribute directly to the endowment fund through cash gifts, bequests in wills, trust, charitable gifts, annuities and assignment of life insurance policies. Epiphany's Endowment consists of a variable cash balance held in parish accounts and invested monies are allocated in the Episcopal Church Fund.

The Endowment Board received eleven applications in 2016 for grants totaling \$14,425. The Board, with the Vestry's approval, was able to award \$7,224. The following represents the total amounts awarded:

- Scholarships awarded - \$2,640. One applicant received a grant to help with college education, one for clinical pastoral education, one to assist with vacation bible school in Haiti, and one for Godly Play Training.
- Capital Improvements awarded - \$2,084. Music program received grants to purchase a set of tone chimes for the children's choir and junior choir supplies. A grant was also awarded for acolyte robes and cinctures.
- Parish Outreach awarded - \$2,500. A grant was awarded to the Emmaus House Freedom School.

Ken Holley, Terri Lawrence (Recording Secretary), Randy Shearin, Jacqueline Tate (chair), Doug Teague (Financial Secretary), Brenda Lloyd (Vestry Liaison), Sharon Hiers (Staff Liaison)

Jackie Tate, Chair

The Episcopal Churchwomen

2016 has been a very busy year for ECW. As always, we have been making sandwiches for the Poverty Rights Office. This past year, we made 3,900 sandwiches. ECW

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sends about fifteen seasonal cards throughout the year to older parishioners.

We have had a number of speakers throughout the year. In December, we hosted 26 Emmaus House Seniors to view the Nativities Exhibit and enjoy a lovely lunch prepared by the ladies of ECW.

We also spent money...

Outgoing From ECW Fund

Navajo Land	\$500.00
Emmaus House	\$500.00
Peachtree Pine	\$500.00
Food Bank	\$200.00
Poverty Rights	\$579.77
Jerusalem House	\$300.00
Bishop Tharp's Fund	\$1,000.00
Camp Mikell	\$1,000.00
Open Door	\$200.00
Deem	\$45.00
Epiphany (ERD)	\$35.00
Aelred Dean	\$500.00
Holy Comforter	\$1,000.00

Outgoing For Catherine Harvey Legacy

Rainbow Village	\$300.00
Shepherds Center	\$300.00
Our House	\$450.00
Episcopal Relief Fund (Flint River)	\$300.00
Hagar House	\$450.00
Holy Comforter (Friendship House)	\$500.00
Clarkston Sewing Club	\$350.00

Total \$7,359.77

UTO Annual Fund Total Collected \$5,351.83

Sabra Hanson, President

Eucharistic Ministers & Readers

First of all I would like to acknowledge and thank all of the people in the parish who give of their time to serve as Eucharistic ministers and readers. And again I would also like to thank Shea for handling the scheduling and making the job so easy.

I would also like to express appreciation to those who volunteer as EMs and readers for the special services. Thanks for going above and beyond your duties.

I am glad to report that we have sufficient readers to meet our needs. We continue to seek to recruit more people for Eucharistic ministers.

We welcome any parishioners interested in joining this ministry. Training sessions for new EMs will be scheduled as needed, dates to be determined. Please feel free to contact me if you are interested.

I am in the midst of an ongoing project to assess our needs for vestments. If any EMs have not done so yet, please indicate which number vestment you use on the sheets in the vestment room. Also, if anyone knows the whereabouts of the missing vestments please let me know.

I look forward to another great year working with all of the wonderful people involved in Eucharistic ministry and reading.

Martha Rummel, Guild Chair

Finance

The Finance Committee's mission is to provide sound financial guidance, advice, counsel, and perspective to the Vestry and Rector so the Parish can live out its mission with financial integrity. Its members for 2016 included Philip Anderson (Chair), Sy Burnett (Treasurer), Stephanie Everett (Senior Warden), Benno Pattison (Rector), Randy Shearin (Former Treasurer), Bonnie Kissler (Vestry - Finance), Andrew King, and Robert Pitman (Bookkeeper). Susie Boyko, our new bookkeeper, replaced Robert late in the year.

