



The Episcopal Church of the Epiphany

Servants for God, our parish, and the community

47th Annual Parish Meeting January 20, 2019 AGENDA

- I. Call to Order
- II. 2018 Annual Parish Meeting Minutes
- III. Recognize Out Going Vestry and Introduce New Vestry
- IV. Reports
 - A. Treasurer - Chris Abernathy
 - B. Senior Warden - Susan Aten
 - C. Rector - The Reverend Betsy Randall
- V. Adjournment

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2018 ANNUAL PARISH MEETING MINUTES

January 21, 2018

A wonderful breakfast buffet was provided by the Honduras Mission team.

Fr. Bill opened the Annual Meeting with prayer.

The minutes from the 2017 meeting were approved. He thanked outgoing Vestry members and welcomed incoming vestry members.

Treasure's Report – Chris Abernathy:

Chris reported that in 2017 Epiphany embarked on a new chapter. We completed the final payments to the contractor for Servants Hall. Our new building allowed us to be more visible to the community, and earned us the Community Revitalization Award from the City of Richardson.

Chris noted that although we were able to completely cover our expenses in 2017, we still owed \$40,000 to the Special Activity Funds. Given that, the Vestry committed themselves to find a way to repay the monies borrowed from the Special Activity Funds.

Debt Service – Our loan agreement calls for the principal balance to reduce to \$1,800,000 by October 28, 2018. At that time our loan payment on the new building will convert to a principal and interest payment increasing to about \$11,630 per month.

In 2017, we received an insurance settlement for hail damage to the roof sustained by the Parish Life Center (PLC) in 2016. Our deductible was \$2500. After the repairs, we experienced significant leakage into the building from a heavy rainstorm, resulting in extensive damage to the interior of the building. The roofer took responsibility and as a result, most of the interior of the PLC was cosmetically redone.

Chris reported that through generous contributions of funds and labor, Founders Hall will be updated by lowering the ceiling, installing new light fixtures, painting, and replacing some of the carpet.

Chris submitted the financial statement showing the 2017 Actuals compared to the 2017 Budget and the Approved 2018 budget.

Senior Warden's Report - Susan Aten

Susan reported the following:

It has been a privilege to serve as senior warden this past year. It is such a joy to be a member of Epiphany as we continue to flourish and become more vibrant in living out our mission as "Servants for God, our Parish, and the Community." 2017 was a remarkable year in our parish life!

We just finished the most successful Stewardship campaign ever. With pledges topping \$748,000, we will be able to enhance our program and ministry offerings. Mother Betsy, John Gibson, Penny Lalanne, Brandon Deloache and Bob McLendon did a wonderful job with the Share Your Gifts Campaign. Through testimonies, we were able to learn more about the faithful walk of many fellow parishoners.

We are so blessed to have such invested, spiritual and dynamic clergy at our helm. We also have such a strong and committed staff to support Father Bill, Mother Betsy, and our myriad of parish programs. Lisa, Fely, Corey, Sarah Jo, Audrey, Temple, Becky and her crew, and Albert all do so much to help make things run so seamlessly. Together they are an incredibly responsive, creative and dedicated team.

It is hard to believe we have already been in our building a year. Servant's Hall continues to be a welcoming hub for so many groups, activities, classes, rehearsals, receptions, and worship services. It has been a joyful and energizing addition to our campus and is already helping us to support our mission.

Our landscaping team, headed by Susan Ufer and Sherry Fuerst did an incredible job with our courtyard, helping to make the space beautiful and appealing. Mike Campbell and his crew help keep it that way. The plantings and benches make this area a such a welcoming one as it serves as another gathering space. Thanks to Curtis Bowden for his insight and implementation of our concrete work, which brought us into ADA compliance.

Boy Scout Troop 895 continues to support us in various ways. Bennett Broad, Kyle Manning, and Jake Hoodenpyle helped landscape the courtyard as their Eagle Projects. Luke Sandrige is currently in the midst of his project in the PLC. Led by Lyz Worlein, the troop cleaned, painted, and organized the Scout Room. The Scouts also helped with an Epiphany clean up day and sponsor the Austin Street ministry once a year.

The recent renovation of Founder's Hall, spearheaded by Dennis and Lesley Croysdale, Margaret Miller, Wes Hennard, Mike Morrison, and worked on by many others, has turned a dreary under-lit space into another welcoming area of which we can be proud. Our Veteran's Wall, organized by Jim Vineyard, is a welcome addition to this area. What an honor for Epiphany to be recognized as a Veteran Friendly Congregation.

Ernie Gagnon has done a wonderful job as Junior Warden and Chris Abernathy has spent hours keeping us all fiscally responsible. Amanda Garcia is very efficient and timely as our clerk. We will miss having Dave Gibson, Wes Hennard, Donna Scott and Rodney Williams on the Vestry and appreciate their many hours of service. We welcome Curtis Bowden, Sandy Cook, John Gibson and Sarah Engel as new members.

The Epiphany By-Laws require me to provide an accounting for the income and expenses of the parish as well as any improvements. Our Treasurer, ChrisAbernathy's 2017 report provide these details of income and expenses, including our expenditures for the new building and improvements around the campus. As of December 31, 2017, our outstanding loan balance was 1,987,311.20. We completed improvements to the PLC, all of which were covered by the roofing companies insurance company resulting in no expense to us.

One of my greatest joys as Senior Warden is seeing how many "unsung heroes" step up when they see a need in any project, program or ministry at Epiphany. Countless wonderful things are done behind the scenes by so many. The enthusiasm and energy in our worship and ministries is energizing. I am honored to be a part of our vibrant and faith filled community and honored to serve

as your Senior Warden. 2018 will be an amazing year! Thanks to God and you all for making this happen.

Rector's Report – Reverend William J. Cavanaugh:

Fr. Bill gave his Rectors Address and submitted the following Rectors Report.

- Number of persons baptized in 2017: 10
- Number Confirmed in 2017: 36
- Number Received in 2017: 7
- Number of Communicants in Good Standing: 586
- Total Families: 409
- Total Individuals: 722
- Funerals – 8
- Marriages – 1
- Number of: Sunday & Saturday Services – 158
- Number of Weekday services-- 77
- Home Communion – 218
- Average Sunday Attendance: 303 / Sunday (318 in 2016, 311 in 2015, 282 in 2014 and 275 in 2013)
- Church School: 105 children taught by 30 teachers; 75 adults in Christian Ed. Classes
- Ministry Funds: The Rector received \$5167.52 in contributions to his Ministry Fund, with the Associate receiving \$2304.15. All of these funds were used to support persons and projects to assist those in need.

*Respectfully submitted,
Amanda Garcia
Vestry Clerk emeritus*

TREASURER'S REPORT

In 2018, we continued new steps in our evolution as Fr. Bill retired and Mtr. Betsy Randall accepted our call as our future Rector. We continue to be blessed with new families across the age spectrum. Our Christian Education continues to expand and diversify. Music at Epiphany sets the standard. We have unprecedented resources to support our missions and evangelistic efforts.

This report continues the format presenting financial information in expense groupings rather than departmentally. Since the bulk of our expenses relate to personnel costs and maintaining our physical campus, presenting the financial statements to the Parish into category-based groupings provides a better picture of how we operate and spend your offerings.

2018 Budget

In 2018, we received a total of 186 separate pledges for \$753,077 (as of budget: \$750,701). We also budgeted for \$88,000 of non-pledge income. The 2018 operating budget provided for \$838,625 in expenses - which broke down in the following key components:

Debt service*	\$102,358
Diocesan Assessment	78,750
Salaries and wages	494,362
Facilities and maintenance	80,664
Insurance and overhead	39,390
Departmental needs	43,100

As you can see, the vast majority of our budget and expenses relate to our Clergy, staff and the operation of our campus. This budget contemplated a nominal surplus.

*- Debt service includes \$13,521 of projected principal payments as the Servant's Hall note converted to an amortizing loan in October.

2018 Actuals

We received pledge income for the 2018 year of \$720,272, including \$150 from 2016. We also received \$113,911 of non-pledge income. Actual expenditures were \$788,163 during 2018:

Debt service	\$ 89,377
Diocesan Assessment	78,750
Salaries and wages	448,344
Facilities and maintenance	97,092
Insurance and overhead	39,865
Departmental needs	34,736

Most of our budgeting for 2018 was fairly accurate. We did not anticipate Fr. Bill's retirement in midyear which caused the significant favorable variance (~ \$45k) in salaries and wages. On the other hand, we underestimated repairs and maintenance by \$22.5k as we addressed some deferred maintenance and found some issues in our older facilities. Note that, due to the diligence of our staff, some issues were addressed by our contractor for Servant's Hall and were resolved without cost to the Parish.

The actual surplus for 2018 was \$46,020. We repaid all amounts “borrowed” from the Special Activity Funds at yearend. The Vestry is committed to minimize the borrowings from the Special Activity Funds.

Looking Forward

In 2019 and future years will be more financially challenging for the Parish as we service the debt on our new building and experience continued growth. We began paying principal and interest on our building loan in November of 2018- previously the loan required only interest payments. The principal portion of our debt service requires \$54,100 for the year (approximately \$4,500/ month) in principal above the interest portion of the payment. We will continue to apply all Onward funds received, pledged and unpledged, to make additional principal reduction payments, beyond that required by our loan.

