

# Episcopal Church of the Epiphany

## Annual Parish Meeting

### January 25, 2026

*“To Know and Share God’s Light.”*



Church of the Epiphany  
1839 Arroyo Ave.  
San Carlos CA, 94070  
[EpiphanySancarlos.org](http://EpiphanySancarlos.org)

# AGENDA FOR ANNUAL PARISH MEETING

## EPISCOPAL CHURCH OF THE EPIPHANY – SAN CARLOS, CA

**JANUARY 25, 2026**

Canon 20, Sec 1	Call to Order	
	Opening Prayer	BCP 255

**Almighty and everlasting Father, you have given the Holy Spirit to abide with us for ever: Bless, we pray, with his grace and presence, the clergy and laity here assembled in your name, that your Church, being preserved in true faith and godly discipline, may fulfill all the mind of him who loved it and gave himself for it, your Son Jesus Christ our Savior; who lives and reigns with you, in the unity of the Holy Spirit, one God, now and for ever. Amen.**

	Election of Secretary for Annual Meeting	
	Summary of 2025 Annual Meeting	Pages 3-4
Canon 11, Sec 11.24(a)	Necrology	Page 5
	Confirmations & Baptisms	Page 5
	Parish Statistics	Page 6
Reports	Report of the Rector	Pages 7
	Report of 2026 Budget	Pages 8-11
	Vestry & Ministry Reports	Pages 12-15
Canon 9	Report of the Nominating Committee	Page 16
	Deanery Delegate Election	Page 16
	Election of Vestry Members	Page 16
	Commissioning of Vestry Members	Page 16
	Presentations	
	Adjournment	
	Blessing	
	Closing Hymn	<i>"I Come With Joy To Meet My Lord"</i> Hymnal 304
	Dismissal	

**Annual Parish Meeting  
January 26, 2025  
Minutes**

The Annual Meeting was called to order at 11:09 a.m.

Ginny Grant was nominated and seconded to serve as the Secretary for the meeting. She was elected by unanimous consent.

Parish Statistics, found on page 4 of the Annual Report, were delivered. We saw signs of hopeful increase in membership and participation. It is noted that a review of the database will occur in the coming year, which may result in significant changes to some lines.

**Senior Warden report, offered by Mallory Stevens (outgoing Senior Warden)**

- Spoke primarily about the welcome to Rev. Marisa to the parish;
- Introduced new Junior Warden, Ginny Grant, and shared a revisioning of this role to include an increased focus on Building and Grounds;
- Introduced new Senior Warden, Angela Rae;
- Reminder that we need to consider how we can volunteer to assist with programs and ways that we can offload some non-pastoral activities from the staff.

**Rector's Report, offered by the Rev. Dr. Marisa Tabizon Thompson**

- Shared excitement around the San Carlos Hometown Days and the opportunity to engage with people in the community and parishioners while raising funds for outreach and youth;
- Offered thanks for people who invited her into their homes and to places within San Carlos to get to know each other;
- Huge thanks to the new treasurers and the efforts to understand our finances;
- Noted the establishment of a Green team under the direction of Wendy Dougherty and Angela Rae
- Sacred Ground gathering for the Diocese held here on January 25;
- Significant staffing changes experienced in 2024 and anticipated in 2025:
  - Celebrated Jennifer Barnett's next steps, welcomed Diego Pareja as musician and Craig Morey as Music Director;
  - AnnaMarie Hoos has been here for 4 years (under 3 rectors), and she is ready to lead her own parish. She will be here actively through April and her last service will be celebrated on Sunday, April 27;
    - In the coming year, will do a deep dive into the identification of all that she does, including youth and pastoral care will be prioritized and allocated.
    - Please keep her in your prayers as she listens for the right call, hopefully within our diocese, and within an urban environment.

