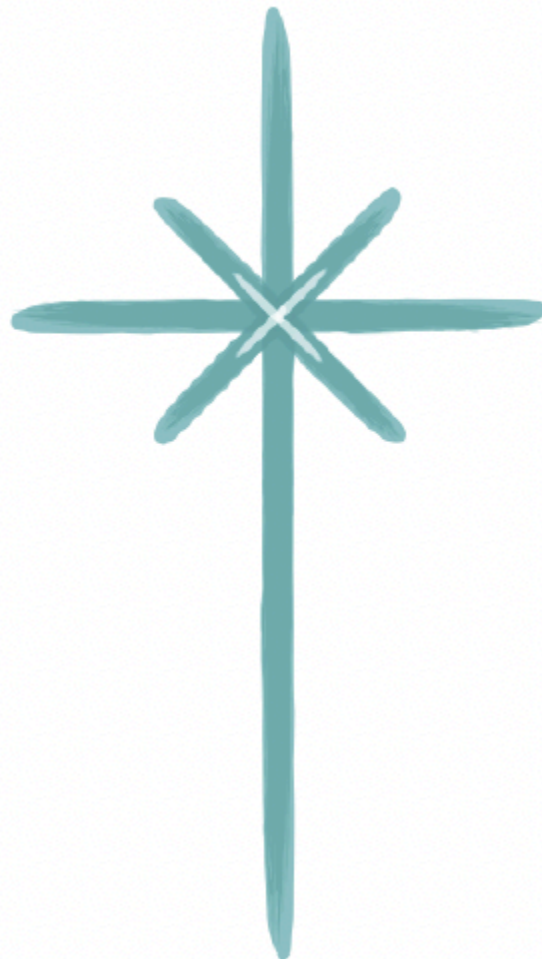


Parish of the Epiphany, Ottawa

Vestry Circular

Committee Reports for Year 2024
Budget & Nominations for Year 2025

Updated on February 15, 2025



Please read this circular and bring your questions and comments to our Vestry Meeting on February 23, 2025.

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Vestry 2025 Agenda
February 23, 2025

*Come, journey with us...
a sacred community called to love God
and our neighbours as ourselves*

1. Opening Prayer
2. Appointment of Vestry Clerk
3. Declaration & Attendance
4. Minutes of Meeting from February, 2024
5. Incumbent's Report
6. Reception of 2024 Financial Reports
7. 2025 Budget
8. Acceptance of 2024 Committee Reports as printed in this circular
9. Appointments and Elections for 2025
10. Communion Lay Administrators
11. Approval of Signing Authorities for 2025
12. Approval of Auditor for 2025
13. Other Business
14. Adjournment

Notice:

In order to be a voting member of this Annual Vestry Meeting, one must agree to the following statement:

"I solemnly declare that: I am a member of this congregation of the Anglican Church of Canada; I am of the full age of sixteen years; I am a regular worshipper with this congregation; I do not intend to vote as a member of any other Vestry in the election of Churchwardens or of Members of Synod during the ensuing year; I am a supporter of this congregation by regular contributions to its maintenance."

EPIPHANY ANGLICAN CHURCH OTTAWA

Minutes of the February 18, 2024 Vestry Meeting

1. The Rev. Simone Hurkmans declared the Annual Vestry Meeting in session with an opening prayer. Prayers were added for the following recently departed members of Vestry: Nettie Griffith, Tom Ritchie, Lynn Bennett, Anne Crossley, Iris Dove, John Sayers, Dan Elmore and Marjorie Green. "Rest eternal grant unto them, O Lord, and let light perpetual shine upon them."

2. Vestry Clerk: Cindy moved, Duane seconded the appointment of Susan Liddle as Vestry Clerk. Carried with thanks.

3. The Vestry Declaration was read:

"I solemnly declare that: I am a member of this congregation of the Anglican Church of Canada; I am of the full age of sixteen years; I am a regular worshipper with this congregation; I do not intend to vote as a member of any other Vestry in the election of Churchwardens or of Members of Synod during the ensuing year; and I am a supporter of this congregation by regular contributions to its maintenance."

The declaration was agreed to and signed by 39 people present in person.

4. The minutes of the Epiphany Vestry Meeting of February 19, 2023 are found on pages 4 to 8 of the Vestry Circular. There were no questions or discussion on the minutes.

Shelley Harvey moved, Gillian Keane seconded the approval of the Epiphany Vestry Meeting of February 19, 2023 Vestry Meeting. Carried.

5. The Epiphany Incumbent's Report is found on pages 11 to 12 of the Vestry Circular. The Incumbent shared the following additional comments:

Thinking of the past year and the year to come, the verse about making straight a highway for our God is applicable. We are working hard to do this, with a time of discernment about priorities. Highlights include higher attendance; new attendees; new income committee; a grant for cameras, EDI work and the website; Thursday study group; and much more.

The Property Committee's work is highlighted: groundwork is being done and an RFP for needed work has been prepared; five contractors are interested in taking on the assorted work to restore the building. A recommendation will be made, and a special Vestry will be held before funds are committed.

We need to face the fact that we are in a deficit budget, and we are growing. We are proposing a plan to address the deficit, and Rev. Simone is excited for the future and what the Spirit has in store for us.

6. The Epiphany Financial Reports for 2023 are found on pages 13 to 20 of the Vestry Circular. Gregg Alexander introduced the report with the following comments:

We have the report from our reviewer, Stephanie Millar, a Certified Chartered Accountant, and she has found everything to be in order. Last year we approved a budget with a deficit, and we have a larger deficit in this year's budget.

Question: Seeking clarification about donations for flowers on page 18.

Answer: We spent more than budgeted on flowers, but we received more donations. It shows as a line item in the negative, but in the end we came out ahead.

Question: Where is money coming from to cover the deficit?

Answer: From previous years' surplus.

Moved by Gregg Alexander, seconded by Roxanne Latulippe "that the Epiphany 2023 Financial Report be accepted as presented." Carried.

7. The Budget for 2024 is found on pages 23 to 26 of the Vestry Circular. Gregg Alexander introduced the Budget for 2024 with the following comments:

We're looking at a deficit budget, as described. There's a jump in offerings, but it's not enough. We need around \$20,000 more, so more fundraising is planned for. He'd like to see a balanced budget so we don't eat into our savings. Income needs to increase, and we have control over that. We don't have a lot of control over our expenses, which are reasonable and not excessive. We have extended our Stewardship campaign to try to get more pledges.

Question:

There are messages about the wealth of the church, and on the other hand, we are in a deficit. Is it possible to obtain an estimate of the wealth of our Diocese, especially as it relates to real estate and investments?

Answer: This is something that would need to be addressed at the Diocesan level. Tracy Albert's name was mentioned as someone involved in relevant committees that could help find answers. This is a larger discussion about how the Diocese uses its money; it is something to bring up at Synod. Do we use our Diocesan reserves to support parishes? It's about policy and direction.

Question: How can we approve a deficit budget with our nest egg dwindling?

Answer: By agreeing to this budget, we are agreeing that we are going to up our fundraising and donations to mitigate the deficit. Corporation went through the budget line by line to trim; it is a bare bones budget. It's a dynamic situation: there's an income group, and a new renter; a budget is always our best guess.

This is not a new issue; during COVID, we had a break from the Diocese. It's known that new people don't give right away, and we have a lot of new people. We're on a growth path. We're not in shutdown mode, like some other parishes. Our finances have not caught up with our growth.

Someone pointed out that \$12,000 divided by 100 identified givers, equals \$120 a year, which is manageable for many, as it comes to \$10 a month.

We want to honour those who have increased their pledges. And we have a new rental contract worth \$8,000 / year about to be signed with a Taiko drumming group.

Gregg Alexander moved, Roxane Latulippe seconded, "that the 2024 Budget be accepted".
Carried.

8. The 2023 Committee Reports are found in the Vestry Circular on pages 27 to 41. Comments on these reports included:

Simone said these are a testament to all that's been accomplished over the past year.

Cindy Hurst-Boyd moved, Alice Alexander seconded, "that the 2023 Committee Reports as found in the Vestry Circular be accepted as published." Carried.

9. The Nominations Committee Report for 2024 is found on pages 42-43 of the Epiphany Year 2022 Report to Vestry document. The Incumbent thanked Kitty Galt, Heather Howley, Laurence Sianchuk, and Gillian Keane for their assistance on the Nominating Committee. The Incumbent called for changes or further nominations: there were none.

Note that Corporation has now established a three-year term for wardens to help create stability (they start as deputy warden, move to people's warden, then to rector's warden). Roles on Parish Council will not have terms, but annual check-ins will be done with members.

Duane Van Alstine moved, Shelley Harvey seconded, "that the report of the Nominations Committee 2024 be accepted as published." Carried.

10. Communion Lay Administrators for 2024:

Rev. Simone indicated that Communion Lay Administrators no longer need to be approved by Vestry. However, she noted that a list of the Epiphany's current Communion Lay Administrators can be found on page 43 of the Vestry Circular. She asked that anyone interested in joining this ministry speak to her or to Shelley Harvey.

11. Signing Authorities for Epiphany's Bank Accounts:

David Woods moved, Anne Fairlie seconded, "that the Reverend Simone Hurkmans, Gregg Alexander, Heather Howley, Catriona (Kitty) Galt and Laurence Sianchuk continue to be signing authorities on bank accounts for Epiphany Anglican Church, held in the Alterna Savings financial institution". Carried.

12. Auditor/Review of the Books for 2024:

Gregg Alexander moved, Derek Keane seconded, "that Corporation be authorized to appoint an Auditor or appropriate person(s) to Review the Books for 2024". Carried

13. Other Business

a) Emails will go out to those volunteers who need to renew their PRC, and a letter will be provided to avoid having to pay for this service. This can be done online.

b) Someone asked if we are still doing services at Laurier Manor. We are, and there are requirements based on age for volunteers. See Rev. Simone if you'd like to help.

c) We have a statement about respect for the Indigenous peoples on whose land we are. Would it be appropriate, and a way to really show our respect, to use a greeting in an Indigenous language? Rev. Simone said we should look into best practices and asked if someone would be willing to do that; it will be brought to the Parish Council. Doug mentioned that the Diocese may have resources to help with that.

14. Adjournment at 12:44 pm

Derek Keane on behalf of Laurie Elmore moved adjournment of the 2024 Vestry Meeting. Carried.

We closed with the Grace.

Statistical Report

by Cindy Hurst-Boyd, Parish Administrator

	2024	2023	2022	2021	2020	2019	2018
Members on Roll	398*	391	351	n/a	328	n/a	354
Members in Full Communion	n/a	254	275	n/a	n/a	n/a	241
Identifiable Givers	131	118	106	114	125	128	128
Average Sunday Attendance during Covid-19	n/a	n/a	15	39	27	n/a	n/a
Average Sunday Attendance 8:30 am	12	12	10	9	12	15	16
Average Sunday Attendance 10:30 am	90	82	54	n/a	86	93	93
Average Attendance (8:30 am + 10:30 am)	102	94	64	48	98	108	109
Average Sunday Summer Attendance 9:30 am	88	68	43	n/a	n/a	66	77
Avg (non-summer) Sunday Attendance 9:30 am	57	56	n/a	n/a	n/a	44	42
Baptisms	3	6	3	0	5	3	6
Confirmations	3	7	0	0	0	0	0
Received into the Anglican Communion	0	0	0	0	0	0	0
Marriages + Renewal of Vows	1	0	0	0	0	0	0
Funerals/Memorials	8	10	9	1	4	2	2

Baptisms	January 1	Kian Michael Gravel
	November 3	Ariana Ocean Luinstra
	November 3	Aderonke Oluwatoyin Osho

Renewal of Vows	August 24	Charles & Valerie Maier
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Burials/Memorials	January 13	Svend Dan Elmose
	February 7	Marjorie Laureen Green
	May 3	Norman Clarke Sumner
	May 13	Elsa-May Stortroen
	August 28	Ida Lillian Henry
	September 26	Reta Belle Lyons
	October 4	Sieglinde Anna Van Alstine
October 19	Roberta Joy Neville Tilsley	

Confirmations	December 15	Amani Juliet Ciccarelli
		Claudetta Iyamide Alison Rita Smith
		Claudia Oluwashola Briana Nina Smith

Notes

Our 8:30 am services were offered in-person only while our 10:30 am services were offered in-person and live-streamed on Facebook and YouTube. Of note we had to move one Sunday's in person services to online due to having no running water.

