

Episcopal Church of the Epiphany

Vestry Minutes

January 18, 2026

In Attendance:

Vestry – In person: Sally Walker, Judy Jarady, Matthew May, Carol Bartlett, Cristin Davis, Kay Lee, Kathy Corcoran, Cody Chaffins, & Tracey Laird; Via Zoom: Andrea Strahan, Jordan Moody, & Jacob Geiger

Clergy - Amy Dills-Wright (via Zoom) & Carmie McDonald

Ex officio – Kaylie Gibbs, Randy Shearin, & Sherry Wallace

Visitors - Beth Floyd, Paul Hinson, and Kelli Gantt

Meditation:

Cody led a meditation on loving others, including those toward whom it is difficult to develop positive feelings.

Consent Agenda:

Approval of the November 2025 Vestry minutes was included as part of the consent agenda. There were no November or December gifts over \$100 to include. Tracey moved that we approve, Cristin seconded, and all voted in favor.

Rector's Report:

Amy thanked the vestry members for their time and talent given to Epiphany. She also thanked the nominees for being willing to serve.

The new cleaning service hasn't been an improvement over the old. Jason Sullivan has agreed to take on the cleaning responsibilities in addition to facilities management. Amy and Randy are working on the proper way to terminate the prior cleaning service contract.

Amy's sabbatical is coming up this summer. She wants to split it into two 6-week periods over two summers (June – mid-July each summer) and has asked for vestry approval. Sally motioned that we allow Amy to split the sabbatical over two years. Cristin seconded, and all voted to approve.

Amy discussed the possibility of expanding the Children and Youth position to full time. Carmie noted that it is difficult to find good people if the position is part time. Amy will discuss this further at the Annual Meeting.

Amy reviewed the diocesan responsibilities of the vestry.

New Business:

Change in Carmie's housing allowance:

Randy said that Carmie wants to change the classification of \$43,521 of her compensation from housing allowance to salary. Matthew motioned that we approve the change, Kay seconded, and all voted to approve.

2026 Budget Review:

Randy reviewed the proposed 2026 budget, explaining particular lines and answering questions. Matthew motioned that we approve the budget, Kathy seconded, and all voted to approve.

Allocation of \$2,500 from the estate of Bruce Foster in honor of Alison Taylor:

In their August 2025 meeting, the vestry discussed the importance of allowing the church to grow the work it is doing while also preparing for potential lean years in the future. In that vein, Sally motioned that \$500 of this undesignated gift go to outreach for use at Carmie's discretion and the rest to the Enduring Light Fund. Judy seconded and all voted in favor.

Annual Meeting Jan 25:

Sally asked vestry members to get all reports to Shea by 9am Monday and send Shea any photos of church activities

Vestry retreat:

Jordan stated that the Vestry retreat will be February 20-21 at Holy Trinity.

Old Business

Kitchen and Parish Hall Flooring Update:

The kitchen floor will be replaced first. Work is scheduled for Feb 2-6.

Solar Installation:

Carmie reported that the solar panels have been installed and officially place in service. Amy and Carmie have provided the information needed for Giraffe Financial to prepare and submit our tax credit information. We hope to receive a credit of \$8,880. This will be partially offset by a \$1,330 processing fee to Giraffe. It could take up to a year to receive the funds from the IRS. Amy plans a short liturgy for the installation at the end of the annual meeting. Since the panels can't be seen from street level, signage will be added later.

B&G Projects Completed:

The following projects have been completed:

Kitchen HVAC installation,
Nave lights above altar. and
HVAC condensation leak in the choir room.

The meeting ended with Midday Prayer.

On December 7, 2025, Sally motioned via email that we accept the estimate for \$3396 from United Maintenance to make the necessary repairs in the music suite related to the HVAC condensation leak. Kay seconded the motion. There were 11 votes in favor and none opposed, and the motion passed

Respectfully submitted,
Sherry Wallace
Clerk of the Vestry

MISSION STATEMENT

The Episcopal Church of the Epiphany is an inclusive community called to seek and follow Jesus Christ. We welcome all people in the Eucharistic fellowship of Christ's Body. We receive strength and encouragement at the common table to carry out Christ's work of reconciliation in our broken world. Nourished by worship and witness, learning and teaching, fellowship and service, we strive to live out the Gospel's radical values with gladness of heart.

PARISH CORE VALUES

Faith in God. Our belief in a loving God is foundational to our faith. Faith brings us together for worship and sends us out in the world. We recognize everyone's faith journey as unique – wherever you are on your journey, there is a place for you here.

Love in Action. We are called to engage with the wider community through the life and teachings of Jesus. Together, we work toward environmental, racial, gender, LGBTQ+ and economic justice and equity.

Transformative Relationships. Through God's grace, we seek to embody God's love in our care for each other.

Intentional Welcome. We are an inclusive community that strives to seek and serve Christ in all people. We believe God loves you – no exceptions.