The Parish is significantly dependent on gifts from member families and/or individuals (Pledging Units). Minor amounts of revenues are received through facility usage agreements, interest income and other nominal sources. Historically, approximately 98% of all resources are derived through gifts/giving - consisting of annual pledges and unpledged gifts via bank check and cash.

The final budget is prepared using the actual amounts pledged by Parishioners via the Stewardship Campaign plus estimated amounts for giving via check which is tracked by Parishioner and estimated open plate offerings.

As a function of pledges made vs. the average Sunday attendance (ASA) (a key benchmark in Church size/participation), the following trends are being tracked.

<u>Year</u>	<u># Pledges</u>	<u>ASA</u>	<u>Comments</u>
2011	159	280	
2012	157	276	
2013	170	275	
2014	166	282	
2015	162	305	Saturday service started in 2015
2016	162	318	Saturday service averages 30-40
2017	195	303	Saturday evening service averages 35
2018	186	303	

2019 Budget

The annual budget is developed by the Finance Committee and reviewed with and approved by the full Vestry.

For the 2019 Budget, pledged revenues have been stated at the aggregate pledged amounts for pledges received through January 14, 2019. **Your generosity for 2019 is, once again, unprecedented!** Plate income has been projected for 2019 by using both historical rates over the prior three-year period and estimated receipts from contributing Parishioners who have not/did not complete a formal pledge during the stewardship campaign.

The 2019 budget includes the following revenue estimates:

Parishioner Pledges	\$ 844,455
Plate offerings - checks	80,000
Plate offerings - cash	10,000
Other receipts	5,000

Budgeted expenses total \$935,925 for 2019. Below are the key components.

Diocesan Assessment - The Episcopal Diocese of Dallas assesses the Parish with a “fee” to support the Diocesan budget. This assessment is approximately 11.75% of the 3-year rolling average total receipts of the Parish. Based on this formula and the rolling average calculation (2015-2017), the Parish has received its 2019 assessment at \$91,438.

Debt Service - At December 31, 2018, the Parish has an outstanding loan balance of \$1,781,119, a reduction of \$190,000 from the prior year end. Our loan payment is now a principal and interest payment amounting to \$11,630 per month. This payment is based on 20-year amortization, with a “balloon” payment of the unpaid principal due October 28, 2025. As noted previously, the Vestry remains committed to use all Onward-designated funds received to make additional principal reduction payments on the note balance.

Salaries, Wages & Labor – For 2019, Mtr. Betsy has engaged Canon David Petrash to support her through the first half of the year while she conducts a search for Curate/Associate, with a targeted start date of June 1st. In addition, Sara Jo Skinner will assume an expanded role as our Director of Christian Ed and Marriage/Family ministries and become full-time. For budgeting purposes, the 2019 budget has calculated staffing expenditures based on nominal 2.8% increases for clergy and staff. Further, the 2019 budget includes the use of the current published rates for health, dental and life insurance premiums, pension contributions, payroll taxes and workers compensation premiums. For 2019, the total overhead for payroll taxes and benefits burden on our gross payroll is approximately 20%, or \$88,000...meaning that each \$1.00 of salary to an employee costs the Parish almost \$1.20 in cash.

The 2019 budget was developed using our 2018 experience, with reference to historical expenditure patterns. The Parish has experienced an historical average expenditure level for repairs of approximately \$21,000 from 2011-2017. Actual repairs in 2018 exceeded that average significantly and we have budgeted \$40,000 for repairs in 2019. We hope to address some deferred maintenance items that will avoid future, more costly repairs and may seek to perform selected upgrades to improve usability and safety. The 2019 budget is set to reflect our growth and expanded outreach and evangelism, while moderating the controllable expenses.

Parish Operations - As expected, Servants Hall has resulted in an increase the overall costs of the Parish operations.

Parish Overhead - Insurance represents approximately 60% of the overhead expense. We have budgeted a 15% increase over 2018 for insurance.

All other overhead costs are estimated to be consistent with historical amounts, with the exception of an increase in bank fees caused by an anticipated increase in the use of PayPal and similar services by

parishioners to remit pledges and other commitments.

Departmental Operations

Not all departments are discussed in detail at this point, here are some key issues that were considered and are brought to your attention.

Clergy - Clergy outreach and interaction is an important component of parishioner contact and communication of overall Parish health. As noted above, we will engage a Clergy Assistant in the front half of the year while Mtr. Betsy searches for a Curate or Assistant. The 2019 budget for direct clergy expenses has remained at \$1,200. This excludes Clergy discretionary funds which are handled through Special Activities Funds.

Music -We have added a line item for Saturday service music, as that service has become part of our regular schedule. We have added additional funds for musicians and music purchases for Feast Day services and specials. We will also allocate some funds to hand bells.

Christian Education - For Christian Education budgeting, both historical levels and a departmental request for 2019 expenditures were taken into account. We have increased the budget for Safe Church (training and background checks to guard the safety of our youth). The budget continues funding levels for the Junior Daughters of the King chapter and Vacation Bible School, as well as a slight increase for EYC. Other Christian Education line items are maintained at approximately historical levels.

Outreach - We have significantly increased our Outreach budget and added "seed money" for new opportunities.

The 2019 Budget was approved by the Vestry at the December 17, 2018 meeting. ***It is balanced*** and we have repaid the funds due to the Special Activity accounts. We ask for not only your prayers; but, your continued commitment to the financial support of the Parish.

Accompanying this narrative is a financial statement showing the 2018 Actuals compared to the 2018 Budget and the Approved 2019 Budget.

Other Matters

Although my term on the Vestry ends today, I will continue as the Church's Treasurer. If you have questions or concerns about our financial matters, please feel free to contact me.

*In His service and yours,
Chris Abernathy, Treasurer*

**Episcopal Church of the Epiphany
Final Year-End 2018 Comparison and 2019 Budget**

	2018 budget	2018 actual	Approved 2019 budget
Income			
Pledges	\$ 750,701	\$ 720,272	\$ 844,455
Non-pledged - plate checks	61,000	98,238	80,000
Non-pledged - plate cash	11,000	10,459	10,000
Other	12,000	5,214	5,000
Total Income	834,701	834,183	939,455
Expenses			
Diocesan Assessment	78,750	79,172	91,438
Debt Service			
Debt Service - Interest	91,061	89,377	85,500
Debt Service - Principal	11,297		54,084
Total Debt Service	102,358	89,377	139,584
Salaries, Wages and Benefits			
Clergy	230,355	184,865	141,089
Christian Education	19,672	19,672	45,223
Youth	20,604	19,544	20,000
Music	71,819	74,283	58,893
Office	64,101	63,792	61,237
Facilities	12,598	12,858	13,218
Nursery	33,023	32,105	29,300
Newcomers	14,231	12,787	13,087
Payroll Taxes	18,791	15,359	19,248
Health Insurance			40,668
Retirement/Pension			25,945
Workers Compensation	1,967	1,410	1,800
Musicians - special services	6,000	6,320	8,000
Music Substitutes	1,200	750	1,200
Saturday Service Musician	0	2,047	7,800
Operations Substitutes	0	2,550	3,000
Total Salaries, Wages, Labor and Benefits	493,969	448,344	489,708

	2018 budget	2018 actual	Approved 2019 budget
Parish Operations and Overhead			
Utilities	31,182	29,890	31,500
Telecommunications	9,058	5,570	8,640
Repairs/maintenance/upgrades	5,000	27,414	40,000
Facilities care	23,944	15,980	16,800
Office supplies	6,000	10,454	10,800
Kitchen supplies	3,000	6,507	6,000
Insurance	23,000	21,095	23,205
Office equipment lease/maint.	7,600	6,449	7,500
Computer	5,500	4,855	5,500
Postage	1,500	1,498	1,800
Bank/PayPal fees	1,050	1,017	1,200
Other	3,220	3,067	5,400
Parish Operations and Overhead	120,054	133,796	158,345
Departmental Operations			
Vestry	250	0	300
Clergy	1,200	2,384	2,700
Music	5,600	4,788	6,600
Christian Education	13,700	9,548	14,350
Newcomers	2,650	1,711	2,700
Stewardship	0	0	1,000
Altar Guild	3,000	5,661	3,000
Flower Guild	2,700	2,687	2,700
(Less contributions)	(4,000)	(5,580)	(2,700)
Outreach	14,000	16,275	26,200
Total Departmental Operations	39,100	37,474	56,850
Total Expenses	834,624	788,163	935,925
Excess (Shortfall) of Income over Expenses	\$ 77	\$ 46,020	\$ 3,530

SENIOR WARDEN'S REPORT

It has been a great honor and privilege to serve Epiphany on the vestry and as your Senior Warden these past two years. When Fr. Bill asked me to be his Senior Warden our new Servant's Hall was complete, landscaping and furnishings were in place, plans were in the works for an "extreme makeover" to Founder's Hall and our incredible staff were continuing to build on and expand programs to better serve our Epiphany community. Under the strong leadership and spiritual guidance of Fr. Bill and Mtr. Betsy, Epiphany was growing and thriving. I anticipated my last year would be smooth sailing and a piece of cake-and then Bill called me in to tell me of his plans to retire. He let me know he had already shared his plans with the Bishop. Yikes! Many prayers and fitful days and nights followed.

