

Episcopal Church of the Epiphany

Annual Parish Meeting

January 26, 2025

“To Know and Share God’s Light.”



Church of the Epiphany
1839 Arroyo Ave.
San Carlos CA, 94070
EpiphanySancarlos.org

Summary of 2024 Annual Meeting

1. Agenda was submitted and approved.
2. Minutes from 2023 annual meeting were submitted and approved.
3. Senior Warden Mallory J. Stevens offered a few words.
4. Associate Rector year in review.
5. Annual review of service projects.
6. Annual review of worship services.
7. Annual review of the Rector search process.
8. Annual review of Epiphany's presence at San Carlos Pride.
9. Annual review of youth ministries and activities.
10. Necrology report.
11. Thanks and blessings offered to outgoing Interim Rector, the Rev. Bob Kossler.
12. Marisa gave a comprehensive report on the 2024 budget.
13. LeighAnn Weiland gave a report on 2024 Stewardship.
14. The Outreach Commission gave their report on 2023 outreach activities and their impacts.
15. Buildings and grounds report for 2023.
16. Affirmation of incoming Vestry members: Michelle Maia, Dwight Hill, Ginny Grant, and Kim Hartman.
17. Election of Deanery delegates: Randy Rae, Robin Weiland, and David Marasco.
18. Announcement of incoming Treasurers: Aly Towry-Jenkins and Lora O'Haver Rae.
19. Thank you and blessings to outgoing Vestry member Lora O'Haver Rae.
20. Thank you to all Vestry and volunteers.
21. Floor opened for questions.

Necrology

2024

Bernard Alexander Votteri
Muriel Gill McGee
Robert Oda

Eternal Lord God, you hold all souls in life: Give to your whole Church in paradise and on earth your light and your peace; and grant that we, following the good examples of those who have served you here and are now at rest, may at last enter with them into your unending joy; through Jesus Christ our Lord, who lives and reigns with you, in the unity of the Holy Spirit, one God, now and forever. *Amen.*

2024 Parish Statistics

	2022	2023	2024
Active Members	475	483	423
Inactive Members	N/A	N/A	167
Active Non-members	N/A	N/A	9
Weekend Eucharists	77	76	104
Weekday Eucharists	11	21	21
Private Communion	3	2	6
Easter Vigil Attendance	N/A	33	49
Easter Sunday Attendance	136	125	155
Weekend Attendance Average	51	48	68
Marriages, Vow Renewals	1	0	1
Burials	1	1	3
Baptisms	11	1	2
Confirmed, Received, or Reaffirmed	3	0	5
Church School Enrollment (Nursery-High School	20	20	12

Notes:

Membership tracking data for 2022 and 2023 is incomplete, and the numbers for active members are taken from the parochial reports for those years.

Confirmations and Baptisms

Five members of Church of the Epiphany were confirmed by Bishop Austin on September 8, 2024.

Emma Dougherty
Kyle Estrada
Jonathan Kitt
Kevin Ricca
Pinar Hanna



Two members were baptized into our community throughout the year.

Penelope Ruth Wozniak
Olivia Lu-Hill

~Rector and Staff Reports~

Annual Report of the Rector

The Rev. Dr. Marisa Tabizon Thompson

Dear Church of the Epiphany,

Having just finished the first year as your new Rector, I appreciate this opportunity to look back on our time together. Through individual conversations, parish gatherings, with leadership, it has been a privilege to hear people's spiritual journeys, walk together in times of sorrow and joy, and start to explore Epiphany's hopes and dreams for the future.

Over the past year, we have celebrated, welcomed, said goodbye, and found ways to open our hearts and doors to those seeking God and community. I am excited about the relationship the Outreach Team is crafting with LifeMoves, the increase in acolytes serving at our altar, and the friendships developed and renewed over the past year. Welcoming Diego Parejo and Craig Morey to our music staff and worship life at Epiphany has been a blessing, and I give thanks to Jennifer Barnett for her long leadership through joy and tumult. When we met here last year, I spoke of a quest to unravel our financial state. Great headway has been made, thanks to the work of our vestry, Petra Gilmore, our bookkeeper, and our new treasurers, Aly Towry and Lora O'Haver. This will continue to be a priority in 2025.

