



Church OF THE Epiphany

Annual Parish Meeting Report

January 29, 2023

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Celebrating 60 Years of Ministry

AGENDA

Opening Prayer

Comments by Rector

Appointment of Senior Warden

Election of Junior Warden and

Election of New Vestry Members

2023 Mission Plan Approval

Parish House Meetings

Awards/Recognitions

Other Business from the Floor

Closing Comments and Prayer

Staff

The Rev. C. Hunter Ruffin – Rector
The Rev. Carmen Valenzuela – Pastor for Community Life & Administration
The Rev. Lynn Adwell – Deacon
The Rev. Martha Seaman - Deacon
The Rev. Canon Stephen Schaitberger – Seasonal Assisting Priest
The Rev Dr Corey Meier – Assisting Clergy
Matt Flora – Choir Director
Dr. Miriam Hickman – Organist
Christian Rodriguez – Assistant for Communications/AV

Vestry of 2022

Mary O’Grady – Senior Warden
Steve Geislinger – Junior Warden

Terms Expire 2023

Tamara Noel
Ann Tebo
Dylan Westbrook

Terms Expire 2024

Alex Davis
Diane Spillum
Pamela Waterman

Terms Expire 2025

Linda Spencer-Walters
Jan Wagner
Cece Wilhite

Karen Ford – Clerk of the Vestry 2022
Ann Neal – Treasurer

Karin Crane - Recording Treasurer

Barb Behrens, Kathy Carney, Sharli Schaitberger, Heidi Thomas, Susan Laidlaw -
Recording Clerks

Annual Parish Meeting Minutes
January 30, 2022
Meeting held Live and via Zoom

Father Hunter opened the meeting with prayer. A quorum was declared.

Father Hunter stated that his Annual Report had been delivered as his Sermon. He thanked Mary O'Grady for her leadership as Senior Warden this past year and stated that she has agreed to serve for another year in that capacity.

Vestry Elections

Three persons had been nominated for the three open positions on the Vestry: Linda Spencer-Walters, Jan Wagner, and Cece Wilhite. One person had been nominated to serve as Junior Warden: Steve Geislinger. There were no nominations from the floor. B.J. Reed moved, seconded by Steve Kandybowicz, that these candidates be accepted. Susan Tong moved, seconded by Lynda Woodson, that the candidates be elected by acclamation. The motion carried unanimously.

Treasurer's Report and Mission Plan Review

Treasurer Ann Neal went over the year-end financial report. A year ago we predicted a loss of \$8,347.44 after spending the \$70,000 we received from selling the bonds when we remortgaged. At the end of 2021 we show a loss of \$7,996 and no use of the bond money. After a brief discussion, Ann Tebo moved, seconded by Stanlie James, that the Treasurer's Report be accepted as presented. The motion carried.

Father Hunter reviewed the Clergy Compensation Report.

Father Hunter presented the 2022 Mission Plan, which showed the 2021 plan, the 2021 actuals, and the 2022 plan. Gross income is predicted to be \$473,985.38. Pastor Carmen had done an analysis of pledges showing a 20% loss in pledging households, but a higher average pledge. The budget as presented is as lean as possible. The predicted debt is \$83,089 (not using the \$70,000). We need to deal with our debt! A few questions asked and answered. B.J. Reed moved, seconded by Cassandra Swick, that the 2022 Mission Plan be accepted as presented. The motion carried. Father Hunter gave big thanks to Ann Neal for all of her work as Treasurer.

Convention Delegate Elections

Five candidates had been nominated to attend the Diocesan Convention in 2022: Val Bauer, Stanlie James, Linda Spencer-Walters, Cassandra Swick, and Pastor Carmen Valenzuela. There were no nominations from the floor. Amy Douglass moved, seconded by Tamara Noel, that these candidates be elected by acclamation. The motion carried.