PARISH PRIORITIES

- 1) Make necessary changes to attract families with children and youth to our church
 - 2) Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
 - 3) Work toward environmental, racial, gender, LGBTQ+ and economic justice and equity.
 - 4) Develop ministries that work toward healing those broken by life circumstances and those living on the margins of society.
 - 5) Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc.).
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Vestry Reports – January 2026

Adult Formation — Carol Bartlett

During the Sunday morning adult formation hour, we're in the middle of another great series from the Candler Foundry, led by Ryan Bonfiglio on Poverty and the Bible. This is a five-part series. Also, our Thursday morning book study continues with the Richard Rohr book "The Tears of Things" and we have two more Thursday meetings with that book with the discussion led by myself, Suzanne Yoder and Amy. Right after that book study, we'll have a one-week break before we turn to a new book entitled A Midwinter God, recommended by Amy

Building and Grounds — Matthew May

These are actively in progress:

Flooring - Kitchen, Parish Hall, and Utility room reflooring project

These are not actively in progress or are waiting on a volunteer:

- **Washer and Dryer** This may be an ask for the congregation. The current washer and dryer is 20+ years old - maybe it is time to ask for new hand me downs?
- **Kitchen Sink Issue** There appears to be an occasional leak when draining multiple sinks likely associated with a drain clogged somewhere. Need to redesign the drainage – potential plumber issue.
- **New Outdoor Building** New outdoor building needed for tools.
- **Hide the Garbage** Assessing structures to hide the dumpster.
- **Labyrinth Proposal** - Varying interest in having a labyrinth on property, waiting on proposal
- **Courtyard Lighting** One of the light strands fell. Waiting on a plan and prioritization.
- **Parking Spaces** Expand gravel pad, as possible by mailbox on in back corner of parking lot

Known issues waiting on prioritization or budget (probably not a volunteer job):

- **AC Off** 1 of 4 HVAC systems for the Parish Hall is currently not running. Waiting on a gas valve.
 - **Another Door Issue** Door to the Parish Hall from the courtyard is in disrepair - still functions and locks – tbd on next steps.
 - **Yet Another Door Issue** Door to the playground is in disrepair - sign posted with instructions - tbd on next steps.
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Off the list/projects completed rated High priority:

- **Solar Roof** - Woohoo.
- **Water Heater and Repairs** The water heater in the Tables and Chairs room is replaced

Children + Youth Formation — Jordan Moody & Cody Chaffins

December updates:

- Thank you to everyone who donated shoes for our Walk In Love Shoe Drive! Our youth chair, Leona Wierwille, packaged the shoes for delivery. We collected 73 pairs of shoes for our friends at Church of the Common Ground.
- For the December Family Eucharist and Service Project, children and their families packed Christmas Bags for our friends at the Gateway Center.

January updates:

- One of the most beloved and distinctive traditions of Epiphany is our Epiphany Pageant, which was held on January 6, where we joined the retelling of Christ's birth with our patronal feast. At the heart of Epiphany is revelation: God made known in the world not through power or spectacle, but through a child. It feels deeply fitting, then, that on our feast day we center the voices, bodies, and imaginations of children. This choice speaks to our identity as a community that welcomes children, a place where wiggles and giggles are welcome.
- Parents were recently invited to join Rev. Carmie for mid-year listening sessions. These gatherings were an opportunity for parents to have conversation with staff about their experience and their children's experience with our programs.
- The first Family Eucharist of the year was held on Tuesday, January 13.
- On Sunday, January 18, the youth group event will be an art project led by Ann Fowler. This project will involve icons of St. Roch/St. Quitéria (patron saints of dogs), St. Gertrude (patron saint of cats), and St. Francis (patron saint of all animals).

Looking forward:

- We are excited to announce that this spring the Epiphany Art Gallery will include an exhibit and art sale featuring work from the Epiphany Youth!
- Additionally, preparation is underway for this year's VBS offerings. This summer, VBS will take a new shape! Families with children ages 3 through 5th grade are invited to gather for three Saturdays this summer for a shared experience of storytelling, service, and Sacrament. This VBS model allows parents and caregivers to be active participants alongside their children, creating space for shared conversations and faith formation. Join us on June 27, July 11, and July 25, from 9:00 a.m. to 3:00 p.m. Stay tuned for more information about adult volunteer opportunities.

Community Engagement Partnerships — Kathy Corcoran & Tracey Laird

Our Art Ministry has begun planning its 2026 schedule, with two exciting exhibitions on the horizon. Epiphany hopes to partner with the Episcopal Diocese of Atlanta in support of the

Dignity Sewing Center in our sister diocese of Cape Coast, Ghana. We are exploring the possibility of hosting a show in March featuring items created by the Dignity Sewing Center. In April, we will once again host an exhibition showcasing artwork by our youth—an important opportunity to celebrate and encourage their creative gifts. Proceeds from this show will be shared between the artists and a fund supporting youth activities.

