



Church of the Epiphany

1896-2024

Annual Report for the year 2023

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Agenda

Annual Meeting

February 4, 2024

1. Meeting begins at 11:00AM
2. Opening Prayer
3. Adoption of Supplemental Special Rules of Order for Virtual Attendance at the Annual Meeting on February 4, 2024
4. Announce nominees for the vestry (3 vacancies, 3 three year terms))
5. Any additional nominations from the floor?
6. Nominations for delegates to the diocesan convention 2024
 - A. Need nominations for three delegates
 - B. Need three alternates
 - C. Diocesan Convention is
7. Balloting for vestry and delegates.
8. Minutes from 2023 meeting
9. Financial Report- 2023 and 2024 budgets
10. Written parish reports
11. Senior Warden report
12. Priest in Charge report
13. Election results
14. Recognitions
15. Commissioning of New Vestry Members.
17. Closing Prayer/Dismissal

Annual Meeting Minutes January 22, 2023

II. Opening Prayers and Recitation of Official Acts

III. Financial Presentation of the 2022 year and the 2023 budget approved by the Vestry

IV. Vestry Election – the nominees are:

a. Karen Nolan

b. James Manuel

c. Paul Murgatroyd

d. Marilyn Powell

e. There are three three-year terms available and one two-year term available; we have accepted Linda Evans' resignation from the Vestry with regret and in support of her health.

Unless anyone objects, let us allow the nominees to work out who will serve the two-year

term.

i. Paul Murgatroyd accepted the two year term

V. Senior Warden - Emma Green continues as Senior Warden for a third year as per the Rev. Mack

Olson's appointment of Emma to a three - year term.

VI. Nominations for delegates to the diocesan convention 2023. Epiphany is allowed four

delegates and four alternates.

a. Emma Green

b. James Manuel

c. Karen Nolan

d. Miranda Kirby

VII. Canon Julie Wakelee remarks

a. Discussion and update of the search process

b. Future visits by the Bishop and Canon.

VIII. Recognition of outgoing Vestry Members Laura Grimm, Tony Yang, and Linda Evans.

- IX. Commissioning of New Vestry Members.
- X. Closing Prayers/Dismissal

Tony Yang, Clerk of the Vestry

Priest in Charge Report

Dear Brothers and Sisters in Christ:

Let us be reminded of the words of the Psalmist in Psalm 51:10, "Create in me a clean heart, O God, and renew a right spirit within me." Today, I stand before you not just as your priest but as a humble servant of God, ready to share with you the journey of renewal and growth that we have embarked upon together in this past six months. Our annual report is not just a collection of numbers and facts; it is a testament to our faith, our community, and our unwavering commitment to the mission of Christ. I am pleased to present to you the priest-in-charge annual report for 2023 and it has been a year of reflection, and reconnection for our congregation.

One of the significant highlights of this year was my arrival on June 19, 2023, at 3/4 time capacity. I strove to have a purposeful presence of renewed energy and dedication to our congregation, and my family and I are truly blessed to be part of the Church of the Epiphany.

In the first six months, my primary goal was to support and facilitate all the services and special events that Epiphany participated in before the Covid-19 pandemic. This included the Halloween Stroll, Merriment on Main, music concerts, multiple Christmas services, and the Epiphany pageant. It was a heartwarming experience to see our church come alive with the joy of worship and fellowship.

We also had the privilege of acquiring the musical talent and leadership of Mrs. Wanda Cook, who has been instrumental in enhancing our worship experiences through her musical gifts. Her contributions have added a vibrant dimension to our worship services. Music is an essential part of worship, and this is going to be an area of where significant growth will occur within our church. I thank Dotty Schenck for being our wonderful organist.

Our feeding ministry continued its hard work, serving the unhoused and hungry people of Vacaville with meals and groceries. We observed the dedication of our

leadership team and the volunteers who tirelessly serve those in need. It's a testament to the spirit of compassion and service that defines our church community.

Throughout the year, we dedicated time to understanding the rich traditions of Epiphany, delving into the "why" behind our practices. This exploration allowed us to identify areas that may need rejuvenation and change, ensuring that we move forward while honoring our heritage.

Financial stewardship was also a priority as we worked to control expenses and rethink better ways of administration and management. We have been diligent in maintaining our church buildings and ensuring that our budget remains balanced in 2024 – and this is a goal that we must reach in 2024.

One of our key aspirations for 2023 was to reach out to previous members who had not regularly attended services. While this endeavor has been a work in progress, we remain committed to welcoming them back into our loving community.

As we look forward to 2024, we are excited to implement a strategic plan that focuses on several key areas. Firstly, we aim to target those who have not returned to church post-Covid, extending a warm invitation for them to join us. Additionally, regular bible study and formation classes will be established to nurture the spiritual growth of our congregation. We understand the importance of effective communication in the digital age. Therefore, we are committed in 2024 to ensuring that our communications via our website, online worship, and marketing emails are clear, professional, and centered on our mission. Finally, I am reimagining procedures that will strive to provide consistent and compassionate pastoral care. We want every individual to feel supported and cherished as part of our church family.

I extend my heartfelt gratitude for your unwavering support and unwavering dedication to our beloved congregation. It is with deep appreciation that I recognize each and every one of you as ministers of our church, contributing significantly to our shared mission.

I would like to take this moment to express my sincere thanks to some remarkable individuals:

- Mrs. Emma Green, our Senior Warden, has been a source of joy and inspiration. Her tireless work and exceptional talent make her one of the most dedicated senior wardens I have had the privilege to work with.