During the year, the Finance Committee, meeting monthly, advised the Vestry during the budgeting process, monitored income and spending throughout the year, tracked over-budget items, and worked closely with the Stewardship Committee. We were assisted in this by the robust reports developed by Robert Pitman, our bookkeeper.

Epiphany continues its yearly full financial audit, using Burge and Associates, in accordance with diocesan requirements for a church at our income level. This process began in 2013. The most recent audit, concluded during 2016, looked at the 2015 year. No major issues were identified. The audit findings focused

on improving documentation and closer attention to controls. We are working to accomplish those recommendations.

Starting with the 2016 year, Sy Burnett as Treasurer, working with Robert Pitman, as well as with input from the Rector, Senior Warden and other Vestry members, generated our projected budget. This is a huge task, part art, part science, and part alchemy. The 2017 Budget is still being finalized; the expense side is fairly well nailed down, but the income side is dependent on the receipt of pledge commitments from the parish. Until the income projections can be more accurately estimated, a balanced or nearly balanced budget cannot be established.

Sy Burnett as Treasurer has worked closely with Robert Pitman, our Bookkeeper, to more completely define the role and duties of the Treasurer. Previously, our Treasurer and Bookkeeping duties were joined and the position was filled by long-time volunteer and member Janet Wilson. The transition to a new bookkeeper as year-end accounting, reporting, and budgeting requirements fall due has been proceeding relatively smoothly.

Monthly and year-to-date financial reports have been redesigned to help in the oversight and budgeting processes. Vestry and the Finance Committee have worked together to streamline various accounts and reduce or eliminate certain designated accounts to make sure that ear-marked monies are used in a way that honors the donor's intent yet remains consistent with the needs of Epiphany as a whole. A special effort was made to identify and address situations where Epiphany was the pass-through conduit for funds and not the end recipient as this affects the amount of our diocesan pledge which is 10 percent of our operating income.

In late 2016 Epiphany began the process of refinancing its mortgage loan with BB&T. Until the loan is paid, we are required to periodically renegotiate the terms going forward. An on-going concern of the Finance Committee has been the amount of mortgage debt we are still carrying from our renovation and expansion over a decade ago as well as from the acquisition of the Byrd property. This mortgage expense has limited our

ability to fully fund our programs at the level they deserve. The Finance Committee whole-heartedly supported the Capital Campaign with the hope that sufficient funds to eliminate or substantially reduce our mortgage debt(s) by 2019 would result. Currently, our annual mortgage expense is over \$50,000 yearly. We would like to see those funds freed up to support our programs, both in-reach and outreach.

Going forward, it has been difficult to finalize our budget for 2017, in part due to the significant number of 2016 pledgers who have yet to make 2017 pledges. This may be attributed in part to the concurrent Capital Campaign because trying to focus on two moving targets at once is challenging. The timing of this year's parish meeting requires a provisional budget. It is likely that current uncertainties can be eliminated or substantially reduced within a matter of weeks and a full 2017 final budget can be published and reported to the parish.

Phil Anderson, Chair

Flower Guild

We hope that you have enjoyed another year of beautiful flowers at our Epiphany worship services. This guild is one of only a handful at Epiphany that is solely funded by personal donations made to honor loved ones and/or special services. It is amazing to see the abundance of charity given to this aspect of our worship. Equally amazing is our group of dedicated, inspired, and creative volunteers who give of their time and talents each week and season to beautify our holy space. For all this, we thank our bountiful benefactors and members of the Flower Guild for their generosity, faithfulness and service. Beyond the weekly services, this group of volunteers provides arrangements for weddings, funerals, and other occasions as requested.