*Members on Roll: Early in 2024 we reviewed and updated our parish list to better reflect active members. This reduced the overall number of members on our roll. Throughout the year we welcomed several new members and feel that our number of Members on Roll is now a true reflection of our parish.

Special Service Attendance

○ Ash Wednesday	43
○ Maundy Thursday	47
○ Good Friday	95
○ Easter Sunrise	31
○ Easter Sunday	190
○ Christmas Pageant	114
○ Christmas Eve	100
○ Christmas Morning	36
○ Evening Prayer (4 services averaged)	13
○ Laurier Manor (monthly services averaged)	15

Incumbent's Report

by the Rev. Simone Hurkmans

I pray that the God of our Lord Jesus Christ, the Father of glory, may give you a spirit of wisdom and revelation as you come to know him, so that, with the eyes of your heart enlightened, you may know what is the hope to which he has called you, what are the riches of his glorious inheritance among the saints, and what is the immeasurable greatness of his power for us who believe, according to the working of his great power. *Ephesians 1:17-19, NRSV*

Dear Epiphany,

These verses from Paul's letter to the Ephesians come to mind as I reflect on the past year and look to what might be ahead for us. Much of what we've done over the last twelve months has been about discerning with a spirit of wisdom and revelation what God is calling us to, and about responding to it.

At this time last year, we were facing a deficit budget even though we had experienced significantly higher attendance and lots of positive signs of growth and energy in our parish. With trust, we committed to building a strong foundation through focussing on the following five priorities discerned in an intentional time of prayer:

1. Repairing our current building so that it can continue to serve our congregation (particularly our children and youth) and our neighbours;
2. Increasing our income through increased use of our current space;
3. Increasing our givings through rejuvenated stewardship efforts;
4. Growing our membership, and;
5. Continuing to serve those most vulnerable in our community.

In the past year we've made significant progress in each of these areas:

1. Our Property Committee has spent countless hours designing, revising, awarding and monitoring the contracting process for Phase I of our building restoration project. BTC Group, an engineering firm specializing in building envelope technology, is now at work in developing the solutions we'll need to make our building better suited to Canadian winters and more energy efficient. The next phase will involve going out for bids to engage a construction company that can complete the work.
2. We've increased our rental income by 150% over the last year! This huge increase is due to our new relationships with Oto-Wa Taiko drummers who have begun regularly renting our worship space, and with Richcraft Homes who have been renting a number of parking spaces while their land is developed next door. Our demand for daily parking has also increased over the last year.
3. Our givings have increased by 21% over the last year due to the faithfulness of our members and regular communication about our financial progress each quarter. This is fantastic progress as our financial stability will allow us to promptly respond to the Spirit's call when needed.
4. Our Sunday attendance has continued to steadily grow over the last year, with the arrival of new families and individuals, including a large group of newcomers to Canada from Nigeria. Shepherded by Angela Omoike and her Angels Foundation, we welcomed and provided some support to our newest Epiphanyites as they navigate settling in our city.
5. We've continued to serve those most vulnerable in our community by beginning two special ad hoc groups this past year: our Newcomers' Group who meet every 2-3 weeks to discuss how best we can serve those newest to our parish and our country; and our Belonging Group who meet monthly or so to implement the recommendations made by Transform Together to improve our online worship experience which serves many of our parishioners who are unable to physically travel to church. Highlights of our Newcomers' Group have included: collecting Nigerian ingredients to support the Angels' Foundation bi-weekly meals; providing Nigerian food for our parish celebrations; organizing and hosting an information session where presentations were made by Matthew House and by our local MP's office on navigating the immigration process; providing rides to and from church; and incorporating West African music into our worship services. We had an excellent presentation by Christine Jenkins in November on Disability Visibility and we expect to see many good things come from our Belonging Group as our work continues in 2025.

All of these facts and numbers confirm what we have been seeing and feeling over the past year: Epiphany is a growing, healthy and thriving community! There have been so many high points, too many to name all of them here so be sure to read this report all the way to the end - the Committee Reports are truly inspiring. I do want to highlight our new website which is the result of dozens and dozens of hours of work by Susan Liddle who so graciously put up with my hundreds of minor edits! I am so proud that we have this polished and up-to-date online presence that I'm sure has contributed to our growth in attendance and givings. I'm also very proud of the collaboration we've had with our sister parish of St. Margaret's Vanier over the last year: combining forces to offer the *Difference* program to adults in Lent and to young folks in the fall. Our Thursday evening study group continues to thrive and provides fellowship and Bible study - spearheaded and led by Don Leek, now co-led by Sylvie Pelletier and Dianne Woods, we are blessed by their capability and enthusiasm.

I am so grateful for the fantastic team of staff at Epiphany who are the foundation on which our community rests. Thank you to Cindy who continues to support me and the whole congregation with her knowledge, calm presence and care. Rachelle's ability to keep things fresh and adapt to her ever-changing flock of young people is inspiring. Gennaro's creativity, skill and ability to juggle 1,001 things at once are truly a gift to me and to our parish. We are so lucky to have Daniel with his incredible talent and quiet wisdom. Melvyn's dedication to keeping things orderly and clean are so appreciated. Once again this year I am wary to name volunteers as we are blessed with so many that I am sure to accidentally leave someone out. I will only name the members of our Corporation and our Treasurer who agreed to serve together again to support me and lead our parish with skill, flexibility and humour: Thank you to Heather, Kitty, Laurence and Gregg. We will miss you Heather as you step away from this role!

I am grateful to serve as your priest: your warmth, energy, open-mindedness, welcoming ways, and care are what make us who we are. I look forward to what our journey in 2025 will bring. Let's continue to discern what divine sparks God has in store for us, so that with the eyes of our hearts enlightened, we may know what is the hope to which God has called us.

Yours in Christ,

Simone+

Wardens' Report

by Heather Howley, Laurence Sianchuk, Kitty Galt, Wardens

This has been a year of growth, challenge and exploration. We have welcomed many new members both to our church and our country. We have tackled many property issues and are preparing to go down that road facing the necessary repairs and planning for our building's future. We have welcomed Richcraft as they begin their construction of new housing along our border. We have enjoyed music presentations from the Oto-Wa Taiko Drumming group (our new tenants) and members of the Angels Foundation. Fellowship and community events continue to be strong and

well attended. We are a loving and giving community reaching out to those in need and our neighbours.

Thanks to the continued benefits of our United Way grant we have improved our on-line presence and explored the issues of equality, diversity and inclusion skilfully guided by Transform Together Inc. with Leslie and Dannielle. We learned how to increase the sense of belonging to Epiphany as a whole. We welcomed the Bishop at a service of Confirmation. We joined with St. Margaret's, Vanier for a Lent programme and again in the fall for a youth programme. We have a new website!

It has been a busy year. We continue to be blessed with many volunteers and those with a deep commitment to our parish home. Thank you. We also say a heartfelt thank you to Heather Howley who has skilfully and lovingly steered us through the last 3 years. Under her guidance we have become organized and efficient! Thank you Heather.

Financial Statement for 2024

by Gregg Alexander, Treasurer

The Balance Sheet

The Balance Sheet (Table 1) describes our financial position as of December 31, 2024. In the assets section this table shows our bank account, GIC, and other financial assets. The accounts receivable identifies money owing to Epiphany from the McElroy trust fund. The cheque was stuck in the mail and did not arrive in time to be deposited in 2024. HST rebate money owed to Epiphany is also shown here for both the third quarter (line 12800) and fourth quarter (lines 12600 and 12700). Line 14100 displays the book value of our land and building. The liabilities section shows what we owe, for example on our visa credit card. Bill payments show bills we owe but have not yet paid (not yet due). This section also shows the funds we manage and how much equity is left in each fund at year end.

Building Fund

The building fund (Table 2) has grown over the years with money transferred into it from the operations fund. This year the amount transferred in was \$6,000. Other revenues include parishioners directed donations to this fund, and a \$12,000 grant from the Anglican Foundation. Expenditures from this fund are projects initiated by the property committee: the backflow valve installation, the new water heater and the repair of our fire hydrant. Expenditures shown have the HST rebate amount deducted.

Outreach Fund

The outreach fund (Table 3) was created this year to allow directed donations to top up the priest's discretionary account and the general outreach account. Outreach accounts from the Extra parochial fund have also been moved here. The budget from the operations fund for the general outreach and the priest's discretionary account form the opening balance of this fund. Topping up has exceeded expenditures resulting in an ending balance which will be carried over to the following year.

Jane Derick Sunday School Fund

This fund (Table 4) was created to manage the legacy gift from Jane Derick and others who contributed to support the Sunday school program. Additional revenue comes occasionally from the sale of pillows. Expenditures are for new furnishings for the Sunday school room. The fund has \$3,717 left in it as of December 31 which will roll over to next year.

Covid Recovery Fund (Table 5)

The government grant money managed here from the United Way was used in 2024 to complete the installation of video and audio equipment to support online streaming of our services, to upgrade our church website, and to provide consultation on Equity, Diversity and Inclusion (EDI). We did not spend all the money granted to us, and the remaining money had to be returned to the granting organization. The fund is now closed; the projects are completed.

General Operations Fund (two tables)

The year has ended well for Epiphany general operations fund ending with a surplus. We had expected a deficit when we passed the 2024 budget at vestry. Offerings exceeded the budget as did rental incomes; this explains the turnaround.

We are missing our McElroy dividend cheque; it is stuck in the mail, so it will be credited in 2025 when the cheque eventually arrives. This happened last year as well.

Fundraising didn't quite reach its goals.

Expenses are as expected. The Merch project expenses are included in the purchase items for sale account and the revenues are shown as a fundraising account. Next year I plan to create a separate fund for this project so its performance can be better displayed. Profits will be transferred to the operations fund as fundraising at year end.

There are two tables for the general operations fund provided in this report. The first table (Table 6) shows expenditures compared to the budget approved at the 2024 vestry. The second table (Table 7) shows the fund with its starting and ending balance and transfers into and out of this fund. \$6,000 was transferred out to the building fund and \$429.07 was transferred in from the Covid Relief fund.