It takes a village – at least – for this community to grow and thrive. Many thanks to everyone who helps at coffee hour and potlucks, teaches Sunday School, preaches and serves in worship, runs outreach programs, serves on Altar Guild, with the choir, and more. In particular, I invite everyone to share in my thanks to our outgoing vestry members. David Marasco, Claudia Nadalin, Jon Grodem, and LeighAnn Weiland, who each served this community for the past three years, and to Mallory Stevens, Senior Warden, and Laura Bierwagen, Junior Warden, thank you both for staying on a fourth year to serve in leadership roles and offer knowledge and continuity. This group worked on behalf of this parish through an interim, a rector search, and a new rector. I am deeply grateful for your work and witness. Additionally, I offer thanks to our incoming vestry members, Kent Holubar and Jackie McCormack, and gratitude to our new wardens. Angela Rae has answered the call to serve as our new Senior Warden, and Ginny Grant graciously agreed to serve as our new Junior Warden, I am very hopeful for our future together.

Today's lesson from 1 Corinthians 12 reminds us that as Christians we are all connected as members of the Body of Christ. Further, we all have our roles to play as we are each a different part of the body. We must each accept our call to be a thriving part of this community, working together to be Christ's light in this world, a space of safety and joy for those of us already gathered and those in the wider community. This is always true but will be particularly important in 2025 as we continue the work of defining who we are and who we are called to be as a church. As we continue to grow together as a community, may we practice seeing God's grace in our lives and in the world around us, enabling us to be a blessing to all those whom we meet.

In peace,
Rev. Marisa

Annual Report of the Associate Rector

The Rev. AnnaMarie Hoos

2024 was a year of learning and growth at Epiphany under the leadership of our new rector. Existing programs deepened and grew stronger, and we found some new opportunities for engagement, service, and pastoral care. I have enjoyed working alongside and learning from Marisa+ as she took up the leadership of our congregation and led us into fresh clarity and good order, particularly around congregational finances.

At least six new families with school-age children joined Epiphany in 2024, and we shifted our Sunday School offerings to support them. We added to our existing team of Godly Play teachers, and started a Lego-based Sunday School program for grades 4-8 in the fall. We also brought a number of the older children and teens into serving as acolytes. During the summer months, when Sunday School does not meet, Nina Brooks and Tassie Towry-Jenkins revived the “Summer Sunday Fun-Days” program, with different members of the congregation offering an activity for the school-age children during the 10 a.m. service. Our Seekers (youth grades 6-12) meet regularly for fellowship, reflection, cooking and crafting together, and occasional service projects. We have youth at Epiphany participating as digital ministers, ushers, backup Sunday School teachers, acolytes, and singing in the choir. We also prepared and presented four youth (and one adult) for Confirmation this summer, and they were confirmed at Grace Cathedral on September 8, 2024, by Bishop Austin Rios (his first confirmands).

I continue to enjoy preaching and presiding; both with the quiet of the 8 a.m. (spoken) service and the joyful, musical 10 a.m. service. I’ve appreciated the fellowship that has developed in the 8 a.m. congregation, once again worshipping weekly, as well as regularly chanting the Eucharist at the 10 a.m.. Due to shifts in music team leadership, I also took on selecting the congregational hymns in the latter part of the year (a delight). It’s been a blessing have kids and teens with us as acolytes as well.

In May, I worked with the Outreach team to coordinate our annual booth at the San Carlos town fair, Hometown Days. As usual, our lollipop ring-toss game is very popular with children, and a good opportunity to connect with our neighbors. Our booth raised \$1000 for the Outreach and Seekers fund.

In June, I coordinated the mid-Peninsula Deanery booth at San Mateo Pride, an endeavor started in 2023 at the urging of the late Rev. Iain Stanford, previously rector at St. Peter’s in Redwood City. Members of Epiphany, St. Peter’s, St. Paul’s in Burlingame, and SEA Church (San Bruno / South San Francisco) staffed a booth with materials about the welcome and inclusiveness of our Episcopal congregations, as well stickers as make-your-own Pride flags for all ages. Epiphany also collaborated this year with Holy Trinity Lutheran Church in San Carlos to host a booth at the San Carlos Pride celebration.