- Dr. Ann Stoltz has consistently ensured that our church maintains a beautiful appearance, reflecting her steadfast commitment to our community.
- Mr. Ben Smith's financial work as Treasurer, has kept our parish steady and secure, both financially and in terms of our facilities.
- Mrs. Marge Tye's diligent efforts have been instrumental in keeping our bills paid and our finances in impeccable order.
- Mrs. Wanda Cook's remarkable music ministry is a cornerstone of our future growth at Epiphany.
- Karen, Maxine, Joan Tucker, and Dotty have been unwavering in their support, answering phones and emails with dedication and grace.
- Dr. Tony's expertise in audio and video matters has enriched our worship experiences.
- Paul's wisdom and skill in managing lights, electrical, and wiring work have greatly contributed to our church's functionality.
- Eric, Ben, and Paul, with their construction expertise and hard work, have made invaluable contributions.
- Nick, Marge, Karen, Emma, Valerie, Dr. Ann, and Kathleen C. have demonstrated their commitment as lay Eucharistic Ministers, bringing communion to our members.
- The leadership and diligent work of James M., Marilyn, Liz, Dr. Carol, Dr. Ann, Emma, Dr. Tony, and Kathleen M. on Vestry have been instrumental in guiding our congregation.

In closing, let us remember that renewal is not a destination; it is a journey. It is a journey of faith, love, and commitment to Christ's mission. As we embrace this journey together, let us hold fast to the words of Isaiah 43:19, "Behold, I am doing a new thing; now it springs forth, do you not perceive it?" May we perceive and embrace the new things God is doing in our midst.

Thank you for your unwavering support, dedication, and love for Church of the Epiphany. Together, we are God's hands and feet in this world, bringing hope, renewal, and light to all we encounter.

In His Service,

The Reverend John W. Heidel
Priest in Charge
Church of the Epiphany, Vacaville, California

Senior Warden Report

It has been another extraordinary year and the last in my three-year term as I step down this year as your Senior Warden. One can simply read my Senior Warden's reports in the last couple Annual Reports to see the craziness of these past few years. We have endured devastating fires, were the very first community to experience Covid, clergy changes, losses of life of dear friends, re-gathering efforts, financial insecurity, and the list goes on. This year, 2023, has been a year of immense discernment and a paradigm shift our church's current direction given our demographics as a house of God. In a move by the Bishop, our Interim Rector stepped down in January, and after yet another parish profile and discernment process, we were blessed by the arrival of our new Priest-in-Charge, The Rev. John Heidel. Just when we felt the peace of his embrace, the Bishop's office again moved us forward with the stepping down of Deacon Cookie, who will take a little hiatus and remains a beloved Deacon of this Diocese and in this church. Deacon Cookie has been our constant common denominator through all the strife of these past, really, seven years starting back with the LNU-Complex fires. We all, and me in particular, appreciate her constant guidance and spiritual care. We look forward to supporting her in wherever her discernment leads her next. Just as Bishop Beisner stepped down and now joyously runs an entire ministry in Navajo-land, so will Deacon Cookie find enlightenment, and we will continue to reflect that light.

We are working hard to build Epiphany back to pre-fire and pre-Covid times. Since Fr. John has been here, we have lost five of our congregants, and brought many new families on as well. As of this writing our pledge totals, even after the loss of so many of our parish members, equal the previous year. Our status as a community center has strengthened, and our community efforts continue. The Church of the Epiphany was the very first to introduce the new Diocesan Diversity Statement, and I was so filled with pride when Fr. John read it at a city council meeting discussing LGBTQI+ issues. I continue to work with Mark DeBelka on creating an emergency evacuation for homeless individuals and am happy with the success of our Re-Start bin program coordinated by Kathleen Moran. I sometimes feel like our loving little parish is at the eye of the hurricane. Thank you to our amazing Vestry who constantly bring us back to that steadfast walk for God through any and all adversity.

Also this year, I step down as Treasurer of the Northern California Assembly of the Daughter of the King after a three year term. I was blessed to secure every grant I applied for on behalf of Epiphany, with approximately \$25,000 received. I'm working with the Deanery in preparing for a racial audit next year. I'm working to help Fr. John

create an interactive calendar to replace the many separate schedules we are working off of now. I also joined the church office as the “Wednesday admin volunteer”.

In the new year, I hope to actively participate in the creation of a Deanery-wide policy and procedures resource. It is almost funny when I think about our policy manual. In 2020, you may recall, was like the first man on the moon – there were no policies and procedures for Covid. Or, really, for the fire response in the two years before that. Fr. Mack led us through the establishing of policy and procedures for fire, Covid protocol, re-gathering protocol, and the re-establishing of our mission statement as we were – literally – starting from ground zero. Now, Fr. John will lead us through the establishment of our new and improved policies and procedures and I look forward to being a part of that. I also want to become more active in our social media. We are ready to spread the good news of Jesus!

Emma H. Green, Sr. Warden

Junior Warden Report

I met with the Senior Warden on a regular basis to support the transition and hosted a Vestry meet and greet with Father John and family during the interview process. I continue to visit a parishioner monthly to bring communion and LEM, provide flowers, and host coffee hour once a month for the 10 am service. In June I attended the Diocesan Stewardship Workshop and obtained resources for the stewardship campaign and assisted with planning the stewardship campaign. In November I served as a lay delegate to the 2-day Diocesan Convention.

Thanks to Ben, Eric, Paul, and Mike for maintaining the physical plant and to all the volunteers that help on “cleanup days.”

