

church of the epiphany



2010 Annual Reports
presented at the
Fifth Annual Parish Meeting

Sunday, February 6, 2011
Noon

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Our Mission: "We welcome all for...



Christian worship,

fellowship,



and service,



...trusting God to transform our lives and the world."

**Agenda for the Fifth Annual Meeting
Church of the Epiphany, February 6, 2011, Noon**

1. Call to order – The Rev'd Jennifer Pedrick, Rector
2. Opening prayer – The Rev'd Edmund Harris, Assistant to the Rector
3. Determination of a quorum, The Rev'd Jennifer Pedrick
4. Acceptance of minutes of last (4th) Annual Meeting of Church of the Epiphany
5. Acceptance of Annual Reports by title as published
6. Acknowledgement and thanksgiving for transitions of ministry leaders –
The Rev'd Jennifer Pedrick
7. Nominating Committee Report and Elections – Mr. Steven McGrath, Chairperson of the
Nominating Committee
8. Financial Report for 2010 – Mr. Scott Haggerty, Treasurer
9. Parish Goals 2010 and 2011 – Mr. Dennis Burton, Sr. Warden 2010
10. Endowment Report – Mr. Robert Bergstrand, Chair of Endowment Committee
11. Stewardship of Grace Church Mortgage Income – Mr. Scott Haggerty
12. Budget for 2011 – Mr. Scott Haggerty
13. New Business
14. Closing Prayer – The Rev'd Jennifer Pedrick

Church of the Epiphany
Minutes of the Fourth Annual Meeting
February 7, 2010

The Rev'd Jennifer Pedrick called the meeting to order at 12:02pm. The Rev'd Edward Gammons opened the meeting with a prayer.

The Rev'd Pedrick declared a quorum of parish members.

Upon presentation by the Rev'd Pedrick, Steve McGrath moved that the minutes of the last (3rd) annual meeting be accepted as written. Marilyn Fuller seconded, and the minutes were accepted.

Upon presentation by the Rev'd Pedrick, Richard Messier moved that we accept the annual reports as written, with the exception of the Nominating Committee report and the proposed budget for 2010. Gracelynn Rizzolo seconded, and the motion passed.

The Rev'd Pedrick acknowledged "retiring" vestry members and other ministry leaders: Brett Brumbaugh, Alan Hess, Shirley Baker, Michelle Callahan, & Tammi Miller. All received a book chosen for them and an orchid.

Thanks were also offered to staff members, including Nat Taylor, Beth Dench, Jim Hibbert, and the recent addition of the Rev'd Ned Gammons. Acknowledgement of commission leaders was also offered in light of their hard work during the past year.

Nominating committee report and elections

Linda LeBreux, chair of the Nominating Commission, thanked her nominating committee for their hard work. Nominations were:

Sr. Warden – Dennis Burton

Jr. Warden- Bill Dench

Treasurer- Scott Haggerty

Clerk: Michelle Callahan

1 yr Vestry term- Megan Mistretta

2 yrs Vestry term- Judy Lockard

3 yrs Vestry term- Alan Hess, Bruce Lambert, Kathy Ivey

Diocesan Convention delegates- Bob Bergstrand, Maurice Holmes, Lisa Decker, and Megan Mistretta as alternate

Auditor (3 yr. term)- Ron Jeffrey

Hearing no nominations from the floor, Bob Bergstrand moved that the nominations be closed and that one vote be offered for the entire slate. Richard Messier seconded, and the slate passed unanimously.

Financial report for 2009

Dennis Burton presented the final financials for 2009. Regarding income, highlights included a \$12,328 increase in pledge income from last year. Loose offerings were about \$4000 short, but that may have been rolled into pledged giving instead. Regarding the grant to fund the Associate Rector and the Music Gift, we recognize that as income even though expenses were less. Interest on endowment funds was greater than expected, due to stock market rebound. The pumpkin patch also netted \$3000 more than expected. Other income included memorial gifts, other gifts, and community garden donations.

Regarding expenses, a turnover in Music Director affected our salary and supply musician line items, both of which were under budget. The excess will roll forward into the Music Endowment Fund for future use. Set up costs were seen for the switch of bookkeeper and payroll systems. Oil costs were higher by \$2800. Maintenance needs could no longer be put off therefore unplanned repair costs were incurred. Dennis warned that this "may be a risk factor for future budgets if we don't address these needs." The Quill program (Stewardship) had costs involved, but more than made up for it in results. Memorial gifts were moved to Endowment Fund. Overall, we came in \$5000 ahead of budget, with less of a deficit than planned.

Dot Campbell asked whether placing the remainder of Music Gift in endowments is okay with the giver. Dennis said yes, it has been set up so that it may be used in future years.

Marilyn Fuller asked why we have only \$8 in one account at Pawtucket Credit Union. Dennis answered that we need a savings account with at least 5 dollars in it to be a member. Over time we've earned 3 dollars in interest.

The Rev'd Pedrick further clarified that the startup cost of the Community Garden was totally by donation and did not come out of our budget. It is now within the Outreach Commission budget.

Stewardship report

George Nunes explained that the Stewardship Commission is charged with "providing a road map for stewardship commitment" and "eliminating the dues payer mentality". George went on to say we need to "reinforce giving as an act of worship", in spite of a tough economy. However, our community came through in our pledge campaign. Using the Quill program, open communication and honesty was the basis of helping members recognize the gifts they are given and how to use those gifts to benefit the church and the community. As a result, "generous, joyous giving back" was seen.

Overall, there was a 21.3% increase in pledge totals, with a 24.2% increase in average annual pledge.

Endowment report

Bob Bergstrand referred attendees to page 19 of the annual report. He noted that the numbers in this report do not jibe with budget due to timing of the reports. Up until last week, it looked like 2010 would be a good interest year, but recent weeks have looked less promising.

Stewardship of Grace Church mortgage income

Dennis then presented a report of the stewardship of the Grace Church mortgage income. As a point of history, Church of the Epiphany holds a note on the former Grace Church property. Dennis moved that the principal, \$8776, be allocated to the Vestry Restricted Endowment Fund, and the interest, \$2683 be allocated to the general fund. Bill Dench seconded, and the motion passed.

Dot Campbell asked how many more years are on the mortgage, and Dennis said it should be done sometime in 2014, depending on the regularity of payments.

2010 budget

Next, Dennis Burton explained the 2010 budget. Overall, a loss of \$8700 is expected, with a drop of over \$5000 in expenses. This reflects a planned deficit. However, the Rev'd Pedrick changed her health insurance to a plan offered by her husband's employer, saving us over \$8,000. An \$1100 increase in oil costs is projected, but there are plans for items such as programmable thermostats which will save money in the long run. Other maintenance needs are budgeted, but unplanned needs may exceed those expected.

Dennis further explained that capital campaign is forthcoming which will help us further address our buildings and grounds needs. Also, we need to be aware that we are funding about a third of our operating costs through the music and assistant grants, and we will eventually be responsible for the full cost of those positions. In comparing our church with others in the area, our expenses are relatively comparable. Notable areas include the fact that we spend about half of what other churches spend on mission. Though we don't carry a mortgage like other churches, we do have "risk factors" among our buildings and grounds needs. These include rectory and church repairs that are not currently budgeted. Ron Bennett offered that many of them are regular upkeep that has been neglected, and others are needed repairs. Website development costs ranging from \$5000-\$10,000, are needed but not currently in the budget.

In summary, our income has increased, our expenses have decreased, and the gap between these is therefore closing. This reflects "terrific progress".

Clifton Moore moved that we accept the proposed 2010 budget. Bob Bergstrand seconded, and the motion passed.

New business

The search committee for a new Assistant to the Rector is up and running, resumes are being received, and we hope to have someone on in June.

Union Primary School next door is being sold by the City of East Providence. Dennis explained that Buildings and Grounds Commission and Finance Commission are jointly investigating. We have deeded rights to part of the property, including both of the parking areas across the street. As discovered in contacting the city, we have found that there is an agreement filed with the city saying that we can park there, with the paving and snow removal covered by the city. We have engaged an attorney, who has suggested we send copies of our deeds and the agreement to the city, in order to open communication. We will want to be sure we retain our parking rights, and want also to evaluate the possibility of making a bid on the property. Bob Bergstrand added that a lawyer for the diocese has also said they will offer assistance if needed.

Seeing no further business, a closing prayer was offered by Tammi Miller.
The meeting adjourned at 1:21pm.

Respectfully submitted,
Tammi Miller, Senior Warden

Sacramental/Vital Records

New Members - 19

Average Sunday Attendance (ASA) – 151

Baptism

Florence Mary Morgan
Helaina Marie Casey
Kya Elizabeth LeDuc
Sebastian Cole Calado
Eliana Farrell Perez
Julia Elizabeth Mistretta

Burial of the Dead

Teresa Oliver
Keith Diaz
Flora Amanda Tierney
John McGrath
Darlene DiPippo
Frank Reed Lee, Sr.
Alfred Edward Hutchinson
Patricia Jean Phillips

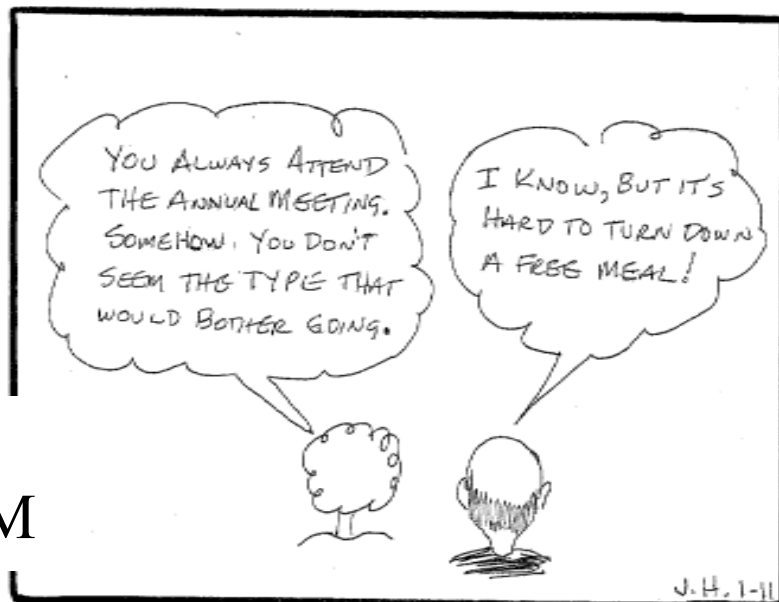
Confirmation/Reception

John Adam Grant (Confirmation)
Raymond Christopher Grant (Reception)
Christopher James Hayden (Confirmation)
Briana Nichole Johnson (Confirmation)
Lauren Ashley Manning (Confirmation)
Nathan Joseph Robitaillie (Confirmation)

Holy Matrimony

Virginia Brooke Fairman & Jeffrey Bernard Scorza

“Amused”
by JIM



Nominating Committee Report

Committee Members: George Nunes, Geri Manning, Megan Mistretta, Janice Johnson, Steve McGrath

We the nominating committee are pleased to propose the following slate:

To be elected at Annual Meeting 2/6/11:

Senior Warden:	Steve McGrath
Junior Warden:	Janice Johnson
Treasurer:	Scott Haggerty
Clerk:	Michelle Callahan

Vestry 2 years – term ending 2/2013:	Emily Dench
Vestry 3 years – term ending 2/2014:	Dennis Burton
	Virginia Rocha
	Pat Jeffrey

Previously elected:

Vestry term ending 2/2012:	Bill Chase
	Gracelynn Rizzolo
	Judy Lockard
Vestry term ending 2/2013:	Bruce Lambert
	Kathy Ivey

Delegates to the Diocesan Convention/East Bay Deanery (1 year)

Melissa Casey
Lisa Decker
John LeDuc
Arthur Manning (Alternate)

Auditor (3 years)	Arthur Manning
Previously Elected:	Ron Jeffrey 2 years remaining
	George Nunes 1 year remaining

Respectfully submitted,

Steve McGrath
Nominating Committee Chairperson

Annual Report of the Rector

Excerpted from the Annual Address of the Rector, based on the Gospel of Matthew 5:13-20

Jesus tells his disciples that they are salt and light. These are intriguing metaphors as we gather today for our annual meeting. The Good News for today in the scriptures and in our meeting will focus on two essential questions: “Who are we?” and “What are we to do?” We are salt and light. We are distinctive in character; we are called to shine forth.