**Treasurer's report, offered by Lora O'Haver and Aly Towry, treasurers**

- Detailed reports available in the 2025 Annual Meeting booklet.
- Top-up campaign was essential and well-received;
- Total income netted out positively for 2024 , helped by conservative spending and review;
- A number of line items were re-classified for the 2025 budget;
  - The practice of deferred continuing education for the clergy will be discontinued;
- Audit situation changed with the Diocese changing to a uniform system that includes a fixed price audit of not more than \$1000;
- Deferred maintenance on the Rectory held off in 2024;
- Endowment grew due to strong market despite our withdrawals;
- Exceeded industry recommended 4% draw on the endowment;
- Multi-year plan to reduce our draw and dependency on the endowment is being established;
- Pledge budget increased and some fundraising will be needed;

- Diocese Assessment amount is being challenged due to an alternate calculation model used for Epiphany;
- Staffing budget line for 2025 is lower than past years because of the elimination of a clergy position mid-year;
- Deficit budget going into 2025, but planning on as much as \$158k drawdown from the endowment and treasurer Aly Towry is actively watching the cashflow needs;
  - Expect that an endowment withdrawal will be needed in February 2025;
  - Communications and transparency to the parish will be even stronger this coming year;
- The parish responded generously to the top-up campaign, and the Treasurer and Vestry plan to consider future fundraising;
- 2025 Budget goal is to fund our operations without cutting to complete bare bones, which is not a unique to us situation as other parishes encounter similar financial issues prompting a need to identify how to manage programs and staffing (“right-sizing”);
- Questions on a couple of accounting line items like Outreach and Flowers.

**Additional written reports from ministry groups are available in the Annual Meeting Report booklet.**

#### **Nominations:**

Nominations for the Peninsula Deanery delegates:

Robin Weiland

David Marasco

Randy Rae

Angela Rae

Ginny Grant

LeighAnn Weiland, alternate

Elected by unanimous consent.

Nomination for new members of the Vestry:

Jackie McCormack

Kent Holubar

One spot remains open to be filled mid-year

Elected by unanimous consent.

Retiring Vestry members:

Mallory Stevens, Laura Bierwagon, Claudia Nadalin, LeighAnne Weiland, David Marasco, and Jon Grodem served during interim and through the transition, with both of our Wardens offering to stay on for an extra year

A deep thank you was offered to the Rev. AnnaMarie for all the ways that she has supported the parish over the years.

Closing prayer and meeting adjourned at 12:01 p.m.

## NECROLOGY

Mary Wagner

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

## BAPTISMS

Six members were baptized into our community throughout the year.

Maeve Hazel Marquis

Amy Clarke

Victor Dei Rossi

Margaret Rose Zolbrod-Marks

Karl Jan McPeck

Breno Wang Shan-Kai LuHill-Ribeiro

### From the Baptismal Covenant, BCP page 304

*Celebrant:* Will you continue in the apostles' teaching and fellowship, in the breaking of the bread, and in the prayers?

*People:* **I will, with God's help.**

*Celebrant:* Will you persevere in resisting evil, and, whenever you fall into sin, repent and return to the Lord?

*People:* **I will, with God's help.**

*Celebrant:* Will you proclaim by word and example the Good News of God in Christ?

*People:* **I will, with God's help.**

*Celebrant:* Will you seek and serve Christ in all persons, loving your neighbor as yourself?

*People:* **I will, with God's help.**

*Celebrant:* Will you strive for justice and peace among all people, and respect the dignity of every human being?

*People:* **I will, with God's help.**

## 2025 PARISH STATISTICS

	<b>*2023</b>	<b>2024</b>	<b>2025</b>
Active Members	483	423	**231
Inactive Members	N/A	167	138
Active Non-members	N/A	9	8
Weekend Eucharists	76	104	104
Weekday Eucharists	21	21	9
Private Communion	2	6	7
Easter Vigil Attendance	33	49	38
Easter Sunday Attendance	125	155	160
Weekend Attendance Average	48	68	76
Marriages, Vow Renewals	0	1	0
Burials	1	3	1
Baptisms	1	2	6
Confirmed, Received, or Reaffirmed	0	5	0
Church School Enrollment (Nursery-High School)	20	12	24

Notes:

\*Membership tracking data for 2023 is incomplete, and the numbers for active members are taken from the parochial reports for that year.

\*\*A comprehensive review of the database was conducted in 2025, resulting in a more accurate number of members.

# ANNUAL REPORT OF THE RECTOR

The Rev. Dr. Marisa Tabizon Thompson

Dear Church of the Epiphany,

I am pleased to report that 2025 has been a full and faithful year for Epiphany. Whether within these walls, out in the neighborhood, or around the diocese, your ministry and intentional presence has made a mark. We have devoted time to caring for, celebrating, and welcoming people. It continues to be a privilege to hear people's spiritual journeys, walk together in times of sorrow and joy, and explore Epiphany's hopes and dreams for the future.