Ann Stoltz, Junior Warden

Administration & Personnel Committee

The office at Epiphany continues to be staffed entirely by volunteers. The office has been open Monday – Thursday, 9:00-12:00 AM, except for holidays. The regular staff

included Maxine Wakefield, Joan Tucker, Dottie Schenk and Karen Nolan. Emma Green has been filling in as needed. Marge Tye is our bookkeeper and pays the bills. We have a door bell and a door cam; so, when you come by be sure to ring the bell and someone will let you in. The church directory is constantly being update. It is now being sent by email, so if you need an updated copy just let the office know. A printed copy can be made available if desired. We can always use substitutes, so if you are interested please let us know.

Please contact the church office at epiphany.admin@gmail.com when you move or change telephone numbers or email addresses.

Joan Tucker

Altar/Flower Guild

You might ask. What does the Altar Guild Do?

The Guild is made up of volunteers whose ministry is to care for the altar, vestments, vessels and altar linens of the parish. The Altar Guild members assist the clergy by preparing for the celebration of the Eucharist and other Sacraments and rites of the church. The Altar Guild members frequently supervise the decoration of the sanctuary of the parish with flowers.

The Altar Guild has 8 members, two per team assisting in weekly preparations. Each team is assigned to serve one weekend a month with an alternating 5th Sunday.

The Altar and Flower Guilds are especially busy during the seasons of Easter and Christmas decorating the Sanctuary with flowers.

The Flower Guild welcomes your donation in preparing fresh flowers weekly. When signing up for flowers of the week please, include your name, phone number and the occasion it's for, blank cards are also available for you to fill out your request in the Narthex. Cost of floral arrangements is \$50.00 payable to: Church of The Epiphany.

Throughout the year flowers are donated monthly or for special occasions. A warm Thank You to our donors, Sonia Cornejo, Ann Stoltz, Marilyn Powell, The Smith's and the Heidel family. And a special thanks to Ann Stoltz for gifting the new flower vases.

If you are interested in joining this ministry, contact me by email: kathyczz@gmail.com or by phone (707) 372-2542

Respectfully Submitted by,

Kathleen Cocuzza, Altar/Flower Guild Directress

The Chatter

This is the thirteenth year of the Chatter, Epiphany's weekly newsletter and the fourth year in its "e-newsletter" format. It contains information on the church schedule and special events that take place throughout the year. There are articles about the activities, meetings, special programs, and items of community and church interest.

The Chatter follows a web-based presentation style and is emailed weekly. It is also posted on Epiphany's web site. Links to videos, music and other graphic presentations are included on a regular basis. Easy access to other web sites, especially on the Diocese and National level helps provide a better connection to other Episcopalians and to the world as a whole.

We hope that the Chatter has successfully provided information during this year.

Items of interest should be submitted to chatter.epiphanymail@gmail.com.

Karen Nolan, Valerie Smith, and Laura Beckett

Child and Youth Ministry

I am looking forward to re-invigorating our children's and youth ministry. We may have a small group of children and youth, but they are mighty and strong. We now have youth bulletins available every Sunday. Soon we will be giving children and youth bibles of their own. We are also soon starting Sunday School as well. Additionally, I am working on starting a youth ministry. Additionally, we will be partnering with Shepherd of the Hills for Vacation Bible School this summer. The

future of our child and youth ministry holds so much promise and I am very excited in assisting in this adventure.

Michele A Lee, koalamichele@gmail.com

Community Meals

It is the work of many, many people that makes possible our extensive work in feeding over 350 meals each week at our Tuesday and Friday dinner programs. 14 churches continue to participate in all manner of responsibilities from cooking to keeping our spice cabinet and anytime snacks up to date. This year, we added Lowe's to our list of contributors, and we all enjoy the pallets of bottled water they give us. Soon, we hope to have a navigator and nursing programs back, and we are thankful to Archway Industries for filling that gap in the interim. We also partner with Veterans groups for holiday meals, support Veteran's Day activities and Wreath laying, and work to help other like-minded groups like the Storehouse, Stand Up, Re-Start, Opportunity House, and many others to make sure that food is not wasted and that it and supplies go where it is needed. This year, we worked to support Ukrainian relief efforts and delivered a carload of personal products to be distributed to women. We continue to strive to have every volunteer who works in the kitchen certified through the Serv-Safe system to best support our meal guests. We were able to be awarded this year approximately \$25,000 in grants. We were also listed in the Bishop's Book of Dreams for 2023. Evan "Crab Man" Evans and Linda Evans, along with Laura Grimm and others, work hard to ensure our only yearly fundraiser is a success. I'm told we do have the absolute best quality crab available. As of the time of this writing we are planning for our 2024 Crab feed in January. Make sure to sign up and buy a ticket! That sounds like a good Christmas present for someone!

Emma Green

Daughters of the King

The Holy Light Chapter of the Daughters of the King continues to meet monthly on the first Sunday of the month at 11:30. This is an in person and ZOOM meeting. We have gained two and lost both of these members in 2023. Was a bittersweet installation of each of these loving ladies. Ellen Simonin continues to be co-president which is a

blessing to me and the chapter. We have taken on the task of sending out cards to parish members that are unable to attend service due to age or illness. Additionally we will be preparing welcome bags for newcomers. Our secret sister campaign has expanded to two ladies not Daughters which makes it more of a favorite for all of us, with the secret reveal scheduled for our next meeting. Please contact me at maxineswakefield@gmail.com if you have any questions about joining us and be our guest at the next meeting.

