



February 4, 2024

PARISH ANNUAL REPORT 2024

Oak Hill, Virginia



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RECTOR'S MESSAGE

February 4, 2024

Dear Friends,

Having a birthday or other significant anniversary coincide with an existing, more widely recognized or celebrated day, say Valentine's Day (also known as Ash Wednesday this year), or Christmas Day, helps to make sure the anniversary does not slip by. Our first Sunday together was the parish annual meeting in 2022. So, it makes this time of year for me a double-share celebration. I get to celebrate the anniversary of our mutual call and then reflect with you each year on our mutual ministry to date, and look ahead with you to where God is calling us together.

2023 was a year full of getting to know more deeply, while also getting to know" for the first time. We continue to lean faithfully into evolving ways of being and doing in the world. We have familiar ministries functioning differently, and new ministries emerging. We are living as God invites us, as best we can, to be *in* the world, not *of* it.

Trusting in God's wisdom and vision, we step from 2023 with the gifts of "reimagining the possible." We have a new relationship with the Dulles South Soup Kitchen (DSSK) whose ministry aligns closely with one of our core missional engagement focuses: feed the hungry. And DSSK's presence among us also aligns with how we are beginning to understand ourselves: a people who give a place and home to those without one and in need of one. DSSK needed a place to do their ministry. We had the space.

The gifts of "reimagining" continued in many ways. We nearly doubled the number of people we gave shelter, food, and dignity to during our week offering the Hypothermia shelter. We accomplished much needed care and upgrades to the building. We welcomed more people into our space. The New Hope communities continue to grow. Northern Virginia Church of Christ (NVCC) continues strong. We now sponsor an additional Cub Pack and open our doors to other Scout groups. A tenant hosted a nationwide, week-long trauma workshop. The preschool, under Sue's leadership, offers increasingly creative and life-giving learning environments that serve the hearts, minds, and spirits of the youngest in our wider community. We went from a total Sunday worship count for the year of just over 3,200 in 2022 to almost 4,000 in 2023. We are at the point of needing to add another Sunday School class! And so far, in 2024, with just one additional pledging household, we increased our pledge balance by 20%! We still strive to meet our goal, but the Spirit is stirring! That 20% translates to the average annual pledge increasing from \$3,768 to \$4,442. With a very small staff and dedicated lay ministry leads, God has moved beautifully, and I am grateful to God, the staff, and the people of Epiphany for all we get to celebrate.

In 2024, we continue to learn, live, and seek what St. Paul meant when he said: Love Never Ends. The world that stirs the cynic in us may say that's not true; that love does end. But we are God's people seeking to live *in* the world, not *of* it. May we shine bright by God's love given freely. May that love, through us, bring healing to a hurting world. May God us help and guide us.

In Peace,



Rev. Dina E. Widlake, Rector

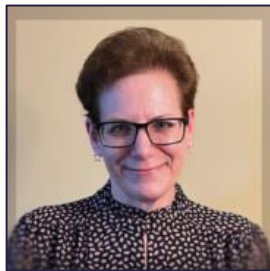


EPIPHANY STAFF

The ministries and ministers of the Church are supported by the vestry, clergy, and staff of this parish.



The Reverend Dina Widlake, Rector



Bernadette Capelle, Parish Administrator



Dana Hale, Children, Youth, & Family Minister



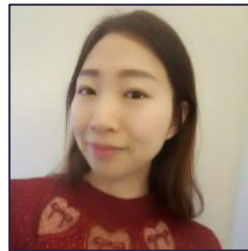
Sue Ferguson, Preschool Director



Dianne Hannum, Bookkeeper



Cathy Lard, Music Minister



Jiji Park, Principal Musician

PRESENTATION SLIDES

		
	<h2>ANNUAL MEETING 2024</h2>	
	<p>Epiphany Episcopal Church</p>	



Opening

- Prayer & Welcome
- Call to Order, Quorum
- Meeting Purpose & 2023 Minutes Approval