Through flowers, our parishioners have the opportunity of expressing our honor, remembrance, thankfulness, and love. Working on the Flower Guild provides one the chance to actively participate in the development of these expressions. **We welcome all who wish to join us. To be a member does not require the talents of an artistic florist, only the desire to make our space of worship more beautiful.** As they are learning, newer

members are paired with more experienced ones to enhance the dissemination of knowledge throughout the team and to give new members more confidence. Below are some of the reasons why people serve on the Flower Guild; maybe you have another reason and we welcome all who wish to serve with us.

- To serve God and have fellowship with other Christians.
- To glorify God by adorning the space where we worship Him.
- To serve the parish and express emotional support for parishioners during times of need and times of joy.
- To work with one's hands, creativity, and passion for the beauty that God has created with flowers and plants.
- To meet people within the parish and interact with people of different generations.

Anyone interested in serving on the Flower Guild, should contact Leah Felcher at leah_felcher@bellsouth.net 678.565.7502 or Nadine Howarth at nadine.howarth@comcast.net 404.840.1149.

Leah Felcher and Nadine Howarth, Flower Guild Co-Chairs

Memorial Garden Guild

The Memorial Garden Guild continued its routine tasks during 2016, i.e., maintenance of the Garden and funeral assistance, as needed. Sadly, we assisted in the interment of several parishioners or former parishioners during 2016, including our beloved Alice Cunningham, who was instrumental in bringing about the redesign and renovation of our Memorial Garden in 2011.

There are no plans for major changes to the Garden in 2016. We do hope to extend the brick borders that separate the beds from the lawn on the parking lot side to the other beds in the garden.

The Guild enjoyed the continued participation of the Properties committee and volunteer parishioners during this year. New members are always welcome.

Contributions to the designated Memorial Garden Fund are also always welcome.

Bill Graves, Acting Chair

Music Department

Since last January our choirs and ensembles have made music each Sunday and during the week in liturgies, in rehearsals, and on retreat. We have celebrated and mourned and worked and played. Our children's and youth choirs have grown again in membership with 23 children representing ages 4-7, and 11 singers in Junior Choir (grades 3-7) who have led liturgies and have even accompanied themselves on handbells. With an endowment grant, we were able to purchase surplices for the Junior Choir this year that fit each singer and that make them look as good as they sound. The Epiphany Ringers have been ringing regularly in liturgies, and the Tone Chimes that help our youngest singers learn musical concepts (and transition to handbell ringing) have also enhanced the sound and color of some of the pieces we have played. The Hildegard Ensemble sang for the first time for the Easter Vigil as well as the Feast of St. Hildegard and on Christmas Eve. The Epiphany Choir gained new (and some returning) members in 2016 and lost several to families moving to Florida and Oregon. We sang in over 60 Sunday and special liturgies and in far too many funerals, including the celebration of the life of long-time member, Mark Rowles. I was honored and humbled to have the Epiphany Choir sing (a lot!) for our wedding in August and I'm grateful for the extra time they spent preparing for such a joyous event.

Julie Ryder, Organist & Choirmaster

Outreach

Mission Statement: Our radical values lead us to reach out to the people of Epiphany and inspire them to works of reconciliation so that the world knows it is beloved.

Core Ministries: There are a group of core ministries that we support with time, talent, and treasure. These are the places our Outreach money goes on a regular basis: **Decatur Cooperative Ministry (DCM)** and

Decatur-Area Emergency Assistance Ministry (DEAM), both serving the homeless and the hungry in our immediate community; **Emmaus House**, which serves the poverty-stricken area of Peoplestown; and **Holy Comforter**, which serves the mentally challenged in East Atlanta. In addition, we provide monthly meals to the homeless population of **Peachtree Pine Men's Shelter**. Through **New American Pathways** we help one immigrant family a year assimilate to a new life in Atlanta. Every other year we work with an Interfaith Build through **Habitat for Humanity** to provide housing for first-time homeowners. We use the funds that Epiphany pledges to the Millennium Development Goals (.7% of our annual budget) to help the **Business and Technical Institute (BTI)** in Les Cayes, Haiti, with whom Epiphany has a partnership. BTI, a post-secondary institute founded in 2005, is having remarkable success in helping Haitian students acquire skills to help their families and their country.