One strong program Bill initiated at Epiphany was to meet two to four times per year with the Former Senior Wardens (FSW). During these meetings he would share what his goals were, ask for feedback, suggestions, and use the group as a "sounding board". At the spring meeting he announced his plans to retire and asked for confidentiality. The FSW and I met several times to discuss this matter, possible scenarios and ramifications for Epiphany. We subsequently met with Bishop Sumner and Canon Gilton to lay some groundwork, see what options were available to us and discuss future possibilities. We expressed to Bishop Sumner that we felt the best option would be for us to have Mtr. Betsy as our Rector and we presented a very good case as to why. The Bishop told us the diocese has a policy against an assistant succeeding the priest. We left the meeting under the impression that we had not heard a definite no and we all committed to continue praying.

Our prayers were answered when several months later Canon Gilton called and left me a message saying they had a "unique and confidential opportunity" for Epiphany. When I returned his call, he told me that they were willing to let Betsy serve in a "Priest in Charge" role for 2 years if it was a mutually agreeable arrangement. I shared this joyful news with the FSW and we laid out a plan with different options to take to Betsy and to the Vestry, who would be the ones to vote on the matter. Through the strong power of prayer and God's will the way was opened for us to have Mtr. Betsy at our helm. I could write a novel about the events leading up to her calling. After Betsy agreed to be considered as our Priest in Charge, Jeff Stilling agreed to head her discernment committee. Sandy Cook, Ashley Graeber, John Macaulay, Andrea Roberts and Bob McLendon all served with him and met many times with Betsy. When the time came for a letter of agreement to be drawn up Don Candy agreed to oversee this faith filled document. The vestry met multiple times in Executive sessions to be sure all proper procedures were followed. On March 19, 2018 I made the motion to call Betsy as our Priest in Charge contingent upon the successful completion of a letter of agreement between Betsy and Epiphany. The vote by the Vestry was unanimous. After 10 drafts we had a completed letter of agreement, which we happily signed.

While many of us were working on the transition behind the scenes, Epiphany continued to live out our mission as Servants for God, our Parish and the Community. Our Stewardship team of John Gibson, Brandon DeLoache, Kerry Nason, Susan Ufer and Bob McLendon were once again on fire-inspiring us to Live Generously. The Single Serving initiative encouraged us to try new ministries at Epiphany. Many were hooked and took on new responsibilities. The spirit filled campaign resulted in pledges of \$844,445-another record. This will enable us to expand our ministry and outreach programs even further.

Seeing a need in our parish, Margaret Miller and Sandy Cook took intensive training and taught a class for those grieving-Walking the Mourner's Path. I saw the life changing benefits first hand in the transformation of one of my patients who joined the class. God had a mighty role in starting his journey of healing through this class.

Sherry Fuerst took the helm at ensuring the safety of our children on the playground. We refurbished our worn out Wallcano and added much needed mulch. Thanks to a generous family new toddler equipment was procured and installed. Curtis Bowden helped out greatly with his frontend loader-even teaching Betsy how to drive it! We would still be spreading mulch if he and his crew had not stepped in to help. Many thanks to all who helped that day, including members of Boy Scout Troop 895 who meet at Epiphany. In the past three years 10 members of the troop have attained their Eagle Awards, which is quite an accomplishment.

Curtis Bowden continues to help us with campus improvement. Due to his generosity we will soon have much needed outside lighting around the church. He also helped us get ADA compliant with our sidewalks and concrete ramps and update our sanctuary lighting. Many thanks to Curtis (and Chellie!) for taking the initiative when you saw the need for these projects!

Lisa Farrell continues to do an incredible job as our Parish Administrator. She goes above and beyond in ensuring Epiphany's many services, programs and events run smoothly and she helps keep our campus in great order. Under her initiative we will soon have our new pictorial directory. We can't thank her enough for all she does for us to help make our church run so efficiently.

I could go on and on acknowledging the many folks at Epiphany who work so enthusiastically, diligently, and tirelessly behind the scenes to help support our church programs and ministries. The energy and momentum just keep growing. The strong presence of God is pervasive in all we do.

I want to thank my fellow vestry members. During the transition process we spent much quality time together in additional meetings to help make the right decisions for the good of the church. As I step off the vestry with Andrea Roberts, David Lanman and Chris Abernathy please know your service and contributions to Epiphany are appreciated. Our vestry will remain strong with the addition of John Gibson, Elizabeth Luginbyl, Stacey Little and Chris Frank. Chris Abernathy has agreed to be our treasurer one more year. What a great job he has done in this role. We start 2019 on the best financial footing ever and owe no money to the Special Accounts. This was a goal both Chris and I hoped for and thanks to your pledging generosity we achieved it. Our current loan balance for Servant's Hall is \$ 1,781,119. We paid down over \$90,000 in principal last year. Any additional payments to Onward go straight to principal reduction on the loan, which lowers our interest payments.

I have had the unique experience of serving as the Senior Warden for two incredible and dynamic priests and have been honored by the trust they put in me. Under Fr. Bill's parish leadership we developed the Master Plan for our campus and built Phase One, which is Servant's Hall. This Master Plan is one we should continue to work toward completing. With Mtr. Betsy now leading us, I feel assured we will continue to grow in our faith and enthusiasm to spread God's word in bringing others to know Christ. I can't wait to see what other ways God uses our parish in the future.

Respectfully submitted,

Susan Aten

Senior Warden

RECTOR'S REPORT

As you read the other reports in this document and those posted online, you will get a picture of the life and witness we share here at the Church of the Epiphany. Below are several numeral and statistical indicators of where we stood at the end of 2018:

- Number of persons baptized in: 10
- Number Confirmed: 16
- Number Received: 0
- Number of Communicants in Good Standing: 483
- Total Families: 330
- Total Individuals: 712
- Funerals— 16
- Marriages— 4
- Number of: Sunday & Saturday Services—178
- Number of Weekday services-- 68
- Home Communion— 123
- Average Sunday Attendance: 300 in 2018 / Sunday (303 in 2017, 318 in 2016, 311 in 2015, 282 in 2014 and 275 in 2013)
- Church School: 130 children in Sunday School and 100+ adults in Christian Ed. Classes
- Ministry Funds: The Rector received \$5,667.74 in contributions to his Ministry Fund, with the Associate receiving \$1,076.98. All of these funds were used to support persons and projects to assist those in need. (Sent email to Fely, waiting to hear)

Respectfully submitted,
Rev. Betsy Randall

JUNIOR WARDEN REPORT

Thanks to a great deal of volunteer work coupled with wise spending many maintenance projects and upgrades were completed in 2018. A special thanks to Wes, Mike and Ernie for their massive contribution of time and talents.

We are blessed by:

- The PLC renovation which cost us nothing but renovated the entire building due to an oversight by a contractor and settlement by his insurance.
- The upgrades made in Founders Hall. Improvements like the chair cushions, drop ceiling, paint, carpet, and continuing into the café and bathrooms. The Founders Hall Improvement committee deserves our gratitude for a job well done.
- We were able to have a professional come, fix and clean our antique stove.
- Recently upgrades to the Annex in new floor tile, cove base and paint.
- Sidewalk Repairs made by Accord Construction to help eliminate trip hazards and replace failing pieces.
- Volunteers refurbished the Gift Shop as well as the Old Chapel – now the Wellness and Health Center. Don't you love the smell of new paint.
- Our children's Playground was renovated with new mulch. We even replaced the skin of the volcano with all new hand holds.
- The lights were upgraded in the Sanctuary to LED with 10 year estimated life spans. This include the spot lights at the front, the spot lights over the choir, the side wall lights in the choir loft, and the emergency exit lights.
- New LED lights also replaced the North wall lights on the PLC facing the North parking lot and the South light of the Sanctuary outside which shines on our Cross.
- Exterior Parking lot lights are still in progress with the poles and fixtures shipping on January 18, 2019 from Arkansas. We should have new parking lot lights by the end of January installed. Each pole will also have an electrical outlet we can use for outside parties and functions such as the Crawfish Boil, Trunk or Treat, etc.
- All annual inspections are current and ongoing.

Thank you again for all the volunteers and financial contributors, which made this all possible.

2019 looks bright with projects planned to address:

- The North parking lot sidewalk
- The North parking lot pot hole repair and striping.
- The South parking lot pot hole and striping.
- The South parking lot sidewalk by the garden.
- Repairs to the pews in the Sanctuary.
- Cove lighting transition to LED in the Sanctuary.
- Playground fence renovation.
- Thermostat upgrade to Wi-Fi.
- A/C compressor replacement on the Sanctuary Breezeway unit.

If you would like to volunteer, contribute your talent or treasure. Please contact Curtis Bowden at 972 375-6393. Thanks again for a wonderful place to worship, and the volunteers which maintain God's house.