We come to this day having done a great deal of listening, praying, planning and dreaming about what is next for us in mission and ministry. We have listened to voices of members, leaders and God, calling us forward. Though as the rector, I get to name the vision, I believe that what I point to today is truly a shared vision. I will do my part to lead us toward it, but it belongs to all of us.

We have three related goals for our parish for the next year. We have set goals that are related to our vision. As leaders, we have ideas about how to plan to reach them and even how we will measure our success. We trust that if we share this vision and the responsibility for achieving these goals, across our community, God will give us the ideas and the resources to reach these goals beyond anything we can imagine today. We hope to engage each member and all ministries as we reach these goals. This is part of what is new and exciting about our vision. We hope you will learn these goals by heart over the next month or so, and pray about what part you will play in reaching them.

First goal: Discipleship

We will follow Jesus in ways that set our hearts on fire and empower us to love God and our neighbor.

Jesus said the first commandment is this: “Hear, O Israel, the Lord our God is the only Lord. Love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength. The second is this; Love your neighbor as yourself. There is no commandment greater than these.”

The first and foremost goal for our parish this year is to live this greatest commandment, loving God and loving neighbor. We are at a point in our life cycle as a community that we need to focus on our primary identity and activity as disciples of Jesus Christ. We are salt and light. We have a distinct character and we are called to shine forth.

Over the past few years as we were growing and preparing to grow as an institution, we were, no doubt, growing in faith and discipleship. Yet, our efforts, with good reason, have often been focused on institutional health and planning. We have, at times, been challenged by our perceived lack of resources and our sense of urgency about increasing financial giving. We have spent the past two years reorganizing our ministries and training



leaders so that we would have a structure that could sustain our growth in numbers of members and new ministries. We have worked on the search, call and ordination of our new Assistant to the Rector. This has been a joy and a blessing from start to finish! Our efforts at insuring our organizational health have paid off. For the first time in memory we finished the year with a surplus. We have a fully functioning commission system and leaders who are trained for their roles. Our staff is complete and strong. Do not think that our organization is “all set” as we say in RI. We continue to face great challenges. The grants which fund the positions of our Assistant to the Rector and our Music Director will end over the next two years. This means that our giving will need to increase by over \$150,000 if we want to maintain our current ministry. There are other institutional challenges as well. The Vestry will not take our eyes from this.

We are changing our focus this year. As leaders and members it is time to focus on our spiritual health, and this will keep us healthy as an institution. We are not here as a church for the sake of maintaining our buildings, staff and programs, but we are entrusted with all these resources so that the light of Jesus Christ can shine through us, changing us and changing the world. We will not continue to grow, unless we are growing as disciples. Our giving over the last

eight years has gone up by over \$100,000. I would argue that this corresponds directly to deepening discipleship in this parish. It has been significant to see how many members have taken small and large steps to change their financial giving habits. If you have not participated in this change, this year of focus on discipleship is your invitation to remember that you are salt and light.

As with the other two goals, the plan for “following Jesus in ways that set our hearts on fire” will be shared across all commissions. We hope this goal will touch the lives of all members and many people whom we have not yet met. For example, we will implement this goal practically in our Lenten program offering. Staff, along with the education, worship and hospitality commissions, has been working on an amazing Lenten program on discipleship. Your part, whether you are a child, teen, or adult is to show up and be open to God and each other. We will be teaching and talking about how to love God and neighbor.

As another example of how we will implement this goal, the Pastoral Care Commission is working on a gifts discernment plan. This will help our members recognize their God given gifts and understand how they can be used in ministry. Pastoral Care is looking for ways to connect members to members and members to ministries.

Across all ministries and in all meetings of our church, we will encourage people to study the Bible together and to learn to pray, out loud, in front of other people. We need to gradually let go of our fear of these most basic Christian habits. Reading the Bible and praying out loud are not radical for Christians. You are salt, not sand.

The outreach commission is planning to invite us all to love our neighbors in a big, audacious, generous project. We believe that we can change the lives of some who live in extreme poverty. We will be raising and giving money to transform a village by giving animals and agricultural support through World Vision, a Christian organization. We believe that by engaging in these kinds of projects or programs, these new ways of living as Christians, that our hearts will be set on fire. We are light!

Second Goal: Capital Plan and Campaign

Develop and execute a plan to maintain and improve the property entrusted to us, so that we may use our gifts of land and buildings to inspire and to invite others to experience God's presence in this place.

This goal is about the stewardship of our property. Generations of Christians have entrusted this land and these two buildings to us. While they are currently in decent shape, and they seem okay to most of us who are used to them, we have some deferred maintenance issues. Deferred maintenance may not be all that interesting as disciples. What will be interesting is how we will answer this question: How can we use what has been entrusted to us, to inspire and invite others to know God in Christ?



Our buildings and grounds are tidy, but they are also a bit tired. What does this say about our witness to God’s abundance and to the joy that we experience in this place? How will we as the current disciples in this place make every part of our buildings and grounds shine with the light of Christ? Generations have taken on capital projects to answer this question. They have built this holy place from the underground up. Starting as a basement church, they built the present church, then a parish hall, then connected the two ends of the building with a corridor of offices and restrooms. In the last twenty years the elevator and accessible ramp were added. In the last ten years we have renovated the program space downstairs and added some color to the interior, and we have created

the community garden. What will be next as we seek to share these gifts to the glory of God?

Answering these questions and living into our answers will be a great undertaking. This year we will begin a comprehensive capital plan and a capital campaign. It will require some creativity, architects and landscapers, sweat, and money. We will begin to plan and invest this year. This will require deep commitment and deep faith and it will energize and excite us for mission. Think of our property as a way of sharing Good News and nurturing discipleship. You are salt. You are light.

Third Goal: Communications

Develop and execute a plan to improve internal and external communications to invite and encourage members and guests to share in our common life.

We need to grow our capacity for sharing the joy and the depth of what we experience as members of Church of the Epiphany. Our communication needs to become a constant invitation to experience God's love through our ministry. Our work in this area will use both traditional and electronic communication. I am becoming increasingly aware, what is becoming the norm is electronic communication. We hope to place greater emphasis on evangelism through our communication in all forms. This goal is related to the focus on discipleship. If we are growing as disciples, better communication will be a natural outcome. After all, if our hearts are on fire, we are going to want to share this.



You are the salt of the earth. You are the light of the world. As individuals and as Church of the Epiphany, we are salt and we are light. We begin our common life anew. We begin again with new goals and fresh commitment. May we live as salt and light, fulfilling the law as Jesus suggested: loving the Lord our God with all our heart, mind and soul, and our neighbors as ourselves.

Annual Report of the Assistant to the Rector

Dear friends,

It seems like friends from home and seminary are always asking me about my “new” job. They wonder, “What’s your congregation like up there in Rhode Island?” So, what do I tell them?

Well, first, I tell them that you are *hospitable*. Unusually so. I felt this hospitality from the moment I arrived for my interview in late April, when Marilyn Fuller greeted me at the front door, and ushered me in to the parish hall for a delicious homemade lunch! I have felt this hospitality when I watched you welcome other people as well—sometimes complete strangers—at funerals and other occasions in the life of our community. I felt this hospitality at my ordination to the priesthood in December, when you dug deeply into your own pockets, and welcomed my family and friends into your midst for a liturgy and dinner that might just rival the heavenly banquet! Your hospitality and your reasons for offering it mirror the hospitality of God. You understand that God’s Kingdom is something we are called to share with others. Of course, as followers of Jesus, we are never done with the work of hospitality. We are called to open our doors wider, to find real ways to extend God’s own welcome with ever-greater generosity beyond our current scope, and to engage people whose circumstances may be unfamiliar to us.

Second, you are *engaged*. I noticed this about you after hearing about your involvement in the Simple Challenge last year. I have noticed this about you in conversations with you in Adult Education and other contexts in which I have listened to you talk about what matters most to you. I have noticed it as I have watched you make connections between your involvement at Epiphany, and the life of discipleship to which Jesus calls us. These conversations have enlarged my own faith, and inspired me to a life of deeper discipleship as a Christian leader.

Like many churches, one “growing edge” I have noticed about you is that too few of you share in the joyful weight of ministry. As a congregation, you are a people with tremendous gifts, gifts that ought to be shared for the sake of building up the Body of Christ. Put more bluntly, I have noticed that some of you are overextended and spend far too many hours at church, while others come on Sunday morning, but are hesitant to follow God’s call beyond then. One place that falls under my responsibility where this has become a particular challenge is in our Sunday school program. There, a committed group of teachers live out the promises we all made at our children’s baptisms to help them grow into the full stature of Christ. How might we all live into those promises more fully?

Third, you are truly multi-generational. I cherish the fact that on any given Sunday morning, I can look out into the pews, and see people of diverse ages at all of our liturgies: infants, middle-aged couples, and individuals in their nineties. You are diverse in other ways as well. You do not all agree on who should be President, or live in the same income-bracket. There are few places in our society where people from all walks of life can gather together in the same room on a regular basis, and the Church is one of them. In a time of increasing polarization in our world, you bear witness to the all-encompassing nature of God's Kingdom. That being said, I have observed that there are gaps in our capacity to truly mirror the God's Kingdom. For example, while we are multi-generational, we remain a predominantly white congregation. Why might that be? To dovetail on my observations about hospitality, how might the Spirit be calling us to image God's Kingdom more fully by welcoming those who differ from us into our midst?

Finally, one of your special gifts for which I am particularly grateful is your role in raising up and forming ordained leaders for the Church. Epiphany, I am discovering, is an excellent environment in which to be nurtured as a young, recently ordained priest. You continually call me to ministry that inspires and excites me, while not sparing me from the challenging realities that the Episcopal Church now faces. Thank you for this incredible privilege.