As I think back on 2025, the departure of the Rev. AnnaMarie Hoos looms large. Over the course of her ministry at Epiphany, which lasted for over nearly five years, she supported parishioners in need, grew youth programs and Sunday School, led worship and music changes, and more. She was a huge presence here and is missed.

With the change to a one-clergy parish and reduced staffing, the vestry worked diligently to identify areas of need, ministries that could continue and some that need to be reconsidered, and more. People across the parish stepped in to fill some of the gaps, such as Stephanie Meyer leading our Eucharistic Visitors, Jennifer Kitt's organization of Godly Play, and the way Lucy Ricca directed our HomeTown Day efforts, just to name a few.

Other highlights from 2025 include:

- Outreach partnerships with LifeMoves
- Hosting a multi-diocese Sacred Ground event
- Participation in San Carlos Week of the Family
- Joint worship services with local congregations at Burton Park
- Beach worship in Half Moon Bay with Lutherans and other Episcopalians
- Hometown Days booth
- Opening of OUR Clinic on the Epiphany campus
- Halloween candy/coffee/shelf-stable food tables
- EV showcase

And more...

Over the past year, the vestry members and treasurers have worked together on everything from setting up systems in the church, to dreaming about who and how we are as a parish, to evaluating our capacity to grow and serve, but within and outside our walls. Please share in my thanks to our outgoing vestry members, Christopher Willard and Senior Warden Angela Rae. Additionally, I offer thanks to our incoming vestry members, Tim Billing and Anamaria Niño-Murcio Moore, and gratitude to our new wardens. Many thanks to Kent Holubar for his willingness to serve as our Senior Warden in the coming year and to Ginny Grant for graciously agreeing to serve as our Junior Warden for the second year in a row.

In addition to all that happened in the parish, Epiphany offered service to Diocese in the past year.

Nancy Grandfield was one of four women honored by the Diocese of California for her work on behalf of the Church. Her photo now graces the hallways of Diocesan House in San Francisco. Angela Rae was named to a leadership position in the local chapter of the Union of Black Episcopalians (UBE) and serves the diocese as a member of the Young Adult Task Force. I also stepped into diocesan service as a member of the Executive Council, the chair of the Assessment Appeals Committee, and in the role of Intake Officer for clergy disciplinary issues.

Today's lesson from 1 Corinthians 10 reminds us that as Christians we are all united as members of the Church. We are all baptized into Christ's saving power. In a time of battle for morals and values, let us remember that we have one guide, one Savior, one God. Further, we are all called to work together to share Christ's light and love in this world. Let this be at the forefront of our minds as we continue to grow together as a community in the coming year. May we hear the call to fish for people found in our Gospel lesson today as we strive to see God's grace in our lives and in the world around us, enabling us to be a blessing to all those whom we meet.

