



Church OF THE
Epiphany

Annual Parish Meeting Report

January 31, 2021

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AGENDA

Opening Prayer

Comments by Rector

Appointment of Senior Warden

Election of Junior Warden and

Election of New Vestry Members/Delegates

2021 Mission Plan Approval

Awards/Recognitions

Other Business from the Floor

Closing Comments and Prayer

Staff

The Rev. C. Hunter Ruffin – Rector
Pastor Carmen Valenzuela – Community Life & Administration
The Rev. Lynn Adwell – Deacon
The Rev. Martha Seaman - Deacon
The Rev. Canon Stephen Schaitberger – Seasonal Assisting Priest
The Rev Laura Adelia – Assisting Priest
Dana Bender – Choir Director
Dr. Miriam Hickman – Organist
Christian Rodriguez – Assistant for Communications

Vestry of 2020

Peter Crane – Senior Warden
Steve Veitch – Junior Warden

Terms Expire 2021

Susan Burger

B J Reed

Nancy Keith

Terms Expire 2022

Natalie Chapin

Dave Bauer (appointed to fill Bradley term)

Mary O’Grady

Terms Expire 2023

Tamara Noel

Ann Tebo

Dylan Westbrook

Karen Ford – Clerk of the Vestry 2020

Ann Neal – Treasurer

McKee Lundberg - Recording Treasurer

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

Annual Parish Meeting Minutes January 26, 2020

Opening Prayer

Fr. Hunter Ruffin opened the meeting with prayer at 12:15 p.m. and declared a quorum.

Approval of 2019 Minutes

Ann Griffin moved, seconded by B.J. Reed, that the Minutes of the 2019 Annual Parish Meeting be approved. It was pointed out by several people that "AG" in the Minutes should have read "Ann Neal." The amendment was made, and the motion passed.

Comments by Father Hunter

Fr. Hunter thanked Sam and Luchi Winter and Greg and Samantha McAlpin for providing lunch before the Meeting. He then reminded the Meeting that all baptized members 16 years and older have voice and vote in all councils of the Parish, including the Annual Meeting. He welcomed the youth who were attending. He also reminded everyone that the Serve Council Silent Auction would close five minutes after the Meeting was adjourned.

Father Hunter then shared some of the accomplishments and changes of the past year, as well as hopes for the future.

Elections

Father Hunter went over the qualifications for voting. Susan Laidlaw explained how the Nominating process worked – the three Vestry members whose terms were ending form the Nominating Committee.

Steve Veitch was announced as the candidate for Junior Warden for one more year. There being no nominations from the floor, Jessie Williams moved, seconded by Patrick Leach, that Steve be elected by acclamation. He was unanimously elected.

Susan introduced the slate for Vestry, three candidates for three positions, each nominated for a three-year term: Tamara Noel, Ann Tebo, and Dylan Westbrook. There being no nominations from the floor, B.J. Reed moved, seconded by Sue Brown, that all three be elected by acclamation. They were unanimously elected.

Susan then introduced the slate for Delegates to Diocesan Convention, to be held in Tucson in October: Val Bauer, Stanlie James, Jane Konrad, Cassandra Swick, The Rev. Carmen Valenzuela, and Cece Wilhite. The five candidates with the most votes will be Delegates; the sixth person will be an Alternate. Paper ballots were distributed.

Treasurer's 2019 Report

Ann Neal reported that bills are being paid as they come in every week! We are currently "in the black" by \$23,000, with income off by only about \$4,000. The arrears in our past due Mission Share to the Diocese have been decreasing. Fr. Steve Schaitberger asked to be allowed to speak. Though he is canonically resident in the Diocese of Minnesota, he urged us not to think of our diocese as "we vs. them."

Patrick Leach moved, seconded by Diane Spillum, that the Treasurer's Report be approved. The motion carried. Barbara Acker thanked Ann for her great job with our finances; Patrick Leach gave kudos to the Vestry and Fr. Hunter for bringing us out of our deficit position.

2020 Mission Plan Approval

The Parish Budget is now known as our Mission Plan, better to reflect its purpose. Fr. Hunter described it as a “theological document.” Ann Neal went over the income and expenses as planned for 2020; the total Plan is \$333,445.00. We still have a Bond Debt Balance of \$1,618,585.40, which we are exploring ways of addressing. Ann Griffin, on behalf of the Connect Council, gave thanks for how things were spelled out. All four Councils will be asked to provide the Finance Committee with their plans for 2021. Elaine Pope moved, seconded by Bill Leicht, that the 2020 Mission Plan be approved. The motion carried

Parish Council Reports

Fr. Hunter called attention to the Warden and Council reports printed in the Annual Meeting booklet. The Rev. Martha Seaman asked if we could expect reports in the future to be more in line with the four Councils. The Rev. Lynn Adwell moved, seconded by B.J. Reed, that the reports be accepted as submitted. The motion carried.