Reflections, Elections, Ministries

Words from the Rector
Vestry & Lay Delegate (Alternate)
Gratitude



Jonathan Isner
Alternate Lay Delegate



Meghan Therit Mason
Vestry Class 2027



TBD
Vestry Class 2027



TBD
Vestry Class 2026

Elections

And let us consider each other carefully for the purpose of sparking love and good deeds. Hebrews 10:25



2023 Treasures & Peering into 2024

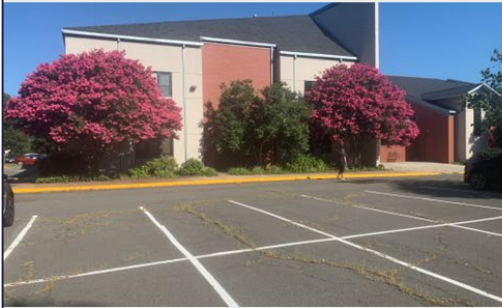


Panel Discussion





Where we Worship, Play, & Minister



Finance & Stewardship



Types of Income & Expense

Income

ORDINARY

Pledge, Non-Pledge, Loose Plate
Rentals & Subsidies: New Hope,
Preschool, Receptions, Parties, etc.

EXTRA-ORDINARY

Grants, Capital Campaigns,
Federal/State Programs*

ULTIMATE GIVING

Bequests, Tax-Deferred Account
Distributions, Special Asset Gifts

Expense

MINISTRY Cultivation

Administration, Buildings and
Grounds, People, Diocesan Pledge

DIRECT Ministries

Worship, Parish Life, Children,
Youth, and Families (CYF), Missional
Engagement/Outreach



Ordinary Giving

Type	2023 Actual	2024 Budget
Pledge	\$212,056	\$240,000
Non-Pledge: Other	--	\$2,825
Loose Plate	\$4,316	\$4,200
Rental: New Hope	\$163,128	\$165,000
Rental: NVCC	\$6,141	\$6,200
Rental: Special Events	\$3,500	\$3,500
Rental: Other	\$3,813	\$5,300
Subsidies (Preschool, DSSK)	\$18,000	\$18,000
	\$431,102	\$445,025



Giving and Expense Summaries

	2023 Actual	2024 Budget
Ordinary Giving	\$431,102	\$445,025
Extra-Ordinary Giving	\$30,000	\$20,000
Ultimate Giving	\$15,000	
TOTAL INCOME	\$476,102	\$465,025




Income and Expense Summaries

	2023 Actual	2024 Budget
Administration	\$45,329	\$58,485
Building and Grounds	\$131,184	\$135,850
People	\$261,676	\$292,019
Diocesan Pledge	\$13,415	\$13,352
Ministry Cultivation Total	\$451,604	\$499,706
Worship	\$6,331	\$9,975
Parish Life	\$1,138	\$1,185
CYFM	\$4,524	\$5,650
Outreach	\$5,880	\$10,225
Direct Ministry Total	\$17,872	\$27,035
TOTAL EXPENSE	\$469,476	\$526,742



PLEDGE

2023	2024
44 Pledges	45 Pledges
\$165,735	\$199,870
<p>Fulfilled (96%-100+%): 33 – of which 13 contributed above their pledge</p> <p>Mostly Fulfilled (51%-95%): 3</p> <p>Partially Fulfilled (6%-50%): 4</p> <p>Not Fulfilled: 4</p>	
<p>Budget based on \$240,000 in pledges</p> 	

MINISTRY REPORTS

WORSHIP

Worship is another highlight in the life and times of the people of Epiphany. One person who has been involved with Epiphany over a long time and in many ways said that the love of God is *always* alive in Epiphany's worship. I couldn't agree more. It is a sustaining activity for me and a blessing to lead each week.

The number of people joining us in worship in person and online continues to grow at a steady pace. The music minister, Cathy, has established a consistent and expanded intergenerational choir with room to grow. She also continues to build on a budding children's choir, Joyful Noise. With the start of regular weekly choir rehearsals, our worship has been enriched by more anthems by the choir and Joyful Noise. The principal musician Jiji, who also teaches piano to youth in our parish. She is creative in the way she brings their offerings to worship, which enriches our worship as well. I'm grateful for both of their ministries with us and their work with those who offer their gifts to the music we hear each week.