Table 1: Balance Sheet

Balance Sheet as of 12/31/2024

Printed: February 14, 2025

ASSETS		
10000	Chequing Account at Alterna Savings	115,774.78
10010	Alterna Savings Share	15.00
11000	Petty Cash	700.00
12000	Accounts Receivable	
12100	A/R from non-arm's length parties	637.04
	TOTAL Accounts Receivable	637.04
12600	Federal Sales Tax Recoverable	474.89
12700	Provincial Sales Tax Recoverable	1,246.03
12800	Sales Tax Rebates Due	1,172.54
13000	Short Term Investments GIC at Alterna	41,374.23
14100	Land and Buildings in Canada (Total)	1,019,000.00
15100	McElroy CTF at the Diocese	12,363.38
15200	Rectory CTF at the Diocese	115,203.97
TOTAL ASSETS		1,307,961.86
LIABILITIES and FUNDS		
20000	Visa Credit Card	5,222.17
21030	Bill payments	1,250.33
30000	Unrestricted Funds	
30100	General Operations Fund	67,767.83
30200	Petty Cash Fund	700.00
	TOTAL Unrestricted Funds	68,467.83
30500	Funds Invested in Capital Assets	1,019,000.00
31000	Permanently Restricted Funds	
31100	Building Fund	72,499.76
31200	Outreach Fund	1,736.82
31300	Jane Derick Sunday School Fund	3,717.56
31400	Refugee Sponsorship Fund	7,863.00
31500	Covid Recovery Fund	0.00
31600	McElroy Trust Fund	13,000.42
31610	Rectory Trust Fund	115,203.97
	TOTAL Permanently Restricted Funds	214,021.53
TOTAL LIABILITIES and FUNDS		1,307,961.86

Table 2: Building Fund

Income Statement

Printed: January 20, 2025

31100 Building Fund**For the period 01/01/2024 to 12/31/2024**

40000	Tax-Receipted Gifts	
40200	Building Fund Income Received	\$75.00
	TOTAL Tax-Receipted Gifts	<u>\$75.00</u>
42000	Non-Receipted Gifts	
42300	Building Fund Grant	\$12,000.00
	TOTAL Non-Receipted Gifts	<u>\$12,000.00</u>
57000	Building Fund Expense	
57010	Backflow project	\$8,075.11
57020	Water Heater project	\$3,897.75
57030	Other Building Expenses	\$1,095.89
	TOTAL Building Fund Expense	<u>\$13,068.75</u>
	NET INCOME	<u><u>(\$993.75)</u></u>

Starting Balance for Building Fund:	67,493.51
Net Income for period:	(993.75)
Direct transfers into or out of the fund:	<u>6,000.00</u>
Ending Balance for Building Fund:	72,499.76

Table 3: Outreach Fund

Income Statement**31200 Outreach Fund**

Printed: January 20, 2025

For the period 01/01/2024 to 12/31/2024

40000	Tax-Received Gifts	
40305	Offerings towards Priest Discretionary	\$5,647.00
40310	Extraparochial donations to PWRDF	\$3,335.00
40320	Extraparochial Community Ministries	\$2,805.00
40330	Extraparochial Gloucester Food Bank	\$255.00
40331	Extraparochial Eastern Ont Resource Cntr	\$30.00
	TOTAL Tax-Received Gifts	<u>\$12,072.00</u>
55000	Charitable Contributions	
55010	General Outreach	\$2,000.00
55020	Priest's discretionary expenses	\$4,310.18
57100	Pass to PWRDF	\$3,335.00
57110	Pass to Community Ministries	\$2,805.00
57120	Pass to Gloucester Food Bank	\$255.00
57121	Pass to Eastern Ont Resource Centre	\$30.00
	TOTAL Charitable Contributions	<u>\$12,735.18</u>
NET INCOME		<u><u>(\$663.18)</u></u>

Starting Balance for Outreach Fund:		2,400.00
Net Income for period:		<u>(663.18)</u>
Ending Balance for Outreach Fund:		1,736.82

Table 4: Jane Derick Sunday School Fund

Income Statement**31300 Jane Derick Sunday School Fund**

Printed: January 21, 2025

For the period 01/01/2024 to 12/31/2024

42000	Non-Receipted Gifts	\$175.00
57300	Sunday School Fund Purchases	\$1,582.44
NET INCOME		(\$1,407.44)

Starting Balance for Jane Derick Sunday School Fund:	5,125.00
Net Income for period:	(1,407.44)
Ending Balance for Jane Derick Sunday School Fund:	3,717.56

Table 5: COVID Recovery Fund (United Way Grant)

Income Statement**31500 Covid Recovery Fund**

Printed: January 20, 2025

For the period 01/01/2024 to 12/31/2024

57410	Video Upgrade expense	\$2,512.25
57420	Website upgrade expense	\$2,646.66
57430	Equity, Diversity, Inclusion	\$2,286.68
57440	Return Unspent funds	\$4,866.61
NET INCOME		(\$12,312.20)

Starting Balance for Covid Recovery Fund:	12,741.27
Net Income for period:	(12,312.20)
Direct transfers into or out of the fund:	(429.07)
Ending Balance for Covid Recovery Fund:	0.00

Table 6: General Operations Fund Expenditures vs. Budget (1 of 3)

Account		Actual	Budget	Difference
REVENUE				
40000	Tax-Receipted Gifts			
40100	General Fund Income Received			
40101	General Offerings	189,848.21	197,000.00	(7,151.79)
40110	Directed Donations	1,670.00	0.00	1,670.00
40120	Memorials	2,516.73	0.00	2,516.73
40130	For Flowers	2,195.00	1,700.00	495.00
40140	Special Offerings	3,900.00	0.00	3,900.00
	TOTAL General Fund Income Received	<u>200,129.94</u>	<u>198,700.00</u>	<u>1,429.94</u>
	TOTAL Tax-Receipted Gifts	200,129.94	198,700.00	1,429.94
42000	Non-Receipted Gifts			
42200	Open Offerings	2,348.10	3,000.00	(651.90)
	TOTAL Non-Receipted Gifts	<u>2,348.10</u>	<u>3,000.00</u>	<u>(651.90)</u>
47000	Rental Income			
47010	Hall Rental	25,612.50	13,000.00	12,612.50
47020	Parking Rental	45,382.25	21,500.00	23,882.25
	TOTAL Rental Income	<u>70,994.75</u>	<u>34,500.00</u>	<u>36,494.75</u>
48000	Other Revenue			
48100	Interest Income	1,594.87	400.00	1,194.87
48200	Investment Income			
48210	Dividends from McElroy Fund to Ops	624.36	1,250.00	(625.64)
48220	Dividend from Rectory Fund to Ops	5,300.04	5,300.00	0.04
	TOTAL Investment Income	<u>5,924.40</u>	<u>6,550.00</u>	<u>(625.60)</u>
48300	Fundraising Revenue			
48310	Fund Raising Egg Painting	220.00	1,500.00	(1,280.00)
48320	Fund Raising Yard Sale	1,206.65	1,500.00	(293.35)
48330	Fund Raising Merch	1,129.00	1,500.00	(371.00)
48340	Fund Raising Christmas Bazaar	2,170.60	1,500.00	670.60
	TOTAL Fundraising Revenue	<u>4,726.25</u>	<u>6,000.00</u>	<u>(1,273.75)</u>
48400	Fellowship Revenue Freewill Offerings	1,192.90	1,500.00	(307.10)
48800	Sales	431.10	240.00	191.10

Table 6: General Operations Fund Expenditures vs. Budget (2 of 3)

Account	Actual	Budget	Difference
REVENUE			
48000 Other Revenue			
48900 Other Income	4,329.96	2,070.00	2,259.96
TOTAL Other Revenue	18,199.48	16,760.00	1,439.48
TOTAL REVENUE	291,672.27	252,960.00	38,712.27
EXPENSE			
51000 Office Supplies and Expenses			
51010 Telephone and Internet	2,389.01	2,150.00	(239.01)
51020 Software subscriptions	1,077.46	1,350.00	272.54
51030 Photocopier expense	2,761.11	2,300.00	(461.11)
51040 Other Office Expenses	2,773.24	2,235.00	(538.24)
TOTAL Office Supplies and Expenses	9,000.82	8,035.00	(965.82)
51500 Occupancy Costs			
51510 Repairs and Maintenance			
51511 Cleaning Services (and lawn care)	3,180.45	3,000.00	(180.45)
51512 Snow removal contract	11,053.42	14,514.92	3,461.50
51513 Alarm System contract	0.00	725.00	725.00
51514 HVAC Contract	0.00	3,000.00	3,000.00
51519 Other Maintenance Expenses	6,334.15	5,000.00	(1,334.15)
TOTAL Repairs and Maintenance	20,568.02	26,239.92	5,671.90
51520 Utilities			
51521 Hydro	3,044.96	2,700.00	(344.96)
51522 Water	3,808.19	3,500.00	(308.19)
51523 Natural Gas	4,564.35	5,700.00	1,135.65
TOTAL Utilities	11,417.50	11,900.00	482.50
TOTAL Occupancy Costs	31,985.52	38,139.92	6,154.40
52000 Professional and Consulting Fees			
52300 Education and Training	391.57	350.00	(41.57)
52500 Bank Charges	471.04	175.00	(296.04)

Table 6: General Operations Fund Expenditures vs. Budget (3 of 3)

Account	Actual	Budget	Difference
EXPENSE			
52000 Professional and Consulting Fees			
52600 Licenses, Memberships (CCLI RCCO)	608.00	400.00	(208.00)
TOTAL Professional and Consulting Fees	1,470.61	925.00	(545.61)
53000 Diocesan Apportionment			
53010 Fair Share	35,585.04	35,585.00	(0.04)
53020 Insurance	8,771.04	8,692.00	(79.04)
TOTAL Diocesan Apportionment	44,356.08	44,277.00	(79.08)
53300 Priestly Services			
53310 ECOPS plus substitutes			
53311 ECOPS	83,236.00	83,739.00	503.00
53312 Priest substitute	1,481.15	2,000.00	518.85
TOTAL ECOPS plus substitutes	84,717.15	85,739.00	1,021.85
53320 Housing for Priest	29,499.96	29,500.00	0.04
TOTAL Priestly Services	114,217.11	115,239.00	1,021.89
54000 Programs			
54010 Sunday School	184.20	500.00	315.80
54020 Adult Education	59.65	150.00	90.35
54030 Youth Program	51.92	150.00	98.08
54040 Fundraising Expenses	100.00	150.00	50.00
54050 Fellowship Expenses	1,564.67	500.00	(1,064.67)
54060 Library	50.27	100.00	49.73
TOTAL Programs	2,010.71	1,550.00	(460.71)
56100 Salary expenses			
56110 Office Administrator	13,642.96	13,513.00	(129.96)
56120 Organist and substitute			
56121 Organist	14,012.04	14,012.00	(0.04)
56122 Organist Substitute	250.00	500.00	250.00
TOTAL Organist and substitute	14,262.04	14,512.00	249.96
56130 Choir Director	9,951.00	9,951.00	0.00
56100 Salary expenses			
56140 Children and Youth Coordinator	7,095.00	6,400.00	(695.00)
TOTAL Salary expenses	44,951.00	44,376.00	(575.00)
56200 Worship Program			
56210 Altar Guild	1,199.93	1,200.00	0.07
56220 Purchase Flowers	2,341.47	1,700.00	(641.47)
56230 Music	930.65	1,100.00	169.35
56250 Other Worship Expenses	399.45	800.00	400.55
TOTAL Worship Program	4,871.50	4,800.00	(71.50)
56300 Other Expenses			
56310 Purchase items for sale	1,108.32	150.00	(958.32)
56320 Synod	291.54	350.00	58.46
56330 Other Miscellaneous expenses	225.00	300.00	75.00
TOTAL Other Expenses	1,624.86	800.00	(824.86)
TOTAL EXPENSE	254,488.21	258,141.92	3,653.71
NET INCOME	37,184.06	(5,181.92)	42,365.98

Table 7: General Operations Fund Starting & Ending Balances with Transfers (1 of 3)