Faithfully,

Curtis Bowden, On Behalf of Ernie Gagnon, Junior Warden

ACOLYTE MINISTRY

Acolytes serve as Master of Ceremonies, Crucifers, and Torch Bearers maintaining Anglican traditions as they serve in a lay capacity. Youth who serve as acolytes are taught the purpose of their lay ministry in assisting clergy with the liturgical tradition of preparing for the Eucharist. This is necessary to maintain the sources and history of liturgical detail and symbolism. For school year 2018-2019, we have 25 youth currently serving as acolytes in the positions mentioned. During the calendar year, acolytes and or acolyte masters volunteer their service to God and the parish for all primary Sunday services, Christmas Week celebrations, Holy week functions, weddings, and funerals. Emily Broad, Brian Smith, Suzanne Gibson, Laura Murphy, Susan Ufer, and Jim Vineyard serve the parish as acolyte masters. We have expanded the acolyte corps for the 11:00 service with the volunteer assistance of 5 international attendees who will serve as torch bearers at this service. This is a rewarding ministry for our youth and international adults and an excellent means by which to tithe of their talents. This ministry is available to all youth who are in the fifth grade and higher.

Respectfully submitted,
Jim Vineyard

ALTAR GUILD

The Altar Guild assists the clergy and prepares the church so that members of the congregation can worship with ease and dignity. We support the Rector and Clergy at the Sunday morning, Saturday evening, and weekday Services, as well at funerals, weddings, and other special Services.

The Rector is the head of the guild and the members work directly under his or her authority. Members are responsible for the care of the altar linens, vessels, candles, and vestments worn by the clergy.

The Altar Guild is led by a Directress, who is appointed by the Rector and is asked to serve a two-year term. Teams meet on Saturday mornings to prepare the church for worship and are responsible for all Services during the week, apart from the 5:30 service on Saturdays, which is handled by two faithful members who attend that service.

2018 was marked by fewer changes in our membership than 2017. Our newer members have really come into their own over the past year, adding stability to our teams. We are currently blessed with a guild of twenty dedicated and dependable members.

The Epiphany Altar Guild is thankful for the privilege of serving in God's Sanctuary.

Respectfully Submitted,
Margaret Bell, Altar Guild Directress

AUSTIN STREET SHELTER

Austin Street Epiphany has continued its tradition of taking food to Austin Street Center six times a year, on the second Thursday of odd-numbered months. We typically serve 350 to 400 adults on each trip, providing sandwiches, boiled eggs, fruit, and cookies to the residents at Austin Street. We

occasionally get requests for other needs, such as donated clothing, and try to accommodate those needs if possible. For each trip, a different ministry will provide much of the help for the trip, with additional help from throughout the parish. During this past year, we have made adjustments to which ministry helps with which trip. Looking forward, I hope to continue to adjust the schedule, with the goal of being able to provide some of the newer ministries in the parish opportunities to lead trips. There are many parishioners who regularly help with this ministry. I am grateful for this help and cannot thank you enough.

Respectfully submitted,
Dave Gibson

BOY SCOUTS

The Boy Scouts would like to thank the Church of the Epiphany for their sponsorship and their support. Boy Scout Troop 895 was able to participate in several service projects for the parish and the community over the past year. Luke Sandidge completed his Eagle project in the PLC adding shelving in the storage rooms and updating the youth classroom. In the Spring, the troop participated in the Crawfish Boil by conducting a dutch oven cooking demonstration and providing cobbler to the attendees and in the Fall prepared a meal for the Austin Street Shelter ministry. The troop also provided a significant amount of manpower during the spreading of the new mulch on the playground. We supported our local community by providing setup and takedown support and conducting the flag ceremony during the Richardson Community Band's outdoor summer concert series.

The Cub Scout Pack sponsored by Epiphany, Pack 894, experience phenomenal growth over the past year. The pack went from 14 scouts at the beginning of the year to 90 scouts at the end. The pack contains scouts from 14 different elementary schools including a significant number of economically disadvantaged youth. The pack participated in the Austin Street Shelter ministry and in the local Scout District's Scouting for Food campaign which supports local food banks.

Thanks again for your support!

Respectfully submitted,
Brian Fuerst

BRANDYWINE OUTREACH

This year we have two cochairs for Brandywine Outreach, Genia McClellan and Linda Shirley. It is working very well so far, with valuable assistance from other volunteers. At our September dinner, Mother Betsy graciously accepted our invitation to join us and gave the blessing.

This is a small, quiet ministry. Volunteers from Epiphany cook and serve dinner once a month from September through May for the residents of Brandywine senior subsidized apartments. Occasionally we purchase foods to add to our offerings. Some of the residents have said that the Epiphany dinners are their only opportunity to "eat out". One of the residents decorates the hall for every occasion, which adds a lovely festive touch.

The Daughters of the King have graciously agreed to host the February dinner this year as they did last year as well. It is greatly appreciated and an opportunity for more Epiphanyites to meet and interact with the residents.

The two Mandarin speaking men who joined us last year to translate for the Chinese residents have moved on to jobs that prevent their participation this year. Instead, Epiphany members Sheena Wang and Kevin McCoy are taking on that enjoyable task whenever they can be available.

At the December dinner, we had special entertainment. Mary Emma Smith and Genia McClellan led carol singing, and then we distributed Christmas gifts generously donated by the congregation.

Once a year we have Bingo, with prizes again donated by the Epiphany members.

Sadly, this year some of our "regulars" (residents who have always attended our dinners), have been ill and a few are in rehab facilities. As a consequence, attendance has been down a little. I hope that they will recover and be abler to return and bring other residents who have never attended.

Respectfully submitted, *Linda Shirley*

BRIDGE GROUP

Epiphany Bridge is open to anyone who enjoys playing the game and is available on the Second Monday of each month. We meet monthly from 10-2 o'clock with one of the members serving as hostess and providing the lunch for 2-3 tables of Bridge. The only financial commitment is \$1.00 for the prize kitty each month. We maintain a list of subs to help the members find a substitute when they are not able to play. We welcome new members so if interested or have questions call Susan McLendon at 214-755-9866

BROTHERHOOD OF ST. ANDREW

The Brotherhood of St. Andrew seeks to serve the men of Epiphany, and, through them, the parish as a whole, as well as the larger community. We meet monthly for Bible study and fellowship. Epiphany's chapter of the Brotherhood is very involved in the diocesan assembly's efforts to raise money and awareness of Patriot Paws, an organization which provides service dogs for vets returning from overseas duty. During the annual golf tournament this past summer, we were able to recruit 16 golfers from Epiphany (out of a total of 162) and 10 sponsors from the parish. Seven members volunteered for other duties supporting the tournament, as well. Nationally, the Brotherhood of St. Andrew recognizes and supports parishes which are "veteran friendly". Epiphany is one of these parishes. As part of this process, the Brotherhood has placed plaques near the kitchen area, recognizing veterans from each of the branches of the military. We also have a display recognizing parishioners and family members who are on active duty. Thank you to the Brothers who have helped make these activities possible.

Respectfully submitted,
Dave Gibson

CARTER BLOOD DRIVE

This year we had four blood drives. These donations have the potential of saving multiple lives. Please continue donating blood. Listed below are our giving statistics for the past three years.

2018 - 53 units on 4 drives, 13.25 average
2017 - 42 units on 4 drives, 10.5 average
2016 - 42 units on 3 drives, 14 average

CHAIN FOUNDATION/UGANDA MISSIONS

These are two separate ministries, which work together to support the Chain Foundation Orphanage in Mukono, Uganda. The orphanage and school was founded by Uganda's retired Anglican Archbishop Livingstone Nkoyoyo. The Uganda Mission team travels every other summer to work with and support the orphanage, as well as traveling to the southwest part of the country to work with Kellermann Foundation.

2018 Updates:

· A mission team from Epiphany traveled to Uganda in July of 2018. This was the sixth time a team from Epiphany traveled to Uganda. Epiphany has been sending teams since 2007 where we support the Chain Foundation orphanage and work with Kellermann Foundation. Once again, Epiphany is living out our mission statement as we serve God, our parish, and our community on a global level!

· Team projects consisted of sending over five sewing machines for the Batwa women. Two seamstresses on our team were able to work with the Batwa women in developing their sewing skills. In addition, we paid for a mud home, as well as help build it. Epiphany is a longtime friend and supporter of Scott Kellermann, founder of the Kellermann foundation. While at Chain Orphanage in Mukono, we ran a dental clinic under the supervision of Dr. Susan Aten. Epiphany also purchased much needed basic supplies, such as mosquito nets, blankets, and mattresses which were passed out to nearby community members whose children attend Chain.

· DRESS A GIRL ministry sends along newly sewn dresses for the girls and t-shirts for the boys of both Chain Foundation and for the children in Bwindi. This year, one of the key members of Dress a Girl traveled on the Epiphany team to Uganda.

· A CHAIN FOUNDATION CHILD SPONSORSHIP program is run through Epiphany by the Coordinator, Penny Lalanne. In 2018, more than \$20,000 was sent to the Foundation for food, clothing, school fees, and spiritual and development counseling. The majority of sponsors are Epiphany members!

· Monies are wire to Chain quarterly, and sponsors receive electronic newsletters quarterly. If you are interested in becoming a sponsor, please see Penny Lalanne for more information.