Outside our regular Sunday worship, we have been creative with different forms of contemplative worship. This summer we offered an embodied night prayer which was largely lay-envisioned and lay-led. We look forward to more such offerings! We also, collaborated with Community of Faith UMC and modified our shared contemplative worship each month. Moving back and forth between locations, our communities, which share missional ministries, now come together for worship and often a meal beforehand! It is a joy to see relationships being made as we work together to show a new way God's love looks in the world.

Each of the other ministries that serve our worship: altar guild, lay eucharistic ministers (LEMs), acolytes, lay readers, stream & sound, ushers, and Visitors' Person of the Day (VPOD) have served faithfully and with significant openings on each ministry team. I'm grateful for them all. The youth who serve as acolytes and are growing in their leadership skills and work so well with me and the LEMs (and the families that support them!). The "magic" of altar guild: setting up, breaking down, and taking care that our sanctuary is ready for worship each week, through season changes and with shifts in practices, do it all with humor and grace and is a true light. The LEMs support on the altar is invaluable as they guide the youth and hold a lovely presence at the altar significantly contributing to our worship experience. Our readers also offer such a gift of presence and infuse our worship with expanded voices. And our stream and sound ministry continues to connect us with people who worship with us beyond our physical walls. Many times, throughout the year, and especially since the IT infrastructure upgrade, I have heard words of thanks from those who join us online. I have heard they feel brought into the service which is a hat tip to the growing camera skills of those offering the stream. From beginning to end and afterward, our ushers, VPODs and fellowship ministries are right in there receiving and welcoming new folks and returning folks. They are the ones most often making the first impression and have the opportunity to make a person's day when they join us. I can't be more grateful for them!

We also have welcomed dynamic preachers into our pulpit that have expanded our understanding of scripture and its application in our daily lives. Dana, our Children, Youth, & Family minister, has

offered her skills offering children's messages that speak across generations. She has also offered her gifts of reflection for special services - like Good Friday last year.

And finally, our worship together is flowing into the deepening of our practices of love in the day-to-day of our lives and ministries. It is evident in the stories I hear from parishioners about the ways they have made decisions and taken (or not taken!) action in the world. Thanks be to God.

PARISH LIFE

The Parish Life Ministry was busy in 2023. This ministry covers the areas of Adult Education, Fellowship, Meal Warriors and Newcomers.

Adult Education – This year the group took part in a discussion of the book “Sacred Ground” from September 2023 to January 2024. They met every few weeks to discuss chapters from his book.

Fellowship – this group was very busy in 2023. Here is an overview of some of those activities:

- Annual Meeting in February: provided a potluck luncheon after the service and the annual meeting.
- Easter: served desserts to gather after service and share Fellowship for this blessed holiday.
- Baptisms: provided personalized sheet cakes to celebrate multiple baptisms throughout the year
- Bingo Game Nights: we had two bingo game nights in 2023 in January and April with games, prizes and pizza. The families loved it!
- Spring Events: Since there was a gap in the time between the bigger Spring events, we came up with two Spring events after Lent and Easter: Donut Sunday on 3/12 and honey desserts for National Bee Day on 5/21. Donations and participation were great!
- Ordination: In March we celebrated the ordination of six deacons at Epiphany with the Rt Rev E. Mark Stevenson, Bishop of Virginia. After the service, Parish Life provided food and beverages for approximately 400 people in The Great Hall.
- Picnics:
 - We had the end-of-year potluck picnic on June 11 with BBQ and lots of delicious, donated side dishes and desserts.
 - The Welcome Back picnic was held on September 10 with grilled hotdogs and more delicious side dishes and desserts.
- Watermelon Wednesdays: held in June and July, these casual get-togethers featured a hot grill, cold drinks and food to share.
- Firepit Fridays: held in October, members and friends gathered around a roaring firepit, ate s'mores, brought a chair and spent a wonderful evening visiting.
- Blessing of the Animals: We celebrated Blessing of the Animals in early October. Members brought their animals and pictures of their animals to a special early evening service. We celebrated with pizza and desserts afterwards.
- Annual Giving Campaign: During the six weeks of the Annual Giving Campaign, Parish Life worked with the Stewardship Ministry to provide meals, snacks, stickers and bookmarks to the parishioners; donate food to the Food Pantry at Community of Faith's food pantry; and collect family recipes.
- Cookies, Cookies, Cookies: To celebrate the Christmas season, we asked members to bring in cookies on 12/17 and they didn't disappoint. We had a wonderful selection of goodies during Fellowship Hour to celebrate the season.
- Christmas Eve: As parishioners left the Christmas Eve services, Parish Life provided a candy cane with a ribbon and a message for the season.