What did our work look like with these core agencies?

Our volunteers, led by Anne Warner, cooked and served dinners for **Hagar's House** (DCM's night shelter for homeless women and children) for a week each quarter. Kathy Ryan coordinated bi-annual food drives for **DEAM**. Epiphanyites volunteered at DEAM offices and on the DEAM Board. Through our **Dot Romo Food Pantry** we supplied provisions for the monthly meals at Peachtree Pine, ECW's monthly sandwich-making for the Muriel Lokey Center of Emmaus House (often these sandwiches are the only meal recipients get), the Holy Comforter Community Suppers, and the Saturday program at **Emmaus House**. Lisa Daily promoted an annual food drive for the families Emmaus House serves. Jeanette Hanson and Lisa coordinated breakfast and lunch at the Freedom School. Many Epiphanyites read to children during Parent Power while their parents learned how to help with homework. Jeanette Hanson organized a food drive at Thanksgiving, helping Epiphany provide over 100 Thanksgiving meals to Emmaus House for residents of Peoplestown. Epiphany volunteers worked at the children's art program at Emmaus House on Saturdays, served on the board, and supported the ministry's annual fund raiser. Again this year, as part of Emmaus House Children's Ministries,

Jeanette Hanson collected gifts to help over 900 Peoplestown children have Christmas and to stock the Secret Santa Store so that children might "shop" for their parents. Under Jeanette Hanson's leadership, we cooked and served dinner for 80 people at **Holy Comforter** twice this year. We also have members who are active with Holy Comforter's Friendship Center, helping with meals, art classes or gardening.

Brandon Laird, assisted by Beverly Lorenzo, Jackie Lee and Tracy Laird, took on the leadership of providing monthly meals ~ planning, shopping, cooking, transporting and serving~ to between 350 to 500 homeless men (and some women and children) at the **Peachtree Pine Men's Shelter** (Metro Atlanta Task Force for the Homeless). Many, many Epiphanyites supported this effort by helping cook, serve and transport on the 3rd Thursday and Friday of each month. Brandon also supervised providing Shelter residents with Christmas bags full of an array of toiletries, snacks, and socks, as well as with a Christmas meal.

Beverly Lorenzo, working through **New American Pathways**, coordinated our sponsoring the Musa family (Barwin (Mom), Yaser (Dad), and five children ages two to 11 years old, Mohammed, Issa, Samar, Reem, and Nor). They arrived in April from Istanbul where they spent three years after fleeing Aleppo, Syria. Bev has had excellent parish support for the family, from generous and amazing donations including a washer and dryer to help with such things as transportation, grocery shopping, cultural exposure, tutoring, advocating for such things as glasses and dental help, and mentoring. The father is employed and the mother just got her driver's license so she is now able to work. Beverly and her Epiphany volunteers also continued support of our recent refugee families, the Getahun, Rais, Katwals, and the Chozas. All four families are now self-sufficient. We will sponsor our next family in the fall of 2017.

In the fall, Epiphany participated in the **Interfaith Builds for Habitat for Humanity**, working with our Jewish, Muslim and Hindu neighbors from around Atlanta to build a house for a family buying their first home. Brian Gross and Phillip Ranglin coordinated this important work.

In the spring Lisa Daily, Ann Fowler, Leah Felcher and Carol and Lynn Hogue participated in **Epiphany's sixth annual mission trip to the Bishop Tharp Business and Technical Institute (BTI) in Haiti**. Leah provided a college seminar on leadership and creative thinking. Lisa was a guest speaker at BTI's 10th graduation ceremony, and Lisa and Ann attended the biennial Haiti Partnership Meeting, a meeting that brings together partners from the diocese of Haiti and from American dioceses. Faculty and students from Emory University's Business School prepared recommendations that Epiphany is using to design its BTI entrepreneurship institute which we hope to launch in spring 2017. Epiphanyites and parishioners from St. Dunstan's contributed \$31,107 to support the recovery efforts of BTI and Les Cayes after Hurricane Matthew. Thanks be to God!