Election Results

The results of the Convention Delegate election were announced. Delegates will be Val Bauer, Stanlie James, Cassandra Swick, The Rev. Carmen Valenzuela, and Cece Wilhite; Jane Konrad will be an Alternate.

Awards/Recognition

Fr. Hunter recognized those Vestry members whose terms were up: Karen Ford, Susan Laidlaw, and Carol Leicht, as well as outgoing Clerk, Jude Wickelgren. Karen and Carol were presented with beautiful Waterford crosses in recognition of their three years of service; Susan was presented with an Epiphany mug and tea certificate for filling in for a final year.

Peter Crane was appointed as Senior Warden for one more year.

The Rev. Lynn Adwell, the Rev. Canon Steve Schaitberger, the Rev. Martha Seaman, and the Rev. Carmen Valenzuela were all recognized for all the clerical help they provide and were thanked with a standing ovation.

Other Business from the Floor

Andrea Stewart urged everyone to sign up for our upcoming blood drives, the next of which will be in April. She announced that Bruss Bowman had won the drawing for a restaurant gift card at the last blood drive.

Closing Comments and Prayer

Fr. Hunter asked Fr. Steve to close the meeting with prayer and asked Deacon Martha to give the dismissal.

The meeting adjourned at 1:15 p.m.

Respectfully submitted,
Karen Ford

Minutes Approved by Vestry on March 15, 2020

Senior Warden Report

This past year is one that none of us will soon forget. In response to the pandemic, we learned to live-stream our services on YouTube and Facebook and to conduct meetings on Zoom. Our audio-visual capabilities have been significantly upgraded with support from an anonymous special gift and several members of our parish community have generously shared their technical skills. Our Treasurer secured a Payroll Protection Loan to ensure that our staff was paid through the year and the loan has been forgiven. The French-American School stayed at Epiphany for six months longer than expected but has now moved to larger facilities. Efforts to secure a new tenant are in progress. Thanks to the Epiphany community's dedicated stewardship, our finances have remained solid through this year of remote contact. There was no summer slump in donations and our income for the year was 97% of what was budgeted. Expenses were only 94% of what was anticipated and the parish ended the year with a surplus of just over \$20K. However, expect that 2021 will be financially more difficult. Thanks to the dedicated efforts of the Finance Committee, Epiphany has been approved for a new mortgage which will significantly reduce our monthly expenses.

The Rev. Laura Adelia has joined our community as an Assisting Priest and Christian Rodriguez-Ortiz has joined the Epiphany staff as Assistant for Communications. Finally, great thanks to our outgoing Vestry members B. J. Reed, Susan Burger, and Nancy Keith together with Junior Warden Steve Veitch for their years of service and their efforts at recruiting the next cohort for the Vestry.

Peter Crane
Senior Warden

Junior Warden Report

At the Annual Meeting on January 31, I will complete my third and final one-year term as Junior Warden. It has been an honor to serve with Senior Warden Peter Crane during our Rector search and Father Hunter's first two-plus years at Epiphany, and with all who have served on the Vestry during this time. As liaison to buildings and grounds, the Junior Warden is frequently the bearer of bad news. I thank everyone for putting up with me!

There simply aren't enough words to express the gratitude we all owe to volunteer Property Manager Jerry Adwell. His commitment is a true blessing. He is organized, knowledgeable, thoughtful and dedicated (and great at including puns in his emails). With the Property Management Committee, which Jerry chairs, we have a committed group that provides continuity on property related matters that transcends the terms of Junior Wardens.

Last year pandemic protocols caused us to curtail use of our buildings in many ways, and

they continue to do so. This had a positive effect on some of our expenses, particularly electricity, but our buildings and grounds require maintenance regardless. The major highlight in terms of building maintenance was the replacement of the heat pump on the Nursery in August. That makes two in two years. We have 17 of them – we probably need to plan for at least one every year or two for some time to come.

There are other exposures, too. The Education Building and Parish Hall roofs need work. We are working on options and costs for consideration by the Vestry. The Church building probably isn't far behind. For several years we have forecast the eventual need to begin upgrading or replacing our fire alarm panels. That day has arrived - the panel in the Church building needs attention. We are working on options and costs for that, too. And it's time to repair and reseal the parking lot again. Truly, it doesn't end. The Capital Projects and Major Maintenance Fund was established, via three major gifts, to be the source to which we turn for these big jobs. It needs ongoing support from us all.