With gratitude and in the peace of Christ,

Edmund Harris, Assistant to the Rector

Senior Warden 2010 Report

During the year 2010 we witnessed significant progress in strengthening our foundation as a platform to serve God in supporting our community and fulfilling our mission and Divine calling.

The Vestry began the year by identifying goals we believed would define a "Great 2010". The Goals we landed on were:

- Organizational Development - The intent is to support the continued shift to a program-based church by helping the commissions to function seamlessly in their roles and, where needed, to collaborate with other commissions with less of a dependency on clergy. Major components of this goal include defining ministry descriptions, documentation, training, facilitating collaboration and communication, and improving issue resolution.
- Connecting with Members By Helping to Deepen Their Relationship with God - Formalize a process to help our members "discerning their gifts", raise awareness of opportunities to express their gifts, define leadership and an implementation process, and implement member development action items.
- Website Enhancements - Update our church website with accurate information, maintain information on a timely basis, expand the universe of information, and explore expanding the website functionality.
- Offer a Third Worship Service - Implement a third service to attract new members drawn to an alternative format with an emphasis on reinforcing the value of worshipping.
- Capital Campaign - Create a comprehensive capital requirements recommendation to fund essential repairs and improvements to the rectory and church including bid-based costs, define a financial plan and launch a capital campaign.

I am very proud to report on behalf of our leadership team we have made significant progress with the above goals, as well as achieving success in a number of additional areas. As a result of the dedication and commitment of numerous members, we have completed two goals (website and third service), made significant progress with two goals (Organizational Development and Member Connection) I expect will continue into 2011. The Vestry made a conscious decision during the year to postpone one goal (capital campaign) though several much needed repairs to the rectory and church were completed in 2010.

Other key accomplishments included:

- Welcomed our new Assistant to the Rector, Edmund Harris, who joined our community on June 20.
- Submitted a bid on the adjacent school property in response to the City of East Providence effort to sell the property. While our bid was the only bid submitted, the City decided our offer was too low and withdrew the proposal to sell the property.
- Reached agreement with the Rhode Island Diocese on a schedule to pay apportionment on the gift for the Assistant to the Rector over a five year horizon.
- Held a leadership retreat to gain consensus on organizational revisions, roles of key members and needs necessary to support our continued growth.
- Achieved net income for the year while absorbing additional operating costs.

While this snapshot in the life of our church may give the appearance we have turned the corner, there is much work still to be done. Significant financial challenges lie ahead. However, we can't let the financial challenges consume all of our attention and resources. We believe our spiritual obligations take precedence.

This past year has been tremendously rewarding to me to have the opportunity to share my gifts as the Senior Warden. I am extremely proud and thankful for the dedication and commitment of everyone who contributed to the progress we made this year. There are many fingerprints on our success!

I look forward to being a lay leadership team member in 2011 as I hope to continue to contribute to our community.

Respectfully submitted,

Dennis Burton, Senior Warden

Junior Warden Report

Buildings & Grounds Commission

Please refer to the Buildings & Grounds report submitted by Richard Messier for a list of the Commission members and the goals accomplished by this Commission in maintaining the overall integrity of our combined facilities and the conservation of all utilities. The Commission did an outstanding job in 2010 as many upgrades and repairs have been made to both the church and the rectory.

From a budget perspective, we had planned to spend \$48,303 in 2010 largely on utilities and repairs & maintenance. Actual spending was \$48,875, or \$572 higher than budgeted due to some small but long overdue repairs.

In 2011, a long term plan will be established by Buildings & Grounds Commission and the leaders of the parish to determine those expenditures necessary to sustain our property and those expenditures that will allow us to spread the Good Word.

Finance Commission

Commission Members: Dennis Burton (Chair), Scott Haggerty (Treasurer), Bob Bergstrand (Chair of the Endowment Committee), George Nunes (Stewardship Commission member), Alan Hess and Bill Dench.

The Commission welcomed a new Treasurer in 2010. Scott Haggerty assumed this role and performed with a great deal of enthusiasm, skill and professionalism.

The Finance Commission participated in numerous ad-hoc initiatives in 2010, including submission of a bid to purchase the adjacent school property, development of a plan to pay the apportionment on the gift for the Assistant to the Rector over a 5 year period, and management of endowment and operating funds to maximize earnings and revenue to the church. One of the most important goals of this Commission is establishment and monitoring of the budget. For the first time in a long time, in 2010, we received more money than we spent. At this point in time, this is a notable milestone. However, we cannot let this lull us into a false sense of financial security. As you will begin to hear, significant financial challenges lie ahead in the next few years. We should be aware of this and work with the leaders of the parish to solve this issue. Members of the Finance Commission or Vestry are available to answer your questions on this matter.

Observations

As many of you know, we have been growing in numbers, programs, worship services, outreach, etc. These are all noteworthy steps in our growth as a church and it has been inspiring to witness. We have been blessed with many gifts and the energy, passion and desire to make use of them. Significant progress was made in 2010 in developing the infrastructure necessary to support the continued growth of our church. The Commission System continues to evolve as most of the Commissions are fully functional and have begun working with each other. New members have been called to leadership positions in the church. A solid foundation has been built for us to continue to grow and share in our faith among ourselves and with those whom we have yet to meet. We have accomplished many goals in transforming our church in terms of organizational development and financial planning and awareness. Now it is time to supplement the work currently done by the Outreach Commission and to trust God to guide us in transforming our lives and the world, as our mission statement reads. We look forward to the new year and the new opportunities to share in the Word of God. Please join a ministry where you can share in the joy and reward of doing God's work.

Respectfully submitted,

Bill Dench, Junior Warden

MINISTRY REPORTS BY COMMISSION

BUILDINGS & GROUNDS

Chair: Richard Messier

Executive Oversight: Junior Warden

Commission Members: Bill Chase, Bill Dench, Richard Messier, Bruce Lambert, Mile Seger, Ron Bennett

(Note: Members Larry Fogarty and Joe Marot do much of the grounds work. Jim Hibbert, the Sexton does routine building maintenance.)

We are focused on maintaining the overall integrity of our combined facilities and the conservation of all utilities. Continuing with these previously set goals, upgrades as well as cost savings repairs have been accomplished in the church. These are listed below.

Upgrades and repairs to the church are as follows:

- 1.) Installation of Programmable Thermostats
- 2.) Boiler Repairs
- 3.) Addition of Electrical Circuits in the Sump-Pump Room
- 4.) Formulating New & More Cost Effective Heating Agreement with Woods Heating Service
- 5.) Numerous Small Repairs throughout the Year

Upgrades and repairs to the Rectory are as follows:

- 1.) Upstairs bathroom painting and repairs
- 2.) Repaired leak in roof
- 3.) Insulate wall between house and garage
- 4.) Some plumbing repairs
- 5.) Painted several rooms and hallways
- 6.) Several small but much needed repairs

We also had a grounds spring clean- up and flower planting day and a fall grounds clean- up day. Both clean up days were well attended, and a good job was done by all.

Going forward, our hope is to paint the exterior of the church and parish house to enhance the aesthetics of the property and to preserve and eliminate any costly repairs which would develop if not maintained.

Many thanks to all for their continued efforts to maintain the beauty of our Church.

Respectively submitted,

Richard Messier, Chair

EDUCATION

Chair: Suellen Franze & the Rev'd Edmund Harris

Staff Oversight: The Rev'd Edmund Harris, Assistant to the Rector

Commission Members: Dawn Campbell, Jenny Dickinson, Suellen Franz, Celesta Liceaga, Bo Ivey

MINISTRIES

- Godly Play: Kathy Ivey
- Nursery: Julie Trudeau
- Bible Study: Carol & Richard Marsland
- Adult Topical Group: Edmund Harris (staff)
- J2A Coordinator: Leah Hoffman
- Rite – 13: Renee Haggerty & Jim Bryant
- J2A: Jessica D'Alessandro & Tom Mistretta
- YAC: Geri Manning & Maurice Holmes
- Spirituality & the Arts: Suellen Franze
- Epiphany Pageant: Judy Lockard
- Spiritual Formation, (retreats, contemplative prayer, quiet days)

This has been a year of significant transition for the Education Commission. During 2010, we said goodbye to outgoing members of the Commission and Sunday school teachers, and welcomed new members and teachers. In the winter, Kathy Ivey joined the Commission after Bo Ivey decided to conclude his time with us. In the spring, when Jenny Dickinson announced that she would be concluding her work as Coordinator of the Godly Play Program, Kathy decided to step on as Coordinator. In the summer, two significant vacancies occurred. Celesta Liceaga, who had served as Co-Chairperson of the Commission stepped down. Antonio Liceaga, who had served as a Rite 13 teacher with Renee Haggerty, stepped down. The Rev'd Edmund Harris stepped in as Co-Chairperson for the coming year, and Jim Bryant accepted an invitation to serve as the other Rite 13 teacher. Additionally, in the fall, the Godly Play program welcomed Carolyn McDonough and Meg Pilato as regular greeters on Sunday morning. The Rev'd Jennifer Pedrick became a trainer and teacher.

The congregation benefited from a wide spectrum of Adult Education programs over the course of the year. These programs, which continued during much of the summer, initiated conversations on the Anglican "Middle Way," the Book of Common Prayer, the hymns we sing, Christian hospitality, an introduction to the Bible, what Episcopalians believe about the saints, discerning vocation, images of Mary in Christian art, and a program celebrating the Epiphany staff's favorite Christmas music. Several book groups were also offered by parishioners. For example, Gracelynn Rizzolo facilitated one on the book *What You Do Best in the Body of Christ*, and Michelle Callahan on the



fictional book *Joshua*. These groups were moderately well-attended. In addition, the Rev'd Jennifer Pedrick sponsored several movie nights designed to stimulate conversation around sustainability and our community garden, including one on *Food Inc.* and *Fresh*. We enjoyed two excellent art exhibitions in the parish hall, a photography display by parishioner Dot Campbell and a parish-wide art show.

In June, members of the Commission assisted with the Ministry Fair at end of Sunday school year, and presented teachers with plants and notes of gratitude for all of their hard work.

In July and August, the Commission hosted a series of dinners at Suellen's home for Godly Play teachers, as well as Rite 13, J2A, and YAC teachers. These evenings provided teachers with time and space for some important community building and Edmund with the opportunity to listen to teachers' concerns as he settled into his new

ministry. During an evening in August, fourteen parishioners gathered at church to clean all of the Godly play classrooms and materials for the upcoming year. Also during August, young people in Rite 13, J2A, and YAC enjoyed a pool party at the home of Judy Lockard. Edmund did cannonballs off the diving board to the great amusement of young people and parents alike. The afternoon gave everyone present, time to reconnect before the new Sunday school year at church began.

In November, both Kathy Ivey and Edmund attended a three-day Godly Play Accreditation in northern Massachusetts, a highly worthwhile experience for both. Also in the autumn, Suellen and four teachers and assistants attended Safe Church Training.