Awards/Recognition

Father Hunter thanked the outgoing Vestry members. Natalie Chapin and Amy Douglass had served their full terms, and each received a crystal cross. Dave Bauer and Al Morello had served partial terms, filling in empty seats, and each received a gift card.

Father Hunter then gave special thanks to the following: Carolyn Smith initiated opening our parish for C-19 testing and vaccinations and flu vaccinations, serving over 400 people! Andrea Stewart and Sharli Schaitberger, co-conveners of the Serve Council, assisted in that work. The Rev. Lynn Adwell has served as our Deacon but is stepping back from liturgical work. She will continue to help with pastoral care.

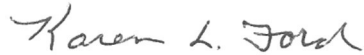
Other Business

Maureen Schmid thanked the members of her Lunch Committee for their work and their contributions of food.

Closing Comments and Prayer

Fr. Hunter told us that our future is bright as we work as faithful disciples of Jesus Christ. He closed the meeting with prayer at 12:45 p.m. Tamara Noel moved, seconded by Susan Tong, that the meeting be adjourned, which carried.

Respectfully submitted,



Karen Ford

2022 PARISH MINISTRY REPORTS

SENIOR WARDEN REPORT

2022 felt like the first year in a while where there was normalcy in the functioning of the church. We had a wonderful Easter egg hunt and brunch, regular coffee hours after both Sunday services, a lovely stewardship kickoff dinner, beautiful music at for Lessons and Carols on the 4th Sunday in Advent and on Christmas Eve (and on Sunday at 10:00), and a great visit from the Bishop on Epiphany 2023 for a confirmation and a 60th anniversary celebration. We also continued our service to the community through various activities throughout the year directed by the Serve Council, we welcomed a variety of groups to our campus, and some Epiphany volunteers had a great time hosting a booth at Thew's Fall Festival. There was, of course, more. There was a lot going on.

I continue to be thankful for the contributions of so many people to everything that we do at Epiphany. In this past year, we were very fortunate to receive a generous contribution of \$500,000 to reduce Epiphany's debt. Although we have made significant progress in the past few years, the debt remains a burden. We also have seen a drop in number of pledges in the past few years, which, when combined with the debt service, has prevented us from developing a balanced budget. We have some "rainy day" funds that avoid cash flow problems, but we want to get back to a balanced annual budget. We have financial challenges that we need to meet to continue to be the parish we want to be.

Mary O'Grady
Senior Warden

PROPERTY MANAGER REPORT

The fan motor on the North Farmhouse heat pump failed and was replaced in June. A problem with the main Parish Hall AC unit experienced in late June was promptly corrected and covered by warranty. Thankfully these were the only HVAC related issues during the year.

Several Sloan toilet/urinal flush valves failed during the year requiring the services of a professional plumber. A stubborn restriction in the Parish Hall restroom drain also needed the attention of a plumber. Several less challenging plumbing needs were addressed by inhouse talent.

On a few occasions the parish's electrical contractor was brought in to replace failed bulbs and ballasts, typically when these were in locations requiring a tall ladder. Many other electrical issues were addressed by Rupert Loza, Dave Bauer and Jack Waterman.

Repairs to campus irrigation systems were performed on several occasions. Some of these were completed with inhouse talent while more complicated work was done by a service provider.

Locksmith services were employed several times during the year to adjust malfunctioning locks and latches. Of special note was modifications performed to the center Narthex exterior doors to make locking/latching more user friendly and secure.

The Mesquites in the Memorial Garden, the Ficus on the W side of the Farmhouse and Palms campus-wide were professionally trimmed. John Slaughter, Dave Young, Jack Waterman, George Harris and Dave Bauer trimmed other trees and shrubs on campus throughout the year.

Jack Waterman acquired California Poppy seeds and assisted by George Harris sowed them between the sidewalk and the street on the East side of the Farmhouse. Should be pretty!

Two Chinese Pistache trees were donated as memorials this year. They are planted near the Price/Concorda intersection and adjacent to the SE corner of the Parish Hall respectively.