Meal Warriors – There were multiple requests for meals throughout the year for our church family for those who were ill, shut in or dealing with family issues. Our members were very generous with their donations. We are looking for a new person to head this up in 2024.

Newcomers – With COVID behind us and the Newcomers Gatherings beginning again, we welcomed 24 new members at four quarterly gatherings in 2023. This is a wonderful venue for members to get to know each other in a small group setting and for us to get to know them.

IN CONCLUSION

In 2023 we were able to add in many new programs and ways for our members to gather, connect and come together. We also discontinued several programs we had in the pre-COVID times that no longer fit. Building our relationship with not only God, but with one another, is so important to keep our church's foundation strong. Connecting with our fellow parishioners and building relationships with one another at these events – through a strong Parish Life program – is one important way to do that.

It can sometimes be a challenge to find enough people to volunteer at the Parish Life events and programs, especially in the Fellowship area. To overcome this, we periodically ask everyone – both our long-time members and new members – to assist when they can; and they always do.

In 2024, we look forward to expanding and enhancing the programs we had in 2023 and getting even more members involved to continue to build that strong foundation. We are always open to suggestions for new ideas and activities and ways of doing things. Come join us to get in on the fun ... the more, the merrier! The Parish Life Ministry was busy in 2023. This ministry covers the areas of Adult Education, Fellowship, Meal Warriors and Newcomers.

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CHILDREN, YOUTH, & FAMILY MINISTRY

We are blessed with a steady group of children, and it is wonderful to hear from them how much they enjoy Sunday School and Epiphany at large. We are devoted to creating an atmosphere where kids and teens are welcomed and loved just as they are. While we have fun in our classroom community and talk a lot about everyday life, it's clear that the seeds we plant about Jesus' teachings are growing and bearing fruit in wonderful ways—through artistic creations, tough questions, and connections made among Bible stories. We are also really encouraged by the steady stream of new friends joining us each week, even if only for a Sunday or two. We admire their courage to step into a new environment and participate, and for those who attend often to welcome them so warmly.

We also work to engage families beyond Sunday mornings. Much effort and planning are put into the take-home bags that we prepare for each season. The activities are a meaningful way to mark the changes in the church's calendar and facilitate formation at home. We look for opportunities to engage with the community and serve people around us who are in need. Over the summer, we organized a school supply drive in partnership with FACETS. Epiphany donated thirteen new backpacks and several large boxes of new school supplies that were distributed to students in Fairfax County. In December, we hosted a morning of decorating the narthex for our Hypothermia guests who arrived the following day. We felt called to prepare a place for our guests that hopefully felt warm and inviting. Kids and parents created hand-made ornaments for the tree, decorated placemats for meals, and the youth group assembled centerpieces for the dinner tables.

In the fall, we held Confirmation classes led by Rev. Dina and Dana. In January, five youth were baptized, confirmed, or reaffirmed at the Bishop's visit. We would like to continue to engage the kids as they age into middle and high school, not just through Sunday Circle and confirmation, but also through serving in other ministries (acolytes, stream team, etc.) where they can show leadership and try new things in a safe space.