The pandemic also posed new challenges. We discovered nimbleness we didn't know we had. The Task Force on Re-Opening worked tirelessly to chart Epiphany's response to diocesan guidelines and led the way to the success we have had continuing and carefully expanding activities while staying safe. The AV Upgrade Taskforce, led by our tech-savvy clergy and parishioners, has us doing things we didn't know how to spell a year ago. Through those advancements we are reaching people near and far who we were not reaching before. Live-streaming is here to stay!

Finally, as of the end of 2020 The French American School has moved on to larger quarters. This creates for us a budget challenge, obviously, but also an opportunity to reimagine use of our facilities for mission and ministry.

Steve Veitch
Junior Warden

PARISH COUNCIL REPORTS

INVITE COUNCIL 2020

Co-conveners: Tamara Noel, Barbara Behrens

The INVITE Council includes Worship, Greeters/Ushers, Music, Stewardship, Social media/marketing, Special events and Newcomer welcome.

The INVITE Council began meeting regularly once a month in May and by July were meeting twice a month. One key accomplishment from our time together was to create a vision: "*Growing a community of individuals who, by living their baptismal covenant, create and foster the growth of new disciples.*"

Recently, the council has transitioned through several cycles of the 90-day micro strategy to create the tool, "Belong. Engage. Believe: Ways of Love and Ministry at Epiphany." This tool lists all the ministries that are currently active in the life of Epiphany and will allow for parishioners and newcomers alike to choose how they will engage at Epiphany and to what extent.

Although challenges were encountered, the ministries in the Invite Council that needed to transition to virtual were able to do so when necessary. As a council, we found that we have been able to use this time during the pandemic to meet consistently, which consequently, has allowed us to organize our council and gain a better focus.

GREETER/USHER update: Who knew that 2020 was going to be such a challenging year? But we have persevered and hope to move forward with promise of a great 2021!! Our faithful Greeters and Ushers have rose to the occasion and we've adapted to what needed to be done. Our Greeter Table remains, now outside, equipped with service bulletins, sanitizer station, masks and of course our check-in process via tablet. Please know if anyone is interested in becoming a Greeter and/or Usher our process is quite simple for in person worship outside in the courtyard and also becoming a greeter on-line, while we are still streaming on many devices. Please feel free to contact myself or the office if you are interested in becoming a Greeter/Usher now or in the future. Barbara Behrens: bbehrens7@gmail.com or 480-240-0777

Altar Guild: The altar guild had an interesting year adjusting every time we made any changes in worship due to the pandemic. In March we switched to live streaming Morning Prayer on Sundays with no Eucharist, so we had a couple of months of limited duties. When limited attendance worship began in the church and eventually moved outside, we quickly adjusted to new procedures that assured the safety and cleanliness of the Eucharist elements. Some other adaptations were the use of portable altar and credence tables and the use of a wagon to hold the items for the 8am and 5:30pm services. Our faithful Altar Guild crew has been nimble and accommodating with every change in order that parishioners have a good worship experience wherever we are - inside, outside, or online.

CONNECT COUNCIL 2020

Co-conveners: Ann Griffin, John Burger

Connect Council's role is to help parishioners keep in touch and engage with one another through fellowship, member tracking and small groups. Connect's major activities include (1) Community of Hope/COH, lay Pastoral Care ministers; (2) Care Connect, phoning each parishioner every 8 weeks or so; (3) Book Club, online discussion of member-selected books; (4) Community Clusters, online meetings of small groups; (5) Church Events such as concerts and talent show; and (6) Breeze Online directory rollout for all parishioners. Unsurprisingly, COVID has thrown a large monkey wrench into our plans.

CareConnect: In an effort to stay in touch with parishioners during the social distancing requirements of the pandemic, we reinstated the CareConnect calling ministry. We began with our Community of Hope Ministers making the calls for the first few weeks while we recruited and trained others. About 20 people volunteered to make regular calls to their list of 10 parishioners each, beginning in April and tapering off by July. We were able to stay in touch with over 200 parishioners over those months. In 2021 the Care Connect Ministry will go back to its' original purpose, to reach out to each of our parishioners at least once every 8 to 12 weeks.

Community of Hope: Epiphany has five people that attended the 3 month training for the Community of Hope ministry. They were commissioned in a worship service in February of 2020 and were crucial in getting the COVID calling ministry off the ground. In 2021, the plans are to shift Community of Hope back to its original purpose. That is, lay pastoral support for our fellow parishioners. These Community of Hope ministers are now a vital part of the pastoral care team of Epiphany.

The Book Club has been very successful, organized by Gillian Kirkpatrick. They have about 15 regular members and are open to more. They read books in all genres. Thank you, Gillian.

Community Clusters via Zoom had some success for one or two groups but mostly failed because meeting in person was the whole point for most people. Church events that draw us together were all cancelled.