Maxine Wakefield

Episcopal Migration Ministries Rainbow Initiative

In 2023, Episcopal Migration Ministries put out a call for congregations and faith-based organizations to join its new Rainbow Initiative, to focus attention on refugees and asylum seekers who flee their homelands because they are members of the 2S/LGBTQIA+ community.

Church of the Epiphany became one of 21 partners in this project – and the only church in California to sign on.

The initiative's first-year goal was to raise awareness about the plight of 2S/LGBTQIA+ refugees and provide information about services they might find useful here.

Epiphany was able to help spread that information to the community when it took part in June's Pride Festival at Andrew's Park. (You may have seen the banner provided by the Rainbow Initiative that we proudly displayed at our tent, proclaiming "The Episcopal Church Welcomes LGBTQ+ Immigrants.")

Karen Nolan, Nick Carlson, Melissa Dunning and, before her death, Ailene Klotz, represented Epiphany at Rainbow Initiative Zoom meetings throughout the year. Epiphany has also shared information about the Initiative with the Diocese of Northern California, through the Commission for Intercultural Ministries' Rainbow Ministry Team.

More information about the EMM Rainbow Initiative is available online:

<https://episcopalmigrationministries.org/rainbowinitiative/>.

Karen Nolan

Eucharistic Ministers

Licensed Eucharistic Minister (LEM) is a service which a layperson can offer to provide distribution of the Eucharistic elements to those who cannot physically attend the celebration of the Eucharist personally.

I have had the privilege of providing this service to at least two people and I know of two or more of our congregation who also assist in this work. It is a work of great joy. There is a sadness that goes with it because the visited cannot join the community to share the Eucharist in person. There is joy, however, since the person visited can participate in receipt of the Body and Blood of Christ.

It is best to go directly after the celebration of the Eucharist at the altar, but communion can also be taken during the week since reserved sacraments of both bread and wine are available in the ambry. I can't think of a better use of my time than to offer this ministry. Additionally at the Church of the Epiphany, the LEM's are used at the altar for celebration of the Eucharist, another worthwhile ministry.

I write this brief synopsis about LEM ministry since more communicants doing this service would be most welcome. Please advise Reverend John and he will make sure you are properly trained so that the Bishop can license you.

Nick Carlson

“EVEN MORE MERRIMENT” 2023 Merriment on Main

Our merriment activities were back with a vengeance this year! You may recall that our Interim cancelled our evening last year due to weather and other considerations. This year, with over 24,000 in attendance and the Festival of Trees being held in part at the museum instead of the skating rink, Epiphany was visited by some 300 people. It was a crisp, starlit, beautiful night with 5 horse-drawn carriages passing by every 15 minutes or so. We were blessed with the Heidel family's rendition of “Rudolph the Red Nosed Reindeer” on Christmas Karaoke, and the Rev. Kevin Phillips and Emma Green in a “Baby It's Cold Outside” duet. Great fun, dancing, singing and food supported the some 200 cups of cider and apple juice given out. Deep appreciation go out to all our

volunteers standing out in the cold giving out warm drinks and lasagna, and to our guys and gals who worked so hard on lights, trees, banners and logistics.

Emma Green

Homeless Memorial Service

Because of issues surrounding ending of the tenure of our short-lived Interim Rectors, we elected last year to move our homeless memorial service to Orchard Ave. Baptist Church. This memorial is held as close to the winter solstice as can be scheduled. It is a time to remember those who died on the streets alone. Fr. John gave a beautiful eulogy, and our parish remains an integral part of that service. A number of dignitaries from the governor's office and local politicians and leadership were in attendance, as were many unhoused individuals. A delicious meal, hosted by Orchard Ave. Baptist Church, was served. Clothing and other necessities were also shared. Please do plan to attend this free, lovely, remembrance next year.

Emma Green

Music Ministry

In September 2023 I was appointed Music Director of Epiphany Church. These first few months have been a time of transition and development, during which I believe the music ministry has flourished. Through this transition it has been important to listen to the musicians, choir, leadership, and the congregation to gain an understanding of the church culture, appetite for change, and potential for development. I recognized, early following my appointment, that the team needed some vision, affirmations, and structure. I have worked to create stability through the following values.

Vision

Our music choices reflect time honored traditions and contemporary options that engage the heart, mind, and souls of our community. Together we prioritize outreach, and the conviction that a Christian community who sings well together, loves well together.

Affirmation

Everyone who joins the music ministry has an important contribution. Everyone benefits from practice and rehearsal. Mistakes are a natural process of learning, sharing, and accepting.

Structure

The music ministry will promote regular schedules and performance patterns to enhance outcomes and promote cohesive teamwork.

As I write this report, we have just installed our new Priest in Charge following a robust season of Advent, Christmas, and the Epiphany Pageant. I look forward to a time of strategic planning and creating a proactive system of worship planning.

My initial goals continue to focus on the following:

1. Create a generous and affirming space so all who wish to serve with their talents and skills can do so with dignity,
2. Empower our musicians and vocalists to play and sing with skill and confidence,
3. Be an arm of development for church growth through expanding music programs and community participation,
4. Ensure Epiphany music supports Fr. John's ministry and inspires the worship experience.

I believe that the music ministry at Epiphany is integral to the health and growth of our church. It is my ambition to use music to help people feel the love, dignity, and safety of Christ at Epiphany.