Income Statement		30100 General Operations Fund	
Printed: February 14, 2025		For the period 01/01/2024 to 12/31/2024	
40000	Tax-Received Gifts		
40100	General Fund Income Received		
40101	General Offerings		\$189,848.21
40110	Directed Donations		\$1,670.00
40120	Memorials		\$2,516.73
40130	For Flowers		\$2,195.00
40140	Special Offerings		\$3,900.00
	TOTAL General Fund Income Received		<u>\$200,129.94</u>
	TOTAL Tax-Received Gifts		\$200,129.94
42000	Non-Received Gifts		
42200	Open Offerings		<u>\$2,348.10</u>
	TOTAL Non-Received Gifts		\$2,348.10
47000	Rental Income		
47010	Hall Rental		\$25,612.50
47020	Parking Rental		<u>\$45,382.25</u>
	TOTAL Rental Income		\$70,994.75
48000	Other Revenue		
48100	Interest Income		\$1,594.87
48200	Investment Income		
48210	Dividends from McElroy Fund to Ops		\$624.36
48220	Dividend from Rectory Fund to Ops		<u>\$5,300.04</u>
	TOTAL Investment Income		\$5,924.40
48300	Fundraising Revenue		
48310	Fund Raising Egg Painting		\$220.00
48320	Fund Raising Yard Sale		\$1,206.65
48330	Fund Raising Merch		\$1,129.00
48340	Fund Raising Christmas Bazaar		<u>\$2,170.60</u>
	TOTAL Fundraising Revenue		\$4,726.25
48400	Fellowship Revenue Freewill Offerings		\$1,192.90
48800	Sales		\$431.10
48900	Other Income		<u>\$4,329.96</u>
	TOTAL Other Revenue		\$18,199.48
51000	Office Supplies and Expenses		
51010	Telephone and Internet		\$2,389.01
51020	Software subscriptions		\$1,077.46
51030	Photocopier expense		\$2,761.11
51040	Other Office Expenses		<u>\$2,773.24</u>
	TOTAL Office Supplies and Expenses		\$9,000.82
51500	Occupancy Costs		
51510	Repairs and Maintenance		
51511	Cleaning Services (and lawn care)		\$3,180.45
51512	Snow removal contract		\$11,053.42
51519	Other Maintenance Expenses		<u>\$6,334.15</u>
	TOTAL Repairs and Maintenance		\$20,568.02

Table 7: General Operations Fund Starting & Ending Balances with Transfers (2 of 3)

51500	Occupancy Costs	
51520	Utilities	
51521	Hydro	\$3,044.96
51522	Water	\$3,808.19
51523	Natural Gas	\$4,564.35
	TOTAL Utilities	<u>\$11,417.50</u>
	TOTAL Occupancy Costs	\$31,985.52
52000	Professional and Consulting Fees	
52300	Education and Training	\$391.57
52500	Bank Charges	\$471.04
52600	Licenses, Memberships (CCLI RCCO)	\$608.00
	TOTAL Professional and Consulting Fees	<u>\$1,470.61</u>
53000	Diocesan Apportionment	
53010	Fair Share	\$35,585.04
53020	Insurance	\$8,771.04
	TOTAL Diocesan Apportionment	<u>\$44,356.08</u>
53300	Priestly Services	
53310	ECOPS plus substitutes	
53311	ECOPS	\$83,236.00
53312	Priest substitute	\$1,481.15
	TOTAL ECOPS plus substitutes	<u>\$84,717.15</u>
53320	Housing for Priest	\$29,499.96
	TOTAL Priestly Services	<u>\$114,217.11</u>
54000	Programs	
54010	Sunday School	\$184.20
54020	Adult Education	\$59.65
54030	Youth Program	\$51.92
54040	Fundraising Expenses	\$100.00
54050	Fellowship Expenses	\$1,564.67
54060	Library	\$50.27
	TOTAL Programs	<u>\$2,010.71</u>
56100	Salary expenses	
56110	Office Administrator	\$13,642.96
56120	Organist and substitute	
56121	Organist	\$14,012.04
56122	Organist Substitute	\$250.00
	TOTAL Organist and substitute	<u>\$14,262.04</u>
56130	Choir Director	\$9,951.00
56140	Children and Youth Coordinator	\$7,095.00
	TOTAL Salary expenses	<u>\$44,951.00</u>
56200	Worship Program	
56210	Altar Guild	\$1,199.93
56220	Purchase Flowers	\$2,341.47
56230	Music	\$930.65

Table 7: General Operations Fund Starting & Ending Balances with Transfers (3 of 3)

56200	Worship Program	
56250	Other Worship Expenses	\$399.45
	TOTAL Worship Program	<u>\$4,871.50</u>
56300	Other Expenses	
56310	Purchase items for sale	\$1,108.32
56320	Synod	\$291.54
56330	Other Miscellaneous expenses	\$225.00
	TOTAL Other Expenses	<u>\$1,624.86</u>
NET INCOME		<u><u>\$37,184.06</u></u>
<hr/>		
Starting Balance for General Operations Fund:		36,154.70
Net Income for period:		37,184.06
Direct transfers into or out of the fund:		(5,570.93)
Ending Balance for General Operations Fund:		<u>67,767.83</u>

Offerings Report

by Cindy Hurst Boyd, Envelope Secretary

There are various methods of financially contributing to support the work of our church: Automatic Monthly Giving (PAR), e-transfers (epiphanyanglican@gmail.com), weekly envelopes or Canada Helps. You may join any method at any time.

The PAR (Pre-authorized Remittance) is very easy to join: you simply ask one of the sidespeople for a form or email the office (office@epiphanyanglican.ca); fill it out and return to the office along with a void cheque and on or around the 20th of each month your contribution is withdrawn and deposited into the church account; no more remembering to bring your envelope to church or do "catch up" for your vacation times. You may adjust or stop your monthly donation by submitting a written request to the envelope secretary.

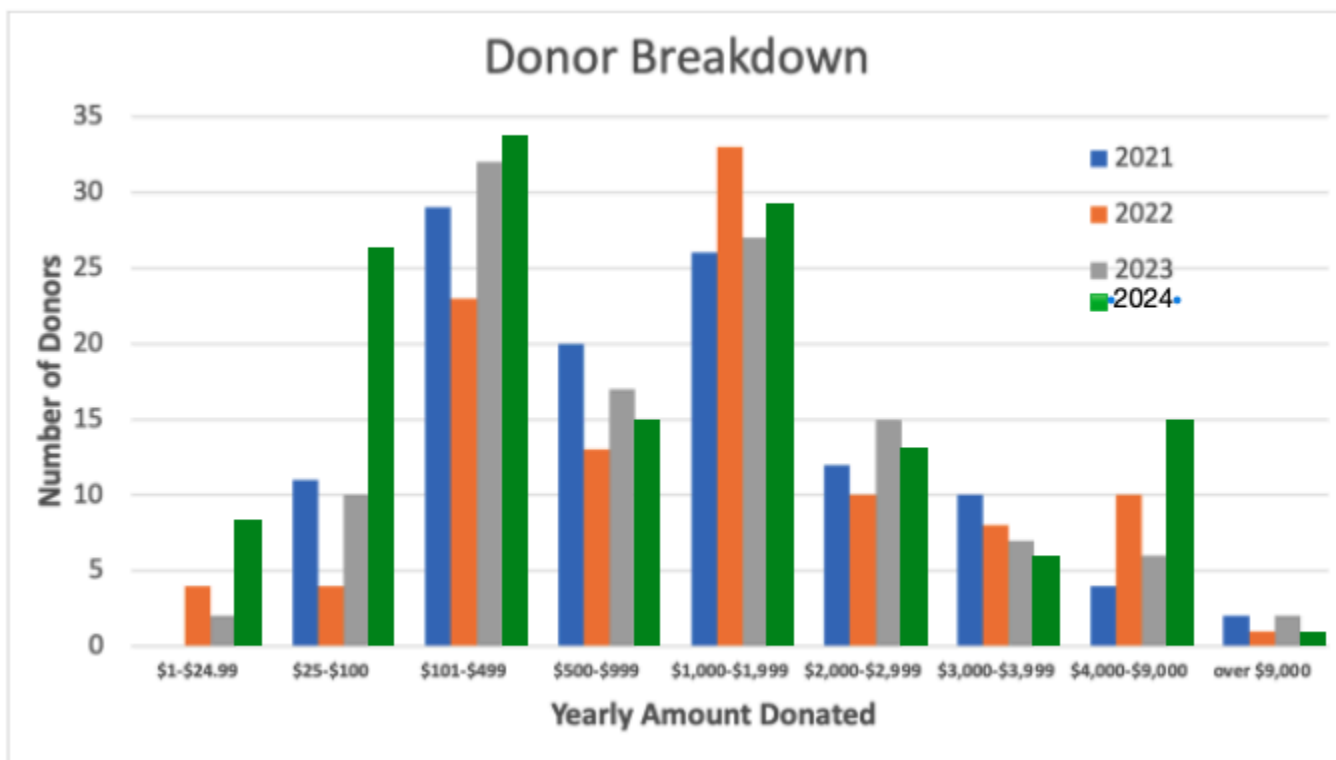
E-transfers are an easy way to support the work of Epiphany and there is currently no administration cost. You make your contribution online; it is deposited directly into the church's bank account and you get either an email or text message confirming your transaction. Send e-transfers to epiphanyanglican@gmail.com.

If you wish to begin using weekly church envelopes, extra boxes of envelopes are available from the sidespeople. To begin, simply fill out the accompanying paper and place it in your first envelope. Each box of envelopes contains blue monthly envelopes which are directed to PWRDF; weekly white envelopes where you can indicate general offering or directed offering (directed could be for memorial flowers, or one of our outreach areas like the Emergency Food Cupboard); special seasonal yellow envelopes for extra donations at Easter, Thanksgiving and Christmas and one

envelope to donate towards the cost of offering these envelopes (note that you must ensure your envelope number is recorded in the spot provided).

Canada Helps is an on-line donation and the link can be found on our web page. Canada Helps issue tax receipts for donations made through them and I issue tax receipts for all other methods of identifiable donations in support of the work of our church. Please ensure that the office has your correct Canada Post mailing address. Note that Canada Helps keep a portion of your givings as an administrative fee.

The following is a breakdown of all donations received in 2024: There were 131 donors contributing to the work of Epiphany Anglican Church through the use of PAR, E-transfers, Weekly Church Envelopes & Canada Helps. We also issued tax receipts for donations from 19 guests.



Proposed Budget for 2025

by Gregg Alexander, Treasurer

The final 2 tables show the budget proposed for 2025. It is a budget based on meeting the commitments to our diocese, keeping most programs the same as last year, and reflecting the experiences of 2024. The budget appears in both the General Operations fund (Table 8) and the Outreach fund (Table 9).