Moving forward, we would love to see more of Epiphany's congregation experience a Sunday school class. We think their faith would be enriched by seeing how our kids wonder and puzzle and absorb the lessons, and to witness how Jesus is present in the classrooms too, not just in the sanctuary. We would also love to see more volunteers for CYFM activities. As a ministry team, we have talked about our hopes and dreams to add another Sunday School class and restart activities like VBS, and we will need additional volunteer support to do so.

MISSIONAL ENGAGEMENT/OUTREACH

In 2023 our Missional Engagement (Outreach) ministry continued building on Epiphany's core focus areas: food and housing insecurity. We strengthened our partnership with FACETS, a long-time ministry partner. We attended two FACETS events: the August Cupcakes & Conversation event to celebrate their 35th anniversary. Then, in October 13, we hosted a Table for 10 at the FACETS 35th Anniversary Benefit Breakfast where we were able to connect new Epiphany Missional Engagement team members with existing ones.

These connections served to expand participation of our Hot Meals ministry, where that Epiphany feeding ministry now has a new coordinator, Pam Benson. Pam worked with the retiring coordinator, Dick Jackson and team leader Cathy Teti to transition into the role. We look forward to integrating new Hot Meals team members with the current team members and see where God guides us.

The connections also served to establish a new team of who joined others who have served to facilitate Epiphany's hosting of the Hypothermia Shelter in 2023. What a success! Our coordination with FACETS was stronger, our morning crew grew from one person with an additional person

rotating in to participate to three regular morning crew members and one to three additional rotating participants.

Our faithful core participants in the food pantry work we share with Community of Faith continues to remain strong. It is our hope that more will join in the collecting of food, setting up the pantry and the distribution which happens between Monday and Tuesday each week! Those in need continue to grow to consistently the middle 200s weekly.

Our monthly Food4Thought ministry which ensures food security remains for children when they are out of school each weekend is a strong activity for the parish. The ministry has been wonderfully spearheaded by Susan Buckner who, in coordination with the members who donate to the ministry, and the parish youth, ensure we have the food ready each month to pack.

Many people came together in 2023 in faith to discern a ministry partnership and eventually integrate into the ministries of Epiphany the Dulles South Soup Kitchen (DSSK) which was introduced to Epiphany by Deacon Susie. Our kitchen is now used just about every day of the week to feed those who are hungry and in need of food. While a challenging integration, we continue to move forward in faith. Additionally, the kitchen is used often by the Scouts, other renters doing ministry in our space, like our other worshipping communities, New Hope Baptist Church and New Hope Community Church. Finally, in 2023, through a facilitated leadership working session, church leaders across the parish, which included a youth leader, brought into focus that Epiphany has organically shaped ministry rooted in its own history of not having a place of its own two times in its nearly 40 years of life. We now provide a place... a home... for many who do not have one so they can build community, ministry, and connection in the world. From the Scout, worshipping, and learning communities to the feeding ministries we offer a home to, we hope to see that grow.

BUILDINGS & GROUNDS

The Building & Grounds ministry team in 2023 responded in faith to adversity and challenges affecting our beautiful grounds and building.

Major repairs and upgrades were made especially for the Great Hall portion of our building. These replacements include installation by Trimark Mechanical of a new HVAC coil and compressor serving the Great Hall area. The original coil and compressor served that portion of the building for over twenty years. In addition, a cracked fan blade in the outside condenser serving the Nave and classrooms was replaced. Pipes outside in the yard and inside around the HVAC units were insulated and shut-off valves were labeled. HVAC maintenance contracts are a necessity to keep equipment running smoothly and a new vendor will likely be approved for maintenance activity in 2024. The HVAC systems are now running efficiently! The other major re-investment was with the Great Hall roof. Due to the roof's overall age as well as leaks occurring into the building over the past several years, shingle replacement was overdue. The first action was to replace damaged shingles from trees being planted too close to the building (and, offending trees also removed). The shingle replacement was coordinated with the entire roof project which was installed by NV Roofing Company. The company also

found that a portion of the roof over the kitchen vent system was severely damaged and rotted. This work will be done in 2024.