I continued as the clergy point of contact for the Outreach Commission this year. I worked with them on another Project Restart (disaster recovery materials) bin drive in late summer, and coordinated a Lenten campaign with four other congregations on behalf of RIP Medical Debt, which raised over \$15,000 to forgive medical debt around the US. After doing some discernment in the spring of 2024, Outreach also deepened our relationship with LifeMoves, the agency that provides services to the homeless and those precariously-housed in San Mateo County. Through one of my colleagues in the Peninsula Solidarity cohort, we connected with Woodside Road United Methodist Church in Redwood City, and collaborated with them to host two holiday celebrations with food, games, and seasonal crafts for the residents of Redwood Family House, a family shelter in Redwood City. We offered a Parents’ Day celebration May, and a Harvest Festival in October.

I share with Marisa+ in the work of pastoral care and visiting, meeting with parents and newcomers, as well as visiting members who are homebound and leading our Wednesday “Zoom chapel.” Also, in the fall, I led a Pastoral Care for Eucharistic Visitors training. Twelve people participated, and I anticipate at least 8 of them will start making formal visits in the new year.

In 2024, I started a three-year term on the Executive Council for the Diocese of California. This body meets monthly to address diocesan financial, property and legal matters. We also held retreats in January and then again in July, as we welcomed our new bishop. I co-chaired a committee working on resourcing housing for diocesan clergy; the body also developed policies for property disposition and use of proceeds of the sale of church property, and is re-establishing the Committee for Congregational Development, to work with the Canon to the Ordinary in supporting the life of our mission congregations, which make up 1/3 of the churches in the diocese. I also served on the Grant Committee for our Peninsula Deanery, and will chair it in 2025.

~Financial Reports~

Annual Financial and Stewardship Report

The following report is a statement of the condition of Church of the Epiphany at the end of the calendar year 2024.

The Treasurer's report shows receipts in the General Fund for parish support in the amount of \$532,870.

This does not include receipts for the Outreach Fund, and other special purposes. A detailed report of the General Fund follows on a separate page.

No land or property was received during the year.

The Wardens and Vestry adopted a budget of \$589,005 for 2025. The detailed budget is included elsewhere in these reports.

As of January 15, 2025, 48 signed pledges for the General Fund for 2025 totaled \$266,531.