Finally, we concluded the year by offering Advent Awareness kits with materials inside for young and old to celebrate the season leading up to Christmas.

Suellen and Edmund will continue in their roles as Co-Chairpersons in the coming year, and look forward, God-willing, to further fine-tuning the work and goals of the Education Commission over the next twelve months.

Respectfully submitted,

Suellen Franze and the Rev'd Edmund Harris, Co-Chairs

Sunday Adult Bible Study

The Sunday morning Adult Bible Study meets in the "Living Room" at 9:15 every Sunday. This past year we studied St. Paul's two letters to Timothy completing our study of Paul's epistles. After that we began studying the Gospel according to St. Luke.

In the upcoming Year we will be continuing with Luke's Gospel. Our Bible Study as a whole will decide what we will be studying after finishing Luke, so if you decide to join our group and have a special book of the Bible you are interested in, we would like to have your input. You are more than welcome to join us at any time. The study is well attended so come early if you want a good seat.

Respectfully submitted,

Carol & Richard Marsland, Bible Study Leaders

YAC

The Young Adults in Church (YAC) Group is comprised of two students: Matt Hawryluk and Emily Dench. Geri and I are very fortunate to have two dedicated and hard working students. Matt is involved as an usher, a lector and a greeter. Emily is a member of the Worship Commission, a cantor and choir member. She also was the co-director of the Christmas Pageant for the past 3 years. Both Emily and Matt are Youth Representatives on the Vestry.

Recently YAC has joined with the J2A class in order to increase the group size and work together towards a spring pilgrimage. This combined group is in the midst of planning a Pasta Supper/Raffle-Silent Auction to raise the necessary funds for their trip.

Respectfully,

Maurice Holmes and Geri Manning, Co-leaders

J2A

In 2010, the J2A group spent time getting to know each other focused on the topics of self and society. The group helped support the annual church picnic and Rite 13 dinner. Fundraising activities are being planned in preparation for a pilgrimage in 2011 and the group will primarily focus on the topic of spirituality.

Respectfully submitted,

Tom Mistretta & Jessica D'Alessandro, Co-leaders

Rite-13

In the time since last year's report the nine active members of Rite 13 have grown closer to God and to one another. As a group, they have gathered for fellowship and food at this summer's pool party, my home, the Rite 13 rehearsal dinner and during Coffee Hour, helping to increase their own sense of community. In service to our community at Epiphany, they have unloaded pumpkins from the truck, helped to coordinate and facilitate the Halloween party, cut down the greens for Advent wreath making and set up those materials in the Parish hall. In service to God, they have performed a reading of the Passion for our congregation, and entered into young adulthood through the Rite 13 retreat and Ceremony. In class each week they share their successes and failures, wants and needs, questions and concerns, while continuing to deepen their faith and understanding of the world. During this year we also welcomed a new mentor, Jim Bryant. His perspective, presence, and culinary skills have been a blessing to this group. Our last project of 2010 was to bake cookies for the annual Cookie Swap to benefit the Bread of Life food pantry. Keeping with the theme of helping others, we anticipate at least one more project before the end of the year. At the close of church school in June, our Rite 13 group will move on to J2A. They are a dedicated group of young people who are deeply faithful and involved in our community. It has been a honor to serve as their mentor.



Respectfully submitted,
Renee C. Haggerty, Co-leader

Godly Play

The program year began with each of the children being presented with an age appropriate Bible, which they are encouraged to bring to class each Sunday. During class the children look up that week's story in their Bibles and mark the place, so they can read it at home with their families during the week. The children (and parents) have been wonderfully responsive to this idea. We have about 30 children in Godly Play this year.



This year our Godly Play program has been blessed with the following teachers: Jennifer Pedrick, Natosha Johnson, Ruth Porter, Jenny Dickinson, Meg Pilato, Carolyn McDonough, and Kathy Ivey. To facilitate coverage and the learning process for new teachers, we combined the oldest class with the youngest, which has worked out well. As the materials coordinator, Beth Dench has provided wonderful support. We acquired materials for two new stories this fall, one of which Beth and Suellen Franze duplicated for the second classroom.

Edmund and Kathy attended Godly Play Certification classes this fall, which is an intense two and a half day training covering all aspects of Godly Play. Hopefully the certification class will be attended by more teachers in the coming year. We plan to host a one-day teaching workshop at Epiphany this spring for both our teachers and others in the area.

Respectfully submitted,
Kathy Ivey, Godly Play Coordinator

FINANCE

Chair: Scott Haggerty, Treasurer

Executive Oversight: Scott Haggerty, Treasurer

Commission Members: Bob Bergstrand, George Nunes, Bill Dench, Jennifer Pedrick, Rector

MINISTRIES

- Endowment Fund: Bob Bergstrand, Sam Petersen & Richard Messier
- Counters: Vivian Johnson
- Auditors: George Nunes, Gail Amaral, Ron Jeffrey

Endowment Funds

As a result of the new Uniform Prudent Management of Institutional Funds Act (UPMIFA) adopted by the state of Rhode Island, the Endowment committee had to examine all the endowments held by this parish in order to ensure that we are in compliance with the law. During this examination it was determined that we were not in compliance with funds received upon the sale of the Grace Memorial Chapel.

In December of 1997, the vestry voted to borrow \$25,000 from the proceeds of the Grace Memorial property to finance the then deficit budget. This money was never repaid. Money received as the buyers paid off their mortgage had been placed in a restricted fund in accordance with the understanding of the intended use of the proceeds. After interviewing parishioners involved in the original sale, it was determined that the money was to be invested so as to provide income to this parish on an ongoing basis as the legacy of the parishioners of Grace Memorial Chapel.

To correct the above, the Endowment committee is in the process for transferring \$25,000 and selling 967.6 shares of DIT Fund 2618 and creating a Grace Memorial Chapel Fund worth \$68,840. This will be an unrestricted fund and will produce income to the parish of approximately \$3400 annually starting almost immediately.

The Vestry also voted to concur with actions taken by the Endowment committee to reduce the Reserve Fund by \$60,000 and to invest that money in an unrestricted fund in order to increase the endowment returns. The total value of the Endowment Funds at year-end is \$856431.75, or an increase of 5.9%. When the return of \$32,000 is added to the growth, the total return is 9.7%. All this and an increase in fund values is allowing the Endowment Committee to increase the annual return to the parish budget to approximately \$39,000.

Respectfully submitted,

Robert E. Bergstrand, Chairman

ENDOWMENT FUNDS 12/31/10

UNRESTRICTED FUNDS (PERMANENT ENDOWMENTS)

DIT 1071	\$322480.11	
DFMS 1024	347113.04	
Grace Memorial Fund	68840.00	
Total unrestricted		\$738433.15
Undeposited memorials	1580.00	
GRAND TOTAL UNRESTRICTED		\$740013.15

VESTRY RESTRICTED FUNDS (RESERVE FUND) \$ 54969.94

DONOR RESTRICTED FUNDS

DIT 2618 949.3362 shares		
Henderson Fund 126.8 shares	\$ 5745.30	
Lancaster Fund 290.8 shares	13176.15	
Music Grant 531.7362 shares	37954.21	
Total DIT 2618		\$ 56875.66
Undeposited music grant	4573.00	
GRAND TOTAL DONOR RESTRICTED		\$ 61448.66

GRAND TOTAL ENDOWMENTS \$856431.75

STATEMENT OF FINANCIAL POSITION - CASH BASIS

As of December 31, 2010

ASSETS

Cash

Cash-Pawtucket Credit Union-#4916	89,893	
Cash-Pawtucket Credit Union-#4916	380	
Cash-Pawtucket Credit Union-#4916	8	
Petty Cash	<u>50</u>	90,331

Endowments

Unrestricted - #1071 DIT	262,480	
Reserve - #1024 DFMS	347,113	
Vestry Restricted - PCU Money Market	122,470	
Donor Restricted - #2618 DIT	<u>100,716</u>	832,779

Mortgage Receivable

Grace Church		64,611
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Deposit

Union Street School		<u>17,505</u>
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TOTAL ASSETS

1,005,226

LIABILITIES

Associate Rector Grant	26,357	
Music Gift	48,318	74,675

EQUITY

Fund Balance		930,551
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TOTAL LIABILITIES & EQUITY

1,005,226

Church of the Epiphany
 Budget Comparative Statement - Cash Basis
 For the Period Ended - December 31, 2010

	Month			Year to Date		
	Actual	Budget	Fav(UnFav)	Actual	Budget	Fav(UnFav)
Income:						
Pledges						
Current Year	11,534	16,711	(5,177)	170,937	170,000	937
Last Year	-	-	-	1,035	1,300	(265)
Next Year	3,000	-	3,000	3,365	-	3,365
Easter	-	-	-	1,663	2,050	(387)
Thanksgiving	10	-	10	95	150	(55)
Christmas	2,171	3,200	(1,029)	2,171	3,200	(1,029)
Initial Offering	-	-	-	106	185	(79)
Evening Light	166	-	166	180	-	180
Subtotal	<u>16,881</u>	<u>19,911</u>	<u>(3,030)</u>	<u>179,552</u>	<u>176,885</u>	<u>2,667</u>
Plate						
Rector's Discretionary Fund	30	181	(151)	3,074	2,150	924
Loose Offerings	2,050	1,500	550	8,158	5,075	3,083
Subtotal	<u>2,080</u>	<u>1,681</u>	<u>399</u>	<u>11,232</u>	<u>7,225</u>	<u>4,007</u>
Gifts						
Assoc Rector Grant	7,599	6,982	617	50,191	71,115	(20,924)
Music Gift	4,098	3,993	105	30,427	35,000	(4,573)
Other Gifts	250	-	250	4,377	450	3,927
Subtotal	<u>11,947</u>	<u>10,975</u>	<u>972</u>	<u>84,995</u>	<u>106,565</u>	<u>(21,570)</u>
Interest						
Endowment DFMS	-	-	-	20,558	16,712	3,846
Endowment DIT	-	-	-	14,133	14,132	1
Mortgage	1,848	243	1,605	4,363	2,872	1,491
PCU-MetLife	47	55	(8)	1,447	1,695	(248)
Subtotal	<u>1,895</u>	<u>298</u>	<u>1,597</u>	<u>40,501</u>	<u>35,411</u>	<u>5,090</u>
Fundraising						
Chowder House	-	-	-	89	-	89
Dinners	-	-	-	295	-	295
Pumpkin Patch	-	-	-	10,515	13,000	(2,485)
Thrift Shop	270	350	(80)	3,706	3,500	206
Other	-	-	-	20	-	20
Subtotal	<u>270</u>	<u>350</u>	<u>(80)</u>	<u>14,625</u>	<u>16,500</u>	<u>(1,875)</u>
Other Income						
Hall Rental	365	200	165	1,935	2,400	(465)
Memorial Gifts	-	-	-	1,580	-	1,580
Outreach	-	-	-	1,148	-	1,148
Weddings/Funerals	275	125	150	2,625	1,500	1,125
Special Programs	20	-	20	20	850	(830)
Herald Subscriptions	-	-	-	120	-	120
Miscellaneous	-	-	-	353	-	353
Subtotal	<u>660</u>	<u>325</u>	<u>335</u>	<u>7,781</u>	<u>4,750</u>	<u>3,031</u>
Total Income	<u>\$ 33,733</u>	<u>\$ 33,540</u>	<u>\$ 193</u>	<u>\$ 338,686</u>	<u>\$ 347,336</u>	<u>\$ (8,650)</u>
Expenses:						
Rector's Compensation						
Salary	5,640	5,640	-	48,880	48,880	-