· The CHAIN FOUNDATION has received a significant donation and promise of same donation for the next 5 years. This generous donation allowed for the building and opening of a Vocational School on the campus. This school will ensure the orphans of Chain and the nearby community will be trained for a successful future. God is good!

Respectfully

Submitted,

Penny Lalanne, Coordinator of Child Support Sponsorship Program of Chain Foundation

2018 CHRISTIAN

Purpose: To build and support the continued growth of our Christian community through the exploration of the Bible, Episcopal liturgy and tradition, and faithful service in and with God's world.

Overview: Christian Education in 2018 can be summed up as "family life". This year both adult and children's education was made possible through the work of dozens of people. The work load was shared and as the scriptures say, the harvest was abundant! Our physical space was once again an area of continued work. A wonderful blessing, the renovations of the Annex and several classrooms continue require flexibility as many classes were displaced at some point during the year. God is good, and we are set to being 2019 with new, beautiful spaces to teach, learn and serve together. Many thanks to all involved!

Nursery/Childcare: The nursery provides safe and loving care for children from infancy to three years of age during worship and other church activities. Permanent staff this past year included Aryanna Balch, Mikayla Foy, Hallie Jan, Adam Larrison, Kay McGee, Kathi Simmons, Becky Thayer (Nursery Coordinator), Lisa Wilson. School-aged Childcare staff includes Lesley Larrison and Katie Murphy. All nursery and childcare staff are Diocesan Trained and meet all Safe Church requirements. In addition, when necessary, Epiphany employs a childcare staffing service for subs and non-routine needs, Caring Hands Childcare.

This year, special prayers of thanksgiving are offered for Becky Thayer, Nursery Coordinator, who retired after 17 years at Epiphany. Thank you to our nursery staff who picked up her work load. Due to their willingness to work extra hours, Epiphany was able to limit its need for expensive supplemental staff.

Children's Chapel: Children's Chapel is the age appropriate "word" portion of the worship experience during both services for children 3 years to 2nd grade. Chapel takes place during the "Word" portion of the adult service and includes similar actions: music, scripture, homily, prayers and response. The children then join the adult service for Communion. This year the chapel transitioned permanently to the Annex. Many thanks to our chapel leaders: Sherrel Barry, Jonah Beyer, Zoe Beyer, Lisa Bishop, Margaret Butler, Kristin Frank, Amanda Garcia, Elizabeth Luginbyhl, Kerry Nason, Susan Petty, Tara Thornberry, Dustin Taylor, Temple Taylor, Ann-Renee Thrash, Shannon Young.

Children/Youth Sunday School:

- This year Sunday School served over 100 children/youth ages three years to 12th grade.
- Teachers during 2018 include (Betsy Abernathy, Chris Bailey, Stephanie Bailey, Margaret Bell, Lisa Bishop, Alex Cavanaugh, Amanda Garcia, Brian Gibb, Christian Gray Hering, Megan Gray Hering, Chris Frank, Kristin Frank, Janet Hennard, Susan Fixler, Sherry Fuerst, Misty Keasler, Marc Kivel, Kerry Nason, Jane LaFlame, Elizabeth Luginbyhl, Laura Murphy, Patrick Murphy, Nick Roberts, Kathi Simmons, Sarah Jo Skinner, Steve Skinner, Audrey Sutton, Randall Sutton, Dustin Taylor, Temple Taylor, Tara Thornberry, Ann-Renee Thrash, Lyz Worlein, Jim Worlein).

- Curriculum for ages three years to 6th grade is Catechesis of the Good Shepherd, a spiritual community based in teaching children stories of the Bible and Episcopal liturgy and tradition through storytelling and hands-on aids.
- Curriculum for youth detailed in youth report.

Vacation Bible School: VBS at Epiphany is an intergenerational event that supports current families and ministers to friends, grandchildren, neighbors and our larger community of Richardson.

- “Jesus League” was held from July 11-16. Closing service was July 18.
- VBS 2018 was attended by 42 campers and over 40 Volunteers for a total of 50 participating families.
- Our service projects for this year were:
 - Collected canned goods for Network Ministries Food Pantry
 - Made “You’re My Hero Cards” for everyday heroes
- Special thanks to the dedicated and faith filled volunteers who helped prior and during VBS.

SAVE THE DATE...VBS 2019 - July 15-19, 2019

Special Events: In 2018 Epiphany continued education through special events. Each event was planned with components for all ages...children, youth, young adult, families, retirees and seniors.

- Epiphany Pageant Celebration – A celebration of Christ’s revelation to the world.
- Easter Egg Hunt – A joyful candy fest to celebrate Christ’s death and resurrection.
- Birthday Party for Baby Jesus – Held after the Christmas Eve Pageant, this party helps teach our children that Christmas is indeed a “Christ-Mass”, a celebration of Jesus’ birth. This year our Seekers, Sinners & Saints families handled this event start to finish.
- 1st Informed Communion – This year 6 school aged children made their first informed communion during the Maundy Thursday Service.
- Summer Sunday School for adults and childcare for youth & children during Summer.

Adult Education: In 2018 Epiphany the Adult Christian Education Committee, with clergy support, took over the task of selecting, planning and implementing Christian Education for needs for adults. Classes held in 2018 include: Rector’s Forum, Sinners, Seekers & Saints, Life Together, Men’s/Women’s Bible Studies, Women’s Book Study, Confirmation Classes for adults and youth, Wednesday evening Lectionary Bible Study. We were also blessed by intergenerational, interchurch class series. In addition, several events including the Women’s Retreat in Glen Rose and Women’s Ministry fellowship activities helped to round out adult education in 2018.

Goals for 2018

- Streamline Christian Education Committee and include representatives for youth and children.
- Recruit hire and train Nursery Coordinator, additional college/adult nursery staff person, and two assistant youth childcare staff to replace graduating seniors.
- Recruit and train new Catechist for a Toddler Atrium as well create a new Atrium in PLC 7.
- *Give the first two people that text “Read It” to 214-356-7402 a \$10 gift card to Starbucks for reading this report all the way through. Staff are excluded.*

- Host Catechesis of the Good Shepherd Training for PreK-K age atrium teachers.
- Continue developing Women’s Ministry at Epiphany, providing education and fellowship opportunities for the women of Epiphany.
- Develop and explore expanded role of full-time position for Discipleship and Family Ministries. (Family missions, marriage ministry, etc.)

In Christ,
Sarah Jo Skinner, Director of Children’s Christian Education

EPIPHANY MEMORIAL COLUMBARIUM

The columbarium is a lovely place to be laid to rest. We still have niches available. The cost of a niche is \$750.00. We also have access to a low cost crematorium, which makes things easy for your loved ones. The cost of cremation and niche is lower than the cost of a plot at a cemetery. For more information contact John Tanner at 214-435-8023.

Respectfully submitted,
 D. John Tanner

CRAWFISH BOIL

The 8th Annual Crawfish Boil and Pop Up Art Sale was a success as we achieved the trinity of fellowship, evangelism and mission. The cloudy and rainy weather did not stop the party as we had 350 attend the event to eat crawfish, gumbo, BBQ and baked potatoes. The Arts Incubator of Richardson (A.I.R.) hosted dozens of artists to sell their art, in addition we had 5 musicians in two different buildings to keep the music going for the party. The home brew competition was a hit with Randy Kinnett winning the “Golden Crawfish” award for the people’s choice award. We donated over \$2,000 to the missions for Uganda, Honduras, Youth, Texas and Camp All Saints.

Mark your calendar the 9th Annual Crawfish Boil, Pop Up Art Sale on Saturday April 27, 2019. This is the Saturday after Easter. We expect to make this bigger and better than ever with more artists, food, beverages and music than ever before. We need your help, so use our spiritual gifts, signup to help us and bring friends and neighbors t Epiphany. We get to enjoy a fun party and give back to missions.

Submitted by,
Gardner Randall

THE ORDER OF THE DAUGHTERS OF THE KING - DOK ST. MONICA’S CHAPTER

2018-2019 Focus: Year of Prayer for Our Parish

2018-2019 Guiding Scripture: *1 John 5:14 – And this is the boldness we have in him, that if we ask anything according to his will, he hears us. (NRSV)*

The Order of the Daughters of the King® is a lay order for women of all ages. We follow a Rule of Life based on prayer, service, and evangelism. Our large St. Monica Chapter is dedicated to supporting our clergy and parish as well as select local, regional, national, and international needs. We thank God for the opportunity to serve in many ways.

Chapter Officers

2017-2018 – President Rita Latimer; President-Elect Sally Stillings; Vice President Andrea Roberts; Treasurer Betsy Abernathy; Secretary Tara Thornberry

2018-2019 – President Sally Stillings; President-Elect Nancy Gaffney; Vice President Andrea Roberts; Treasurer Sherrel Barry; Secretary Mary Emma Smith

Meetings: In 2017, a new schedule of monthly meetings was launched that alternates small group meetings with traditional all-member meetings, as well as introducing a semi-annual mini-retreat format. This schedule has been followed throughout 2018, with a positive response from members.