Mallory S., Senior Warden

Laura B., Junior Warden

2025 Budget (approved 1/15/25)

Account Number	Account Name	12/31/24 YTD		2025
		2024 Actual	2024 Budget	Approved Budget
INCOME				
<u>Donations</u>				
	Pledges	211,968.00	238,950.00	275,000.00
	Pre-Paid transfer	65,588.01	20,000.00	
	Plate Offering	144,682.90	50,000.00	30,000.00
	Easter	2,974.00	25,000.00	3,000.00
	Christmas	4,848.65	1,500.00	5,000.00
	Total Donations	430,061.56	335,450.00	313,000.00
<u>Other Income</u>				
	Rent: SPNS	40,042.64	41,000.00	43,870.00
	Rent: Rectory	5,928.50	0.00	0.00
	Rent: Facilities	5,843.45	35,000.00	8,000.00
	Miscellaneous	900.99	2,000.00	10,000.00
	Total Other Income	52,715.58	78,000.00	61,870.00
<u>Transfers and Interest</u>				
	Morris Endowment Transfer	32,400.00	22,000.00	25500
	Smith Endowment Transfer	81,000.00	54,000.00	75500
	Magi Endowment Transfer	66,600.00	43,400.00	51000
	Youth Endowment Transfer	6,000.00	6,600.00	6000
	Interest Revenue gain/loss	590.99	0.00	0
	Total Transfers and Interest	186,590.99	126,000.00	158,000.00
	Total Income	669,368.13	539,450.00	532,870.00
EXPENSE				
<u>Personnel</u>				
	Total Salaries and Benefits	\$ 389,125.92	\$ 387,195.92	\$ 368,495.00
<u>Outreach Programs</u>				
	Diocesan Assesment	73,697.00	73,700.00	84,000.00
	Diocesan Meetings	1,201.92	500.00	900.00
	Parish Outreach	350.39	100.00	100.00
	Total Outreach Programs	75,249.31	74,300.00	85,000.00
<u>Worship</u>				
	Acolytes	159.89	500.00	250.00
	Books (worship)	81.55	1,500.00	250.00
	Liturgical Arts	115.92	0.00	0.00
	Pastoral Care	159.65	1,700.00	600.00
	Liturgical Supplies	359.93	1,750.00	1,200.00
	Tech Supplies	2,913.89	3,300.00	2,000.00
	Substitute Clergy	550.00	1,200.00	1,500.00
	Flowers	-2,017.41	750.00	500.00
	Total Worship	2,323.42	10,700.00	6,300.00
<u>Music</u>				
	Music Supplies	-241.00	1,000.00	500.00
	Children's Choir	-600.00	0.00	0.00
	Substitute Organist	200.00	0.00	600.00
	Guest Musicians	4,305.00	1,500.00	1,000.00
	Copyright Licensing	659.88	350.00	700.00
	Total Music	4,323.88	2,850.00	2,800.00
<u>Christian Education</u>				
	Sunday School	600.15	1,000.00	600.00
	Adult Education	238.57	500.00	500.00
	Young Adult	6.30	250.00	200.00
	Confirmation	154.50	500.00	200.00
	Seekers	757.62	1,000.00	500.00
	Total Christian Education	1,757.14	3,250.00	2,000.00
<u>Hospitality</u>				
	Retreats	1,637.30	1,500.00	500.00
	Event Supplies	875.56	1,500.00	2,000.00
	Hospitality Supplies	686.05	0.00	500.00
	New Members	27.64	600.00	300.00
	Total Hospitality	3,226.55	3,600.00	3,300.00
<u>Communications</u>				
	Communications	20.00	1,500.00	750.00
	Computer Software	5,330.36	3,500.00	3,000.00

Website	131.78	1,000.00	250.00
Total Communications	5,482.14	6,000.00	4,000.00
<u>Staff Expenses</u>			
Continuing Ed- Rector	918.27	1,000.00	1,000.00
Phone Expense- Rector	910.32	1,200.00	1,200.00
Sabbatical- Rector	1,000.00	1,000.00	1,000.00
Miscellaneous- Rector	44.73	0.00	0.00
Continuing Ed- Assoc. Rector	687.16	1,000.00	500.00
Phone Expense- Assoc. Rector	1,305.99	1,200.00	700.00
Sabbatical- Assoc. Rector	500.00	500.00	0.00
Continuing Ed- Staff	10.00	1,700.00	0.00
Mileage	0.00	500.00	300.00
Total Staff Expenses	5,376.47	8,100.00	4,700.00
<u>Insurance</u>			
Comprehensive	28,748.25	28,400.00	30,650.00
Worker's Comp	688.00	2,200.00	1,000.00
Total Insurance	29,436.25	30,600.00	31,650.00
<u>Utilities</u>			
Alarm System	3,277.83	4,000.00	3,600.00
Garbage	3,791.90	4,000.00	4,000.00
PG&E	9,687.11	10,000.00	10,000.00
Telephone	84.46	1,500.00	1,500.00
Water	4,005.02	3,500.00	4,200.00
Total Utilities	20,846.32	23,000.00	23,300.00
<u>Office Expenses</u>			
Copier Contract	6,547.24	4,000.00	5,400.00
Computer	6,670.47	2,500.00	2,500.00
Check Fees- Payroll	1,510.00	1,500.00	1,600.00
Fees- Bank or Investment	340.34	1,000.00	500.00
Furniture/Equipment	38.14	1,000.00	500.00
Merchant Credit Card Fees	2,577.94	2,500.00	2,750.00
Office Supplies	1,368.45	3,000.00	2,000.00
Paper/Stationary	173.95	0.00	0.00
Postage	1,241.37	1,250.00	750.00
Publicity	196.19	0.00	0.00
Total Office Expenses	20,664.09	16,750.00	16,000.00
<u>Buildings & Grounds</u>			
Cleaning Services	12,930.00	15,000.00	10,600.00
Custodian Supplies	491.23	350.00	500.00
Gardening	3,220.00	7,000.00	6,060.00
B&G Maintenance	4,974.70	1,000.00	5,000.00
Total Buildings & Grounds	21,615.93	23,350.00	22,160.00
<u>Rectors & Vestry Expenses</u>			
Staff Search/Transition	9,040.50	9,000.00	0.00
Stewardship	50.27	500.00	200.00
Vestry Expenses	457.05	2,000.00	2,500.00
Courtesies	197.40	600.00	600.00
Total Rectors & Vestry Expenses	9,745.22	12,100.00	3,300.00
<u>Taxes & Fees</u>			
Diocesan Audit	0.00	10,000.00	1,000.00
Church Property taxes	4,233.04	4,000.00	4,500.00
Total Taxes & Fees	4,233.04	14,000.00	5,500.00
<u>Rectory</u>			
Maintenance	8,964.05	13,500.00	5,000.00
Property Tax	2,076.64	6,500.00	2,500.00
Total Rectory	11,040.69	20,000.00	7,500.00
Total Expense	604,445.37	635,795.20	589,005.00
Net Income (Loss)	64,922.76	-96,345.20	-56,135.00