The biggest need right now, is for each person or household to create their own account in the Breeze database. Everyone is in there, but one cannot access their own info, or, for example, the phone number of another parishioner, unless they *create their own account*. *This is the most urgent task of Connect at this time.*

Another need is a new coordinator(s) for Connect Council. John Burger would prefer to step back from Connect until such time as we can offer in-person parish events once more.

SERVE COUNCIL 2020

Co-conveners: Andrea Stewart, Sharli Schaitberger

The Serve Council ministries include: (1) Feeding the Hungry; (2) Health and Education; (3) Habitat for Humanity Central Arizona; (4) Child Crisis Center; (5) Christmas Adopt-a-Family; and (6) Animal Welfare. These are ministries that Epiphany has coordinated for many years.

1.a. Provide financial support to Paz de Cristo and Matthew's Crossing Food Bank.

1.b. Provide food for the Meals-to-Grow program through Matthew's Crossing.

1.c. Facilitate food collection at Epiphany and delivery to Matthew's Crossing.

With the need for social distancing, collection of food was changed to the first and third Saturdays of the month from 7:00 a.m. to 12:00 noon.

2.a. Provide support to teachers and staff of Flora Thew Elementary School, which is in an underprivileged neighborhood in Tempe.

2.b. Stock books for children and youth in a Little Free Library on our church campus.

2.c. Provided materials and funding for making face masks which were delivered to local small grocers, Habitat for Humanity Central Arizona, and Thew Elementary.

3.a. Provide hands-on assistance on build sites.

3.b. Provide financial support.

3.c. Occasionally provide lunch or morning snacks for work volunteers.

3.d. Provided face masks for use by work volunteers.

4. Provide clothing, shoes and socks, pajamas, and Easter Baskets created by members of East Valley Wildlife to children at the crisis center. In 2020 the center was hesitant to receive items from unknown sources, so no clothing was provided, and the baskets were delivered to a local church mostly attended by refugees.

5.a. Provide a fun gift item and new clothes for all children in the family of a student attending Thew Elementary. This year we provided gift cards to the parents to do the shopping. This change protected the family members, as well as our parishioners who would have been out shopping and delivering packages to the families.

5.b. Provide a \$100.00 grocery gift card for the family.

6.a. In connection with the Feast of St. Francis of Assisi, Epiphany collects pet food, blankets, and toys for the animals at the Arizona Animal Welfare League, a no-kill shelter.

6.b. On the Saturday closest to the Feast of St. Francis, pets may be brought to the garden at the church to be blessed by the rector.

GROW COUNCIL 2020

Interim Convener: Mary O'Grady

The Grow Council focuses on providing opportunities for people of all ages to grow in their faith. Its work focuses on the church's formation programs and related activities for all ages. This year was one of significant change both because of COVID and because our director of children's and youth programs left in the Spring to accept a position with the Diocese. Despite those challenges the work has continued.

Children's program

Except during the summer months, there is a class for children through fifth grade. In the Spring, these classes were discontinued because of the pandemic, but they started again on Zoom in September. The class currently uses the Episcopal Children's Curriculum developed by the Virginia Theological Seminary. Participation this year includes two awesome students who consistently attend. Before the pandemic, the class included five students. Nancy Keith and Mary O'Grady are this year's teachers.

Youth Program

When the pandemic hit last year, it was unclear how youth programs would move forward. Thanks to the innovative thinking of Deanna Fair and a partnership with friends and parishes in the diocese, Epiphany Youth were connected to the broader community of youth in our diocese.

In Fall 2020, Epiphany Youth continued to meet online via Zoom and were able to move to in-person gatherings for a little bit of the fall before being forced back to a Zoom format. The youth program has been successful because of the youth who continue to show up and participate in creating a community for themselves while also hosting conversations about discipleship and faith in their lives.

Adult Formation

Adult Formation, like all of our formation programs had to shift its format early in the year. Moving to an online-only format, our parish has hosted adult formation classes on Scripture, Episcopal 101, Women in Early Christianity, the lives of saints, and how we can be a parish that intentionally welcomes becoming a beloved community.

Moving forward Adult Formation will continue to offer classes in an online format. Stay tuned for how you can participate in the upcoming formation classes on Sunday and throughout the week!

COURAGEOUS GROUND TASK FORCE

Co-conveners: Patricia Young, Heidi Thomas

The Courageous Ground Task Force formed over the summer in response to the long-overdue recognition that we are called by Christ to address the issues of systemic oppression, racism and other biases in ourselves and society. The mission of the Courageous Ground Task Force is to:

Be courageous ground where all are celebrated as beloved Children of God.