Church of the Epiphany
 Budget Comparative Statement - Cash Basis
 For the Period Ended - December 31, 2010

	Month			Year to Date		
	Actual	Budget	Fav(UnFav)	Actual	Budget	Fav(UnFav)
Payroll Tax-FICA	598	561	(37)	5,196	4,862	(334)
Health Insurance	770	770	-	9,168	9,238	70
Pension	1,075	1,096	21	12,898	13,161	263
Prof./Educ. Exp.	1,366	384	(982)	4,824	4,600	(224)
Subtotal	<u>9,449</u>	<u>8,451</u>	<u>(998)</u>	<u>80,966</u>	<u>80,741</u>	<u>(225)</u>
Assoc. Rector's Compensation						
Salary	5,769	3,383	(2,386)	34,212	29,315	(4,897)
Payroll Tax-FICA	441	416	(25)	1,986	3,612	1,626
Health Insurance	-	700	700	4,837	8,400	3,563
Pension	750	764	14	5,055	9,168	4,113
Prof./Educ. Exp.	639	334	(305)	3,096	4,000	904
Housing Allowance	-	1,385	1,385	1,005	16,620	15,615
Subtotal	<u>7,599</u>	<u>6,982</u>	<u>(617)</u>	<u>50,191</u>	<u>71,115</u>	<u>20,924</u>
Other Staff						
Administrator	2,461	2,220	(241)	19,499	19,220	(279)
Sexton	1,459	1,335	(124)	11,767	11,570	(197)
Staff Payroll Tax-FICA	300	271	(29)	2,392	2,352	(40)
Supply Clergy	-	-	-	1,917	400	(1,517)
Subtotal	<u>4,220</u>	<u>3,826</u>	<u>(394)</u>	<u>35,575</u>	<u>33,542</u>	<u>(2,033)</u>
Music						
Salary	3,157	3,115	(42)	25,349	27,000	1,651
Payroll Tax-FICA	241	236	(5)	1,939	2,052	113
Prof./Educ. Exp.	-	65	65	-	800	800
Supply Musician	150	250	100	1,025	1,000	(25)
Soloists/Lessons	-	-	-	300	1,000	700
Piano & Organ Tuning	550	-	(550)	1,275	1,450	175
Supplies & Exp	-	324	324	539	1,298	759
Events	-	-	-	-	400	400
Subtotal	<u>4,098</u>	<u>3,990</u>	<u>(108)</u>	<u>30,427</u>	<u>35,000</u>	<u>4,573</u>
Administration						
Apportionment	3,122	3,122	-	37,459	37,459	-
Accounting & Bookkeeping	230	300	70	3,835	3,600	(235)
Payroll Service	130	105	(25)	1,418	1,015	(403)
Computer Support Services	36	142	106	127	1,704	1,577
Copier Lease & Usage	386	321	(65)	3,965	3,852	(113)
Office Supplies	150	195	45	2,011	2,340	329
Printing	-	300	300	146	600	454
Postage	559	125	(434)	1,289	1,500	211
General Liability Insurance	1,360	1,274	(86)	6,276	6,000	(276)
Workers' Compensation Ins	-	-	-	1,238	1,300	62
Other Administrative Exp	-	-	-	696	150	(546)
Subtotal	<u>5,973</u>	<u>5,884</u>	<u>(89)</u>	<u>58,460</u>	<u>59,520</u>	<u>1,060</u>
Buildings & Grounds Commission						
Electricity	416	565	149	6,507	6,780	273
Heat-Oil	1,775	1,716	(59)	18,480	18,696	216
Heat-Natural Gas	158	92	(66)	927	1,107	180
Water	-	-	-	1,110	1,162	52
Sewer	-	-	-	1,411	1,036	(375)

Church of the Epiphany
 Budget Comparative Statement - Cash Basis
 For the Period Ended - December 31, 2010

	Month			Year to Date		
	Actual	Budget	Fav(UnFav)	Actual	Budget	Fav(UnFav)
Janitorial	86	46	(40)	537	558	21
Landscaping	-	95	95	2,284	2,315	31
Snow Removal	140	60	(80)	370	645	275
Repairs & Maint - Church	858	300	(558)	2,315	3,600	1,285
Repairs & Maint - Rectory	654	100	(554)	3,505	1,200	(2,305)
Building Improvements	-	500	500	6,811	6,000	(811)
Pest Control	41	41	-	492	492	-
Alarm/Elevator Expense	308	550	242	1,127	2,024	897
Telephone & Communications	278	224	(54)	2,999	2,688	(311)
Subtotal	<u>4,714</u>	<u>4,289</u>	<u>(425)</u>	<u>48,875</u>	<u>48,303</u>	<u>(572)</u>
Education Commission						
Adult Education	91	-	(91)	1,264	950	(314)
Godly Play	46	-	(46)	93	650	557
J2A	-	-	-	134	200	66
Rite 13	437	-	(437)	314	200	(114)
Y.A.C.	-	-	-	-	200	200
Other	204	-	(204)	834	-	(834)
Subtotal	<u>778</u>	<u>-</u>	<u>(574)</u>	<u>2,639</u>	<u>2,200</u>	<u>(439)</u>
Hospitality Commission						
Advertising	-	-	-	-	50	50
Coffee & Kitchen Supplies	297	114	(183)	1,417	1,368	(49)
Pumpkin Patch	-	-	-	6,983	8,350	1,367
Special Events	3,415	100	(3,315)	3,538	1,200	(2,338)
Subtotal	<u>3,712</u>	<u>214</u>	<u>(3,498)</u>	<u>11,938</u>	<u>10,968</u>	<u>(970)</u>
Outreach Commission						
Charitable Gifts	3,662	466	(3,196)	7,973	7,066	(907)
Rector's Discretionary Fund	250	180	(70)	2,823	2,160	(663)
Assoc. Rector's Discretionary Fund	885	-	-	1,035	-	(1,035)
Other Programs Expenses	-	-	-	1,603	990	(613)
Subtotal	<u>4,797</u>	<u>646</u>	<u>(3,266)</u>	<u>13,434</u>	<u>10,216</u>	<u>(3,218)</u>
Stewardship Commission						
Stewardship Supplies	-	-	-	965	1,500	535
Subtotal	<u>-</u>	<u>-</u>	<u>-</u>	<u>965</u>	<u>1,500</u>	<u>535</u>
Worship Commission						
Altar & Worship Expenses	650	250	(400)	3,076	3,000	(76)
Other Worship Expenses	98	-	(98)	403	-	(403)
Subtotal	<u>748</u>	<u>250</u>	<u>(498)</u>	<u>3,479</u>	<u>3,000</u>	<u>(479)</u>
Total Expenses	<u>\$ 46,088</u>	<u>\$ 34,532</u>	<u>\$ 11,556</u>	<u>\$ 336,949</u>	<u>\$ 356,105</u>	<u>\$ (19,156)</u>
Operating Income (Loss)	<u>\$ (12,355)</u>	<u>\$ (992)</u>	<u>\$ (11,363)</u>	<u>\$ 1,737</u>	<u>\$ (8,769)</u>	<u>\$ 10,506</u>

Church of the Epiphany - 2011 Budget

INCOME	2011 Budget	2010 Actuals
Pledges		
Current Year	186,000	170,937
Last Year	1,300	1,035
Next Year	0	3,365
Easter	1,700	1,663
Thanksgiving	150	95
Christmas	3,200	2,171
Initial Offering	185	106
Subtotal	<u>192,535</u>	<u>179,552</u>
Plate		
Rector's Discretionary Fund	3,500	3,074
Loose Offerings	5,800	8,158
Subtotal	<u>9,300</u>	<u>11,232</u>
Gifts		
Assoc Rector Grant	62,562	50,191
Music Gift	35,000	30,427
Other Gifts	450	4,377
Subtotal	<u>98,012</u>	<u>84,995</u>
Interest		
Endowment DFMS	23,600	20,558
Endowment DIT	14,400	14,133
Mortgage	3,300	4,363
PCU-MM	1,600	1,447
Subtotal	<u>42,900</u>	<u>40,501</u>
Fundraising		
Chowder House	1,075	89
Dinners	895	295
Pumpkin Patch	10,000	10,515
Thrift Shop	3,500	3,706
Other	-	20
Subtotal	<u>15,470</u>	<u>14,625</u>
Other Income		
Hall Rental	1,800	1,935
Memorial Gifts	0	1,580
Outreach	0	1,148
Weddings/Funerals	2,220	2,625
Special Programs	850	20
Herald Subscriptions		120
Flowers	3,000	-
Misc.	-	353
Subtotal	<u>7,870</u>	<u>7,781</u>
Total Income	<u>366,087</u>	<u>338,686</u>

EXPENSES	2011 Budget	2010 Actuals
Rector's Compensation		
Salary	56,027	48,880
Payroll Tax-FICA	4,343	5,196
Health Insurance	9,979	9,168
Pension	14,653	12,898
Prof./Educ. Exp.	4,600	4,824
Subtotal	<u>89,602</u>	<u>80,966</u>
Assoc. Rector's Compensation		
Salary	50,000	34,212
Payroll Tax-FICA	3,071	1,986
Health Insurance	8,820	4,837
Pension	9,000	5,055
Prof./Educ. Exp.	4,000	3,096
Housing Allowance	0	1,005
Subtotal	<u>74,891</u>	<u>72,232</u>
Other Staff		
Supply Clergy	400	1,917
Administrator	20,282	19,499
Sexton	11,570	11,767
Staff Payroll Tax-FICA	2,437	2,392
Subtotal	<u>34,689</u>	<u>35,575</u>
Music		
Salary	27,000	25,349
Payroll Tax-FICA	2,066	1,939
Health Insurance	0	0
Prof./Educ. Exp.	800	0
Supply Musician	1,000	1,025
Soloists/Lessons	1,000	300
Piano & Organ Tuning	1,000	1,275
Supplies & Exp	1,000	539
Events	400	-
Subtotal	<u>34,266</u>	<u>30,427</u>
Administration		
Apportionment	41,829	37,459
Accounting & Bookkeeping	4,000	3,835
Payroll Service	1,450	1,418
Computer Support Services	2,400	127
Copier Lease & Usage	3,960	3,965
Office Supplies	2,100	2,011
Printing	600	146
Postage	1,200	1,289
General Liability Insurance	6,278	6,276
Workers' Compensation Ins	1,250	1,238
Other Administrative Exp	150	696
Subtotal	<u>65,217</u>	<u>58,460</u>
Buildings & Grounds Commission		
Electricity	7,140	6,507
Heat-Oil	21,300	18,480
Heat-Natural Gas	1,050	927