~Vestry and Ministry Reports~

Annual Report of the Vestry

Mallory J. Stevens

After welcoming our new rector the Rev. Dr. Marisa Tabizon Thompson, the vestry has focused on ensuring the financial health of our parish. With our two new treasurers, we have worked on ensuring clear fiscal reporting and moving toward a balanced budget in a timeframe which continues to support growth. Work included a continued focus on buildings and grounds and developing a regular maintenance schedule. Our vestry number was increased by two to support the onboarding of our rector and will return to a total of 9 members in the coming year. We are happy to welcome Angela Rae as the new Senior Warden and Ginny Grant as Junior Warden.

Annual Report of the Eucharistic Visitors and Pastoral Care Team

The Rev. AnnaMarie Hoos

In the late fall, twelve people from Epiphany, went through the diocesan Pastoral Care Training for Eucharistic Visitors, led by the Associate Rector. The sessions included reflections on illness and experiences with death, confidentiality, healthy pastoral boundaries, active listening skills, praying with people, and the logistics of a pastoral visit. Stephanie Meyer has agreed to coordinate Eucharistic Visits, and we anticipate commissioning these new ministers early in 2025.

Annual Report of Families, Children and Youth Ministry

The Rev. AnnaMarie Hoos

Our Godly Play Program (preK-3rd grade) continues, with a team of six leaders: Vivian Wang, Nancy Tovar, Sue Sunde, Nina Brooks, Jennifer Kitt, and Claire McKeefry, who joined the program in the fall of 2024. Jennifer Kitt schedules our teachers, and Nina Brooks tracks attendance. We have between 2-5 children each week, and welcomed three new children to this group in 2024.

In the fall of 2024, we started Brick Builders, a Lego-based Sunday School program for the older, school-age children (grades 4-8). After some experimentation with gathering times, the program currently meets on the 1st and 3rd Sundays of the month, during the 10 a.m. service. On the other Sundays, kids from this group worship with their parents in church, and some serve as acolytes. Michele Maia, Anna LeCuyer, Matthew Hannah, Claire McKeefry, and Tassie Towry-Jenkins teach in this program, sometimes joined by one of our older teens.

We revived and expanded our team of youth acolytes in 2024, training and commissioning seven older children and youth to serve in the liturgy. Kevin Ricca has also taken on the role of Head Acolyte, and Connie Bowles manages the liturgical rota for them.