The Task Force's stated values are:

- *All people are created in God's image.*
- *Respect the dignity of every human being.*

We have set the goals to work within our Church of the Epiphany family and within our community to:

- *Engage openly in courageous dialogue, listening and critique.*
- *Challenge biases.*
- *Commit to ongoing analysis of systemic oppression.*
- *Learn from the marginalized.*
- *Reclaim Christianity by growing into the full stature of Christ.*

We are very excited about the various opportunities for formation (for adults and children) and liturgy we have been planning. We started with an Advent formation opportunity called "Preparing to Become the Beloved Community". We had 24 registrants for that series of mutually enriching discussions over four Wednesday evenings in December. More opportunities are planned for 2021 including a multicultural calendar of saint days. Additionally we plan to provide other resources and information of interest to this mission. Watch the Weekly STAR for book titles and links to articles, videos, etc.

We look forward to taking this journey with you. Let us love each other as Christ loves us.

TREASURER'S REPORT

For Year Ending December 31, 2020

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THE CHURCH OF THE EPIPHANY-TEMPE

Balance Sheet

As of December 31, 2020

	<u>Dec 31, 20</u>
ASSETS	
Current Assets	
Checking/Savings	
100000 · NBA General Fund 2455	358,750.07
100001 · NBA - SBA PPP acct 4651	51.30
100100 · ECW -Epiphany Church Women 4750	6,492.91
100200 · MOE - Men of Epiphany 4776	3,974.27
100301 · NBA - Serve Council 4768	9,815.59
100507 · NBA - Discretionary Fund 4404	<u>9,061.68</u>
Total Checking/Savings	388,145.82
Other Current Assets	
100300 · Charles Schwab Investments	9,740.14
100355 · Trust Mgmt - Bonds	70,000.00
100400 · Cambridge Investments	<u>126,515.56</u>
Total Other Current Assets	<u>206,255.70</u>
Total Current Assets	<u>594,401.52</u>
TOTAL ASSETS	<u><u>594,401.52</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
20000 · Accounts Payable	<u>1,967.57</u>
Total Accounts Payable	1,967.57
Other Current Liabilities	
200400 · NBA SBA PPP Loan 79864	36,900.00
200500 · Special 40% Due to Diocese	40,000.00
2110 · Direct Deposit Liabilities	-4,653.96
24000 · Payroll Liabilities	<u>3,051.35</u>
Total Other Current Liabilities	<u>75,297.39</u>
Total Current Liabilities	<u>77,264.96</u>
Total Liabilities	77,264.96
Equity	

1:18 PM
01/10/21
Cash Basis

THE CHURCH OF THE EPIPHANY-TEMPE

Balance Sheet

As of December 31, 2020

	<u>Dec 31, 20</u>
299999 · Gen OPER Fund Unrestricted	99,324.60
320000 · Gen OPER Fund Unrestricted...	88,535.50
800200 · Memorial Fund	17,437.25
800250 · Youth Minister Grant Fund	5,571.29
800252 · Youth Mission Trip Fund	804.18
800300 · Rector's Discretionary Fund	9,018.13
800400 · Serve Council Ministries	8,460.86
800600 · ECW	6,492.91
800700 · MOE	3,974.27
800900 · Designated Misc Accounts	13,165.23
810000 · Changes in Investments	25,369.53
810001 · TF SG - Parish Marketing	3,794.41
810002 · TF SG -New Ministry Celebration	500.00
820400 · Cap Projects & Major Maint Fund	56,736.16
820500 · Foundations Fund	18,636.50
820600 · Columbarium	40,519.29
900100 · Burkhardt Permanent Endowment	77,911.72
900110 · Rev Dr Richard M Spielmann Mem	10,000.00
900150 · Charlene F Spillum Fund	1,475.00
900200 · The Be Davis Memorial Fund	3,110.00
900210 · Father Ron Poston Legacy	5,900.00
Net Income	<u>20,399.73</u>
Total Equity	<u>517,136.56</u>
TOTAL LIABILITIES & EQUITY	<u><u>594,401.52</u></u>

**Restricted Fund Activity
December 31, 2020**

Memorial Fund

Beginning Balance		17,437.25
Income	-	
Expense	-	
	Balance	17,437.25

Youth Minister Grant

Beginning Balance		5,571.29
Income	-	
Expense	-	
	Balance	5,571.29

Youth Mission Trip

Beginning Balance		804.18
Income	-	
Expense	-	
	Balance	804.18

Rector's Discretionary Fund

Beginning Balance		9,132.38
Income	-	
Expense	394.55	
	Balance	8,737.83

Outreach Projects

Beginning Balance		10,477.31
Income	1,160.00	
Expense	3,176.45	
	Balance	8,460.86