	2011 Budget	2010 Actuals
Water	1,170	1,110
Sewer	1,320	1,411
Janitorial	600	537
Landscaping	2,340	2,284
Snow Removal	700	370
Repairs & Maint - Church	3,000	2,315
Repairs & Maint - Rectory	0	3,505
Building Improvements	0	6,811
Pest Control	492	492
Alarm/Elevator Expense	1,000	1,127
Telephone & Communications	3,000	2,999
Subtotal	<u>43,112</u>	<u>48,875</u>
Education Commission		
Adult Education	400	1,264
Godly Play	1,500	650
J2A	200	134
Rite 13	200	314
Y.A.C.	200	-
Other	-	277
Subtotal	<u>2,500</u>	<u>2,639</u>
Hospitality Commission		
Advertising	0	0
Coffee & Kitchen Supplies	1,620	1,417
Dinners	700	0
Pumpkin Patch	7,000	6,983
Chowder House	900	0
Special Events	1,200	3,538
Subtotal	<u>11,420</u>	<u>11,938</u>
Outreach Commission		
Charitable Gifts	7,200	7,973
Rector's Discretionary Fund	3,500	2,823
Asst. Rector's Discretionary Fund	0	1,035
Other Programs Expenses	380	1,603
Subtotal	<u>11,080</u>	<u>13,434</u>
Stewardship Commission		
Stewardship Supplies	1,500	965
Subtotal	<u>1,500</u>	<u>965</u>
Worship Commission		
Altar & Worship Expenses	6,000	3,079
Other Worship Expenses	0	403
Subtotal	<u>6,000</u>	<u>3,479</u>
Pastoral Care Commission		
Pastoral Care Expenses	500	0
Total Expenses	<u>374,777</u>	<u>336,949</u>
Investment Transfers		
Memorial Gifts	-	-
Remainder of Music Gift	-	-
Net Income (Loss)	<u>(8,690)</u>	<u>1,737</u>

Counters

The goal of the counters is to process the weekly offering payments and any other income on a weekly basis and prepare a deposit for the bank. It requires two counters each Sunday and takes 1-2 hours to complete the deposit. Confidentiality is required. Each counter is usually scheduled for one Sunday per month when we have a full complement of volunteers.

I would like to thank Maurice Holmes, Suellen Franze, Janice Johnson, Toppo Carlson and Gladys Murino for being there and getting the job done.

Anyone interested in becoming a counter can contact me at djohnson1936@yahoo.com.

Respectfully submitted,
Vivian Johnson, Lead Counter

Audit

The annual audit of Church of the Epiphany was completed on July 27, 2010. The certificate can be found on the Vestry Bulletin Board outside the church offices.

HOSPITALITY

Chair: Virginia Rocha and Judy Lockard

Staff Oversight: Edmund Harris, Assistant to the Rector

Commission members: 1st meeting for new members to be held in February. Looking for anyone interested in serving our community in this very important ministry.

MINISTRIES

- Coffee Hour: Virginia Rocha & Shirley Baker
- Directory: Janice Johnson, Beth Dench (staff)
- Pumpkin Patch/Fair: Janice Johnson Internal Communication: Beth Dench (staff)
(The Herald, e-News, bulletins, announcements)
 - External Communication, Marketing/PR: Susan McDonald (Newspaper, Web, publicity, signs)
- Special Events: Potlucks, Dinners, Mother's Day Brunch, Picnic, Epiphany Feast, Ice Cream socials
- Pumpkin Patch
- Coalitions
- Chowder House



I have recently joined Virginia Rocha as a co-chair to hospitality. It is so nice to see Virginia in good health and doing what she does best. The kitchen had not been the same without her. This ministry however, is in need of more people to help serve our community. Recently we were able to define some of the areas in which we need people to serve.

A group of six new members will gather at their first meeting in February. We will define our mission for the year and organize a commission to fit into the existing system that is running for our church.

The coffee hour teams that Anne Bryant and the Rev'd Jennifer Pedrick put together last year are still running smoothly with a few members that have left and a few new members that felt this is something they could help with. A strong team leader is needed with bakers and servers. So even if you feel like serving is something you wouldn't be interested in maybe you could help a team do some baking every two months or so. Please contact Judy

or Virginia if you feel like this is something you would like to try. Your help is needed and truly appreciated. I would like to thank everyone that has helped in this capacity in the past and look forward to a new year.

We will be trying some scattered chowder houses during the year and our good friend Steve Menard has agreed to do the Mother's Days Brunch. I must say this is something I am looking forward to and if you have not been to this event it's something not to be missed.

Over the past year there have been many events that hospitality has been involved in. The Easter Vigil was a delicious international feast that the vestry prepared and served. A big thank you to Janice Johnson and the volunteers that made the Pumpkin Patch a success. Val Till also headed up a very successful Harvest Supper in November serving Willow Tree Turkey with all the fixings. There were plenty of people that volunteered in setting up, carving, desserts and clean up. Thank you again to all the volunteers.

Edmund's Ordination was quite the feast. The vestry started off the celebration with some delicious appetizers that were passed as people entered the church hall. The event was catered by Steve Menard and his crew who served up some great food including a sushi bar, salad bar and pasta bar. Many thanks to all that helped with making this night a great success.

As the New Year begins I look forward to the new commission system working efficiently for hospitality to serve our community and to have a mission that serves others.

Respectfully submitted,
Judy Lockard
Co-Chair

OUTREACH

Chair: Maurice Holmes

Executive Oversight: Senior Warden

Commission Members: Judy Phillips, Brett Brumbaugh, Kathy Ivey, Rhoda Bucci, Charlene Underhill, Bonnie Wright, Shirley Friend, Valerie Till.

MINISTRIES:

- The Hat and Mittens Tree Collection: Charlene Underhill.
- Fair Trade Coffee: Kathy Ivey
- Community Garden: Anne Bryant
- Episcopal Charities: Rhoda Bucci & Diane Madsen
- The Good Friday Walk: Charlene Underhill
- Blood Drive: Judy Phillips
- Grace Church Meal Site: Suellen Franze
- Christmas in July: Maurice Holmes
- Chowder House:
- Faith Walk for Charity: Gretchen Gammons
- Hymn Sing: Nat Taylor (Music Director)
- Adopt-a-Family Tree: Maurice Holmes
- Operation Christmas Child shoeboxes: Kathy Ivey

The Outreach Commission is very pleased to report that not only did many of the events from 2009 continue this year, but additional events were added to our service as well. During Easter we held the **Great Giveaway** and raised \$800 for Haitian Relief with the items Church of the Epiphany members had donated from their Lenten Simple Challenge. A further \$400 in vouchers were given to customers of the Bread of Life Food Pantry.

Goals Fulfilled in 2010:

Succeeded in delivering food to the Bread of Life Food Pantry after the first Sunday of each month.
Increased member participation in Outreach Events.
New Projects initiated.

Goals for 2011:

We want to continue to expand member involvement in Outreach.
Once again, we are hoping to institute a Parish-wide “Big Project” that all can become involved in.

Respectfully Submitted,

Maurice Holmes, Chair

2010 OUTREACH DISBURSEMENTS:

The following data was used to determine the Outreach Disbursements for 2009.

Outreach Total Budget:	7066
Amount for local distribution	4621
Amount for Millennium Development Goal	2445

LOCAL:

ELDERLY:

Hospice Care of Rhode Island	400
Rhode Island Good Neighbor Energy Fund	520
Cornerstone Adult Services	300

HOMELESS:

Blackstone Shelter	230
East Bay Coalition for the Homeless	230
George Hunt HELP Center	500
Habitat for Humanity – RI	230
McCauley House	230

HUNGRY:

Doorways of Seekonk	300
Bread of Life Food Pantry – Newman Church location	500
Rhode Island Community Food Bank	620
We Share Hope	200 (NEW)

ADOPT A FAMILY PROGRAM

Spent on Gifts:	315
BALANCE: Check to Food Pantry	46

TOTAL 4621

MILLENNIUM DEVELOPMENT GOALS:

In 2010 we directed all of our MDG funds to be given to Haitian Relief.

#1 Eradicate extreme poverty and hunger		
Heifer International	400	
CARE – Haiti Project	400	
#2 Achieve Universal Primary Education.		
Hope for Haiti’s Children	150	
#3 Promote Gender Equality and empower women.		0
#4 Reduce Child Mortality.		
Haitian Health Foundation	300	
#5 Improve Maternal Health		
Doctor’s Without Borders	100	
#6 Combat HIV/AIDS, malaria and other diseases		
Doctors without Borders	400	
K I Program	200	
St. Boniface Haiti Foundation	300	
#7 Ensure Environmental Sustainability		0
#8 Develop a global partnership for development		
Episcopal relief and Development – Haiti Fund	195	
	TOTAL	2445



COMMUNITY GARDEN

This year the Community Garden contributed over 300 pounds of fresh produce, herbs and flowers to area food pantries: Bread of Life Food Pantry & the East Bay Community Action Program. See our bulletin board in the Parish Hall for more details.

THRIFT SHOP

Another year has gone by and the Thrift Shop is doing well. Again I have to give thanks to all who help and also to those who give us their donations. All our proceeds are a profit and go towards the upkeep of our church. We all have a good time with our customers and look forward to their visits each week.

The Thrift Shop is open every Tuesday and Saturday, 9- 11:30 a.m. Please leave any donations you may have at our door, or at the Parish Hall entrance if the door is locked.

Thank you,
Carolyn Fogarty

PASTORAL CARE

Pastoral Care Commission

Mission statement: *We seek to share God's love in practical and prayerful ways with members and friends of our community.*

Chair- Gracelynn Rizzolo

Staff Oversight: The Rev'd Jennifer Pedrick, Rector

Meeting Time: Fourth Wednesday of the month at 7 p.m.

Commission Members - Megan Mistretta, Michelle Callahan, Anne Bryant, Phil Campbell

MINISTRIES

- Prayer shawl - Beth Dench
- New Member - Phil Campbell
- Meals to members - Gracelynn Rizzolo
- Eucharistic Visitors – Anne Bryant
- Cards to parish members - Megan Mistretta
- Bulletins & holiday cards to sick and shut-ins - Janice Johnson
- Prayers of the People - Beth Dench
- Clergy visiting - Jennifer Pedrick and Edmund Harris
- Baptisms, Weddings, Funerals - Jennifer Pedrick

Eucharistic Visitation

Eucharistic Visitors take the sacrament of Holy Communion to those members who are unable to attend regular church services. Currently, we visit 6 shut-ins on a 6 week cycle. In 2010 Beverly Fairhurst and Bonnie Wright joined Gracelynn Rizzolo, Rhoda Bucci, Michelle Callahan, and myself in this special ministry. If you feel you would be interested in learning more about becoming a Eucharistic Visitor, please speak with either myself or Jennifer.

Respectfully submitted,
Anne Bryant, Eucharist Visitor Coordinator

Meals to Members Ministry

Our purpose is to prepare a meal for another during a time of healing, sorrow, or joy. This past year we delivered a meal or multiple meals to 10 families. It has been very well received and appreciated.