Table 8: General Operations Fund Proposed 2025 Budget (1 of 3)

Comparison budgets with last year actual

30100 General Operations Fund

Printed: February 14, 2025

	2024 Actuals	2024 Budget	2025 Budget
REVENUE			
40000 Tax-Receipted Gifts			
40100 General Fund Income Received			
40101 General Offerings	189,848.21	197,000.00	200,000.00
40110 Directed Donations	1,670.00	0.00	2,000.00
40120 Memorials	2,516.73	0.00	0.00
40130 For Flowers	2,195.00	1,700.00	2,000.00
40140 Special Offerings	3,900.00	0.00	0.00
TOTAL General Fund Income Received	<u>200,129.94</u>	<u>198,700.00</u>	<u>204,000.00</u>
TOTAL Tax-Receipted Gifts	200,129.94	198,700.00	204,000.00
42000 Non-Receipted Gifts			
42200 Open Offerings	2,348.10	3,000.00	3,000.00
TOTAL Non-Receipted Gifts	2,348.10	3,000.00	3,000.00
47000 Rental Income			
47010 Hall Rental	25,612.50	13,000.00	25,000.00
47020 Parking Rental	45,382.25	21,500.00	40,000.00
TOTAL Rental Income	<u>70,994.75</u>	<u>34,500.00</u>	<u>65,000.00</u>
48000 Other Revenue			
48100 Interest Income	1,594.87	400.00	1,600.00
48200 Investment Income			
48210 Dividends from McElroy Fund to Ops	624.36	1,250.00	625.00
48220 Dividend from Rectory Fund to Ops	5,300.04	5,300.00	5,404.00
TOTAL Investment Income	<u>5,924.40</u>	<u>6,550.00</u>	<u>6,029.00</u>
48300 Fundraising Revenue			
48310 Fund Raising Egg Painting	220.00	1,500.00	1,500.00
48320 Fund Raising Yard Sale	1,206.65	1,500.00	1,500.00
48330 Fund Raising Merch	1,129.00	1,500.00	1,500.00
48340 Fund Raising Christmas Bazaar	2,170.60	1,500.00	1,500.00
TOTAL Fundraising Revenue	<u>4,726.25</u>	<u>6,000.00</u>	<u>6,000.00</u>
48400 Fellowship Revenue Freewill Offerings	1,192.90	1,500.00	1,500.00
48800 Sales	431.10	240.00	1,000.00

Table 8: General Operations Fund Proposed 2025 Budget (2 of 3)

	2024 Actuals	2024 Budget	2025 Budget
REVENUE			
48000 Other Revenue			
48900 Other Income	4,329.96	2,070.00	0.00
TOTAL Other Revenue	<u>18,199.48</u>	<u>16,760.00</u>	<u>16,129.00</u>
TOTAL REVENUE	291,672.27	252,960.00	288,129.00
EXPENSE			
51000 Office Supplies and Expenses			
51010 Telephone and Internet	2,389.01	2,150.00	2,400.00
51020 Software subscriptions	1,077.46	1,350.00	1,350.00
51030 Photocopier expense	2,761.11	2,300.00	2,300.00
51040 Other Office Expenses	<u>2,773.24</u>	<u>2,235.00</u>	<u>2,235.00</u>
TOTAL Office Supplies and Expenses	9,000.82	8,035.00	8,285.00
51500 Occupancy Costs			
51510 Repairs and Maintenance			
51511 Cleaning Services (and lawn care)	3,180.45	3,000.00	3,000.00
51512 Snow removal contract	11,053.42	14,514.92	11,926.00
51513 Alarm System contract	0.00	725.00	1,400.00
51514 HVAC Contract	0.00	3,000.00	650.00
51519 Other Maintenance Expenses	<u>6,334.15</u>	<u>5,000.00</u>	<u>8,000.00</u>
TOTAL Repairs and Maintenance	20,568.02	26,239.92	24,976.00
51520 Utilities			
51521 Hydro	3,044.96	2,700.00	3,100.00
51522 Water	3,808.19	3,500.00	4,000.00
51523 Natural Gas	<u>4,564.35</u>	<u>5,700.00</u>	<u>4,500.00</u>
TOTAL Utilities	<u>11,417.50</u>	<u>11,900.00</u>	<u>11,600.00</u>
TOTAL Occupancy Costs	31,985.52	38,139.92	36,576.00
52000 Professional and Consulting Fees			
52300 Education and Training	391.57	350.00	1,000.00
52500 Bank Charges	471.04	175.00	500.00
52600 Licenses, Memberships (CCLI RCCO)	<u>608.00</u>	<u>400.00</u>	<u>650.00</u>
TOTAL Professional and Consulting Fees	1,470.61	925.00	2,150.00

Table 8: General Operations Fund Proposed 2025 Budget (3 of 3)

		2024 Actuals	2024 Budget	2025 Budget
EXPENSE				
53000	Diocesan Apportionment			
53010	Fair Share	35,585.04	35,585.00	33,049.00
53020	Insurance	8,771.04	8,692.00	8,771.00
	TOTAL Diocesan Apportionment	<u>44,356.08</u>	<u>44,277.00</u>	<u>41,820.00</u>
53300	Priestly Services			
53310	ECOPS plus substitutes			
53311	ECOPS	83,236.00	83,739.00	86,068.00
53312	Priest substitute	1,481.15	2,000.00	2,000.00
	TOTAL ECOPS plus substitutes	<u>84,717.15</u>	<u>85,739.00</u>	<u>88,068.00</u>
53320	Housing for Priest	29,499.96	29,500.00	29,500.00
	TOTAL Priestly Services	<u>114,217.11</u>	<u>115,239.00</u>	<u>117,568.00</u>
54000	Programs			
54010	Sunday School	184.20	500.00	500.00
54020	Adult Education	59.65	150.00	300.00
54030	Youth Program	51.92	150.00	150.00
54040	Fundraising Expenses	100.00	150.00	150.00
54050	Fellowship Expenses	1,564.67	500.00	1,500.00
54060	Library	50.27	100.00	100.00
	TOTAL Programs	<u>2,010.71</u>	<u>1,550.00</u>	<u>2,700.00</u>
56100	Salary expenses			
56110	Office Administrator	13,642.96	13,513.00	13,853.00
56120	Organist and substitute			
56121	Organist	14,012.04	14,012.00	14,555.00
56122	Organist Substitute	250.00	500.00	500.00
	TOTAL Organist and substitute	<u>14,262.04</u>	<u>14,512.00</u>	<u>15,055.00</u>
56130	Choir Director	9,951.00	9,951.00	10,199.00
56140	Children and Youth Coordinator	7,095.00	6,400.00	6,400.00
	TOTAL Salary expenses	<u>44,951.00</u>	<u>44,376.00</u>	<u>45,507.00</u>
56200	Worship Program			
56210	Altar Guild	1,199.93	1,200.00	1,200.00
56220	Purchase Flowers	2,341.47	1,700.00	2,000.00
56230	Music	930.65	1,100.00	1,000.00
56200	Worship Program			
56250	Other Worship Expenses	399.45	800.00	1,000.00
	TOTAL Worship Program	<u>4,871.50</u>	<u>4,800.00</u>	<u>5,200.00</u>
56300	Other Expenses			
56310	Purchase items for sale	1,108.32	150.00	1,000.00
56320	Synod	291.54	350.00	350.00
56330	Other Miscellaneous expenses	225.00	300.00	300.00
	TOTAL Other Expenses	<u>1,624.86</u>	<u>800.00</u>	<u>1,650.00</u>
TOTAL EXPENSE		<u>254,488.21</u>	<u>258,141.92</u>	<u>261,456.00</u>
NET INCOME		<u>37,184.06</u>	<u>(5,181.92)</u>	<u>26,673.00</u>

Table 9: Outreach Fund Proposed 2025 Budget

Comparison budgets with last year actual

31200 Outreach Fund

Printed: January 29, 2025

Filtered on (Fundnumber = 31200)

	2024 Actuals	2024 Budget	2025 Budget
REVENUE			
40000 Tax-Receipted Gifts			
40305 Offerings towards Priest Discretionary	5,647.00	0.00	4,000.00
40310 Extraparochial donations to PWRDF	3,335.00	0.00	0.00
40320 Extraparochial Community Ministries	2,805.00	0.00	0.00
40330 Extraparochial Gloucester Food Bank	255.00	0.00	0.00
40331 Extraparochial Eastern Ont Resource Cntr	30.00	0.00	0.00
TOTAL Tax-Receipted Gifts	12,072.00	0.00	4,000.00
TOTAL REVENUE	12,072.00	0.00	4,000.00
EXPENSE			
55000 Charitable Contributions			
55010 General Outreach	2,000.00	2,000.00	3,500.00
55020 Priest's discretionary expenses	4,310.18	400.00	4,500.00
55100 Pass to PWRDF	3,335.00	0.00	0.00
55110 Pass to Community Ministries	2,805.00	0.00	0.00
55120 Pass to Gloucester Food Bank	255.00	0.00	0.00
55121 Pass to Eastern Ont Resource Centre	30.00	0.00	0.00
TOTAL Charitable Contributions	12,735.18	2,400.00	8,000.00
TOTAL EXPENSE	12,735.18	2,400.00	8,000.00
NET INCOME	(663.18)	(2,400.00)	(4,000.00)

Committee Reports

Children & Youth

by Rachelle Dube-Hayes, Staff Member, Children and Youth Ministry

Sunday School Format

Children & youth usually start together and praise with song and/or dance. Once the songs are done, the lesson takes place. The children do an activity related to the lesson. A prayer is said before returning to the worship space.

Sunday School Themes Explored

January/February: People & jobs at church: We learned about the various jobs lay people do to help with the service at church. On February 11th, the children & youth took on various roles during the intergenerational service.

February/March: Prayer: We explored different ways to pray. We quietly worked on our colouring and crafts to be able to talk to God. We began with only 2 minutes of quiet and eventually managed 12 minutes and more.

April: What happened after Jesus' resurrection? The Story Keepers helped us find out about (1) the walk to Emmaus (2) Doubting Thomas (3) the Miraculous fishing (4) The Great Commission & Ascension

May/June: bible study: We learned the story of Pentecost to be better prepared for the Pentecost service. The Story Keepers helped us learn 2 more stories about Jesus: (1) Healing the Centurion's Servant (2) The Prodigal Son

July/August: Stewardship & Outreach The summer is always quiet as families are often away on vacation. Sunday School is ad-hoc at that time. Details about Stewardship & Outreach are on the next page.

September/October: Miracles & Saints. We learned about some of the miracles and teachings of Jesus with the help of the animated series "Superbook". We prepared for All Saints day by learning about some saints and their stories.

November/December: Miracles & the Time before Jesus. We continued learning about Jesus' miracles. We learned about the Jesse Tree and heard the stories of several people from the Old Testament, the people who came before Jesus. The Christmas Pageant was presented on December 24th - it was the children's turn to tell the story to the adults.

January/February 2025: The children are learning about the Church Building. They started with the people in our church and will be learning about the physical features (inside & out) of churches as well as the symbols that can be found.

Stewardship & Outreach

We define stewardship as "Managing and caring for things that belong to someone else." This means taking care of our classroom, our garden and helping nature & the environment. We define outreach as "Reaching out with assistance or services to those who are vulnerable, marginalised or in need." This means trying to identify issues in our community and coming up with ways to help.

The children's garden:

- Putting a lesson about Stewardship into practice, the children planted seeds, cared for the seedlings, planted the seedlings and cared for the 3 garden beds
- one bed of flowers (to attract pollinators & possibly use inside the church)
- one bed of vegetables (to eat & hopefully give away)
- one bed with strawberries & a bit more (to eat & hopefully give away)
- In late spring, the children decorated the small garden cupboard outside.
- In August, when we found out that the food bank would accept fresh herbs, the children helped to hunt for rocks and stack them to create a herb



garden cupboard



flower bed

spiral. Some herbs were moved from other plots and we look forward to planting more in 2025.

- In September, the children made stepping stones for the Garden.



The Classroom

The update of furniture & furnishings, using the Jane Derick fund moved ahead and is now close to complete. The children learned about being good stewards when access to their gathering place was temporarily revoked. The classroom is a place to play and develop their friendships while their parents enjoy the coffee hour.