ECW

Beginning Balance		6,492.91
Income	-	
Expense	-	
	Balance	6,492.91

MOE

Beginning Balance		3,974.27
Income	-	
Expense	-	
	Balance	3,974.27

Designated Misc Accounts

Beginning Balance		13,165.23
Income	-	
Expense	-	
	Balance	13,165.23

Changes in Investments

Beginning Balance		22,393.36
Income	2,976.17	
Expense	-	
	Balance	25,369.53

Temporary Fund Special Gift Parish Marketing

Beginning Balance		3,794.41
Income	-	
Expense	-	
	Balance	3,794.41

Temporary Fund Special Gift New Ministry Celebration

Beginning Balance		500.00
Income	-	
Expense	-	
	Balance	500.00

Capital Projects & Major Maintenance Fund

Beginning Balance		56,736.16
Income	-	
Expense	-	
	Balance	56,736.16

Foundations Fund

Beginning Balance		20,236.50
Income	-	
Expense	1,600.00	
	Balance	18,636.50

Columbarium

Beginning Balance		40,519.29
Income	-	
Expense	-	
	Balance	40,519.29

Burkhardt Permanent Endowment

Beginning Balance		77,911.72
Income	-	
Expense	-	
	Balance	77,911.72

Rev Dr Richard M Spielmann Mem

Beginning Balance		10,000.00
Income	-	
Expense	-	
	Balance	10,000.00

Charlene F Spillum Fund

Beginning Balance		1,475.00
Income	-	
Expense	-	
	Balance	1,475.00

Be Davis Memorial Fund

Beginning Balance		3,110.00
Income	-	
Expense	-	
	Balance	3,110.00

Father Ron Poston Legacy

Beginning Balance		5,900.00
Income	-	
Expense	-	
	Balance	5,900.00

THE CHURCH OF THE EPIPHANY-TEMPE
Income and Expenditure Actual VS Budget Full Year
January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
400010 · Pledge, Plate, & Contributions			
400100 · Pledge Payments	441,857.11	448,540.00	-6,682.89
400101 · Prepaid Pledge	1,000.00		
400111 · Regular Givers	18,800.00		
400200 · Plate Offerings	1,914.93	8,000.00	-6,085.07
400300 · Special Gifts - Undesignated	7,610.00	19,000.00	-11,390.00
400350 · Special Gifts - Designated	1,212.99	4,000.00	-2,787.01
400351 · Desig Gifts-Assist Operations	142.99		
400400 · Holiday Offerings	1,185.00	4,000.00	-2,815.00
400610 · Flowers	1,765.00		
Total 400010 · Pledge, Plate, & Contributions	475,488.02	483,540.00	-8,051.98
400020 · Other operating income			
400500 · Interest	4,350.00	2,500.00	1,850.00
400550 · Mission Support from Diocese	18,712.65	20,400.00	-1,687.35
400555 · Mission Share Rebate	7,128.14	8,000.00	-871.86
400600 · Special Events Income			
400604 · Holiday Boutique			
400605 · Holiday Boutique Income	0.00	5,800.00	-5,800.00
Total 400604 · Holiday Boutique	0.00	5,800.00	-5,800.00
Total 400600 · Special Events Income	0.00	5,800.00	-5,800.00
400601 · Vestry Lunch	15.00		
400620 · Fellowship Activities			
400621 · Yoga	80.00		
400622 · Coffee Hour	287.00		
400620 · Fellowship Activities - Other	0.00	3,000.00	-3,000.00
Total 400620 · Fellowship Activities	367.00	3,000.00	-2,633.00
400730 · Scrip Income 1	1.01		
400020 · Other operating income - Other	100.00		
Total 400020 · Other operating income	30,673.80	39,700.00	-9,026.20
400680 · Facility Use / Rental Income			
400510 · FAS Rent	96,085.68	96,323.00	-237.32
400700 · Facility Use	4,720.00	5,000.00	-280.00
Total 400680 · Facility Use / Rental Income	100,805.68	101,323.00	-517.32
400800 · received from Restricted Funds	0.00	1,250.00	-1,250.00