Other Opportunities for Ministry: We continue to highlight our work of reconciliation and to find more and varied opportunities for people to explore reconciliation within their lives. An updated Outreach component is on the Epiphany website and includes an annual Outreach calendar. We had great participation in the **Hunger Walk** again this year in support of the Atlanta Food Bank, Episcopal Charities, and our own Food Pantry. We continue to respond to world disasters and needs through **ERD**. Our **St. Nicholas' Shoe Collection** led by Erin Democko in December provided 116 pairs of shoes for the homeless through the Church of the Common Ground. Thanks to Mary Ann Schneider, we also continued to support the Foot Ministry of the **Church of the Common Ground**, a worshipping community of our Diocese which provides support for the spiritual, social, emotional, and physical needs of Atlanta's unhoused men and women. We provided weekly lunches for the homeless members of the Common Ground leadership team and helped with the weekly cleaning of the towels and utensils from the foot ministry. We donated funds to the **Good Shepherd Mission** in Navajoland to help launch agricultural businesses, SHIMA' of Navajo land: natural soap using local herbs, honey from its pastures and blue corn products from its fields. All of these projects offer volunteer opportunities for community members and

mission groups too. Our **youth** helped plant a garden at Emmaus House.

Advocacy: Gretchen Maclachlan **continues to lead our** advocacy work, promoting change in situations that negatively affect the "least, the last, and the lost" of our companions in this life.

Thank You: Thank you very much to the Endowment Committee for the \$2500 Endowment Grant to support field trips for 100 students attending the Emmaus House Freedom School program.

Thank you to the Vestry for increasing the Outreach budget again last year. In 2015 the Vestry increased the amount of the annual budget designated to Outreach to almost five percent of the total parish budget.

We are thankful for the love of others and spirit of caring that resonates with the people of Epiphany, for the people who lead and for those who work quietly behind the scenes, for the people who reach out in action and for the people who sit and listen, for the people who constantly find Christ in others and in themselves. Together we are making a difference in our own lives and in the lives of those whom we are lucky enough to serve.

Lisa Daily, Chair
Bill Gary, Vestry Liaison

Parish Life

The Parish Life activities at Epiphany continue to grow and evolve. In 2016, there were some changes to the scheduled events and the committee. The hard work needed to host the events, however, did not change and the committee members continue to provide the parish with delightful church activities filled with good food and fun. Thank you to all the committee members this past year: Sara Dangel, David Draper, Joel Fowler, Sabra Hanson, Michele MacLeod, Rod MacLeod, Sybil McCullar, Liz Romo-Rasha, Charlie Slater, Holly Slater, David Thierry and Pam Tipton. Also, a big thank you to Brent Henderson for heading the committee for the first half of the year. The committee did everything from planning and coordinating the parish events to taking out the trash. Truly, party planners extraordinaire. The

Vestry Liaison, Amy Shipp, did a wonderful job helping us plan and navigate the events as well as supplying luscious treats. Thank you, Amy, for your support this past year.

The list of events managed by Parish Life this past year included: The Epiphany Pageant Chili Dinner, Shrove Tuesday Pancake Dinner, Agape Supper, Easter Breakfast, Parish Picnic, Summer Breakfast, Kanuga Parish Retreat, and the Nativities exhibit with Wine and Cheese Reception. Another very busy year accomplished with the help of many volunteers as well. Thank you for helping us out and giving the committee your time and talents. We are very grateful to all the extra hands needed to host these events. Please consider being part of this committee and join in all the fun throughout the year.

This committee's mission is to serve the parish by providing gatherings that all can enjoy and share in the love of our church. If you have suggestions or ideas, please pass those on to any committee member.