Our Seekers (youth in 6-12th grade) met once or twice a month, on Sunday evenings over the course of the year, for fellowship, preparation for the liturgical seasons, and service projects. The group particularly spent time cooking and canning together. They learned to make cheese, dill pickles, and many kinds of jam. The annual Advent Craft Sale raised over \$1100 to support Seekers' activities. Michele Maia, Angela Rae, Mallory Stevens, Tassie Towry-Jenkins, and Courtney Blake all helped lead sessions for our Seekers in 2024.

In the summer of 2024, three of our teens prepared for Confirmation, meeting with adults and the clergy on Sunday mornings to learn what it means to make a mature commitment to the Christian life in the Episcopal church. In September, four teens (one prepared elsewhere) and one adult were confirmed by Bishop Austin Rios at Grace Cathedral. The teens have each found a role in life and worship at Epiphany — as ushers, acolytes, lead acolytes, or on the new Green Epiphany group.

Annual Report of Digital Ministry

Angela Rae

The Digital Ministries team continues to stream every Sunday service on Zoom, post recordings to YouTube, and post sermons to our podcast feed. Zoom attendance is typically only 1-3 people, but we know that the work is appreciated by those who can't make it to the church building on Sunday mornings.

This year, we experimented with posting sermon clips as shorter, TikTok-length videos, but this attracted some negative commenters and we are rethinking that strategy. Additionally, one member of our team left for college in the fall. We are currently training new digital ministers so we can continue to offer Sunday morning streams. Going into 2025, we hope to continue building our team of volunteers, keep the Epiphany community involved through social media, and try out new forms of digital engagement.

Annual Report of Music Ministry

Ginny Grant

The music ministry at Epiphany continues to evolve and enrich our worship, with some new faces and talents joining us and saying goodbye to others. Our Music Interest Survey received 30 responses with fresh ideas and interest levels regarding the kinds of music incorporated into our 10am service and the ways that we might engage more people. It has been said that "singing is praying twice", so identifying ways that we can reach the hearts, souls, and lips of more parishioners is our goal.

We gained new talents this year as well, with the addition of Joe and Zoe Thompson as singers, and Diego Granobles Pareja as an accompanist. We also said goodbye to Jennifer Barnett, who is preparing for a doctorate program, but then welcomed a veteran and venerated choral leader in the community, Craig Morey. The choir is learning new vocal methods and theory, as well as a repertoire we hope you will enjoy, and that brings out the best in our vocal gifts and group size.

Another outcome of the survey is that we recognize that with a smaller chancel choir, we do need to be innovative, and are excited that individuals in the parish would be willing to share their talents on a given Sunday morning, thereby giving the choir needed breaks. If you would like to "pray twice" on a given week or for a few weeks with the choir, talk with Craig or any of the choir members.

Annual Report of the Altar Guild

Barbara Haas

The altar guild sets up for services and then cleans up afterward. We also decorate for church holidays. We work in teams and are scheduled in advance. This is usually once every 4 to 5 weeks, except during Christmas and Easter. We meet twice a year to plan and enjoy each other's company. We welcome new members. If you are interested in joining, please contact Barbara Haas.

2024 Women's Retreat

Claudia Nadalin

On a rainy weekend in early March, 20 Epiphany Women including Marisa+ and AnnaMarie+, participated in a retreat at St. Dorothy's Rest. In addition to the relaxing womenship time, we spent time exploring the theme of the weekend: Developing a Sabbath Plan. The Women's Retreat is a long standing annual event at Epiphany.

Annual Report of the Epiphany Outreach Commission

Nina Brooks and Tassie Jenkins

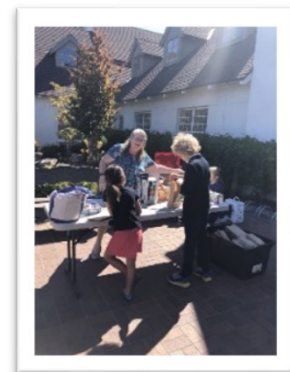
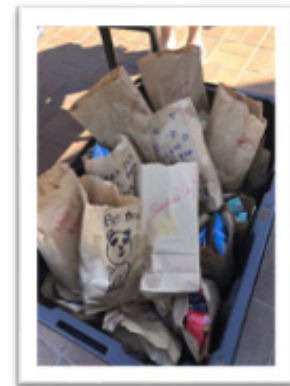
Being active in the community and supporting our neighbors is an integral part of who we are as a congregation. The Outreach Commission is pleased to present a recap of the wonderful, and plentiful, outreach activities in 2024.