Three "Cleans" were conducted during the year: Spring, Late Summer and Late Fall. All three were supported by loyal, hardworking Epiphanyites and much good work was accomplished.

In April repairs were made to the North Chapel sliding door to correct a reoccurring difficulty in opening and closing it.

All required system and equipment inspections were performed. Only a few deficiencies were discovered and were addressed immediately.

The multi-colored shed on the East side of the Education Bldg, was built by the French American School but never properly roofed. Members of one of the AA groups that meets at Epiphany, all professional roofers, installed a great roof on the building at no cost to the parish.

Custom made metal supports for the Courtyard Fountain benches were fabricated and installed for a significant improvement in safety and appearance.

Jack Waterman acquired shelving for the Parish Hall first floor storeroom. These have been very beneficial in improving organization in that space.

Termites were discovered in the Nursery restroom wall in the Fall. Epiphany's pest control provider performed a warranted treatment to address this issue.

Tony Evans donated a Perry Scaffold to the parish. It is a heavy duty, modular scaffold on casters which will be handy for a variety of projects.

Thanks to Steve Veitch for his ongoing efforts to recap Epiphany's energy use and expenses. This information is vital in keeping us mindful of the need to constantly look for ways to be responsible about this matter.

Much gratitude to George Harris, John Slaughter, Jack Waterman, Dave Young, Rupert Loza, Curtis Wood and Dave Bauer for their weekly efforts to perform routine grounds and facilities maintenance and repairs. Thanks to their dedication Epiphany property looks and operates at its best.

Jerry Adwell
Property Manager

ALTAR GUILD

The Altar Guild exists specifically to assist the clergy with all the celebrations within the church. This organization sets up and assists with Holy Eucharist, baptisms, marriages, funerals, Christmas, and all Holy Week services. The members are responsible for the set up, cleaning, and securing of liturgical vestments and vessels for all services. The Altar Guild members at Epiphany are wonderful people who work quietly in the background taking care of our church's service needs. We have a delightful group that enjoys working together and serving God.

Currently, the Altar Guild at the Church of the Epiphany has four teams with three people on each team. These teams rotate their duties so that each team is only responsible for one week per month. Team 5 handles the months that have 5 weekends and fills in for team members on vacation or who become ill. Twice a year we have a special meeting to discuss upcoming holidays, special needs, and/or requests of the rector and Altar Guild members. In addition, we do a "spring cleaning" twice a year to help prepare for special holiday celebrations.

This Guild is not limited to women only. We have one man onboard, David Dean. But we can always use more strong arms and people who can climb ladders on the Guild, MEN. And if we had just added 12 member's we could rotate duties every other month for each team and have many more hands to help in preparation at seasonal church celebrations. So please contact Fr. Hunter, Carmen, or Beth Leicht our new Altar Guild Director, if you might be interested.

Debbie Duncan continues to maintain the linens for every service. And she does a beautiful job! But she could use an assistant to give her a break now and then! Others need to learn how the linens are laundered and stains removed. This is not like your regular laundry.

In the future we will need some new linens. The members will be contributing to this purchase. I feel we are so blessed to have such a wonderful caring group of people who every week do their best to make Church of The Epiphany shine! We have also found some lovely disposable "linens" that seem to be working out just fine.

But we need more volunteers! So please think and pray about how rewarding it could be for you to serve with this wonderful group. BJ, Pam, and I will comprise Team #5 rotating as necessary.

After 10 years as the Altar Guild Director, I felt it was time to resign. Fr. Hunter came up with a new way of heading the Guild. Beth Leicht answered the call and learned many things from me last year. She will now serve as the Director this year. Pam Waterman will serve as her assistant and understudy, and then become Director for 2024. It has been my honor and pleasure to work with these wonderful people serving Christ and Epiphany! I have been blessed and will treasure this time always.

Lynda Woodson
lyndanphx@cox.net

GREETER/USHER REPORT

I'm proud to say we survived 2020 and persevered through 2022.