In peace,  
Rev. Marisa

# ~Financial Reports~

## ANNUAL FINANCIAL AND STEWARDSHIP REPORT

### Final 2026 Budget (approved 1/11/26)

Account Number	Account Name	2025 Approved Budget	2026 Approved Budget
<b><u>Income</u></b>			
<b><u>Donations</u></b>			
4000	Pledges	275,000.00	\$305,000.00
4005	Pre-Paid pledge income		
	Total Pledges	275,000.00	305,000.00
4020	Plate Offering	30,000.00	\$35,000.00
4030	Easter	3,000.00	\$2,000.00
4040	Christmas	5,000.00	\$4,500.00
	<b>Total Donations</b>	<b>313,000.00</b>	<b>\$346,500.00</b>
<b><u>Other Income</u></b>			
4060	Rent: SPNS	43,870.00	\$46,940.00
4070	Rent: Rectory	0.00	\$0.00
4080	Rent: Facilities	8,000.00	\$18,000.00
4095	Miscellaneous	10,000.00	\$5,000.00
	<b>Total Other Income</b>	<b>61,870.00</b>	<b>\$69,940.00</b>
<b><u>Transfers and Interest</u></b>			
4200	Morris Endowment Transfer	25500	\$25,000.00
4210	Smith Endowment Transfer	75500	\$47,000.00
4220	Magi Endowment Transfer	51000	\$41,000.00
4230	Youth Endowment Transfer	6000	\$5,000.00
4500	Interest Revenue gain/loss	0	
	<b>Total Transfers and Interest</b>	<b>158,000.00</b>	<b>\$118,000.00</b>
	<b>Total Income</b>	<b>532,870.00</b>	<b>\$534,440.00</b>
<b><u>Expense</u></b>			
<b><u>Outreach Programs</u></b>			
5000	Diocesan Assesment	84,000.00	\$74,432.00
5005	Diocesan Meetings	900.00	\$800.00
5030	Parish Outreach	100.00	\$100.00
	Green Team		\$200.00
	<b>Total Outreach Programs</b>	<b>85,000.00</b>	<b>\$75,532.00</b>
<b><u>Staff Salaries</u></b>			
5100	Salary- Rector	94,008.00	\$98,688.00
5101	Housing Allowance- Rector	18,000.00	\$15,000.00
5120	Salary- Administrative Assistant	54,000.00	\$54,810.00
5130	Salary- Music Director	18,000.00	\$18,500.00
5140	Salary - Pianist	12,000.00	\$12,500.00
5150	Salary-Bookkeeper	13,225.00	\$16,000.00
5170	Salary- Additional Staff/Digital Worship	3,300.00	\$3,600.00
	<b>Total Staff Salaries</b>	<b>212,533.00</b>	<b>219,098.00</b>



**Payroll Taxes (employer share)**

5200	Taxes- Administrative Assistant	4,788.00	\$4,849.56
5210	Taxes - Music Director	0.00	\$1,637.25
5220	Taxes- Pianist	0.00	\$1,106.25
5230	Taxes- Bookkeeper	1,005.00	\$1,416.00
5250	Taxes- Additional Staff/Digital Worship	255.00	\$318.60
<b>Total Payroll Taxes</b>		<b>6,048.00</b>	<b>\$9,327.66</b>

**Benefits**

5300	Med & Disability- Rector	39,732.00	\$43,464.00
5301	Pension- Rector	26,694.00	\$28,204.00
5320	Med & Disability- Admin. Assistant	9,000.00	\$10,800.00
5321	Retirement Plan- Admin. Assistant	3,150.00	\$3,281.00
<b>Total Benefits</b>		<b>78,576.00</b>	<b>\$85,749.00</b>

**Worship**

5400	Acolytes	250.00	\$200.00
5410	Books (worship)	250.00	\$200.00
5460	Liturgical Supplies	1,200.00	\$600.00
5465	Tech Supplies	2,000.00	\$0.00
5470	Substitute Clergy	1,500.00	\$2,250.00
5475	Flowers	500.00	\$250.00
<b>Total Worship</b>		<b>5,700.00</b>	<b>\$3,500.00</b>

**Music**

5500	Music Supplies	500.00	\$500.00
5540	Substitute Organist	600.00	\$1,000.00
5550	Guest Musicians	1,000.00	\$1,000.00
5560	Copyright Licensing	700.00	\$700.00
<b>Total Music</b>		<b>2,300.00</b>	<b>\$3,200.00</b>

**Pastoral**

5450	Pastoral Care	600.00	\$600.00
6440	Courtesies	600.00	\$600.00
<b>Total Pastoral</b>		<b>1,200.00</b>	<b>\$1,200.00</b>

**Christian Education**

5600	Sunday School	600.00	\$600.00
5610	Nursery Care	0.00	\$6,000.00
5620	Adult Education	500.00	\$600.00
5630	Young Adult	200.00	\$200.00
5640	Confirmation	200.00	\$200.00
5660	Seekers	500.00	\$500.00
<b>Total Christian Education</b>		<b>2,000.00</b>	<b>\$8,100.00</b>

**Hospitality**

5700	Retreats	500.00	\$300.00
5710	Event Supplies	2,000.00	\$1,500.00
5720	Hospitality Supplies	500.00	\$500.00
5730	New Members	300.00	\$400.00
<b>Total Hospitality</b>		<b>3,300.00</b>	<b>\$2,700.00</b>

**Communications**

5800	Communications	750.00	\$750.00
5810	Computer Software	3,000.00	\$3,050.00
5820	Website	250.00	\$580.00
<b>Total Communications</b>		<b>4,000.00</b>	<b>\$4,380.00</b>