Polly Nodine, Chair

Pastoral Care

The pastoral care committee is grateful to Ron Hall for his leadership as he steps down from chairing the Pastoral Care committee over the past few years. Nancy Chandler has gratefully stepped in as committee chair.

The committee consists of a series of subgroups that are involved in:

- peer-to-peer counseling,
- delivery of food and meals,
- hospital visitation,
- home communion,
- Guild of the Christ Child
- and other aspects of caring for our church community.

A highlight of the past year was the "Final Affairs Fair", an educational event organized by Rev. Dr. Sharon Hiers. This event was held on September 24, and

covered issues from elderly living arrangements to hymn selections.

Please let us know if you have questions about aspects of this ministry, or have an interest in serving on one of the subgroups.

Brian Gross, Vestry Liaison

Stewardship

2016 has been an exciting year for our capital campaign - Gather, Strengthen, Flourish - which we combined this year with our annual stewardship campaign. As you may recall, in 2015 we contracted with the Episcopal Church Foundation (ECF) to assist us with discerning the goals of a capital campaign and a target fundraising amount. We conducted several cottage meetings with parishioners to gather information and discern a direction. Then, last year at our annual meeting, we presented architectural drawings for possible renovations to the Byrd House, along with potential parking improvements. The drawings that you now see on the website and in the gallery space look very different from what we showed you last year. You might be wondering what happened between then and now! We would like to use this opportunity to review a timeline of events and bring the parish up to date.

In March 2016, surveys were sent to 200+ Epiphany households describing some of the things we learned from the cottage meetings with a tentative case study. The case study described the common themes that came out of the cottage meetings and identified them as possible goals, each goal with a provisional dollar amount, as follows:

1. Retire debt from the last capital campaign and purchase of the Byrd house property: \$420,000
2. Renovate the Byrd House: \$255,500
3. Improve parking (four options ranging from hiring parking attendants at an annual cost of \$11,500 to expanding, paving and striping the gravel lot at an estimated cost of \$324,500)
4. Build a walkway between the main building and the Byrd House: \$192,000

5. Make needed repairs to the main building:
\$78,500
6. Build an outdoor chapel space: \$25,500

Our ECF consultant, Leslie Pendleton, presented results of the survey to the parish in May. Based on parishioner input, the main priorities for the campaign were clearly to retire the debt and repair the main building. Renovating the Byrd House and improving parking were seen as priorities by a minority of respondents, but there was no consensus from the survey around the four parking options presented. There was little enthusiasm for a walkway connecting the main building to the Byrd House or an outdoor chapel. Ultimately, the ECF report indicated that Epiphany can raise \$1,000,000, based on parishioner's survey responses.

Following the ECF report, we conducted another survey to get more input from the parish around parking issues. We asked parishioners what aspects of Epiphany's parking were working well or could be improved. More specifically the survey addressed expanding parking, making parking safer and more accessible, improving parking aesthetics, and/or remaining environmentally friendly with any parking improvements. On average, parishioners felt most strongly about having environmentally friendly parking options, with expanding parking and making parking easier to navigate coming in a close second.

With all of this information we went back to ECF and worked with them to create a capital campaign brochure. The brochure has been distributed to parishioners along with a narrative budget for Epiphany's annual fundraising and pledge cards for both the Capital Campaign and the Annual Campaign. Our team of dedicated ambassadors have spent many hours talking to parishioners one on one about the campaign and the importance of making an annual pledge before contributing to the capital campaign.

This being Epiphany, things never quite work out the way we plan! A couple of things happened in the fall that made us sit back and take a closer look at the capital campaign. First, the architect we had originally worked with came back with new costs for renovating the Byrd

House that were just about double the original estimates. Second, as we were still trying to wrap our minds around how to expand or improve parking in an environmentally friendly way, we contacted a landscape architect to provide a new perspective on the property, with the goal of integrating the Byrd House with the rest of the property and addressing our parking dilemmas. They came back to us with some very creative and thought-provoking ideas (including turning our paved lot into greenspace!) and some hard facts about building and parking codes, buffers, topography, and costs that equally inspired and frustrated the committee. At that point we knew that we were heading in the right direction. In order to be good stewards, we needed to expand our thinking beyond the ideas presented by our original architect.