Outcomes

1. Well attended kick-off meeting at my home to cast vision and create a sense of team belonging.
2. Established regular weekly rehearsals contributing to the quality of music on Sundays.
3. Dotty Schenk is playing organ regularly contributing to a traditional service and available for funerals. I play piano "duets" to promote a strong sense of rhythm and phrasing.
4. Created a folk – service under the leadership of Carlyn Crystal-Goodwin
5. I received regular affirmations that the music is pleasurable
6. 10 People volunteered to rehearse and join the choir at Christmas mid-night mass
7. Two Christmas Eve Services: Family Service led by Karen and Dan; Midnight led by myself

8. Outside Baritone: Gary Corker sings two times a month with us enhancing our quality.
9. Others have contacted me to say, that although they attend other churches regularly, they would love to come sing with us on occasion and for high events.
10. Regular participation by 3-6 choir members on a weekly basis.
11. The Bell Ringers played at The Epiphany Pageant: Thank you Karen!
12. I have a commitment from a classical opera vocalist to coach our choir members for no compensation.

Weaknesses /Threats

The development of the music ministry is negatively impacted by a lack of resources or proper space.

I am volunteering out of desire to help. The role at its minimum commitment level is no less than 10 hours a week and can exceed 20 hours. The skill required to coordinate, communicate, choose the appropriate music, rehearse, run service, not to mention personal practice time is commensurate with an experienced director. As I write this report I am in my 15th hour this week of volunteer time. However, this is not a scalable or sustainable model for growth. Consideration should be made by the vestry to plan for a compensated role as integral to the development strategy of the church and music ministry.

Our space is not adequate for conducting or directing. There is no choir loft or chancel for properly conducting or growing a choir. Recommend looking at options to provide choir space during the service that does not place their backs to the director.

The upright piano creates an obstacle for proper sightlines. The upright piano is in surprisingly good condition BUT continues to have technical faults: (1) key repeat is sluggish, (2) I recently fixed the damper (sustain) pedal from catching causing the sustain to stop when the pedal was released. I am looking for a grand piano (5'10" or less) for donation to the church. A grand piano will be more inviting for community artists and also help with sight lines.

Music office or dedicated space for coordination and filing. A plan and strategy for creating a current music filing system and coordination space would be helpful and save time.

Aging organists and lack of organists threaten the viability of organ music in the future even without financial resources to pay for a professional organist / director.

Upcoming Opportunities

1. Holy Week and Easter are opportunities to engage the public musically.
2. Music Workshop will be held regularly to develop musicianship and community belonging

Hope

In the new year, I hope to make Epiphany a place where more people think of music and the arts and more importantly a place for their family. I'd like to create a viable performance space and invite other performance groups (vocal choirs, chamber ensembles etc.) to Epiphany for services and community arts events. I hope to start a community children's choir and develop our own instrumental chamber ensemble for services.

In closing, it continues to be a wonderful experience as the Music Director at Epiphany. With our new Priest in Charge I anticipate the opportunity to love people with our music.

Wanda Cook, Music Director

Parish Nurse Report

The Diocesan Partners in Ministries of Health (DPMH) continued meeting via Zoom. We distributed Advent and Lenten devotional booklets from Living Compass to parishioners. The DPMH planned and delivered our fourth annual online webinar in October 2023 in partnership with the Province VIII Health & Healing Ministries Network titled, *Contemplative Practices & Well-being Workshop*. The speaker for the workshop was The Rev. Dr. Scott Stoner from Living Compass. Participants received the recording of the workshop and many useful resources.

In June, I organized a workshop by Rev. Perry Polk titled, *Memory Loss—What's Normal and What is Not*. Invitations were distributed to the diocese and in the Chatter.

I purchased a new first aid kit for the kitchen and replaced the expired paddles on the AED.

Ann Stoltz, Parish Nurse

Reader's Corner

The Readers Corner is a free lending library located just off the Social Hall. It is a companion to the Little Free Library located in front of Church of the Epiphany, along Buck Avenue, near the labyrinth.

Both share several features:

- No library cards are needed and there are no checkout procedures – just find a book you want to read and borrow it. When you're done, bring it back and take another one.
- Both accept donations of gently used books.
- Both put special emphasis on books for children and teens, although some books for adult readers can be found, as well.

The two libraries differ most in their hours of operation: The Little Free Library is open to all, 24/7. The Readers Corner is open during church office hours or when the Social Hall is accessible.

If you have books gathering dust on your shelves at home, please consider adding them to our collection. If you know of families who need books, or if you want to arrange for an off-hours Readers Corner pick-up or donation, contact Karen Nolan: 707-321-5103/karen.s.nolan@@gmail.com.

Karen Nolan

Sacred Ground

Sacred Ground is a film- and readings-based dialogue on race, grounded in faith. Small groups, meeting in person or online, walk through chapters of America's history of race and racism, while weaving in threads of family story, economic class, religion, and political and regional identity.

Sacred Ground is part of Becoming Beloved Community, The Episcopal Church's long-term commitment to racial healing, reconciliation and justice in our personal lives, our ministries and our society. The series is open to all and is especially designed to help white people talk about race.

The Diocese of Northern California recognizes completion of Sacred Ground as fulfilling the requirement that church leaders receive racial reconciliation training every five years. (The diocese also offers one-day workshops, titled "I Will With God's Help," to fulfill this requirement.)

No Sacred Ground Circles were formed at Epiphany in 2023, but plans are in the works to conduct one in 2024. If you are interested, please contact Karen Nolan: [707-321-5103](tel:707-321-5103)/karen.s.nolan@gmail.com.