Our list of meals preparers this past year have included: Bruce Lambert, Jennifer Pedrick, Jim Bryant, Michelle Callahan, Melissa Casey, Beth Dench, Suellen Franze, Marilyn Fuller, Megan Mistretta, Susan Murphy and Gracelynn Rizzolo.

If you would like to offer your gifts in this way, the Pastoral Care Commission would welcome your contribution.

Respectfully submitted,
Gracelynn Rizzolo

New Member Ministry

The process of welcoming new members begins when guests to our parish fill out Welcome Cards. Copies of those cards are given to the Rector, the Assistant Rector, the Welcome Coordinator and the Associate Welcome Coordinator. Within a week of our receiving a card, guests are contacted by a member of the clergy and either the coordinator or associate coordinator to welcome them and to see if they have any questions about the parish. If those visitors continue to come to church, they are then asked if they would like to join the parish.

Those who are interested in joining the parish are invited to one of the (approximately) quarterly Newcomer Receptions at the rectory. The following day, Welcome Sunday, they formally join the parish.

We are pleased to report that, during 2010, we welcomed 19 new members into Church of the Epiphany, including 6 by baptism. We continue to be blessed by people visiting us and finding that ours is a loving, welcoming community in which they feel supported as they move along their spiritual journey. As a member of this parish, each person reading this report is part of that welcoming experience to which so many people respond. We are grateful and appreciative for the role you play in that welcome.

Respectfully submitted,
Philip Campbell, Welcome Coordinator

Prayer Shawl Ministry

The Prayer Shawl Ministry continues to grow and spread comfort, love and support to those who receive the gifts as well as those who make or deliver them. During the past year we have given 30 shawls to people for many different reasons; some were given to comfort the recipient after the death of a loved one or through an illness or surgery. Others were given to celebrate a joyous event such as the birth of a child or a marriage. Each was crafted with prayers and caring; with the hope that the ones who receive the shawls "...be cradled in hope, kept in joy, graced with peace, and wrapped in love."

We are always looking for more knitters or crocheters who would like to be a part of this very special ministry. Patterns and prayers are available to those who feel that this would be something they would enjoy.

Respectfully submitted,
Beth Dench

STEWARDSHIP

Mission: *To be transformed into joyful givers in gratitude for God's gifts.*

Stewardship Commission

Chair: Marilyn Fuller

Staff Oversight: The Rev'd Jennifer Pedrick, Rector

Members: The Rev'd Jennifer Pedrick (Rector), George Nunes, Kristin Chase (Pledge Clerk)

Ministries

- Stewardship Education
- Pledge Ingathering
- Dedication Sunday
- New Member Information
- Ministry Fair

Stewardship Objectives

- Talk openly about money and providing financial support to Epiphany
- Encourage giving in gratitude for God's blessings
- Weave Stewardship into every aspect of church life
- Involve more parish members with Stewardship leadership



STEWARDSHIP COMMISSION ACTIONS

Strategy & Objectives

The primary objective of the Stewardship Commission is to create a culture of openness about finances, money and giving built around the strategy of open communication, rather than secrecy. Throughout the year, stewardship was woven into each church season and/or church event.

Ministry Fair

The Stewardship Commission and the Education Commission partnered together to host the Ministry Fair and Christian Education Recognition Sunday in June 2010. Approximately 15 members signed up for various ministries. Everyone enjoyed fantastic food and fellowship. Creative costumes worn by Epiphany's lay leaders were awesome.

The Quill Program

Again this year the Quill Program was used to communicate the Giving Campaign with only slight modifications. The Quill Program centers on sharing one's personal giving story with other church members. Letters were written by The Rev'd Jennifer Pedrick and husband Mike DeAngelo, plus 11 vestry members, lay leaders and parish members. Letter writers were Dennis Burton, Michelle Callahan, Kris & Bill Chase, Bill Dench, Sally Erskine, Beverly Fairhurst, Janice Johnson, Linda LeBreux, George Nunes, and Marilyn Fuller,

Church-Wide Giving Goal

A chart suggesting a church-wide giving goal of \$1 per week per each thousand of annual income was communicated to all. The chart helped member households select a personal giving goal that was both personally satisfying and expressed one's gratitude for God's blessings.

Witnessing

Three stewardship witnesses spoke openly about their personal giving experiences during October 2010 Sunday services. They were Renee Haggerty, Matthew Hawryluk and Tammi Miller. Their personal journeys were inspiring and spiritual. Parish members were asked to prayerfully consider making a pledge.

Dedication Sunday

On Dedication Sunday, October 31, 2010, pledges were received at the altar. Providing financial support is vital to sustain the mission, programs and services offered by Epiphany.

Pledge Activity

Pledge commitments received as of January 9, 2011, total **\$184,639**. Parish members' generous giving resulted in a **6.2%** increase when compared to 2010 total pledge amount during the same time period, \$173,820. 2011 average pledge amount increased to **\$1513 or 7.9%** over 2010's average of \$1402. Listed below are significant measurements of the pledge activity for 2011.

2011 Pledge Dashboard (as of 1/09/11)

2011 Total Amount Pledged (<i>as of 1/9/11</i>)	\$184,639
2011 Pledge Goal (<i>established by the Stewardship Commission</i>)	\$203,000
2011 Predicted Pledge Budget	\$183,000
2010 Total Amount Pledged (<i>1/10/10</i>)	\$173,820
\$ Increase Compared to 2010 Total Pledge Amount	\$ 10,819
% Increase Compared to 2010 Total Pledge Amount	6.2%
2011 Average Pledge	\$1513 annual / \$29 per week
2010 Average Pledge	\$1402 annual / \$27 per week
\$ Change between 2010 & 2011 average pledges	\$111
% Change between 2010 & 2011 average pledges	7.9%
2010 Active Member Households	169
# / % Pledge Cards Returned	129 / 76.3%
# / % Pledging Financial Support	122 / 72.2%

Average Pledge Comparisons

2011 Vestry Average Pledge	\$3635 annual / \$70 per week	
2010 Vestry Average Pledge	\$4316 annual / \$83 per week	
2011 Average Pledge	\$1513 annual / \$29 per week	
2010 Average Pledge	\$1402 annual / \$27 per week	
Diocese of RI Average Pledge*	\$1250 annual / \$24 per week	
National Average Pledge*	\$2087 annual / \$40 per week	<i>*from 2009</i>

2011 Pledge Statistics

New Pledges	13
Increased Pledges	42
Pledges Remained the Same	57
Decreased Pledges	10
Did Not Renew Pledge	12
Did Not Make Pledge	35

Pledge History from 2001

	Pledges	Total	Avg. Pledge	% Change
2011	122	\$184,639	\$ 1513	7.9%
2010	124	173,820	1402	24.3%
2009	127	143,315	1128	8.5%
2008	122	126,890	1040	(-5.8%)
2007	111	122,241	1101	3.0%
2006	103	110,032	1068	11.5%
2005	97	92,907	957	3.0%
2004	98	91,364	932	7.0%
2003	99	86,297	871	(-2.5%)
2002	94	84,026	894	5.0%
2001	97	82,388	849	4.0%

This is my final year as Stewardship Commission Chairperson. Thank you for the opportunity to serve God in this way.

Respectfully submitted,
Marilyn Fuller, Chair

WORSHIP

Chair: Susan Murphy

Staff Oversight: Jennifer Pedrick, Rector

Commission Members: Edmund Harris, Jennifer, Nathaniel Taylor, Emily Dench, Phil Campbell, Jean LeBreux, Linda LeBreux, Pat Jeffrey, Michelle Callahan

MINISTRIES

- Acolytes: Linda LeBreux
- Altar Guild: Susan Bergstrand
- Eucharistic Ministers: Pat Jeffrey
- Greeters: Beverly Fairhurst (beginning in May '11)
- Lectors: Susan Murphy
- Music & Junior/Sr. Choirs: Nathaniel Taylor (staff)
- Ushers: Jean LeBreux

Under the commission system, those ministries whose mission it is to implement and enhance our worship, are part of this commission. Those include: Acolytes, Altar Guild, Choir, Eucharistic Ministers, Greeters, Lectors and Ushers. The Rector, Assistant Rector and Music Director are also part of the Worship Commission. Each of these ministries is essential to our worship.

The Commission meets once a month on the first Wednesday, in the evening. It is clear from our experience over the last two years as a group that the whole is much more than the sum of its parts. Our working together as a group has increased our efficiency in dealing with our agenda and we now have more time to envision and greater lead time to plan.

Much has happened in the Worship sphere since this time last year. The extraordinary events include welcoming Edmund Harris as Assistant to the Rector in the spring; beginning our new Sunday service, Evening Light on November 28; and celebrating Edmund's ordination to the priesthood on December 11.

Planning for the Evening Light liturgy began shortly after Edmund's arrival. As a new type of service for us, it required much time and energy to imagine, plan, practice and execute. The first Evening Light was November 28, the first Sunday of Advent and the service is now in its third month.

Edmund's ordination on Saturday, December 11 was a joyous celebration, and an example of the careful planning and leadership of our Rector, working with the leaders of all the ministries. Rehearsing until the important details are known and operative is a large part of the success of this kind of celebration.

That same attention to worship detail is evidenced every week, especially in the feasts of the Advent and Christmas season, Lent and Holy Week.

We are very fortunate to have the passion and talent of Nat Taylor leading our music ministry.



In the area of organizational detail:

- The Worship Commission is now up to full staff with the leadership of the Greeters, vacant for a year, being assumed by Beverly Fairhurst.
- We have also voted to have each ministry leader serve a two year term, with the possibility of a second such term; and the responsibility for replacing him or herself.
- The agenda and minutes of all Worship Commission meetings are now available electronically to anyone wishing to read them.

I am very grateful to Linda LeBreux, Michelle Callahan, Emily Dench, Pat Jeffrey and John LeBreux, as well as Jennifer Pedrick, Edmund Harris and Nat Taylor for their excellent participation and faithfulness in all matters of worship. I look forward to welcoming Bev Fairhurst to this august assembly.

Please participate with us by volunteering for any of our ministries, or with suggestions for enhancing our worship.

Respectfully submitted
Susan Seymour Murphy

Music Annual Report

2010 was the first complete calendar year under the current music director. It was a year of recovering stability in the church's music program—a stability which had been interrupted in 2009, first by a long period (May to September) with no music director, followed by a period of learning as the current music director began to grow into the position.

Most of the events and programs which had characterized the music program in the past few years continued in 2010. Instrumentalists continue to be welcome as occasional contributors in our Sunday worship. Notable moments include clarinet duets with Lydia DeAngelo in Lent, and a flute appearance by Kelly Chartier — sitting down, being very pregnant with twins — on Christmas Eve. An excellent young professional trumpet player, Tom Kirinsky, from Cranston, played with us for all three services over Easter weekend (the Great Vigil, and Easter Sunday). Trumpeters Josh Hess and Matt Chase played together in June and again in early December at the ordination of the Rev'd Edmund Harris; Matt also played on Christmas Eve.