**Staff Expenses**

5900	Continuing Ed- Rector	1,000.00	\$1,500.00
5901	Cell Phone Expense- Rector	1,200.00	\$850.00
5902	Sabbatical- Rector	1,000.00	\$2,500.00
5920	Continuing Ed- Staff	0.00	\$0.00
5930	Mileage	300.00	\$200.00
<b>Total Staff Expenses</b>		<b>3,500.00</b>	<b>\$5,050.00</b>

**Insurance**

6000	Comprehensive	30,650.00	\$32,359.00
6010	Worker's Comp	1,000.00	\$800.00
<b>Total Insurance</b>		<b>31,650.00</b>	<b>\$33,159.00</b>

**Utilities**

6100	Alarm System	3,600.00	\$3,500.00
6110	Garbage	4,000.00	\$4,000.00
6120	PG&E	10,000.00	\$10,500.00
6130	Telephone	1,500.00	\$4,260.00
6140	Water	4,200.00	\$4,500.00
6150	Internet		\$1,200.00
<b>Total Utilities</b>		<b>23,300.00</b>	<b>\$27,960.00</b>

**Office Expenses**

6200	Copier Contract	5,400.00	\$6,000.00
6220	Check Fees- Payroll	1,600.00	\$1,600.00
6230	Fees- Bank or Investment	500.00	\$500.00
6240	Furniture and Equipment	500.00	\$3,000.00
6250	Merchant Credit Card Fees	2,750.00	\$2,800.00
6260	Office Supplies	2,000.00	\$1,800.00

6280	Postage	750.00	\$750.00
<b>Total Office Expenses</b>		<b>13,500.00</b>	<b>\$16,450.00</b>
<b><u>Buildings &amp; Grounds</u></b>			
6300	Cleaning Services	10,600.00	\$11,000.00
6310	Custodian Supplies	500.00	\$500.00
6320	Gardening	6,060.00	\$7,800.00
6330	B&G Maintenance	5,000.00	\$5,000.00
<b>Total Buildings &amp; Grounds</b>		<b>22,160.00</b>	<b>\$24,300.00</b>
<b><u>Rectors &amp; Vestry Expenses</u></b>			
6420	Stewardship	200.00	\$150.00
6430	Vestry Expenses	2,500.00	\$1,750.00
<b>Total Rectors &amp; Vestry Expenses</b>		<b>2,700.00</b>	<b>\$1,900.00</b>
<b><u>Taxes &amp; Fees</u></b>			
6500	Diocesan Audit	1,000.00	\$500.00
6530	Church Property taxes (parcel taxes)	4,500.00	\$4,500.00
<b>Total Taxes &amp; Fees</b>		<b>5,500.00</b>	<b>\$5,000.00</b>
<b><u>Rectory</u></b>			
6600	Maintenance	5,000.00	\$4,000.00
6610	Property Tax	2,500.00	\$2,500.00
<b>Total Rectory</b>		<b>7,500.00</b>	<b>\$6,500.00</b>
<b>Total Expense</b>		<b>510,467.00</b>	<b>\$533,105.66</b>
<b>Net Income (Loss)</b>		<b>22,403.00</b>	<b>1,334.34</b>

## 2025 ENDOWMENTS REPORT

<b><u>FUND</u></b>	<b><u>BEGINNING MARKET VALUE</u></b>	<b><u>ENDING MARKET VALUE</u></b>
<b>Magi Fund</b>	<b>583,056.47</b>	<b>596,341.80</b>
<b>Morris Fund</b>	<b>273,570.41</b>	<b>280,253.64</b>
<b>Smith Fund</b>	<b>706,505.73</b>	<b>721,279.76</b>
<b>Youth Fund</b>	<b>81,079.08</b>	<b>87,676.04</b>

# ~Vestry and Ministry Reports~

## **ANNUAL REPORT OF THE VESTRY**

Angela Rae

The Vestry welcomed three new members this year - Sydney Eyre, Kent Holubar, and Jackie McCormack - keeping us at nine members.