1:14 PM
01/10/21
Cash Basis

THE CHURCH OF THE EPIPHANY-TEMPE
Income and Expenditure Actual VS Budget Full Year
January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget
Total Income	606,967.50	625,813.00	-18,845.50
Expense			
500000 · PARISH OPERATIONS - Personnel			
500100 · Rector's Salary	62,670.31	60,268.12	2,402.19
500102 · Rector's Housing	24,936.56	24,936.56	0.00
500155 · Pastor's Salary	26,925.64	27,476.80	-551.16
500156 · Pastor's Housing	10,000.00	9,735.18	264.82
500170 · Supply Clergy	400.00	2,000.00	-1,600.00
500175 · Pension Contributions	15,530.48	37,818.44	-22,287.96
500180 · Medical & Life Ins.	9,707.00		
500200 · Christian Education Staff	15,945.21	28,197.00	-12,251.79
500300 · Music Staff	22,554.96	22,064.07	490.89
500400 · Office Staff	1,538.50		
500700 · EMR FICA Tax Match	3,119.44	4,346.20	-1,226.76
500750 · Worker's Comp Insurance	579.00	500.00	79.00
521000 · Clergy Continuing Education	2,386.54	2,620.00	-233.46
522300 · Clergy Professional expense	284.72	3,250.00	-2,965.28
Total 500000 · PARISH OPERATIONS - Perso...	196,578.36	223,212.37	-26,634.01
510000 · PARISH OPERATIONS - General			
510100 · Printing	326.61	1,850.00	-1,523.39
510150 · Equipment Leasing	3,849.17	5,000.00	-1,150.83
510200 · Office Supplies	899.33	1,575.00	-675.67
510300 · Postage	205.65	700.00	-494.35
510500 · Telephone & Internet	10,090.56	6,000.00	4,090.56
510600 · Financial Mgmt Exp	622.97	165.00	457.97
510620 · Legal Expenses	10.00	375.00	-365.00
510700 · Techno - Hardware and Software	1,797.42	2,000.00	-202.58
510900 · Utilities			
510901 · Water, Sewer, Trash	16,830.43	15,900.00	930.43
510902 · Gas	957.98	1,080.00	-122.02
510903 · Electric	25,608.60	31,200.00	-5,591.40
Total 510900 · Utilities	43,397.01	48,180.00	-4,782.99
522000 · Conf/Tng/LayLeadership	515.21		
522500 · Convention expenses	540.00	3,000.00	-2,460.00
525000 · Bank Service Charges	7,474.55	3,200.00	4,274.55
550300 · Building Debt Service	162,948.00	163,000.00	-52.00
Total 510000 · PARISH OPERATIONS - General	232,676.48	235,045.00	-2,368.52
520000 · Parish Programs			
520600 · Holiday Boutique Expense	81.18		
520610 · Flower Expense	2,657.60		

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 Cash Basis

THE CHURCH OF THE EPIPHANY-TEMPE
 Income and Expenditure Actual VS Budget Full Year
 January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget
Total 520000 · Parish Programs	2,738.78	0.00	2,738.78
530000 · Total Mission Share			
530100 · Mission Share	97,300.36	86,000.00	11,300.36
Total 530000 · Total Mission Share	97,300.36	86,000.00	11,300.36
550000 · Property and Maintenance			
550200 · Property Insurance	12,826.75	12,900.00	-73.25
Total 550000 · Property and Maintenance	12,826.75	12,900.00	-73.25
550520 · INVITE COUNCIL			
510001 · Community Ministry & Marketing			
510249 · Community Ministry/Servant Evan	0.00	400.00	-400.00
510001 · Community Ministry & Marketing - ...	345.57		
Total 510001 · Community Ministry & Marketi...	345.57	400.00	-54.43
510220 · Communication Cards	95.00	250.00	-155.00
510221 · Welcome Dinner	0.00	250.00	-250.00
510222 · Newcomer Supplies	0.00	100.00	-100.00
510250 · Social Media / Marketing	811.45	2,250.00	-1,438.55
520100 · Altar / Worship Supplies	5,892.59	6,600.00	-707.41
520500 · Music Expense	650.00	600.00	50.00
520701 · Stewardship	377.93	1,500.00	-1,122.07
520721 · Special Events Expenses	0.00	1,500.00	-1,500.00
550100 · Building and Grounds Ministry			
500500 · Sexton	4,387.68		
550101 · Maintenance - Building	11,876.61		
550102 · Maintenance - Grounds	13,081.94		
550100 · Building and Grounds Ministry - O...	0.00	39,810.00	-39,810.00
Total 550100 · Building and Grounds Ministry	29,346.23	39,810.00	-10,463.77
Total 550520 · INVITE COUNCIL	37,518.77	53,260.00	-15,741.23
550530 · CONNECT COUNCIL			
520620 · Fellowship Activities Exp			
520621 · Fellowship Food / Edibles	642.38	2,700.00	-2,057.62
520622 · Fellowship Paper Products	0.00	400.00	-400.00
520623 · Fellowship Yoga Class	160.00		
520624 · Fellowship Family Activities	0.00	500.00	-500.00
520625 · Fellowship Neighborhood Gatheri	0.00	400.00	-400.00
Total 520620 · Fellowship Activities Exp	802.38	4,000.00	-3,197.62
522700 · Member Tracking			

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Cash Basis

THE CHURCH OF THE EPIPHANY-TEMPE
Income and Expenditure Actual VS Budget Full Year
January through December 2020