Prayer Support: Our chapter members pray regularly for all individual prayer requests that have been submitted to us. The chapter president also meets regularly with our clergy to focus on prayer needs for the parish. We are grateful for the dedicated work of *Mimi Tanner* in faithfully managing our daily prayer emails, *Geri Shaw* and *Tara Thornberry* in maintaining and updating our monthly prayer list, and *Polly O’Neill* in writing notes in support of those requesting prayers.

Programs

- In January, March, September, and November, our small groups met for prayer, discussion, fellowship, and spiritually focused craft projects. Thanks go to *Andrea Roberts* for designing and teaching our craft projects.
- In February, Rita Latimer presented on persistence in prayer. New member *Marci Blankenship* was installed.
- In April, Linda Shehee, Diocese of Dallas DOK President, spoke to us about effective DOK chapters. We also elected our new officers for 2018-2019.
- In May, we met for a close-out of the program year. The highlight of our meeting was the unveiling of the beautiful new St. Monica Chapter banner, created by *Tina Johnson* based on collaborative design work by *Tina* and *Rita Latimer*, *Pam McPherson*, and *Andrea Roberts*. We are grateful for their hard work and dedication on this project.
- In June, several of our members attended the National Daughters of the King Triennial Convention in Austin.
- In August, we held a mini-retreat at which Mother Betsy outlined her vision for Epiphany and we committed to our Year of Prayer for Our Parish. The Bylaws Committee also began work on new chapter bylaws, which were presented to the membership in September and were voted on at our January 2019 meeting.
- In October, the entire parish was invited to join us for lunch and to hear The Right Rev. James Stanton (Retired) speak on intercessory prayer.
- In December, we enjoyed our annual Advent luncheon and sing-along as we welcomed new members *Kathy Hicks*, *Molly Mettauer*, and *Becky Umstead*. We are thankful for the faithful work of *Leslie Blodgett* and *Donna DeMoss* in leading our new-member studies.

Service Projects

- Throughout the year, various DOK members volunteer with our Junior DOK Saint Priscilla Chapter.

- In February, we cooked and served a meal and provided entertainment for the residents of Brandywine Apartments. Thanks go to *Mary Emma Smith* for coordinating the ongoing DOK Brandywine project.
- In March, we provided a Lenten Soup Supper for our parish.
- We continued our support of the Parkland NICU Babies Program, donating seven 30-gallon bags of diapers, new baby clothes, and layette items for families in need. Special thanks go to *Pam McKee* for coordinating this ongoing effort. Donations can be left in the bassinet found in the Narthex each Sunday.
- In June, we donated a bench for the Prayer Garden between Servants Hall and Founders' Hall. We also provided funding for re-upholstering 10 chairs in Founders' Hall.
- At the National DOK Triennial, several St. Monica Chapter members welcomed and supported international Daughters, managed the election of National Council members, assisted with a variety of on-site tasks, and sang in the Triennial choir. Our members also donated 202 pairs of socks to the Triennial Service Project, benefitting 10 regional, national, and international ministries.
- In July, we provided a meal for several hundred homeless individuals at Austin Street Center.
- In September, we donated over 100 pounds of food to the Network of Community Ministries to support local families facing food insecurity.
- We also provide annual financial contributions to four National DOK funds that support missionary education, national and international mission projects, Junior Daughters of the King chapter development, and other work of The Order.

Every woman who attends Epiphany is welcome to visit our meetings and become a member of our chapter! Feel free to contact any DOK officer for more information.

Respectfully submitted,
Sally Stillings, President
St. Monica Chapter

EPIPHANY EYC

"But grow in the grace and knowledge of our Lord and Savior Jesus Christ. To him be glory both now and forever! Amen." - 2 Peter 3:18

In 2018 Epiphany's student ministry underwent one of the largest changes it has gone through in four years, as God called Epiphany's beloved Audrey Sutton to Nashotah House to pursue her Master's in Divinity. The fruit of her time here is one of the healthiest, most vibrant communities of students I have ever encountered, and it is an honor to be given the chance to serve that same community. EYC at Epiphany has had a year of diving into the scriptures, serving, worship, asking deep questions, and fellowship. Some of the activities of the past year have been:

- In February the Youth hosted Dessert Theatre and the Pancake supper to raise money for Youth missions.
- A Lenten Soup Supper was hosted in March by our students to continue to raise money for Youth Missions.
- In April and May our students hosted a trivia night, helped with the Crawfish boil, and had Senior Sunday to honor our graduating students.

- July was our incredible mission trip to Alaska, where Epiphany was able to partner with several other churches in the Diocese to serve communities there and wonder at the setting.
- In August we kicked off the new school year with our party at the Heights Aquatic Center, and I began to assume my new role as Epiphany's Youth Minister.
- September held service opportunities as the Youth served dinner to those at Austin Street Shelter, and we investigated 2 Peter and what it means to "grow in the Grace and Knowledge of Jesus Christ"
- In October the Youth, with the leadership of Katie Murphy, Ruth Ann Sonom, and Erica Anderson, we held one of the biggest Trunk or Treat events yet.
- December meant finishing the year well with a Christmas party that included bowling, ice cream, pizza, and quite the White Elephant gift exchange.

The Youth Group has an incredible space in the PLC where we can eat meals together, cozily dive into the word, and enjoy time in fellowship. This space is only made better by the students who fill it, as they have selflessly welcomed me in and taught me about ministry and community, as I work with them. It is an honor and a pleasure to serve and learn alongside our young people.

And none of this would be possible without an incredible team of volunteers!

In 2018 there were an incredible number of individuals who sacrificed their time to invest in the next generation of our church. To Pat Murphy, Lyz Worlein, Michelle, Mario, and Sarah Tanzi, Nicole Lalanne, Chris Frank, Alex Cavanaugh, Nick and Andrea Roberts, Chris and Stephanie Bailey, and many others, we could not have possibly done 2018 without you.

In addition to them, each event we put on could not have been done without all the hard work of our selfless volunteers who planned, watched tables, cooked food, gave rides, and out did themselves serving our students. To our friends and parents and helpers, thank you so much.

My goal for 2019 is to continue to grow in the Grace and Knowledge of our Lord, Jesus Christ. For us to have ample opportunities to serve, learn, pray, and enjoy each other's company. And for each of us to nurture a deep desire to build a deeper relationship with God. I hope to do this by giving all of us the chance to participate in deep, challenging studies, create a space for vulnerable, honest conversation, and have more fun than anyone thought possible.

Student Attendance - Regular attending EYC in December 2017

- Junior High: 9 active students (This has remained the same at 9 in Nov 2017)
- Senior High: 13 active students (This has decreased from 21 in Nov 2017)

Budget

EYC expenses came in slightly over budget this year. This included funding of

Student & Sponsor scholarship money

Sunday School and EYC curriculum and materials

Off campus meetings & meals during youth travel

Youth Minister & program expenses

Necessary expenses while on mission

Sunday School & Youth Group curriculum and expenses

Graduation & Confirmation Gifts

Volunteer appreciation
 Snacks & Drinks for the Youth Room
 Food for the homeless of Austin Street and The Gathering
 Various Outreach expenses
 Partial funding of Christmas Party
 Student/parent meetings off campus

Respectfully submitted,
Stuart Cook, Youth Minister

EPISCOPAL RELIEF AND DEVELOPMENT

Episcopal Relief and Development (ERD) is an international relief and development agency of the Episcopal Church. Partnerships within the Anglican Communion connect ERD with communities around the world. It also has a US Disaster Program that offers resources and training to help people prepare for disasters and provide emergency support so recovery is possible. ERD is the recipient of Epiphany Outreach funds and is supported by individual members of the parish.

Respectfully submitted,
Letty Biedenharn, ERD representative

FELLOWSHIP OF EPIPHANY WOMEN

Fellowship of Epiphany Women is a group for all women of Epiphany age 18+. We have regular gatherings, which include crafts, game nights, potlucks, and socials. We offer two retreats a year. A spring day retreat held within the city, and we have a fall retreat where we go away for the weekend. Both of these retreats allow the ladies of Epiphany an opportunity to be refreshed. We have a variety of ladies who attend, the groups are always different. This allows us to meet new people and get to know them better. Please contact Andrea Roberts if you have ideas or questions. 214-686-3641 armroberts@tx.rr.com. Here is our schedule for the first part of 2019, come join us for some fun!

Sat. Feb, 2, 2019	Café Chocolate Day Retreat	Epiphany 8:30 am to 2pm
Fri. Apr. 28, 2019	Game afternoon	3:00 - 5:00 pm

Respectfully submitted,
Andrea Roberts

FOYER GROUPS

Foyers continue to be an active social group and great way to meet new parishioners. Groups consisted of usually no more than eight people who enjoyed a dinner together in restaurants or in their homes. For 2018-19, we have 74 people joining Foyer Dinner Groups. There are eight Traveling Tasters groups meeting at a host's home for beverages and appetizers and then dining at a restaurant

of the host's choosing. There is also one Galloping Gourmet group that prepares the entire meal in the host's home. Over the eight months, these groups gather approximately 6-8 times thus ensuring the opportunity to get to know each other better as well as have a lot of fun. In the Spring, all of the groups get together for a Grand Foyer at either the church or at a family's home which is a nice wrap-up for a successful year.