In the first half of the year, the Vestry focused on preparing for the departure of AnnaMarie+ as our associate rector and on discussions about how we see Epiphany's core values. In light of the decision to eliminate the associate rector position, the Vestry surveyed congregants and made plans for volunteers to take over the activities previously led by the associate. The discussions about our values were useful as we planned events for the year and prioritized the items that fed into our work as a welcoming and affirming community grounded in thoughtful and faithful discussion.

In the latter half of the year, we had the opportunity to put our values into action when the proposal from OUR Clinic came to us. The Vestry, with our broad range of talents and expertise, spent time considering the proposal and its implications. We ultimately decided it was a risk worth taking in order to build community with our immediate neighbors. The Vestry also approved a set of financial procedures and our treasurers and bookkeeper submitted information for the diocesan-sponsored financial audit, both of which enhance the financial integrity and transparency that we've worked to build over the past few years. (The results of the audit have not yet been received.)

In 2026, we are happy that Kent Holubar has accepted the invitation to be the new Senior Warden and Ginny Grant will continue on as Junior Warden.

## **ANNUAL REPORT OF DIGITAL MINISTRY**

Angela Rae

The Digital Ministries team continues to stream services on Zoom, manage the microphones and digital screens in the church, post recorded services to YouTube, and share sermons in our podcast feed. Attendance of the live Zoom service continues to be only 1-3 participants, but our YouTube videos garner an additional 10-20 views each week.

This year, Dwight Hill built us a beautiful new wooden divider to replace the temporary fabric screen that was added during the pandemic. This, in addition to the wooden camera shelf he built in 2024, helps our digital tools and infrastructure become a more integrated and permanent part of our worship, reflecting our inclusive values.

## **ANNUAL REPORT OF THE ALTAR GUILD**

Barbara Haas

The altar guild welcomes new members. We work behind the scenes, making sure the church looks lovely and everything is ready for services. The commitment isn't large, usually only one Sunday a month. We work in teams to set things up before and put them away after the service. If you are curious, come and visit.

## 2025 WOMEN'S RETREAT

Claudia Nadalin

After careful consideration and a collaborative search, the Women's retreat selected a new location to gather. Twelve Epiphany women spent a weekend in late March at San Damiano Retreat Center in Danville. Marisa+ led the program and AnnaMaria+ provided guidance on crafting Anglican rosaries. Interwoven in the weekend theme, The Greatest Commandments, we met in large and small groups, shared meals in the beautiful dining room, strolled through the grounds or napped, indulged in conversations with new and longtime friends, worshipped and celebrated Eucharist with another group of Episcopal women on retreat from Cupertino. We will return on April 24-26, 2026!

## ANNUAL REPORT OF THE EPIPHANY BOOK CLUB

Kent Holubar

After the vestry polled Epiphany parishioners about the church-sponsored activities in which they had interest, we revived the hibernating book club. Parishioners either emailed vestry member Kent Holubar directly or signed up on a list in the parish hall.

The members of that group have since met three times this year. The email list includes some 22 people; the attendance at meetings has numbered from nine to 12.

The books read and discussed are

Robert Harris, *Act of Oblivion* (2022).  
J. L. Carr, *A Month in the Country* (1980).  
Donna Woolfolk Cross, *Pope Joan* (1996).

Nothing exclusive about this club! Email Kent at kholubar@gmail.com to get involved.

## ANNUAL REPORT OF THE EPIPHANY OUTREACH COMMISSION

Nina Brooks and Tassie Jenkins

The Outreach Commission is pleased to provide the following recap of the many wonderful activities that were offered this past year. We began in January by hosting a Coffee Hour, inviting parishioners to provide feedback to help guide which activities would be offered throughout the rest of the year.

Based on those conversations and survey responses, our 2025 activities focused on supporting LifeMoves, and the many supportive services they offer to help individuals and families experiencing homelessness. We also had opportunities to partner with other local churches, providing meals and necessary supplies. Additionally, the Outreach Commission made a financial contribution to Holy Family's (Half Moon Bay) backpack and school supply drive. Thank you to all who participated and contributed throughout the year to make these efforts such a success!