Our faithful Greeters and Ushers have risen to the occasion and adapted to our many challenges and changes throughout the past year, from taking attendance via tablet to now counting by sight.

Our Greeter/Welcome Table remains inside with Service Bulletins and Masks (for those needing them) and other essential materials for our services. We serve as the friendly first face our visitors encounter and we strive to answer the questions anyone asks.

Please feel free to contact me or the office if you are interested in learning the process of becoming a Greeter/Usher. I know you will find it to be quite simple and most of all rewarding.

Thank you to those that have continued to serve in this committee, and I look forward to those interested in serving in the future.

Barbara Behrens
bbehrens7@gmail.com

AUDIO VISUAL MINISTRY

The year 2022 marks the first year, since I have been with Epiphany, that we have been fully indoors for worship (aside from a few occasions that we *chose* to gather outdoors). Streaming to the web and live sound reinforcement is much easier in the church, which has allowed us more time to address issues that were otherwise out of our control outdoors. We were able to fix our problems with buffering and bandwidth, allowing the live-stream to be sent out in a more seamless manner (without "freezing"). We are still struggling with connectivity issues with the belt packs that the clergy wear, resulting in audio dropouts that mainly affect the live-stream but may also impact intelligibility for any hard of hearing in the church.

We are trying new ways to address this issue as we see fit, most recently we have moved a couple of receivers to the altar area and they have seemed to connect a little better to the belt packs. The best solution would be to get a more powerful wireless belt pack system, but our budget won't allow that for now. Currently we are working on getting the old hearing-aid system fully operational. When successfully repaired, it should be available for folks on Sundays in 2023. Our ministry continues to be supported by Rupert who takes care of music and audio for the 8am service, Gracie who runs the camera and live stream, and our most recent addition, Alex, who has been a natural on the sound board. Pastor Carmen and I are SO grateful to be blessed with these volunteers!

There is always room for more who are willing to learn the indoor and outdoor A/V systems, as most events, not just Sunday morning worship, need sound reinforcement, music, and projector hookups. It's easy to learn and a great way to help out during special events. Contact christian@epiphanytempe.org if you'd like to learn more about these opportunities.

Christian Rodriguez

MUSIC

The music ministry at Epiphany exists to encourage and assist the congregation in praising God in our worship services. We are blessed to have many individuals in our congregation who give of their time and talent to make that happen. This past year, the music ministry saw the departure of Dana Bender as choir director and the entrance of Matt Flora as our new choir director. The search committee, made up of choir members and Fr Hunter, worked diligently and tirelessly in the search for the new director. Following Dana's departure, CoE was blessed to have Dr. Miriam Hickman step in as interim director until the

search was complete. We continue to be wonderfully blessed by our talented pianist and organist, Dr. Miriam Hickman.

The adult choir sang for all major feast day services, including Holy Week and Christmas. They sang an evensong service in November and finished up the year singing the annual Lessons and Carols service.

If you might be interested in joining these wonderful singers as part of the choir, please reach out to Matt via email at matt@epiphanytempe.org. The church choir rehearses on Wednesday evenings from 7:00 pm to 8:30 pm in the sanctuary.

Matthew Flora

HOSPITALITY/COFFEE HOUR

Coffee hour is enjoyed after both the 8am and 10am Sunday Worship services. It is always a wonderful opportunity to gather with parishioners, invite and get acquainted with new friends. Pastor Carmen provides a 10am coffee hour sign up link for those interested volunteers who have provided their emails. If you would like to sign up to host, call or email the office to be put on the distribution list for the sign-up sheet. This is an opportunity to be a part of our Epiphany fellowship. It doesn't take an elaborate spread to make people happy, just some snacks to enjoy while visiting with each other.

The 8am service also enjoys fellowship and coffee hour. They maintain their own volunteer list to bring snacks and prepare coffee. And they very graciously prepare an extra pot for 10 o'clock. There is always a need for volunteers. If you have any questions, please call or email me.