Submitted by,
Dennis and Lesley Croysdale

FUNERAL GUILD

The Epiphany Funeral Guild organizes and serves receptions following services when an Epiphany family member dies. In 2018 there were fifteen funeral receptions, many of them in the lovely and convenient Gathering Space of Servant's Hall. The refurbished Founder's Hall was the location for larger receptions. The Guild is made up of a dedicated group of volunteers who believe they are assisting families at the time they need it most. The core group is assisted by many more members of Epiphany from other organizations. If you would like to join this ministry, please contact Mary Emma Smith, Chairperson, at 972/437-9340.

Submitted by,
Mary Emma Smith

EPIPHANY GARDEN

2018 was a year of change for the Epiphany Neighborhood Garden. Amanda Siquitiero and Linda Secor joined Christine Hampshire in leading the Garden forward into 2019. As in past years, the 36 garden plots are 100% leased. Approximately 25% of the gardeners are members of the Parish, while the remaining 75% are neighborhood residents. Gardeners commit to donating 10% of their harvested produce to the Network.

We have eight raised plots, which have traditionally been dedicated solely for produce donations to The Network. We have been blessed over the years with A. J. Schlueter's dedication, hard work, and green thumb. Due to his health, he is no longer able to spend the time needed to plant, nurture, and harvest the Network beds. Our challenge for 2019 is to determine the best way forward to continue with the fresh produce donations. We were able to donate a total of 910 pounds of produce from the Network in 2018.

Garden contracts have been rewritten to include a monthly workday on the first Saturday of each month. Gardeners commit to working a minimum two workdays annually. The garden committee will work closely with the landscape committee and the mowing teams to ensure we continue to have a well-tended and inviting garden sanctuary.

Submitted by,
Christine Hampshire

GRIEF MINISTRY

The grief ministry at Epiphany began with Margaret Miller and Sandy Cook's attending an intensive three-day facilitator training in February for a program called Walking the Mourner's Path. The first Mourner's Path group (10 people) started in late August. The program lasts eight weeks and is a structured exploration of grief and the way we deal with it. It involves homework and chocolate. Epiphany will host a national training session in late February of 2019, and the second Mourner's Path group will start February 21, 2019. For more information, call Sandy Cook (214-536-8314) or Margaret Miller (214-864-8402).

Submitted by,
Sandy Cook

HONDURAS MISSION

A team of Epiphany Parishioners makes an annual one-week mission trip to help the people of Honduras every year in the month of February. This year's trip is February 7-14. We go to serve wherever the Bishop of Honduras asks us to serve. We fund and do construction work as needed and provide a Christian Education program for the children.

In recent years we have been working with the indigenous Lenca people who live in the mountainous region of southwestern Honduras. Bishop Allen in Honduras has been working there to plant churches in the small rural communities. The local people there do not have very good transportation to attend the Roman Catholic churches in the cities, so the Bishop is bringing the church to them. In recent years we have assisted in the completion of one church building, and this year we will be working with the local people to complete a second building. Our 4-day Christian Education program has been attended by about 30-40 local elementary school age children.

Participation is open to anyone at Epiphany and there are many ways to serve. Of course you can serve by going on the annual trip, but you can also serve on the "home team" and help with the many activities involved in the preparation for the trip. Planning meetings for each year's trip start in September, and the first meeting is always dedicated to providing information about the mission trip and answering questions anyone may have. Watch the church bulletin for the time/place for this meeting next September. The people of Honduras that we work with are wonderfully spirit-filled Christians. When we return we always feel that we have been the ones most blessed. It is a spiritual mountain-top experience. Come join us next fall to learn more.

Submitted by,
Bob McLendon

HOSPITALITY

During 2018 this ministry was supported by several faithful parish volunteers. We are in need of a leader and are hopeful that an interested member of Epiphany will step up to take this role.

LANDSCAPE MINISTRY

2018 did not see extensive changes to the campus landscape. It was a year of attentive maintenance, watching our plantings mature, to see that overall, we made wise choices.

Every January our committee meets to map out the year. Our membership of Sherry Fuerst, Mike Campbell, Wes Hennard and Mary Lobb works together and achieves great results. Our adjunct member Sally Opper works tirelessly, maintaining the courtyard.

We work in sync with the Mowing Ministry so that what we install will thrive and we coordinate with the Scouts regarding campus projects.

Key accomplishments in 2018:

- Design and installation of all new plant material in the triangular bed and pruning of nandinas along adjacent Annex north wall
- Installation of perennials at chapel-window base
- Development and implementation of Stewardship Single-Serving project of planting semi-circular bedding area at base of the large cross

In 2019, parishioners will note further refinements to the landscape as new campus lighting is installed and campus landscaping improvements including old plants being removed and areas improved with the arrival of new plants. Look for a report coming soon which will detail specific plans for 2019.

Submitted by,
Susan Ufer

LAY EUCHARISTIC MINISTRY

Whether chalice bearing, reading one of the lessons, guiding the prayers of the people, or taking the lead as MC at a worship service, dedicated LEMs and Lectors are essential to a seamless service. Our clergy depend on our LEMs and Lectors to round out the worship team. We use 10 people in these positions every Sunday and 5 in mid-week services, such as Ash Wednesday. Christmas Eve, Lent, and Holy Week have special services, which create additional service opportunities. The five positions used at each service include 4 chalice bearers (CB) who perform one of four roles: CB only who chalice bears, CB/OT – who reads the Old Testament lesson and chalice bears, CB/PR – who guides the prayers of the people and chalice bears, and the MC who often holds the gospel reading for the clergy, chalice bears, and performs ablutions (cleans the chalice and patens) after each service. The MC also acts as the lead of the LEM/ Lector's at each service to ensure we have the needed LEM/Lectors. The Lector is a member of the congregation who comes up to the lectern and reads the Epistle (or New Testament lesson).

We currently have 27 dedicated servants who serve as chalice bearers and 17 who serve as lectors, with 4 additional subs. There are at least 4 Sundays each month with 32 openings for chalice bearers, it's easy to see why some get to serve more than once each month. This ministry is always open to those who wish to serve the Lord within the chancel area. Training usually takes about 20 minutes one-on-one and a couple of weeks of OJT to get comfortable.

I am excited to be serving with these folks and look forward to working with anyone who would like to join our ministry. If you have questions please call or contact me. I'm always available by phone,

214-803-4785 and you can email me at margierochelem@att.net. We pray that our service at worship assists in your own worship experience.

Submitted by,
Margie Roche, Scheduler and Director of LEM

EPIPHANY MOWING MINISTRY

Each Epiphany Mowing Team Member Serves Epiphany One (1) Day Per Month for Two (2) Hours. This is accomplished through an assigned rotation schedule with our other dedicated Epiphany mowing volunteers, who provide their energy, skills, new ideas and determination to make our church grounds neat, tidy and a pleasure to the eyes

During the year/season, the Mowing Ministry will continue to make the grounds pleasing to our parish families, visitors and, hopefully, new member families. This March /April, we will have special clean up Saturdays as we approach Easter Day. We will publish special "calls to all" for these occasions in the Epiphany Tidings.

In 2019, we have additional mowing equipment and we will be seeking to establish "Team 5" with new volunteer members. . Use of the equipment and safety training is provided. The safety of our team members is our foremost objective for all members.

We hope that what we do weekly presents a living Welcome Mat to everyone at Epiphany -- and every visitor and passerby as well. If you would like to join up as a team volunteer in the Epiphany Mowing Ministry, please contact Mike Campbell at 214-608-6283 - or - by email at mcbellstwo@verizon.net. Our 2019 service to Epiphany will begin on Saturday, March 2.

Submitted by J. Mike Campbell

EPISCOPAL RELIEF AND DEVELOPMENT

Episcopal Relief and Development (ERD) is an international relief and development agency of the Episcopal Church. Partnerships within the Anglican Communion connect ERD with communities around the world. It also has a US Disaster Program that offers resources and training to help people prepare for disasters and provide emergency support so recovery is possible. ERD is the recipient of Epiphany Outreach funds and is supported by individual members of the parish.

Letty Biedenharn,
ERD representative

MUSIC MINISTRY

It is with great pleasure that I present to you this annual report for the Music Ministry here at Epiphany. It is difficult to believe that I am in my fifth year! Where has the time gone? The music ministry currently consists of the following ensembles: **Cherub Choir**, **St. Cecilia Choir**, **Epiphany Ringers**, and the **Adult Choir**. As always, it is a pleasure to work with so many of you each week to prepare music for worship.

This past fall, we tried a new approach with music for Epiphany's youth as numbers of participants have waned in recent years. We offered two, six-week periods each for a youth choir and a youth handbell ensemble, and we asked youth to commit to attending all six rehearsals in order to properly prepare music for worship. For the youth choir we had two participants and for the youth handbells we had six participants (including Temple and me ringing as well). We are still reviewing options for the spring semester at this time and will be in touch with youth and their parents as soon as we have more information about how to proceed.