We kicked off the year with something new - a fundraiser to support RIP Medical Debt forgiveness, and it was an overwhelming success, exceeding our goal and raising over \$7,500 (which erased \$750,000 in debt!) We continued our much loved and ever popular Hometown Days Lollipop Ring Toss, and we also sponsored our second collection of essential items for Project ReStart. Throughout the year there were many other outreach opportunities as well, ending with our Giving Tree and Reverse Advent Calendar. We hope everyone who wanted to, had a chance to participate and support the many wonderful organizations who benefited from your generosity!

Over the years we have welcomed new opportunities and have also said goodbye to others. In July we hosted a coffee hour/discussion session following a survey to hear from parishioners and receive your feedback about our parish's outreach programing. We appreciated everyone's thoughtful comments and suggestions – it was great to hear from you! Looking ahead to 2025 we are excited to begin to work more closely and collaboratively with LifeMoves - supporting the great work they are doing in San Mateo and Santa Clara counties offering critical services to the unhoused populations. There will be many ways we can participate in this work, through hands - on activities, fund-raising and donation drives – more to come on that soon!

Outreach generally meets on the first Sunday of the month following the 10am service and we invite any who are interested to join us, or just sit in. Current members: Nina Brooks and Tassie Jenkins (co-chairs), Laura Bierwagen, Connie Bowles, Claire Dikas, Ginny Grant, Frank Masci, Angela Rae.

2024	Year in Review....
FEB	<ul style="list-style-type: none"> Launch RIP Medical Debt fundraiser <i>raised over \$7,500</i>
MAR	<ul style="list-style-type: none"> LifeMoves Navigation Center <i>provided high-protein snack bags</i>
APR	<ul style="list-style-type: none"> San Carlos Day of Service <i>hosted wild flower seed craft & pollination education</i>
MAY	<ul style="list-style-type: none"> San Carlos Hometown Days Lollipop Ring Toss <i>raised \$700</i>
JUN	<ul style="list-style-type: none"> Pride in the Park <i>co-hosted booth in San Mateo and San Carlos</i>
JUL	<ul style="list-style-type: none"> Hosted Coffee-hour discussion/feedback LifeMoves RWC Family House Summer Camp <i>provided 60 snack bags for campers</i>
AUG	<ul style="list-style-type: none"> Project ReStart Emergency response bins <i>collected bathroom necessities for 10 families</i>
OCT	<ul style="list-style-type: none"> San Carlos Art and Wine Faire <i>co-hosted craft booth - colored rocks</i> LifeMoves RWC Family House <i>co-hosted dinner and crafts</i>
NOV	<ul style="list-style-type: none"> Help One Child Giving Tree <i>100 gifts + \$900 in gift cards</i>
DEC	<ul style="list-style-type: none"> Second Harvest Reverse Advent Calendar <i>188 lbs of food +20 lbs of non-food items</i>



Annual Report of Creation Care Ministry

Wendy Dougherty

We launched a Creation Care committee in November 2024. There are 12 people who have attended meetings and expressed interest in meeting monthly or more frequently as schedules allow in the coming year. We reflected on the Episcopal Creation Care Covenant that is a pledge and a framework that proposes three interrelated commitments: loving formation, liberating advocacy, and life-giving mitigation. This framework helps guide individuals, congregations, and dioceses to engage in these three commitments.

In our first meeting, we began by brainstorming resources, events and ideas to learn and take action on climate change. We started a spreadsheet to collect these ideas, which you can access by scanning the QR code below. We decided to use the Episcopal Church's Creation Care curriculum: Love God, Love God's World, to help frame our reflections and discernment on actions we can take as individuals and as a congregation. In our January meeting, we launched Session One of the curriculum.