Cece Wilhite

480-458-8947

ccwilhite@hotmail.com

CARE CONNECT

The Care Connect ministry, which began in 2016, continues to telephone all members listed in our church directory on a regular basis. The seven callers connect with parishioners, ask how they are, and receive their prayer requests. We share with the church office the names of those who have asked to be put on the church prayer list or who have requested pastoral visits. We also share any changes of address and phone numbers we have learned through our calls,

At the end of the evening we pray for each individual who has requested prayer. We close with this prayer: "Almighty God we entrust all those we have called this evening to your never-failing care and love, knowing that you are doing for them better things than we can desire or pray for through Christ our Lord. Amen. "

Deacon Lynn Adwell

COMMUNITY OF HOPE

The Community of Hope ministers can sometimes be seen on Sunday mornings receiving their home communion set from the altar after we all have celebrated the Eucharist together. As they deliver communion to someone at home or in the hospital, they are extending our service of worship and our faith community to that person. The CoH ministers also offer an understanding ear and support during those challenging times of our lives or

when we just need someone to talk to. The Community of Hope ministers are a vital part of the pastoral care ministry at Epiphany. Just contact Pr Carmen if you would like to connect with one of these ministers or would like a home communion visit.

Pastor Carmen

PRAYER SHAWL MINISTRY

The people in the Prayer Shawl Ministry knit or crochet shawls to be given to those going through a difficult time. Over the past year, eight people have been involved in this ministry, and have made over ten shawls, many of them given to people in our community. The shawls help people feel God's love (and the love and support of the people in our church) through something physical that can be wrapped around them. As we make the prayer shawls, we pray for the person who will receive them. We won't know who the shawl will go to, but we trust that God knows. Once they're complete, Father Hunter prays over the finished shawls and blesses them during a church service and then they are given out. If you would like to learn to knit, we can teach you. The Prayer Shawl Ministry meets at 10am on the 4th Saturday of each month in the Farmhouse.

Karin Crane

COURAGEOUS GROUND

Initiating the Sacred Ground series at Epiphany was the major project this year for the Courageous Ground Task Force. The Episcopal Church's Sacred Ground program is a film and readings-based dialogue series on race, grounded in faith. Beginning in February, once a month 10-15 parishioners (and their family members in other states or friends from other parishes) gathered online and in-person to discuss the monthly material which included: the history of racism in our nation and church, the impact of racism on society, ways that racism has been and continues to be engrained in our institutions. This series includes historical and liturgical approaches to understanding the issue. The group grappled with feelings about racism and how to proceed with building a better future by eliminating racism. Plans are being discussed to offer the series for a new cohort. Courageous Ground and the 'graduates' of this first series hope to build upon what was learned by considering various ways that we can address racism as a parish and perhaps join in the efforts of our Diocese.

Heidi Thomas

COMMUNICATIONS

We have worked on a few new projects that have shown success and will likely continue to be a part of our communications moving forward. The most recent was the postcard mailer that went out to parishioners as well as the surrounding neighborhood with an invitation to our Lessons & Carols and Christmas season celebrations. We have received donations to continue this and will likely consider doing postcard mailers for other large celebrations throughout the church year. We have also been using more Google and Facebook ads, as well as continuously making improvements to our website, in order to get the word out to the community about our parish and our events. The Photography Ministry is also part of our communications. Cynthia Wood has been a huge help in leading this and taking pictures of events at Epiphany which then get used in our communication mediums such as the Star and website.

YOUNG ADULTS GROUP

The Young Adults group at Epiphany continued to grow and foster community in 2022. The 20s, 30s, and 40s group continued to have casual monthly meetups throughout the year, meeting either in the church courtyard or at a local restaurant. In March, a group of a dozen Young Adults went camping near Saguaro Lake for a weekend. There was swimming, paddle boarding, nature walks, and plenty of delicious s'mores! In November, the group had fun taking the Clifton Strengths assessment and sharing their results as a group. And finally, in December, the group celebrated the holidays with a festive Christmas party hosted by the McMurrys. It was a great year and the group has about 14 active participants. We're looking forward to continuing to grow and create fellowship in 2023!