Beginning in September, we began the cantor program, something that I've been wanting to implement for a while now. The purpose of the cantor is to lead the congregational singing at masses when the Adult Choir is not present. In the past, the cantor's role was to lead the singing of the responsorial psalm only, but now this role has expanded to one of leadership and encouragement throughout the whole of the liturgy. By starting this program, it was my hope to provide another opportunity for parishioners not currently involved with the music ministry to serve here at Epiphany.

For the second year in a row, Epiphany hosted one of several Flook Fire summer camps (www.flookfire.com) along with the 2018 Claire Johnson Flute Soloist Competition. There were a lot of students in attendance for the camp, ranging from 1st grade all the way through 12th grade. We look forward to having them here again next summer. If you have any aspiring flutists in your family, you might be interested in sending them to this camp. For additional details, visit their website. This past fall we hosted, for the first time, the Young Artists Flute Choir for their rehearsals on Sunday afternoons. They presented a concert on Sunday, December 9, in the sanctuary that was open to the public. They will return this spring semester to continue their rehearsals.

The Adult Choir's annual presentation of the service of Lessons & Carols on December 16, was again a great celebration that prepared us for the coming of Christ. The Adult Choir was joined by singers from the community and others from the parish to provide a total of 40 singers in the choir loft. Mark your calendars for the next service of Lessons & Carols: **Sunday, December 15 at 6 p.m.** The annual Christmas pageant was presented to a full sanctuary (with chairs being brought in for additional seating), and the two later Christmas Eve services were enhanced through the addition of a string quartet. On Christmas Day, prior to the Holy Eucharist in the Chapel, I played a 30-minute prelude of Christmas selections on piano to about 25 worshippers. In looking ahead at the remainder of this program year, I hope that you will be sure to join us for **Choral Evensong for the Feast of the Ascension, on Thursday, May 30, at 7:00 p.m.**, featuring works by Herbert Sumsion, Gerald Finzi and others.

In closing, thank you for your continued support. I would like to thank all of you who are involved in the music ministry here at Epiphany for your service. If you are interested in joining the music ministry by singing or ringing, please don't hesitate to call or email me. There are many opportunities for you to serve. Come and join us!

Respectfully submitted,
Corey W. Candler
Director of Music Ministry

NETWORK OF COMMUNITY MINISTRIES

NETWORK is an organization housed in Richardson whose goal is to “care, coach, and empower our neighbors in need as they seek an improved quality of life”.

Epiphany’s donations of food (both nonperishable goods- over 2,000 lbs. and vegetables from the garden- over 900 lbs.), school supplies, clothing, 225 Angel Tree gifts, volunteer hours, Outreach funds, as well as private donations from church members have helped NETWORK serve over 40,000 children, individuals, and older adults that live in RISD zipcodes.

Thank you for your generosity this year. Please remember NETWORK when you’re grocery shopping!

Letty Biedenbarn, NETWORK Representative

NEWCOMER’S MINISTRY

The Newcomer Ministry has welcomed many Epiphany Visitors and New Members in 2018! We continue to capture visitor’s contact information via the pew registers and visitor cards. ***Did you know that 377 people signed in as visitors in the year 2018?*** Every visitor is contacted by both the Newcomer Coordinator and a member of the Clergy by Wednesday of each week. Newcomers also receive a canvas tote bag with information about the many ministry and fellowship groups of the Parish, as well as the contact information for each ministry leader. Bags include Epiphany-branded goodies, flyers and postcards advertising current events. This Ministry also hosts welcome luncheons for all Newcomers as needed, throughout the year. These gatherings are a wonderful way to get to know new visitors and make them feel a part of the Epiphany family.

Most notable are the numbers of visitors that are *staying* at Epiphany, and making it their church home. We have had many newcomers go through confirmation classes and jump into service as Lectors, Ushers, Choir members, VBS volunteers, EYC volunteers, Special event volunteers, mug washers and Sunday School leaders and aides. Our hope is to continue to help match newcomers with ministries that exercise their strengths and passions.

This year, we have activated a team of folks that help spot visitors during the service and make a special effort to greet them at the peace, as well as visiting with them before and after the service.

Submitted by *Temple Taylor, Newcomer Coordinator*

OFFICE ANGELS

Epiphany is indeed blessed to have the most dedicated, multi-talented, enthusiastic, reliable, resilient, entertaining and lovely volunteer receptionists (***Office Angels***) known to the Christian world.

Currently, our ***Angel*** staff is all female, but we’ve had male ***Angels*** in the not too distance past, who were equally exceptional. We welcome male volunteers to come ***fly*** in our ranks once again. This job is not just sitting and waiting for the phone to ring as some might think! Under the leadership and direction of ***Epiphany’s Office Administrator, Lisa Farrell, Angel Extraordinaire, Angel*** duties are diverse, sometimes challenging and fulfill instant needs for willing hands and quick minds that can

change direction quickly to complete tasks of some urgency or greater depth than expected. **Yep, they are that good!**

Our *Angels* work 3-4 hour shifts -- one morning or afternoon per weekday. Some assist in preparing the Bulletins and Tidings each week. *Angels* print copies of same for each of the services and collate inserts in preparation for the weekend services. You may have noticed how many special projects/programs/activities occur throughout the year at Epiphany. Without question, this is where *Angels* soar in from all directions to assist!

We also have many reserve *Angels* who sit in their heavenly bleachers at home awaiting a call to service when their talents are needed. Do you see yourself wearing a halo on behalf of Epiphany? If the position of *Office Angel* appeals to you, please contact Carol Campbell, *Office Angel Liftoff Coordinator* (214-449-4334) or mcbellstwo@verizon.net and/or *Lisa Farrell* (972-690-0095) or lisa@epiphany-richardson.org.

Submitted by *Carol Campbell, Office Angel Coordinator*

SHAWL MINISTRY

The Shawl Ministry continues to be a source of comfort and joy for Epiphanyites and their friends. Shawls are now offered through Community of Hope and through parish visits by our priests. Blankets for newly baptized infants are offered at baptism. Pocket shawls are offered to anyone who desires them. The Shawl Ministry participated in One Serving and had a nice response from potential contributors. Shawls, blankets and pocket squares are welcomed by those in various needs, and encouragement to notify the parish office of needs is encouraged. We welcome those who wish to offer knitting and crocheting skills as a talent to helping others. Needles, yarn, instructions and instructors are available to those who wish to join our ministry.

Submitted by,
Polly O'Neill

WORSHIP COMMITTEE

Although 2018 was a year of change, the members of the worship related ministries continued to steadily and consistently perform their various functions in an excellent manner to enhance our worship. We continue to work closely with Betsy Randall and other staff members and have implemented the few changes she has made including the use of a Sub Deacon until another priest is hired. I am particularly thankful for the leaders of the individual ministries, who meet as the Worship Committee, and have volunteered to lead, recruit, train, and motivate the ministry team members.

Corey Chandler is the Director of Music and leads the multifaceted music program including the numerous choirs and special musical events. Corey also does many other administrative tasks which are very helpful to the Parish and the Worship activities. Jim Vineyard and his team of leaders consistently guide and train the many acolytes. The acolyte activity provides a great opportunity and training for responsible young people to serve in important worship roles. The Altar Guild prepares

the Sanctuary for worship, as well as Saturday night in the Chapel, and maintains many of the elements used in worship, is led by Margaret Bell. Margie Roche continues as the leader of the Lay Eucharistic Ministers who serve as Lay Leaders, Lay Readers and Chalice Bearers and has expanded this ministry. The Flower Guild continues to produce beautiful arrangements to enhance our worship and is led by Vivian Brotherton. The ushers who guide us at every Service are led by James Luginbyhl who stepped into this essential role. Other ministries that do not meet regularly with the Worship Committee but are important to our worship include the Greeters, Funeral Guild and Wedding Guild. The Saturday night service continues to be served primarily by members, some new, who have volunteered to serve for that service.

If you are interested in contributing your time to any of these essential ministries please contact the leader or me. We always have a variety of opportunities for meaningful and important service to the parish, many of which have a minimal time commitment.

All of the leaders have accepted the call and sacrificed time to weekly serve in these capacities for our parish. Their commitment to us and their effectiveness is obvious from the results. Please take a minute to thank these individuals for their willingness to serve in a leadership role and also thank the many other members who serve you regularly to enhance your worship. We welcome your suggestions about ways that your worship experience could be improved.

Submitted by,
John C. Macaulay, Worship Committee Leader and Verger

YOGA AT EPIPHANY

The yoga ministry at Epiphany continued to thrive in 2018 with weekly classes on Tuesday and Thursday. We also led kid's yoga at Epiphany's Vacation Bible School and taught Meditation for Teens, a 3-session summer class to help teens prepare for the new school year. We taught mindfulness meditation at the retreat of the Junior Daughters of the King. Yoga classes help members access awareness of body, mind and spirit. Benefits include increased strength and flexibility and decreased stress. In 2019 we continue a strong yoga program with variety that reaches all of our community. We teach yoga as a non-religious practice and are open to people of all faiths, though we often contemplate Bible verses or Christian teachings in our meditation practices. We look forward to serving our parish and the wider community in 2019.

Submitted by,
Janet Hennard

*Thank you to all the many people and ministries that make
Epiphany a wonderful place to worship.*