In October 2016, we engaged the services of Hank Houser of Houser Walker Architecture. Hank is a well-known local architect who has done work on other churches in the Atlanta diocese. As soon as we met Hank we knew we were in good hands. He listened to us carefully and read through all of the information from the cottage meetings and ECF and suggested that we needed to think about a Master Plan for the entire campus. At this point both our excitement about possibilities and our anxiety about making any changes in the direction of the capital campaign were at their maximum! But we agreed that we needed to do our due diligence to make sure that we were making the best use of Epiphany's campus and of the funds that Epiphanyites were entrusting us to spend wisely in our campaign. For ten weeks, we met biweekly with Hank and his colleague, Elizabeth Glass. We held meetings with key parishioners who had held leadership roles in the church over the past ten years to make sure we were receiving input from a variety of perspectives during this process.

Hank proposed, and the committee endorsed, the following eight goals for the Master Plan:

1. The facilities should maintain and enhance Epiphany's unique character of an inclusive church in the woods of historic Druid Hills

2. Unify the campus, especially the Byrd House property
3. Find opportunities to promote informal social engagement
4. Plan for gathering space for the entire church community
5. Make arrival sequence more intuitive and hospitable
6. Solve parking for short and long term
7. Provide a long term solution for organic growth
8. Promote campus sustainability and flexibility as a reflection of Epiphany's commitment to social justice

In keeping with these goals, Hank presented two short-term options and one longer-term vision for the property. The least expensive of these options moves the staff to a minimally renovated Byrd House and repurposes the current office space to provide a larger narthex and space for children's chapel. The more expensive option demolishes the Byrd House entirely and expands the main building on the Ponce de Leon side.

And that brings us to where we are today! This week, you should have received a letter from Benno inviting and encouraging you to read through the master plan and bring your thoughts, questions and concerns to the committee. We are deeply grateful to all of you who have made a pledge to the Capital Campaign and to our 2017 Annual Campaign. We also want to thank the Gather Strengthen Flourish steering committee for their dedication and hard work this past year, particularly Shelle Bryant, Stephanie Everett, Amy Shipp, and Kim Finnegan. We look forward to continuing this work in 2017 as we all continue to gather together, strengthen our foundation, and flourish as a community!

Respectfully submitted,

Sara Cushing & Katie Pedersen, Gather Strengthen Flourish Co-Chairs

Ushers

This past year Epiphany's ushers continued to be the smiling faces everyone met as they entered the church. Every Sunday our friendly and helpful ushers hand out bulletins, assist in finding empty pew space, collect the offering and direct parishioners to the communion table. To find out more about the ushers, look for our informational brochure found in the Tract Rack (just to the left of the main doors) or contact either of the co-chairs if you have questions or are interested in joining us.

On September 22, 2016, we dedicated two gorgeous new alms basins to honor Eric Olsen. We celebrated his thirty years of service as an usher. The plates were given in Eric's honor by his wife, Ruth.

Our usher teams have a wealth of experience and we have welcomed several new ushers this year. At the early service we added Cristin Davis and at the second service Pat Hudson, Kimberly Bonde and Elizabeth Roberts joined our teams. We are still looking for three new ushers at 8:45 a.m. to fill out our teams, but we would be happy to have anyone join us at 11:15 a.m. as well. The duties are simple (only eight steps) and infrequent (once every five weeks). You'll be the first to meet and greet the great group of people that come to Epiphany.

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

Vergers

At the present time the verger corps has 7 regular members and one reserve member. The vergers are responsible for making sure that all posts are filled for each service and seeing that things run smoothly.