The Food Bank

The children want to contribute via the garden and are planning a special outreach project for Lent 2025.

Special Days

We encourage children & youth to actively participate in intergenerational services. Children have been candle-bearers, readers and/or prayer leaders on the following Sundays: Easter (March 31st), Pentecost (May 19th), Thanksgiving Sunday (Oct 13th), All Saints & All Souls (Nov 3rd). On Good Friday, (March 29, 2024) about 14 children & youth were welcomed to Epiphany for a day of learning the story of Easter, painting about spring & new life, lunch, a scavenger hunt to look for signs of spring, a bit of time in the garden. On Easter morning, we had our Easter Egg Hunt where over 24 children & youth participated.

Epiphany Youth in 2024

Youth Fellowship: 2024 was a quieter year than usual. A new list of activities has now been put together and youth are getting back into the swing of things. In December we had a baking afternoon and shared the cookies we made. On January 31st the pasta & games night returns - the youth will be cooking dinner and all are welcome. The full list of upcoming activities is posted in the Sunday School Room.

Youth Engagement: Beyond participating in inter-generational services, our youth provide services to the Epiphany community with Easter breakfast (March 31st) - a few brave youths were up early to cook up some breakfast for those who participated in the sunrise service. They provide a helping hand in the nursery or in Sunday School with their younger classmates.

Youth Learning: The youth are welcome to the Sunday School - several report learning new things. At times, the youth need their own program, where they can delve a little deeper. Youth from St. Margaret and Epiphany participated in a new program called *Difference*. Four sessions took place in the fall, we alternated between both locations. The three remaining sessions will take place during Lent 2025.

Communications and Social Media

by Susan Liddle, Chair

Committee members for part or all of 2024: Rev. Simone Hurkmans, Cindy Hurst-Boyd, Dianne Woods, Douglas Sherman, Frederic Ordin Mapouka, Gillian Keane, Susan Liddle, Wasseem Fayad

The Communications and Social Media team met over Zoom every month for part of the year, then paused meetings to allow some members to focus on the Belonging work. We had one last meeting in the fall to check in with Rev. Simone and make sure the ongoing work of the committee members was appropriately supporting the church. The committee is suspended for now.

This year, we worked to keep our Facebook and Instagram pages informative in a way that was consistent with Epiphany's personality, thinking of them as a sort of online bulletin board.

Main responsibilities of the committee:

- Serve our audiences: first, parishioners; second, potential visitors
- Represent Epiphany online
- Maintain an active presence on Facebook and Instagram that conveys Epiphany as a friendly, welcoming, open, loving community
- Keep Epiphany's website up to date

What we prioritized in 2024:

- Completing and launching Epiphany's updated website, which was done in May
- The Belonging working group met several times throughout the fall. They reviewed and categorized 68 recommendations gleaned from the documentation from the consultants (Leslie and Dannielle) hired as part of the Transform Together process (which was funded by a grant).

Social media followers as of January 15, 2025:

	Jan. 2025	Jan. 2024	Jan. 2023	Jan. 2022
Facebook followers	663	644	612	567
Instagram followers	450	442	378	unknown

Thanks to all who created Facebook and Instagram posts, and to those who read, liked, shared and commented!

Website metrics:

Over the last 90 days
(up to January 15, 2025),
612 new visitors out of
640 total visitors

All Visitors

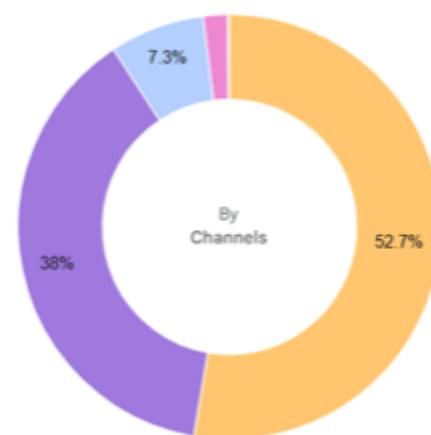
640

↑ 27% compared to the previous 90 days



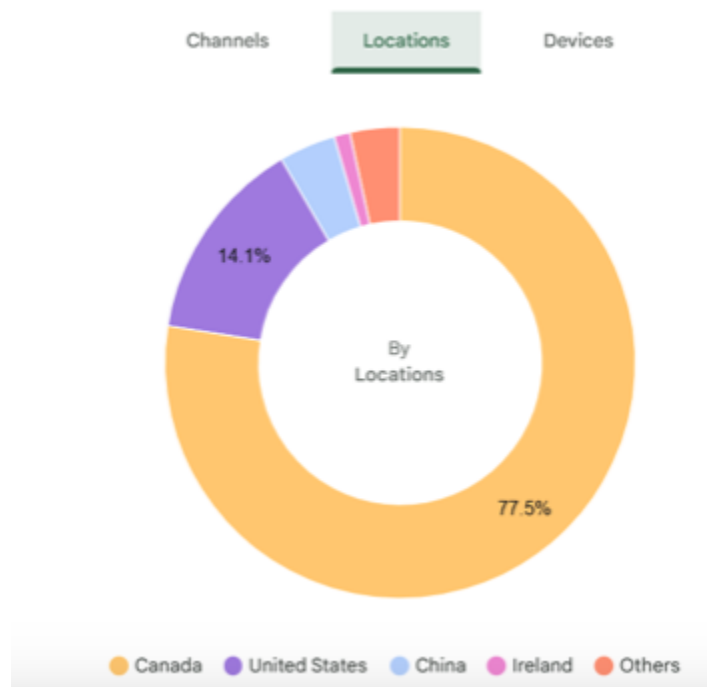
How visitors get to
epiphanyanglican.ca:
Organic search brought
53% of the traffic to our
website (e.g., googling
“epiphany church”)

Channels Locations Devices

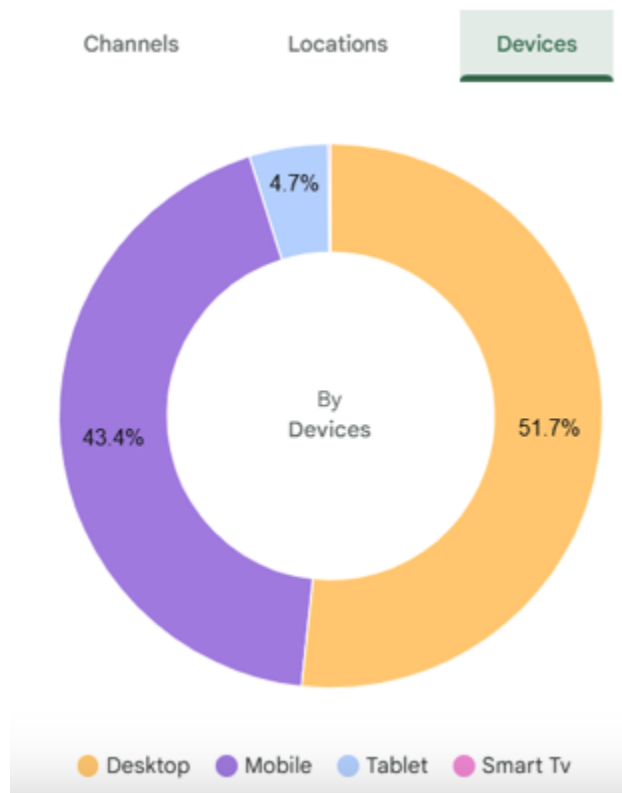


Organic Search Direct Organic Social Referral Unassigned

Where visitors to epiphanyanglican.ca are from



What devices visitors are using when they come to epiphanyanglican.ca



Fellowship

by Cara Pelletier, Chair

The year was generously speckled with fun activities that were all quite successful.

1. In May EAC and friends went bowling at the Orleans Bowling Centre. As teams Mary, Matthew, Mark, Luke, and John, we all enjoyed ourselves, and 33 people took part.
2. The June potluck and games day was inside due to rain but was nonetheless very well attended and the food was delicious.
3. In July we held a rummage sale. There were used goods donated by EAC and vendors selling their own goods. Effective advertising saw buyers lined up outside for our 8:30 am start!
4. In September we had our annual barbecue, which was so popular that we actually ran out of food! We'll know to bring more for next time.
5. Two nature walks during the year were led by James and Sandy Menard. Participants took in exercise and saw a plethora of natural creatures at the same time!
6. The 2024 Christmas Bazaar was another big hit, and it seems to draw bigger crowds every year. Santa made an appearance, we hosted 11 vendors, and even MP Mona Fortier came to join the fun. The choir regaled us all with carols, and thanks to the vendors we raffled off 11 prizes to grateful and delighted attendees, and even Mrs. Fortier was a winner. The bake sale was the most successful it's ever been and through that alone we raised over \$1600!

2025 will bring more barbecues, potlucks, walks, and sales and we're gathering activity ideas for even more fellowship. 2024 was a great year and 2025 is shaping up to be the same.

Creative Connections (A Sub-Group of Fellowship & Community Outreach)

by Lina Trépanier

In 2023 we recorded an average of 16 (15.66) persons over 50 weeks. The lowest attendance has been 10 and the highest, 20 people on any given week. Activities vary from playing cards (euchre or crib), chess, knitting or other artisanal venues. Parish members and other attendees (an average of 20%) provide knitted and crocheted products for Centre 454. We donated over 60 hats and 40 scarfs, either knitted or crocheted, an increase from last year. Consider dropping by Tuesday morning between 10 and noon and join us for a cup of coffee or tea and some lively conversation.

Finance

By Gregg Alexander, Chair

The finance committee consists of four members: Gregg Alexander. Treasurer, Heather Howley, People's Warden, Cindy Hurst Boyd, Office Administrator and Hon Lam, Parishioner. Our mandate is to review proposed expenditures exceeding \$5,000 to ensure we can afford them. In August 2024 we met to review the proposal from the property committee to enter into a contract for consultation and recommendations addressing the renovations needed for our building. The committee recommended we go ahead and that the money for this contract is available in our building fund.

Income - Vacant in 2024

Membership

By Judith Young, Chair

Members: Suzanne de Haney and Judith Young

Over the past year Epiphany was blessed with many new members. The Membership Group focussed on making our newest members feel 'at home' at Epiphany as well as putting in place practices that attract more people to our church and make them want to become members.

How did we try to make new members feel at home? By:

- doing a 'what's my favourite hymn' survey to see what music resonates the most;
- creating a new brochure "Your Epiphany at a Glance" that details what we do, what we provide and how to get involved;
- creating a circle of 'seasoned' members (identified by a blue ribbon on their nametag) who are ready to answer questions or simply ensure a newcomer isn't alone at coffee-time;
- highlighting the need for everyone to wear their name tags so it's easier both to know who's who and to strike up a conversation;
- working with the Newcomers' Committee to put on events such as the 'The Refugee Claimant Process in Canada' so people know what their rights and resources are and how to navigate this process; and by
- helping newcomers integrate (as much as they want) into the operations of the church to share their gifts.

The Membership Group also focussed on ways to attract even more people to Epiphany. We met with all Chairs of Parish Council committees to gather their ideas on what works already or what might work even better. We spoke to and researched other churches who do great jobs at welcoming members. We also worked with the Merch and the Belonging Committees to support their work that touches on newer members. And we drafted a 5-phase 'Guide to Your Epiphany' that outlines what we need to do at Epiphany from Phase 1: 'Putting our Best Foot Forward'; to Phase 5: Maintaining Members.