Our partnership with the Church of the Common Ground continues to grow. On February 15, our youth plan to attend worship and provide lunch for neighbors worshipping with Common Ground. All are welcome to stay after church that day to help pack lunches. In addition, members of our Community of Hope ministry are exploring opportunities to share their listening and caregiving skills with this community.

Our semi-annual pantry drive for DEAM is currently underway, and Doug Runnion reports that donations have been generous.

We also look forward to welcoming Joe Iarocci from Emmaus House, who will visit Epiphany on February 15 to preach and to share information about their programs. This year, Community Engagement funds will support the ECW's sandwich-making ministry for patrons of the Lokey Center at Emmaus House.

Our meal ministries continue serving neighbors at Gateway and Holy Comforter. As Gateway recently moved to a new location, we are discerning how this transition may affect our ministry there. Please join us in prayer as we consider how best to continue serving our neighbors during this time.

During this year's Annual Meeting, our children and youth will gather to write cards that the Interfaith Children's Movement will deliver to legislators as part of their annual *Have a Heart* campaign. This initiative is the current focus of our partnership with ICM.

Support for refugee neighbors continues through our financial partnership with Inspiritus. We are also excited to welcome Out of Hand Theatre Company to Epiphany on February 15 for a performance of their new play, *Prisontown*. The play tells the story of a writer who returns home to Lumpkin, Georgia—site of one of the nation's largest immigration detention centers—and bears witness to the harsh realities of our immigration system, as well as a small town shaped by poverty and the prison industry. Following the performance, El Refugio will guide a brief discussion and share meaningful ways to take action toward a more just world.

Core Values – Kay Lee

No updates at this time.

Endowment — Jacob Geiger

The application window for Epiphany Grant Endowment is about to open and will remain so until mid-February. Grants can be made for:

- Capital improvements, debt reduction, or the building program of the Church of the Epiphany;
- Scholarships or grants to members of the Church of the Epiphany for the purpose of attending college, seminary, nursing or medical school; for church-related camping or leadership conferences; or such other training which enables members of this congregation to grow in Christian faith and service to God’s people;
- Outreach into the community including, but not limited to, grants to Episcopal colleges and seminaries, social service agencies, institutions and agencies to which this parish relates, and to special programs designed for those persons in our area who are in spiritual and/or economic need
- Projects of the Episcopal Church at home and overseas.

We should have roughly \$12,500 available to distribute and will receive the exact number available from the bookkeeper in the next few weeks.

Finance — Andrea Strahan

December 2025	Budget	Actual
Income	\$68,323.16	\$80,263.78
Expenses	\$68,235.64	\$71,658.91
Net	\$87.52	\$8,604.87

Preliminary results for December 2025 show a month-to-date (MTD) surplus of \$8,605, bringing the year-to-date (YTD) surplus for 2025 to \$48,722. For comparison, the YTD surplus for 2024 was \$56,433.

Total YTD revenues were \$854,502.08, versus a budgeted amount of \$819,878. For comparison, 2024 YTD revenues were approximately \$797,000. While pledge contributions were in line with budget, non-pledge contributions exceeded budget by 132%. Other income exceeded budget by 140%. An additional \$10,000 of money market interest income was not budgeted.

Total YTD expenses were \$805,779.83, versus a budgeted amount of \$818,827.57. For comparison, 2024 YTD expenses were approximately \$740,000. Expenses exceeded budget in Clergy and Staff Salary and Benefits and Office & Administration. The overages were offset by expenses under budget in Building & Grounds and Parish Life.

These results are preliminary because 12/31/2025 SSGA investment account statements were not yet received, a 12/31/2025 stock donation had not yet been processed, and Susie anticipated additional revenue and expenses might be added.

The finance committee also reviewed the updated budget and voted to pass it on to Vestry for approval.

Membership + Newcomers — Cristin Davis

No updates at this time.

Parish Life & Pastoral Care — Judy Jarady

No updates at this time.

Stewardship — Jacob Geiger

We closed the stewardship campaign 155 pledges totaling \$744,821. This was short of our goal of \$760,000 and about \$4,000 above last year, meaning we're down slightly on dollars when accounting for inflation. Still, this was the second-best year, adjusting for inflation, in the past decade, and we're finally back above the dollar amounts we were at before COVID (again, adjusting for inflation).

We had one more pledge this year compared to last year, which was something of a surprise to me given strong attendance in the summer and fall. However, the new faces were apparently offset by deaths and transfers out, as well as a few families who reported they cannot currently pledge due to a change in financial circumstances.

We will need to see early in 2026 if Pam Tipton is willing to return as chair and will also need to work on finding some good support for her so it continues to be a team effort. There were some new faces on Stewardship who made a nice contribution to this year's efforts in support of the returning veterans.