Karen Nolan

Worship Assistants (LEMs, Readers Acolytes & Ushers)

Altar Supply is a fancy name for the collection of Lay Eucharistic Ministers, Acolytes, Ushers, and Readers who assist with Sunday services as well as other religious events throughout the year.

I was the person who scheduled people for those positions throughout 2023. I really want to thank everyone who volunteered this past year to be:

Acolytes, carrying the cross or candle in the procession/recession;

Lay Eucharistic Ministers, assisting clergy who serve Communion and other duties as necessary;

Readers/Prayers of the People, reading the scriptures, Psalms, and prayers for fellow parishioners and world at large;

Ushers, handing out bulletins and assisting people to their seats, bringing the chalice/pitcher from the rear of the church to the altar, passing the plates for the offertory, and guiding parishioners to the kneeling rail for Communion.

It takes a village to conduct Sunday Services. With minimal training, YOU TOO can add to our numbers in Altar Supply. Please consider volunteering to work one or more of these valuable positions during the church service. The more of us who are active volunteers, the less often you will have to work. Unless you *really* want to work a lot, then of course we will let you!

Again, thank you to all the current and future volunteers.

**Respectfully submitted,
Laura Grimm**

Worship Statistics 2023

Total Attendance All Svcs.*

	In person	On line
2023	2930	
2022		
2021	1,708	34,460
2020	442	34,391
2019	5557	

Average Sunday Attendance All Svcs.*

	In person	On line
2023		
2022		
2021	35	94
2020	74	138
2019	88*	71 *Sunday funeral

Sunday Holy Eucharist Svcs.

2023	2374
2022	
2021	
2020	28
2019	152

Sunday Morning/Evening Prayer Svcs.

	2023	
2023		
2022		
2021	2	12
2020	0	18
2019	0	

Weekday Holy Eucharists

2023		
2022		
2021	3	3
2020	5	1
2019	25	

Private Holy Eucharists

2023	
2022	
2021	27
2020	3
2019	12

Other Services (inc. weddings, funerals)

2023	362	194
2022		
2021	131	3
2020	6	11
2019	17	0

Weekday Morning & Evening Prayer

	2023
2023	
2022	
2021	16 **on line
2020	491 online
2019	

**311 Morning Prayer w/ 11,927 views
305 Compline w/ 16,630 views

The Commissioning of Vestry Members

The congregation being seated, the celebrant stands in full view of the people. The sponsors and candidates stand facing the celebrant. The Celebrant says:

Brothers and Sisters in Christ Jesus, we are all baptized by the one Spirit into one Body, and given gifts for a variety of ministries for the common good. Our purpose is to commission these persons in the Name of God and of this congregation to the ministry of the vestry to which they are called.

Sponsors **We present to you these persons to be admitted to the ministry of Members of the Vestry in this congregation.**

The Celebrant then asks the sponsors

Are these persons you present prepared by a commitment of Christ as Lord, by regular attendance at worship, and by the knowledge of their duties, to exercise their ministry to the honor of God, and the well-being of the Church?

Sponsors **We believe they are.**

The Celebrant then says

You have been called to the ministry of Vestry Member of Church of the Epiphany. Will you, as long as you are engaged in this work, perform it with diligence?

Candidates **We will.**

Celebrant Will you faithfully and reverently execute the duties of your ministry to the honor of God, and the benefit of the members of this congregation?

Candidates **We will.**

Celebrant, turning to the congregation

Will all of you support and uphold these persons in their ministry?

All **We will.**

Antiphon (spoken by all)

The Lord gives wisdom; from his mouth come knowledge

and understanding; he stores up sound wisdom for the upright; he is a shield to those who walk in integrity.

Celebrant I am your servant; grant me understanding:

All **That I may know your decrees.**

Celebrant Let us pray. (*Silence*)

O Eternal God, the foundation of all wisdom and the source of all courage:
Enlighten with your grace the Vestry of this congregation, and so rule their minds,
and guide their counsels, that in all things they may seek your glory and promote
the mission of your Church; through Jesus Christ our Lord. *Amen*

In the Name of God and of this congregation. I commission you [N.}
Member of the Vestry in this Parish.

Treasurer's Report 2023

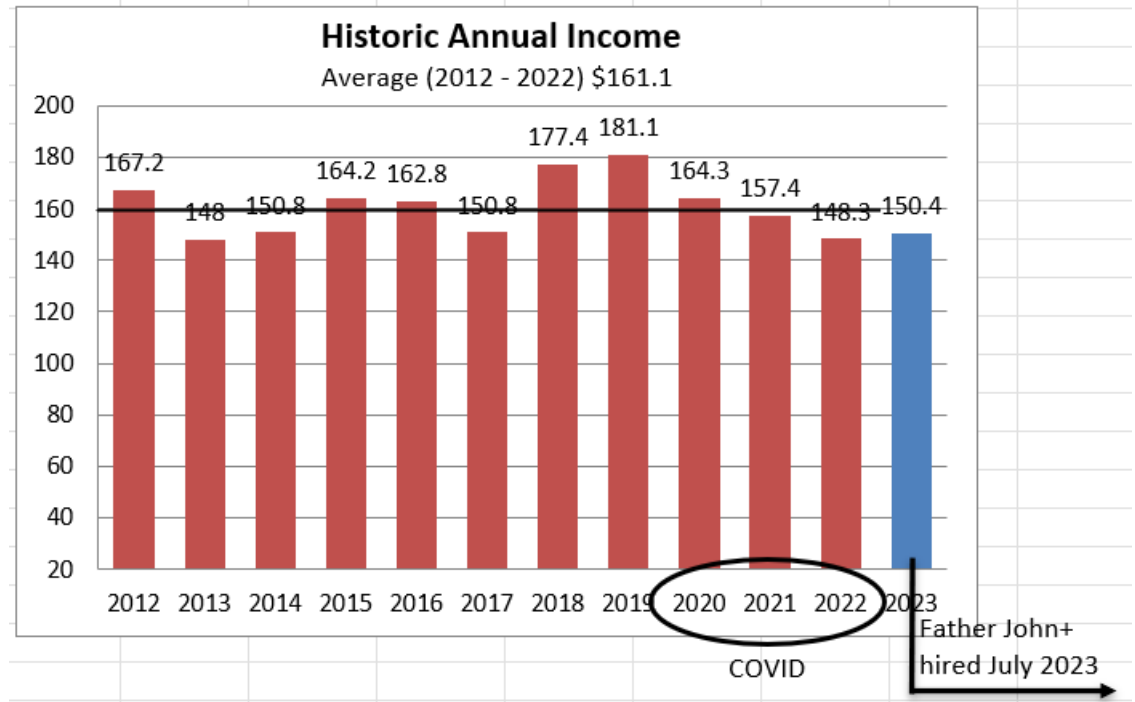
The Church of the Epiphany's 2022 financial results are summarized below:

Income:

- Overall, we had an operating budget **surplus** of **\$14K**. Our revised 2023 budget, after hiring Father John+, called for a surplus of about \$7K.
- The surplus does not mean that we had a good income year. Our **income was historically low** as shown in Figure 1. 2023 income was \$150.4K compared to an average for the last 10 years of \$161K.
- If income was so low why did we have a surplus?
 - We hired Father John+ at three quarter time. This means that he works 30 hours out of a normal full-time work week of 40 hours. Also, Father John+ does not require health insurance from Epiphany.
 - We received \$16.5K in Diocesan Grants (\$14K relating to Rev. Stacey) and \$10K of other gifts in All Other Income
 - Regular contributions were \$10K over budget
 - Our Music Director is not taking salary
 - We paid reduced apportionment due to capitalization of repairs (parking lot and eaves) in 2022

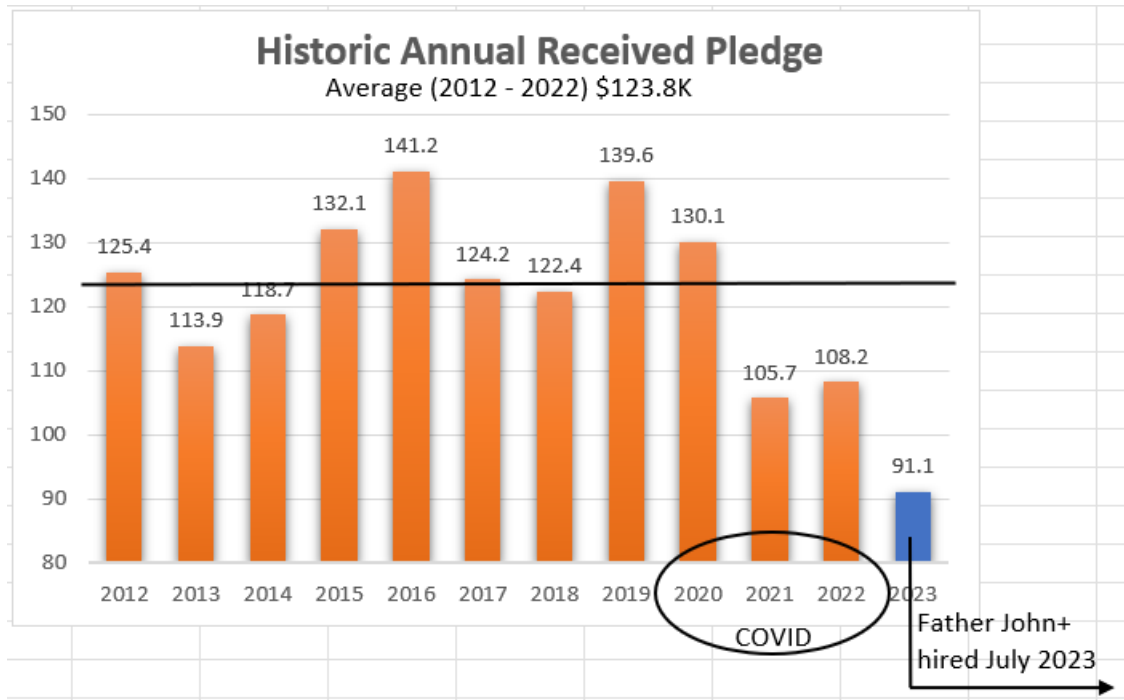
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Figure 1: Historic Annual Income



The change from a full-time Priest to $\frac{3}{4}$ time was required due to a decrease in income (specially pledges) over the last several years, See Figure 2. This has been partially offset due to high regular contributions (people who give regularly but don't pledge). Historically, we can depend on pledge, but regular contributions and all other income are not guaranteed.

Figure 2: Historic Annual Received Pledge



2023 Expense:

- Expenses were low by 10K at 93% of budget. All bills and apportionment are up to date. Expenses were low for two main reasons:
 - Apportionment was low due to capitalization of 2022 repairs.
 - Employees are low due to our Music Director volunteering.

It is worth noting that we built the change to a ¾ time Priest who does not require Epiphany supplied health care into the budget when we hired Father John+. This lowers our expense budget. The low apportionment and employee expense were not in the budget and so reduced our planned expense.