The ministry team worked on numerous other projects, both inside and outside, to protect and enhance the Epiphany property. In June, parking lot striping was completed which accommodated better parking needs. Landscape projects included periodic mowing and trimming of the entire property along with mulching and weeding garden areas around the building; special mulch for the playground was spread along with renovating the playground equipment. A side issue arose due to a family of squirrels - they had to be rehoused outside of Epiphany but not before they made a nest as well as a mess inside the attic. Pest control staff sealed the holes created by the squirrels and the roofing company will check for other animal access points.

Other inside projects were: fire pump safety maintenance and repairs were completed and passed inspection; annual elevator inspection was completed; smoke alarms were replaced and resynched; lights converted to LED's; and, an aerial lift was used to replace lights in the Nave. A new office copier lease was signed; and, kitchen equipment was replaced and renovated for DSSK's long-term contract. The IT4Causes contract is well underway and moving well through tasks which included completion of pulling cable and finishing phone upgrades. Additional funding to complete the entire project is expected. And, our favorite piece of equipment, the ice machine, was in an "on and off mode" the entire year with expectations that it will be replaced or repaired in 2024.

Ministry members and church staff are very dedicated and have worked extremely hard to ensure that the church property meets the needs of our parishioners and the community. Priorities for the coming year include: heaters in the stairwells; light switch replacements, especially for the kitchen freezer; determine a path for building an IT infrastructure; cost savings and coordination for fire safety matters; build a Capital Fund; and, select and invite a committee for the forthcoming NHBC lease.

PRESCHOOL

After spending the fall of 2022 as a new director and lots of new staff getting to know each other and the students, we entered 2023 with great energy and enthusiasm! The winter and spring months brought some fun new events like a puppet show and VIP days which allowed families to join their students at school. In May, we graduated a class of 17 students going off the kindergarten complete with a butterfly release, and in June we brought back 3 weeks of summer camp for the first time since before COVID.

The summer months focused on re-organizing our resources to be ready for the new school year. We brought in new storage for our supply room, had classrooms and hallways painted, hung cabinets in the bathrooms, fixed broken window coverings, replaced some

swings and power-washed the playground equipment. It was a very labor-intensive summer but worth every minute as we hit the ground running for the new school year!

We began Fall 2023 with a solid group of veteran staff members, plus some great new additions. Epiphany is blessed with amazing staff that every day give their heart and soul to their students. The attention to each child's unique needs and interests, and how they create a classroom environment to safely explore and support those are the true strength of our program.

The fall was a glorious time of settling into routines and making new friends. Rev. Dina began a revised chapel structure that has been very well received. We brought back our beloved Alpaca petting zoo and ended the year with our favorite Family Sing-a long to celebrate the Christmas season.

One of the most endearing aspects of the preschool ministry is that it is a place where families can expect grace and compassion as they face hardships. This fall we were able to support a student missing school for 2 months due to a medical condition, and celebrated his return after Christmas! We have also been able to give extra love and support to a family unexpectedly facing a single-parent household. It is a privilege to be a part of this school community.

CLOSING PRAYERS

A Prayer for the Parish, Book of Common Prayer 817

Almighty and everliving God, ruler of all things in heaven and earth, hear our prayers for this parish family. Strengthen the faithful, arouse the careless, and restore the penitent. Grant us all things necessary for our common life, and bring us all to be of one heart and mind within your holy Church; through Jesus Christ our Lord. Amen.

A Prayer for the Human Family, Book of Common Prayer 815

O God, you made us in your own image and redeemed us through Jesus your Son: Look with compassion on the whole human family; take away the arrogance and hatred which infect our hearts; break down the walls that separate us; unite us in bonds of love; and work through our struggle and confusion to accomplish your purposes on earth; that, in your good time, all nations and races may serve you in harmony around your heavenly throne; through Jesus Christ our Lord. Amen.