Outreach

by Alice Alexander, Chair

I would like to express my appreciation to the enthusiastic group of parishioners who have contributed to the discussions, decisions and work that the outreach committee has given to the Anglican community and beyond. The committee members were Wasseem Fayad, Rev. Simone Hurkmans, Charles and Valerie Maier, Kitty Galt, Christine Jenkins, Eric Adams and Andrea Ciccarelli. Thank you for overseeing the distribution of the 2024 budgeted funds of two thousand dollars to various organizations and bringing awareness of how our support of these organizations aids others

and supports global causes. The list that follows shows the organizations that received a donation and the amount of the donation.

- March
 - The Gloucester Food Bank was waived the fee for rental of a space in the church for a retreat meeting and that rental loss was valued at \$88.00
- April
 - Alongside Hope (PWRDF), IRG (Interchurch Refugee Group), Anglican Dioceses of Ottawa (community ministries) and Gloucester Emergency Food Cupboard each received \$250.00
- May
 - Eastern Ont. Resource Centre (Donald St. Fire), \$250.00
- June
 - Christ Church Bells Corners (expense to enter pride march for church representative), cost \$50.00
- October
 - Interchurch Refugee Group, \$400.00 (following the Refugee Sunday Service)
 - Salvation Army Ottawa, \$100.00
 - Matthew House Ottawa, \$112.00

Valerie and Eric organized a Sunday that focused on the work of Alongside Hope, formally known as PWRDF. Andrea along with others in our church have worked with Angela of the Angels Foundation to support newcomers to our church in their need for settlement services information and other support efforts in helping newcomers feel welcome to our country, our city and to our parish.

Financial support to outreach causes from our Epiphany Congregation far exceeds the \$2,000.00 that the outreach committee disbursed that was budgeted last year. The discretionary fund which Rev. Simone uses at her discretion is, for the most part, gift cards for groceries and other important necessities that she gives to needy families and individuals who need help at times. Grocery gift cards were at one time an expense that the outreach committee would purchase and give to the rector to distribute but now, that expenditure for gift cards, comes under the Rector's Discretionary Fund. Many parishioners have generously donated to this fund.

It is hoped that this year going forward our outreach team will be able to do more hands-on involvement with outreach other than just disbursing funds. One item is a fundraiser tea for the IRG to be hosted by Epiphany Church to help raise the remaining funds needed to sponsor a Syrian family that the Anglican Dioceses (the SAH, the IRG partners with to sponsor refugees) and the Jewish Family Services has asked of the IRG. Stay tuned as the plans unroll.

The Interchurch Refugee Group (a subcommittee of Outreach)

by Rev. Janet Nield, DM, Chair of the Interchurch Refugee Group

This report is offered with thanks to our supporting congregations: Community Pentecostal Church, Epiphany Anglican Church, Orleans United Church, Rothwell United Church, and Navan-Vars United

Church. Your prayers, your willingness to volunteer, your commitment to the refugee ministry, and your financial support, have been our backbone, and we are grateful. The refugee-themed worship services at all five of our member churches this past year also allowed us to give thanks together for the ministry to refugees and newcomers to which we are all committed.

The volunteers of the IRG were saddened when it became clear that we would not be welcoming our two sponsored persons in 2024. Both men, one a Syrian in Egypt, and the other a Palestinian in Indonesia, were interviewed in the summer of 2024, as part of the last stage of the “admissibility to Canada” process. Both interviews went well, and the Syrian man also completed his medical, which made him “travel-ready.” We expected him to arrive in September. Unfortunately, the refugee immigration target for Egypt was reached before his name came up on the queue. Our fervent prayer is that he will be part of the early 2025 cohort, and will be able to rejoin his wife here in Ottawa soon.

For the Palestinian who is sheltering in Indonesia, the process is moving very slowly. The Canadian Visa Office in Singapore is responsible for a number of countries in that part of the world, with many refugees waiting for their applications to be processed. Please hold this man in your prayers. Hold in prayer also his brother and family who are still in Gaza, including a three-year-old child.

Good news is that the Syrian family of five sponsored directly by the IRG through the Blended Visa Office-Referral (BVOR) program, who arrived on December 22, 2022, successfully concluded their sponsorship on January 31, 2024. We continued to support them with help in their transition to full independence until the summer-time, 2024, with one of our very capable volunteers helping them with applications and budgeting.

In late 2024, the IRG made a commitment to sponsor a young Syrian family, sheltering in Beirut, Lebanon. This was a unique situation for us, as we were asked by our SAH (the Anglican Diocese of Ottawa) and Jewish Family Services, if we could take over a sponsorship that was languishing. The original group was no longer able to continue, but had raised in excess of \$20,000 for this family of four. That money was transferred to the IRG in November, and we are in the process of restarting the sponsorship application. We pray that this process will not be impeded by the changes in Canadian immigration policy, and that there will be “SAH allocation spots” available so that we can submit the application in 2025, and perhaps welcome the family in late 2026 or 2027.

It is important to note that every sponsored refugee newcomer who comes to Canada has a sponsor. And that sponsor is responsible for financially supporting the newcomer for a minimum of one full year. We are continuing to fundraise for the Syrian family’s sponsorship, with a goal of \$12,000. Raising this amount of money will mean that we have enough to meet our obligations to the new family, and still have enough for extra or unexpected needs (like dental costs, medical costs, and extra top-ups for housing) for both young men.

This year was again exceptional for fundraising. Our supporting congregations and our community donors were very generous. Here is what that support looked like for 2024:

Rothwell United Church	\$1685
Navan Vars United Church	\$892
Community Pentecostal Church	\$788
Epiphany Anglican Church	\$995.65
Orleans United Church	\$2196
OUC Summer Golf Tournament	\$296
Community donations	\$5,127.17
Total donations and fundraising in 2024:	\$11,979.82

The singing duo of Robin Guy and Scott Richardson hosted a fundraising concert in the summer of 2023, held at Orleans United Church. We are grateful that they are starting off our 2025 fundraising year, by hosting another concert on Friday, January 17, again at OUC. The theme of the evening is “an early Robbie Burns night of Scottish songs and ballads,” and we look forward to it!

The Interchurch Refugee Group is deeply appreciative of the faithful gifts of all its supporters. Without your time, money, and prayers, nothing could be accomplished.

The Primate’s World Relief and Development Fund/Alongside Hope

By Eric Adam, Parish Representative

The year of 2024 was a marquis year for the Primate’s World Relief and Development Fund (PWRDF). The name if it can be remembered was certainly a mouthful, and the time came for it to be changed. Either in the initials PWRDF or the name itself had been considered for a name change at least since 2001. As a world wide help, many people didn’t have a clear understanding of the word “primate” with some people wondering why the Anglican Church of Canada was involved with the care of monkeys? After two votes the new name, Alongside Hope came into existence and will take effect officially on March 1, 2025.

Our Anglican Diocese of Ottawa developed a tree planting initiative earlier last year where donors bought trees of various types, and every tree planted here would provide trees to be planted in Uganda to help preserve the soil from depletion. This year a remarkable 410 trees were planted locally, resulting in 23,000 trees planted in Uganda.

2024 marked 65 years of the Wild Ride where Alongside Hope supported refugees and internally displaced people. Canadians from all across Canada came together in various fundraisers. The goal amount was to raise \$65,000 and this year \$53,000 was raised to support refugees from Tanzania, South Sudan, Jordan, Ukraine, and others!

PWRDF works with a variety of agencies to fulfill its mission. While PWRDF is an Anglican organization, it works with ecumenical and secular groups as well as other Anglican groups, in its work to help bring about a truly healthy, just, and peaceful world.

In addition to the agencies that PWRDF works with there are institutional groups that support us as well. They are the Canadian Government, the Anglican Foundation of Canada, the Manitoba Council for International Co-operation, the Saskatchewan Council for International Co-operation, and Faith Works. At Epiphany, we held a special service in April to highlight the work of PWRDF around the world, nationally and locally.

Pastoral Care

by Margaret Moffett, Chair

One of the main aims of the committee this year was to recruit new members to the team as our group had become quite small. We were fortunate to get two new members, Roy Moffett, Alice Alexander and one returning member, Shelley Harvey. Roy and Alice are registered to take a Pastoral Care course which starts in March and Shelley is registered for an additional course.

The Pastoral Care Team met during the year to discuss what we have been doing in 2024 and our aims for 2025. The main focus for the team has been to get in touch with people who are no longer able to attend church in person. We offer to visit, give them the opportunity to have Communion, pray together, or just have a friendly chat. We also try to contact people whom we have not seen at church for a while. We want to make sure that they are well, also, to ask if they would like to have a visit from Rev. Simone or one of the committee members. The names of people to be contacted are allotted to members of the team. This enables a rapport to be built up between the two.

Rev. Simone is the backbone of The Pastoral Care Committee. She has had a great number of meetings with people in person or by phone. She has also visited people in hospital and given support to their families. If we know that someone is going through a difficult time we firstly ask if they would like to talk to Rev. Simone. We also let them know that we are available to pray with them or talk to them in total confidence.

We are involved in an ongoing discussion of how people can have a private prayer session with one of us. Perhaps this could be during the service. The logistics of this, how to let people know this option is available, where it could take place, privacy issues, if this is actually doable and so on will be discussed at a future meeting. We now have a good sized team. We are ready to be available to anyone who needs our help and support.

Property

by Ron Zimmer, Chair

The Parish of the Epiphany Property and Building Committee was very active in 2024. The Committee was comprised of Ron Zimmer, Duane Van Alstine, Philip Jago, Jos Cleary, Ken Amesbury, Charles Maier, Rev. Simone Hurkmans, John Mercer, Onyeka Orah, and Laurence Sianchuk. Thanks also needs to be extended to Cindy Hurst-Boyd and many other volunteers, who assisted the Committee this past year.

The Committee initiated and was involved with many tasks and initiatives and the following list highlights the major activities:

1. The Committee undertook a rigorous process to deal with the building envelope, ventilation system, extension of the roof, and replacing the main sign. Through an RFP process the BTC Group was selected to complete Phase 1, which will provide the repair criteria and specs, in the second phase of this effort. Phase 2 will include the selection of the contractor(s), to complete all of the required work.
2. Efforts were made to pursue special grants to help cover the costs of Phase 1 and \$12,000 was raised following an application to the Anglican Foundation.
3. It was agreed that the main church sign should be replaced and a Sub-Cttee was established to examine several options and then make a recommendation to the full Cttee. Subsequently a recommendation would be made to the Council, Finance Committee, and congregation.
4. The water heater was replaced, after many years of service.
5. The Back Flow Valve, due to the City of Ottawa and Diocese requests, was installed in the church. Wasseem Fayad volunteered to oversee this project.
6. Richcraft began construction on their property and worked closely with the Parish of the Epiphany, to ensure that Parish of the Epiphany disruptions were minimized. They also rented additional parking spaces, which has contributed to our budget revenue.
7. Due to the City Fire Department, using the fire hydrant on our property, we learned that repairs were needed and that an annual maintenance check is required. Therefore, we have asked the City of Ottawa to cover the repair expenses, and an annual maintenance contract is now in place. Steps are also being taken to repaint the hydrant, as required, to show that it is privately owned.
8. It was agreed that a "Property and Building Maintenance/Operational Manual" be developed to ensure that key aspects are recorded for future reference. A Sub-Cttee was established to complete the draft Manual.
9. Melvyn Douglas, under contract, continues to handle the building cleaning and grass mowing. Special thanks also go to Alice and Gregg Alexander for their continued great work on the flower and shrub beds.
10. There was a collective effort, by many parishioners, to assist with the spring and fall cleanup, lighting, electrical, security, plant care, holiday decorating, and yard maintenance.