Diane Mundy, Head Verger

Youth Ministry

I received the offer to join Epiphany as the Youth Ministry Coordinator on my birthday, which has been a greater gift than I could ever imagine. The parish provided such a loving welcome on my first Sunday, September 11, 2016~one of the hardest days for our country. My official introduction to the youth happened

that morning in Sunday School. Heavy, yet, necessary conversation took place. More importantly an ongoing question that guides and shapes Youth Ministry at Epiphany was wrestled with: Where is God in this? The youth continue to meet this question head on and the results have been a program that they can be proud of.

Our ongoing goals for the youth program are to increase attendance, create a more fluent means of communication with both parents and youth, and to foster authentic relationships with other youth programs in the Diocese of Atlanta. In developing a unique Youth Ministry experience for our kids, some of the amazing opportunities and tools being implemented this year are youth formation, pilgrimage, youth group, social media, and service projects.

Sunday School hour serves as youth formation and a supportive space to discuss liturgy. We meet in the Byrd house from 10 a.m. to 11 .a.m. I am so fortunate to have such wonderful volunteers for both Junior and Senior High classes. Doug Kertscher and Paige Howell fearlessly lead Rite 13 weekly where attendance is regularly 6 or more students. Matthew May and Laura Gary actively lead Senior High classes, providing lessons that keep students engaged and that evoke conversation about real life application of scripture. Currently attendance for Senior High fluctuates between 2 to 5 students.

I am excited to report that Youth Ministry will have a pilgrimage this year! Our Senior High students along with rising 9th graders will partake in a weeklong journey through Navajo Land. This experience will be guided by our Rector, Benno Pattison, and serve as another venue for youth to experience God. The trip is budgeted for 8 participants, with a total cost of \$12,138. Parents are asked to absorb a third of this cost, which will be approximately \$505 out of pocket for each youth. Youth lead fundraisers will be a key component in decreasing the out of pocket cost, one of which will be a Parents' Night Out opportunity where the youth will babysit for a fee of \$60 for 3.5 hours. Another fundraising opportunity will be a youth-led Shrove Tuesday Night Dinner.

Sunday evenings from 4 p.m. to 5:30 p.m. youth group is held at Epiphany. It is a time where both Benno and

myself are constantly in tune with our own inner child and we not only lead games and activities but we participate as well. Attendance for Youth Group ranges from 5-12 youth. Often we create team-building activities, respectfully utilizing nearly every part of the church. As for most children with imaginations, this experience turns the church into a magical place and usually leaves us with a great story to tell.

In keeping up with more efficient ways to relay the message of Epiphany's developing Youth Ministry, we are launching social media platforms as a means to interact with youth more effectively. By engaging with youth through platforms like Instagram we will be able to present vital information and reminders directly to youth-relieving some of the pressure for parents to remember all of the information sent out for upcoming events. Also, a Youth Ministry Newsletter will be launched this year as well, providing parents with a consistent resource to receive information about the great opportunities happening in Youth Ministry program at Epiphany and the Diocese as well.

Lastly, the youth at Epiphany understand the importance of service to others and the community. On November 20th, 2016, the youth participated in the "Beauty Belongs Here" garden campaign where they helped restore the Emmaus House rose garden, and they volunteered their youth group time to help wrap Christmas presents donated by the late Nancy Baer for the children at Emmaus House. More recently, the youth participated in the In the Name of Love MLK Youth retreat where they celebrated the life and work of Dr. Martin Luther King, Jr., through fellowship at Church of the Common Ground, engaging in dismantling racism practices, and volunteering at Holy Comforter.

I'm proud of the work the youth have done just in the past few months and I look forward to the ongoing development of Youth Ministry at Epiphany. It is an honor to be a part of the Epiphany family and I am blessed to have such supportive parents who make this Youth Ministry program a joy. Thank you for creating this staff position and for embracing me with open arms!

Shereetha Jackson, Youth Ministry Coordinator