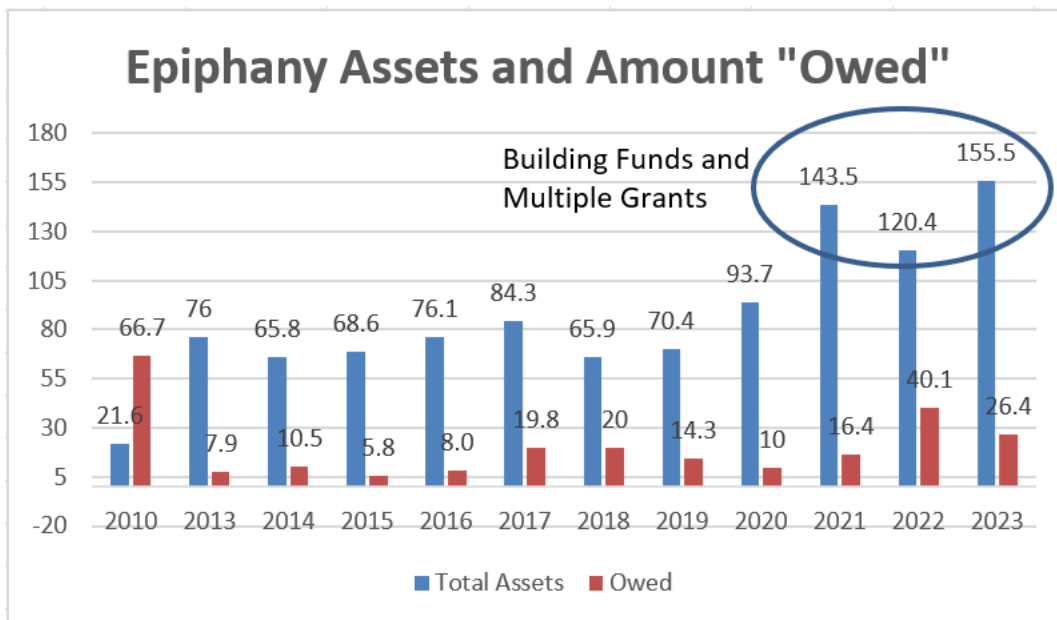
Other:

- We continued to protect our dedicated funds and use them in the manner that they were intended. We have included the current fund balances and their history after the balance sheet at the end of this report.

- The gap between assets and liabilities (or the amount we “owe” ourselves) **decreased from \$45.3K to \$26.4K**, due to having more income than expense in 2023. This is shown in Figure 3.

What we owe ourselves is an indicator of long-term health - going up or down from one year to the next is not as important as looking for longer term trends. The trend indicates that while our operating budget (what we have to pay our bills) is shrinking, our gifts for dedicated purposes (Friday Night Dinners, Capital Funds and others) continues to grow.

Figure 3: Selected Years Assets and Amount Owed



To summarize, we have an operating income problem. We are making up for lost income by reducing pastoral care from a full-time priest to a ¾ time priest, having a volunteer music director and diocesan grants. This is not a sustainable model, and we will need to grow our income. However, we continue to grow in our dedicated funds such as Margaret Rainey Capital Fund, Friday Night Dinner Fund and others.

2024

Looking forward into 2024:

- Our current 2024 budget is in the red (more expense than income) by a modest \$5.4K. This is based on a reduced income of \$137.5K (2023 was 152.2K). Why a reduced income? The answer is that while we can expect pledges and largely regular

contributions, we cannot budget for a year of exceptionally high All Other Income which was bolstered by \$16.5K of Diocesan grants.

- The budget is **realistic** and based on years of data with attention to the changes during and since COVID. The budget is attached. If anyone would like to see the historic data for it, please let me know (it's lots of fun).
 - We have increased **Regular Contributions by \$5K** based on the last 3 years.
 - **Other Operating Income** (unplanned gifts, grants to general fund) **was kept constant** at \$15K. Note, there is some risk here as these are not guaranteed.
 - We have not provided for a Raise for Father John+ in 2024.
 - We have accounted for increases in PG&E and other utility rates.
 - We have budgeted for choir guest performers but have not budgeted for a Music Director salary per request.
- The Vestry will continue to monitor the budget and all expenses monthly and will be reporting out to the Congregation often via the Chatter.

I say this every year, but **please be sure to thank Marge Tye** for her efforts as our bookkeeper. She handles the bills and banking transactions. Our bank change over to BMO (not our choice) was completely handled by Marge. Additionally, **Maxine Wakefield** balances our bank statements and is trained as Marge's back up. Also in our business process are the **"Counters"** who count and categorize our weekly deposits. The information that Marge, Maxine and the Counters prepare through these ministries allows accurate reporting and budgeting. This, in turn, allows the Vestry to make decisions with accurate financial information. These services are essential for the Church and we are grateful for them.

Respectfully submitted,
Ben Smith



Church of the Epiphany

Epiphany exists to meet the spiritual and physical needs of the community as we share God's love by feeding all.
Celebrating our 129th year in Vacaville

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The Rt. Rev. Megan M. Traquair, Bishop

The Rev. John Heidel, Priest in Charge

Wanda Cook, Music Director

Vestry

Emma Green, Senior Warden

Ann Stoltz, Junior Warden

Nick Carlson, James Manual, Carol Marshall,
Kathleen Moran, Karen Nolan, Marilyn, Liz Sickles,
Tony Yang, Clerk Ben Smith, Treasurer

The Members of the Congregation are the Ministers of the Church