In the last year, there were many other tasks undertaken by the Committee, volunteers, and others. This was truly appreciated by the Committee and we thank everyone in the Parish of the Epiphany, for their continued support. Please contact the Wardens or me, if anyone wishes to join this Committee.

Stewardship

by James Menard, Chair

Stewardship, fundamentally, is based on the belief that all of God's creation has been entrusted to us to nurture, preserve and protect. In the context of the Church of the Epiphany, stewardship is managed through advice to Parish Council on the best use of parish assets and resources, whether property, talent or money.

In 2024 we crafted a bookmark and gave a follow-up announcement regarding legacy giving, sent third quarter follow-up letters reminding parishioners of their pledges to the Rooted in Abundance campaign, liaised with the Property committee about what role our committee should play in the redevelopment project, and continued to monitor parish finances and develop appropriate messages to address shortfalls, such as an appeal to government workers to consider including Epiphany Anglican Church as their preferred charity for the Government of Canada Charitable Workplace Giving Campaign (GCWCC).

For 2025 the main challenge will be working with the Property Committee to develop a strategy for funding the major renovation project, under new leadership.

Besides our committee, a dedicated team of volunteers is devoted to keeping the building and grounds at Epiphany neat, tidy and in good working order. We continue to practice energy conservation, recycling, composting and sustainable gardening.

Membership: James Menard took over as Committee Chair in 2022 and is stepping down at this vestry. Other members are Rev Simone, Gregg Alexander, Heather Howley and Cindy Hurst-Boyd. We welcome input from parishioners on stewardship matters and are always open to new members.

Synod

by Derek Keane, Synod representative

November 7, 8 and 9 2024 was the Anglican Diocese of Ottawa's annual synod. The synod is the annual general meeting of the diocese. It was empowering and uplifting to be with our fellow parishes that are doing similar work and facing similar challenges. I found interaction with the other synod reps energizing and engaging. Epiphany was well represented. Kitty made a presentation on Epiphany Wish List as an example of Contextual Mission. Reverend Simone presented on Time of Prayer. Valerie represented PWRDF. Leslie made a presentation. Sony attended at the invitation of the Bishop. I volunteered to help coordinate an exercise where each parish listed the things they did all through the week. Did you know there is a parish that has a jazz service or that there is another Epiphany parish in our diocese? I felt hopeful and optimistic after the last session. Bishop's Charge and Synod Highlights are available on our Diocesan website.

Worship

by Shelley Harvey, Chair

Come grow with us 🌱

Greetings from the Worship committee: Rev. Simone, Cindy Hurst-Boyd, Gennaro Busa, Jos Cleary, Rachelle Dube-Hayes, Susan Liddle, Wes Fayad, and Shelley Harvey.

We continue to meet monthly, with a short break in the summer. We meet to plan our regular Sunday worship services as well as special services, for example, Epiphany Sunday, Ashes to Go, Ash Wednesday, Maundy Thursday, Good Friday, Easter Sunday, Indigenous Sunday. We receive liturgical guidelines from the Ottawa Anglican Diocese as to the required focus and practices throughout the church year.

2024 started with a quick progression into Lent after the triathlon of Advent and Christmas of 2023. We had an early Easter which began with "Ashes to Go" which offered a beautiful, short liturgy and imposition of ashes in the narthex. The evening service was likewise meaningful and well attended. We assist with baptisms and funerals throughout the year and we were delighted to see 3 new confirmands confirmed in December. We also had one renewal of marriage vows. Palm Sunday, the procession into the church with palms and song. Maundy Thursday offered foot washing and ended with the stripping of the altar and worship space leaving us in darkness. Good Friday, music and readings reflective of the solemnity the day deserves. Pentecost was filled with praise and the Holy spirit, and readings in different dialects were very well received. Thanksgiving and gratitude throughout our autumnal season. Next thing we know it's Advent. We were very much blessed to have Bishop Shane visit us again to confirm 3 faithful servants. The joy of Christmas Eve and our very special children's pageant was very well attended. This was followed by a sing-along with the choir, and the Christmas Eve choral eucharist service.

What else have we been up to:

- We burned old palm fronds for Ash Wednesday on the portico with a short liturgy following the pancake, Shrove Tuesday supper.
- Easter Sunday began with a sunrise service and followed with a breakfast prepared by our youth.
- We lowered one of our cameras to provide better coverage for our online services.
- We welcomed some new people to learn the new AV sound board. Additional training was sought out and attended. Ongoing effort to provide the best possible online experience has been quite successful. We thank our volunteers. It has been a huge learning curve for all.
- Our choir and worship band continue to bring sweet music into the midst of our worship. We have been adding some new music and the comments have been positive. We have also enjoyed from time to time a soloist or violinist. The Taiko band and African drummers have both blessed us. Looking forward to more of this enrichment in our worship.

- We have been blessed with newcomers to our church community. Twenty-seven or more from Nigeria. Angela and the Angels Foundation have been a welcome addition to enrich our community. We look forward to more opportunities to share in worship.
- Indigenous Sunday we were blessed with the dedication of a new banner made by the hands of creative volunteers. Please have a look at the information posted below it where it hangs in our sanctuary.
- We had an online visit from Janet Neild, chair of the Interchurch Refugee Group (IRG) in response to Refugee Sunday.
- Our faithful warm and welcoming greeters and sides-people now have counters which they happily click when you enter our doors each Sunday. This certainly was a great answer to keeping count of the flock each service.
- Eric and Val spoke to us regarding PWRDF now known as Alongside Hope.
- We look forward to our youth taking a more active role in our intergenerational services.
- We had a time of prayer and blessing for Sony as he began his journey in the process of becoming an Anglican priest. He begins with a placement at St. Bartholomew's.

We look forward to training some new crucifers and communion assistants very soon. Also volunteers to our altar guild who work under the radar providing eucharist and other worship, set ups and clean ups post service. I give thanks for the volunteers who give their time, energy and hearts to serve God and the members of Epiphany Anglican church, in the church building, outside our building and online. Many thanks to our ever patient and resourceful Rev. Simone for her guidance, leadership and reminders to pray and listen to bring about the Kingdom of God here on earth.

Music and A/V (a subcommittee of Worship)

by Gennaro Busa, Music Director

Music Ministry

The music ministry continues to be a significant part of the worship experience at Epiphany. The dedicated choir, with 24 regular members, continued to uplift us in song at Sunday services in a diverse range of genres, styles, and languages. The Worship Band played at five services, and members often joined the choir at other services to enhance hymns and anthems with their instrumentation.

On Easter Sunday, we dedicated the hydraulic piano bench, gifted by members of the Epiphany Choir in loving memory of Dan Elmore, as well as the sound board donated by Dan and Laurie Elmore. Plaques for both of these gifts have been mounted on the walls of the church. In October, the choir sang at the funerals of long-time parishioners Linde Van Alstine and Joy Tilsley.

Throughout the year, we were blessed with the talents of several guest soloists, including Joyce Wong (flute), Douglas Brierly (violin), Jane McIntosh (soprano), Willard Thomen (tenor), Madeleine Mbiya (vocal soloist), and John Virag (bagpipes).

It should come as no surprise that our organist/pianist Daniel Furtado has received the Steinway Top Piano Teacher Award for 2024. It is such a pleasure to work with him and hear his lovely music every week.

Music Spending

The biggest expense from the music budget in 2024 was to recondition and buff the piano, begun by Love of Pianos in December and completed by early February. The next largest expense is for CCLI streaming fees which allow us to stream and reproduce sheet music/lyrics for the majority of our music selections under copyright.

Audio/Video Equipment and Streaming

The Audio/Video team saw significant growth in 2024, headed by Wasseem Fayad. We welcomed three new members (Frederic, Fortune, and Agu) who have been trained on operating the equipment and rotate regularly at the tech table on Sundays. Quality of streaming has become more consistent, and the tech team is able to address most issues that do arise. We hope to train and integrate new volunteers throughout 2025.

In June 2024, we were able to send two members to a local full-day workshop titled “Basics of Live Sound for Worship” with Tony Mungham where they learned many tips, tricks, and techniques that they have been able to apply to our equipment and worship experience.

Nominations

by the Rev. Simone Hurkmans, Chair

Your Nominations Committee for 2025 was made up of Kitty Galt, Heather Howley, Laurence Sianchuk, Gillian Keane, and Rev. Simone Hurkmans, and was directed by Parish Council to:

- Conduct check-ins with each member of Parish Council and ask about their intent to return for 2025.
- Identify roles that need to be filled and suggest appropriate candidates for these roles. Reach out to the candidates to determine their availability and willingness to serve in these roles.

Rev. Simone approached members of Corporation, while Heather approached other members of Parish Council about their intent to remain in their role the next year. A reminder that in 2024 Corporation established a 3-year term for Wardens, where they rotate through the three roles: year 1 - Deputy*, year 2 - People’s*, year 3 - Rector’s. This creates stability in Corporation and allows new members to grow into the role. Synod representatives’* serve a 2-year term as set by Diocesan regulations. *As these are elected positions, these roles require a vote at Vestry. Nominations also decided in 2024 not to set terms for remaining Parish Council positions. The current approach works well, and Nominations will continue to ask members of Parish Council, prior to Vestry, about their intent to return next year.

The table below shows the list of individuals who are ready and willing to serve as your 2025 Parish Council. The Nominations Committee, in discussion with Susan Liddle, Communications & Social Media Chair, decided to temporarily suspend this committee for the time being. Thankfully, Susan is willing to post to our social media accounts and continue as our webmaster in 2025. A special thanks to Heather Howley, James Menard and Susan Liddle who are stepping down from Parish Council. Gratitude to all the individuals listed below for their dedication and commitment to this community!

Elected Roles	Candidate	Status
People's Warden	Kitty Galt*	New (was Heather Howley) *also Synod rep
Deputy Warden	Denise Siele	New (was Laurence Sianchuk)
Outreach	Alice Alexander	Continuing
Membership	Judith Young	Continuing
Pastoral Care	Margaret Moffett	Continuing
Fellowship	Cara Pelletier	Continuing
Comms & Social Media	n/a	Committee Temporarily Suspended
Property	Ron Zimmer	Continuing
Stewardship	Roy Moffett	New (was James Menard)
Worship	Shelley Harvey	Continuing
Sidespersons Convenor	Jos Cleary	Continuing
Synod	Derek Keane	Continuing
Synod Alternate	Doug Sherman	Doug was previously Synod Rep
Income	Martin Thieringer	Was Vacant in 2024
Youth Rep	Fred Sherman III	Continuing
Secretary & Member-at-Large	Cindy Hurst-Boyd	Continuing (staff)
Appointed Roles	Candidate	Status
Rector's Warden	Laurence Sianchuk	New (was Deputy Warden)
Treasurer (& Finance)	Gregg Alexander	Continuing
PWRDF/Alongside Hope Rep	Eric Adam	Continuing
Children & Youth	Rachelle Dube-Hayes	Continuing (staff)
Music	Gennaro Busa	Continuing (staff)

Communion Lay Administrators

by Cindy Hurst Boyd, Parish Administrator

Thank you to all those who continue to serve as Communion Lay Administrators. Please speak to Cindy or Rev. Simone if you'd like to join this team.

Ken Amesbury, Rose Dennis, Caroline Gibbs, Shelley Harvey, Heather Howley, Cindy Hurst Boyd, Roxanne Latulippe, Srilekha Mukherjee, Laurence Sianchuk, Lina Trépanier, Judith Young, Ron Zimmer.