The choirs have experienced stability and, in the closing weeks of 2010, a slight reduction in week-to-week size. Early growth in the youth choir early in 2010 portended well, but the departure of one enthusiastic young singer from our parish put a damper on its growth. The senior choir also grew early in 2010, with two new members who sang with us briefly in Lent and Eastertide — Laurent Clement and Joshua Phoebus. Both of these young adults ended up moving out of the Rhode Island area after only a brief time in our church and choir, but their sojourns lent extra vitality to our veteran choir, particularly Josh Phoebus's presence during Holy Week and Easter. In the fall the senior choir welcomed another new member, Michael Jaycox, who has come to Epiphany in the family of Edmund Harris, our new Assistant to the Rector. Michael's many gifts have contributed enormously to the choir and the music program as a whole, beginning with his contribution as litanist at Edmund's ordination — a service for which he also wrote an additional verse to Michael Perry's hymn *O God, beyond all praising*. One long-time junior chorister, has, in the winter of 2010, made a transition to the senior choir. Some long-time members of the choir have had to pare back singing seasonally or indefinitely due to health constraints. Even if they are not robed at worship, we continue to think of them as part of our musical family. The choir did not participate in events or worship outside Epiphany in 2010, though a hymn sing was held in early November at Winslow Gardens. We expect to return to a schedule of two or three hymns sings during the year in 2011. In 2011, it will be important to redouble efforts to recruit both adults and youth to sing.

A third weekly service, Evening Light, began in November, 2010. In keeping with overall goals of simplicity, tradition, and a distinction from Sunday morning worship, it was decided to incorporate a-capella music. For the first two months of the service, this has been led entirely by a single cantor — the music director alone. In 2011, it will be important to develop a bench of cantors able to share the duties of musically leading worship at Evening Light.

In her annual report for 2006, then-Music director Laura Brion noted that the church's original goal with regard to the music grant was to be able to invest a portion of it, with a view toward moving the music budget toward self-sufficiency following the final installment of the music program grant of \$35,000 per annum. In 2010, the music program was budgeted to spend the full grant amount of \$35,000 but ended up spending \$30,427, 13% under budget. During 2011, it will be imperative to discuss options for restructuring musical program costs in advance of the expiry of the grant, to ensure a vital music program beyond the life of the grant.

Finally, I append a list of parishioners who have participated in musical ministry in 2010: Shirley Baker, Phil Campbell, Lauren Clement, Emily Dench, Marilyn Fuller, Michael Jaycox, Linda LeBreux, Nancy Leggat, Don Leggat, Carol Marsland, Richard Marsland, Denise Messier, Bill Patterson, Joshua Phoebus, Linda Vaughan (senior choir); Bella DeAngelo, Ariana Liceaga, Tyler Lockard, Abbey McGrath, Cassandra Taylor (junior choir); Kelly Chartier, Matthew Chase, Lydia DeAngelo, Josh Hess (instrumentalists). I would also like to acknowledge professional musicians engaged during the year: supply organist Richard Larraga; trumpeter Tom Kirinsky; and mezzo-soprano soloist Lori Maciel.

Respectfully submitted,

Nathaniel L. Taylor, Music Director

Acolyte Ministry

Having taken on the role of Acolyte coordinator mid-year, I would like to thank Judy Lockard for her many years of service. It is challenging trying to fill her shoes. As a result, an assistant Coordinator has been recruited and Adrienne Diaz has graciously agreed to that position.

Training was held in September and we had 2 new crucifers and 5 new acolytes join our ranks. The experienced acolytes were most helpful in assisting with that training. The following are the current list of acolytes with new members marked with *:

Crucifers

Ali Amaral
Lydia DeAngelo
Adrienne Diaz*
Tyler Lockard

Torch Bearers

Matthew Burton*	Max Jenks*
Paige Burton*	Cheyenne Lambert
Matt Chase	Aidan Pilato*
Abby Hawryluk	Cassie Taylor*

I would also like to thank those who have served as acolytes but have retired from that role since last year and wish them well in future ministries:

Sarah Chase	Samantha Hess
Bella DeAngelo	Ariana Liceiga
AJ Hess	Shawn Magowan
Josh Hess	

With our current list of acolytes, the rotation has become more frequent than is comfortable for most, especially with any special services that occur. As a result adults are being recruited and it will be necessary for the Eucharistic Minister to serve as the crucifer on occasion. There is an open invitation to adults to join this ministry which can be as rewarding for adults as children. Thank you to all who have agreed to fill in when needed for the coming year.

The coordinator and assistant attend the monthly Worship Commission meetings. This has been supportive for me and has enhanced communication between the other ministries of the commission. It has been rewarding to participate in planning for the heart of what we do at Church of the Epiphany – Worship.

Respectfully submitted,

Linda LeBreux
Acolyte Coordinator

Altar Guild

The Mission of the altar guild is to create a beautiful welcoming setting for people to worship God, by preparing the altar, sanctuary and church for services.

The members of our church's altar guild work quietly and unseen throughout the year preparing the church for worship. We care for the linens and vessels used in services according to special directions for sacred items. Through altar guild work, members experience a time of personal reflection and devotion. It is also a way to learn, and show appreciation for, the rituals and rich Anglican traditions of the Church. As well as preparing the church for weekly services, the Altar Guild has responsibilities for additional services during Holy Week and Christmas, as well as duties required for funerals, weddings, baptisms and other special services.

In June past and present members of the Altar Guild were recognized and honored for their service to the church at a Tea and Flowers luncheon. The twenty-four ladies present were treated to lunch and a flower arranging demonstration. Everyone made a fresh flower arrangement in a teacup to take home. It was a delightful way to honor these ladies for the quiet behind the scenes work that they perform week after week throughout the year. The altar guild took part in the ministry fair at Epiphany with a display of vessels and vestments, and members were available to answer questions.

The altar guild continues to provide the weekly altar flowers for regular services and all special services, as well as the floral decorations for Easter and Christmas, through the donations of members and friends. At Easter, lilies and spring flowers added to the beauty of the worship. At Christmas the church was decorated with greens and poinsettias. In addition the church and altar was adored with a Harvest theme for our Thanksgiving ecumenical service. We ask that you consider donating the cost of flowers in memory of a loved one or in thanksgiving for a special event, so that we can continue to add to the beauty of our worship. There are special envelopes for flower donations in your box of pledge envelopes. Also, a flower chart and donation forms are in the hall by the office for your convenience. This year a special donation was given in memory of Virginia Vincellette to purchase a set of new communion linens.

We continue to hope that more people will join our ministry to help us grow in creative ways and to experience the joys that altar guild work can bring. Anyone wishing to join the altar guild can contact one of our members or join us at one of our meetings.

I'm very thankful for all of our devoted members who share in our work and spread their joy, and for our associate members, especially Larry Fogarty, Carl Mayse and Bob Bergstrand who are always willing to help out.

Members: Michelle Callahan, Caroline Fogarty, Betsy Kelley, Barbara Kent, Cal Loven, Betty Patterson, Karen Turner, Charlene Underhill, Meridith Inman, Shirley Baker, Carolyn DeOliveria, Bonnie Wright, Marie Burden, Judy Lockard and Susan Bergstrand.

Respectfully submitted
Susan Almond Bergstrand
Church of the Epiphany Altar Guild Coordinator

Altar Guild Treasurers Report

Memorial Gifts Balance (12-31-09)	3210.76
Receipts and deposits	+ 4395.00
Expenditures: flowers & misc.	- 5328.81
Savings account	- 7.82
Balance in checking (12-31-10)	\$ 2269.13

Respectfully submitted,
Elizabeth Kelley
Malynda Kelley
Altar Guild co-Treasurers



Eucharistic Ministers

Reporting on the financials of the Eucharistic Ministry: We were able to purchase 7 new albs and cinctures this past year, costing \$940.50.

Our Eucharistic Ministers number 10, who serve both the 8am and 10:30am services:

Judy Phillips	Suellen Franze	Roger Decker
Lisa Decker	Mary Lambert	Arthur Manning
Pat Jeffrey	Larry Fogarty	Rhoda Bucci
Linda LeBreux		

This ministry offers a unique insight to the ritual of our services and allows you to be an active participant. I would like to encourage and welcome anyone who feels they would like to serve in this ministry, to contact me or Jennifer and join us.

Respectfully submitted,

Pat Jeffrey
Eucharistic Minister Coordinator

Lectors Annual Report

Epiphany is very blessed to have a solid corps of members whose interest and love it is to read Scripture at our worship services. Each Sunday three members of the community participate in worship as readers: one at 8 a.m. and two at 10:30 a.m.

During special times of the liturgical year many more have that opportunity and an additional chance to read together. During the Christmas season, there are Lessons and Carols, and during Lent and Holy Week in particular there are opportunities to participate in group readings and dramatic presentations of the scripture.

In 2010, we were graced with an affecting dramatic reading of the Palm Sunday scriptures mainly by the members of Rite 13, joined by some lectors. Maundy Thursday, Good Friday and the Easter Vigil always give our lectors wonderful passages to share with the community. The lectors will continue to pursue meaningful ways to express the scriptures throughout the year.

More members interested in reading at the 8 a.m. service would be welcome, and anyone who would like to try being a Lector without a full commitment is encouraged to come forward for a trial opportunity.

Suggestions for enhancing the reading and appreciation of Scripture will be gladly received.

Respectfully submitted
Susan Seymour Murphy
Leader

Usher Annual Report

The ushers' primary goals are to welcome newcomers and friends into the church for worship. We hand out bulletins for the service, assist to find seating and with handicap access when needed, and provide direction to restrooms or activities for children, etc. The ushers provide a count of all participants for worship, ask 2 people to bring the bread and wine to the altar, collect offerings and bring them to the altar, and assess for any needs throughout the service. After the service the pews are cleared of clutter and used bulletins discarded.

At a minimum, ushers are asked to serve a one year term and generally serve about once per month. Additional time may be required during Holy Week or for special services.

As Usher Coordinator, I also sit on the Worship Commission. This has been helpful in understanding all of the roles of each ministry involved in our worship and provided insight into how we can do ushering better.

For fear of leaving anyone out inadvertently by naming you individually, I would just like to thank all who are currently serving, all new members who have joined in the past year and those who have continued for many years. Having taken on the coordinators role mid-year, my job has been made very easy because of the willingness of all to step in when needed often without even being asked, providing guidance to new ushers, and supporting me.

I am always looking for new ushers and would especially welcome any volunteers for the 8AM service as the number of ushers for that service are few. This results in frequent rotations, especially if there are vacations or illness. It is a great way to participate, very rewarding, and a great way to get to know other church members.

Respectfully submitted,

Jean LeBreux
Usher Coordinator



Church of the Epiphany

1336 Pawtucket Avenue

Rumford, RI 02916

The Reverend Jennifer L. Pedrick, *Rector*
The Reverend Edmund Harris, *Assistant to the Rector*
Nathaniel Taylor, *Music Director*
Beth Dench, *Parish Administrator*
James Hibbert, *Sexton*