In 2025, we aim to complete this curriculum and develop some concrete actions related to Earth Day and other longer-term projects. For example, we discussed an interest in emergency preparedness and exploring how Epiphany could serve the community in the case of a disaster. We will research resources and training that could allow us to explore how we can become such a resource in our community. In addition, we asked a non-profit organization, GRID Alternatives, to conduct a solar panel feasibility assessment for Epiphany to determine costs of installing solar panels that could reduce and/or eliminate utility costs and reduce our carbon footprint. We would like to share this assessment with the Vestry and determine a long-term strategy for such a project.



Annual Report of Ministry Volunteers

Connie Bowles

“.....The life that God is calling us to live together as Episcopalians requires something of each of us. Phrased another way, God uses each of us to bring to life God’s good will and way in the world.

According to the Book of Common Prayer, “the Mission of the Church is to restore all people to unity with God and each other in Christ,” and we do this work together. We all hold a piece of this restoration and unity work in us.” The Rt. Rev. Brian N. Prior, IX Bishop of the Episcopal Church in Minnesota

I am borrowing the Rt. Rev. Brian N. Prior’s words to highlight how our lay ministries work together in support of our Congregation and our Priests. From the time you walk up the steps to the front doors of the Epiphany, you are introduced to the first face of Epiphany’s four volunteer ministries, our Ushers/Greeters.

Our Liturgist reads the word of the Lord as representatives of the Congregation while our Acolytes help set the table for Communion, which is served to us by our Priests and our Lay Eucharistic Ministers (LEM).

Two years ago we moved ministry scheduling to iVolunteer, which Connie Bowles manages. She sends out a link quarterly so everyone who signed up to serve can then go online and sign up for their chosen Sunday in that three month period. The Saturday prior to Sunday’s service, Connie sends out an email to each person serving to introduce the team.

If you feel called to join any of the above ministries, please reach out to Marisa+ or AnnaMarie+.

Annual Report of Buildings and Grounds

Jon Grodem and Dwight Hill

One of our on-going gifts from our past is our facilities. From the Church to the Parish Hall to our Rectory, Church of the Epiphany is very fortunate to have the buildings and grounds as our spiritual home.

This year our Parish came together twice for Parish work days which were well attended. Focusing on the inside and outside, we cleaned, scrubbed walls, cleaned windows, rejuvenated the landscaping, power-washed the pavement, rebuilt/built benches and even reclaimed our stage in the parish hall.

We are very grateful to all who helped in our work days!

Our B&G team performed several audits of our needs and has started on the path of defining routine maintenance vs repair. Moving forward, we will continue with our Parish Work Days and will always look to be stewards of the physical gifts of our buildings and grounds.

Report of the Nominating Committee

Delegates: 2025 Peninsula Deanery

Names Placed in Nomination:

For Deanery Delegate	Randy Rae Angela Rae Ginny Grant David Marasco
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Meet the Nominees For Vestry

Members: 2025 Vestry

Names Placed in Nomination:

For Vestry	Kent Holubar Jackie McCormack Open slot
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Commissioning Vestry Members

Senior Warden: On behalf of the congregation of Church of the Epiphany, I present these people to serve as members of 2025 vestry.

Rector: Have these leaders been elected by the congregation in accordance with the bylaws of our congregation?

Senior Warden: They have.

Rector (to the new leaders): Do you commit yourselves to carry out the responsibilities of a vestry member?

New Vestry Members: I do.

Rector: Do you reaffirm your commitment to follow Christ and to serve this congregation in his name?

All Vestry Members: I do.

Rector (to the congregation): Will you do all in your power to support these leaders with your prayers, your honest yet gracious communication with them, and your willingness to help them carry out Christ's ministry in this church?

Congregation: We will.

Rector: In the name of this congregation I commission you for this work, and pledge you our prayers, encouragement, and support. May the Holy Spirit guide and strengthen you, that in this, and in all things, you may do God's will in the service of the kingdom of Christ. Amen.

Let us pray. Almighty God, look with favor upon these persons who have now reaffirmed their commitment to follow Christ and to serve in his name. Give them courage, patience, and vision; and strengthen us all in our Christian vocation of witness to the world, and of service to others; through Jesus Christ our Lord. Amen.