	Jan - Dec 20	Budget	\$ Over Budget
522701 · Church Management System	600.00	600.00	0.00
Total 522700 · Member Tracking	600.00	600.00	0.00
530800 · Small Group Ministry			
530803 · 20s,30s, 40s Group	0.00	250.00	-250.00
Total 530800 · Small Group Ministry	0.00	250.00	-250.00
Total 550530 · CONNECT COUNCIL	1,402.38	4,850.00	-3,447.62
550540 · DISCIPLE COUNCIL			
551100 · Adult Formation			
551111 · Sunday Adult Formation	0.00	100.00	-100.00
551112 · Seasonal Formation	7.65	150.00	-142.35
551113 · Lay Leadership Retreat	327.05	700.00	-372.95
Total 551100 · Adult Formation	334.70	950.00	-615.30
551101 · Youth Formation			
551141 · Youth Supplies	459.23	1,500.00	-1,040.77
Total 551101 · Youth Formation	459.23	1,500.00	-1,040.77
551102 · Children's Formation			
551161 · Children's Supplies	571.96	1,500.00	-928.04
Total 551102 · Children's Formation	571.96	1,500.00	-928.04
551103 · Nursery			
551181 · Nursery Supplies	0.00	200.00	-200.00
551182 · Nursery Staff	2,600.00	2,250.00	350.00
Total 551103 · Nursery	2,600.00	2,450.00	150.00
Total 550540 · DISCIPLE COUNCIL	3,965.89	6,400.00	-2,434.11
550550 · SERVE COUNCIL			
556650 · Servant Evangelism			
556651 · VIP Membership	1,500.00	1,500.00	0.00
556652 · Thew Elementary Partnership	0.00	500.00	-500.00
Total 556650 · Servant Evangelism	1,500.00	2,000.00	-500.00
Total 550550 · SERVE COUNCIL	1,500.00	2,000.00	-500.00
550560 · STRATEGIC INITIATIVES			
552200 · Parish Visioning			
552202 · Parish Council	60.00	400.00	-340.00

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Cash Basis

THE CHURCH OF THE EPIPHANY-TEMPE
Income and Expenditure Actual VS Budget Full Year
January through December 2020

	<u>Jan - Dec 20</u>	<u>Budget</u>	<u>\$ Over Budget</u>
Total 552200 · Parish Visioning	<u>60.00</u>	<u>400.00</u>	<u>-340.00</u>
Total 550560 · STRATEGIC INITIATIVES	<u>60.00</u>	<u>400.00</u>	<u>-340.00</u>
Total Expense	<u>586,567.77</u>	<u>624,067.37</u>	<u>-37,499.60</u>
Net Ordinary Income	<u>20,399.73</u>	<u>1,745.63</u>	<u>18,654.10</u>
Net Income	<u><u>20,399.73</u></u>	<u><u>1,745.63</u></u>	<u><u>18,654.10</u></u>

**MISSION SHARE
DECEMBER**

2020

Outstanding Mission Share Payments \$ 91,760

BREAKDOWN of OUTSTANDING BALANCE

Year	Total Liability	Total Pmts Made For Year	Outstanding For Year
2010	70,000	30,211	39,789
2011	78,771	26,800	51,971

NEW METHOD of ASSESSING MISSION SHARE

Paid in arrears, based on Previous month's Income

2012	57,346	57,346	-	Paid in Full
2013	80,266	80,266	-	Paid in Full
2014	85,565	85,565	-	Paid in Full
2015	84,627	84,627	-	Paid in Full
2016	81,310	81,310	-	Paid in Full
2017	92,941	92,941	-	Paid in Full
2018	97,802	97,802	-	Paid in Full
2019	87,197	87,197	-	Paid in Full
2020	97,300	97,300	-	Paid in Full

Current as of December 31, 2020

Episcopal Diocese of Arizona Clergy Compensation Report

Church Name: Church of the Epiphany City: Tempe

For Year:

Rector Name:	The Rev. C. Hunter Ruffin			% of Fullt	100
	Total Assessable Compensation	\$85,762.56			
	Pension Assessment(18%)	\$15437.26			
	HealthCare Insurance	\$8800.00			
	Continuing Education	\$2,386.54			
	Professional & Travel Amount	\$284.72			
	Total Overall Compensation	\$112,671.08			

Clergy #2 Name:				% of Fulltime:	
	Total Assessable Compensation	\$			
	Pension Assessment(18%)	\$			
	HealthCare Insurance	\$			
	Continuing Education	\$			
	Professional & Travel Amount	\$			
	Total Overall Compensation	\$			

NOTE: If more than three clergy, please complete additional sheets as needed.

NOTE: Please return completed form(s) to Bill Potts, Director of Finance, at bill@azdiocese.org.