Michelle Davis

MEN OF EPIPHANY

A group of men met early in 2022 to gauge the interest in restarting the Men of Epiphany group after the long hiatus caused by the pandemic. We gather twice a month to meet and learn about topics related to biblical readings. We also gather for social events quarterly outside of normal meetings to have a good time together. Men of Epiphany (MOE) is for men of all ages to come together in community.

Ty McMurry

VACCINE CLINICS

In 2022, Epiphany sponsored six vaccination clinics in partnership with the Maricopa County Health Department. Three clinics were held in the winter and three in the fall. We served about 200 adults and children while providing vaccinations for COVID, flu and pneumonia. Clinics were held on Saturdays from 9am to 1pm with the help of many volunteers under the leadership of Carolyn Smith. In addition to providing a crucial service, these clinics serve to increase our visibility as a caring member of the wider community.

BOOK CLUB

The Chapter One Book Club still meets monthly on Zoom. They choose a variety of subjects and titles to read and then discuss. It is a lively and fun group of readers to hang out with. If you are interested, contact Gillian for the Zoom link and current book title.

Gillian@kirkyhomes.com

SERVE COUNCIL 2022

The Serve Council has been mostly self-supporting for the last several years. For that to occur, we depend on the generosity of our parishioners as we hold our many fundraisers. Due to COVID-19, we have not had our major fundraiser for the last 3 years, the Annual Spaghetti Dinner and Auction which negatively affects the ability of Epiphany Serve to provide financial assistance to local, national, or global organizations. Many donations helped ensure we were able to continue programs such as Matthew's Crossing, support to Thew Elementary, I-Help and Adopt-a-Family.

Financial Support provided: \$1,173.72 to Matthews Crossing; \$1,000 to Habitat for Humanity.

Matthew's Crossing Food Bank

- Parishioners donated food and personal care items each week which were delivered to the food bank by one of the Serve Council members.
- Parishioners also donated 465 boxes/bags of cereal for the Lenten Cereal Drive.

Paz de Cristo: Parishioners donated 300 pairs of socks for distribution by Paz

Guadalupe Community Center and Native American Program: Parishioners from Epiphany and Unity of Tempe donated 50 flats, approximately 1,200 bottles of water to these two groups during the hottest part of the summer—a project aptly named Water in the Desert.

Thew Elementary School

- Provided breakfast for 40 teachers and snacks for all 80 teachers and staff at the beginning of the 2022-2023 school year.
- Nineteen parishioners wrote notes/cards each month of 2022 for all 80 teachers and staff. Treats were delivered along with the cards.
- In December a supply drive was again held for school supplies requested by teachers and staff. These supplies were delivered to the school in January at the start of the second semester.
- Distributed \$25 gift cards to all 80 teachers and staff as end-of-the year gifts.
- Epiphany Vestry and Serve ran a corn hole game booth with prize bags at the Escalante Thew Fall Fest that drew over 800 people

Adopt-a-Family

Through the generosity of many parishioners, Epiphany assisted about a dozen families whose children attend Thew Elementary by providing:

- \$50 gift cards to every child in pre-K through 5th grade;
- \$25 gift cards to every child in 6th through 12th grade;
- plus extra in gift cards to each family

Habitat for Humanity: Epiphany participated in over nine builds to renovate and/or construct homes in the Valley.

Valley Interfaith Project: The Epiphany VIP core team held several house meetings around housing and other issues of concern to participants. Many parishioners participated in VIP civic academies to learn more about current topics affecting our communities.

New Leaf: Donated Easter baskets to homeless children served by New Leaf.

Barbara Acker, Val Bauer - Cochairs