<b>January</b>	Survey Parishioners and host Coffee Hour to discuss 2025 focus on LifeMoves Applied for and received Deanery Grant to support Outreach activities
<b>February</b>	Valentine cards to support LifeMoves – raised \$260 Lenten Ingathering: Dinner Baskets for the 10 families of Redwood Family House
<b>May</b>	Spring dinner and games with the families of Redwood Family House in partnership with the Woodside Road UMC parish Donation to Holy Family Episcopal Church (HMB) to support backpack and school supply drive - \$750
<b>June</b>	Snack Bags for LifeMoves Summer Campers – delivered 150 bags
<b>July</b>	Personal hygiene and toiletry packs for LifeMoves (distributed to Navigation Center and the unhoused) 30 kits
<b>September</b>	Participated in Diocesan-wide Regional Outreach Idea Exchange hosted by Christ Church Portola Valley

**October** Fall dinner, crafts and games with the families of Redwood Family House in partnership with the Woodside Road UMC parish

**Nov/Dec** Collection of necessities for the veterans of LifeMove's ElevenEleven Center in partnership with Christ Church Portola Valley  
Reverse Advent Calendar (Second Harvest Food Bank) collected >130 lbs of food  
Giving Tree for Redwood Family House- gifts and wrapping supplies for 10 families

**Current Members of the Outreach Commission:**

Nina Brooks and Tassie Jenkins (co-chairs), Laura Bierwagen  
Connie Bowles, Claire Dikas, Kim Hartman, Frank Masci, Angela Rae

**Annual Report of the Creation Care Team**

Wendy Dougherty

In reflection of the Episcopal Creation Care Covenant, the Green Team took actions that reflect two of the three areas related to Loving Formation, Liberating Advocacy, and Life-giving Conservation. For loving formation, we promoted love for the Earth through our youth-related educational activities, nature hike, and Creation Care meetings. For life-giving conservation, we promoted ways to reduce our climate impact through the EV Showcase and Green Christmas. We did not pursue planning with the Building and Grounds Team regarding reducing the carbon footprint of the church through energy efficiency or solar panel installation. This could be a goal to explore further in 2026. We did not directly support liberating advocacy to address the need for environmental justice which could perhaps be a goal to focus on this need in 2026. Below is a more detailed list of activities we completed during the year.

**Creation Care:** Held a few more sessions after church in Q1 but did not complete the full series of sessions in the curriculum. There seemed to be too many competing meetings after church and interest waned. Summer Sunday session for youth: Angela and Wendy worked with youth to create a sign for the Green Team hung in the parish hall using recycled and reused materials. Read part of Genesis from The Brick Bible and talked about care for God's Creation.

**Season of Creation in September/October:** Nature hike for Seekers and their families at Edgewood Park and Natural Park led by a nature docent. We learned about native plant restoration projects and about rare and endangered species found in the park.

**EV Showcase:** Epiphany hosted an EV showcase after church on Nov. 16th in partnership with the City of San Carlos, Acterra, and Climate Justice Action along with sponsorship by Peninsula Clean Energy. There were 20 cars shown by EV dealers and ambassadors and Sports Basement brought electric bikes that could be test-ridden. Acterra and the City of San Carlos provided an educational talk about electric vehicles and EV charging. A local artist and educator brought his Climate Carnival including games that provide educational messages about climate change. Approximately 150 people attended the event.

**Green Christmas:** Hosted a session during coffee hour to discuss sustainability tips for the Christmas season, including renting a living tree, reusable gift wrapping, and purchasing gifts that encourage others to reduce waste.

**Ongoing throughout the year:** Wendy participated in monthly meetings with Peninsula Interfaith Climate Action (PICA) to learn about other congregation's sustainability efforts and activities in which Epiphany could join as interested. Angela and Wendy also participated in two retreats organized by the Unitarian Universalist Fellowship Redwood City (UUFRC) that formed a group called Climate Justice Action. CJA is organizing activities throughout the year to advance climate action and environmental justice with local partners. Wendy and Angela will share these opportunities for members of Epiphany to engage in climate justice activities in 2026.

## ANNUAL REPORT OF MINISTRY VOLUNTEERS

Connie Bowles

*“.....The life that God is calling us to live together as Episcopalians requires something of each of us. Phrased another way, God uses each of us to bring to life God’s good will and way in the world. According to the Book of Common Prayer, “the Mission of the Church is to restore all people to unity with God and each other in Christ,” and we do this work together. We all hold a piece of this restoration and unity work in us.”* The Rt. Rev. Brian N. Prior, IX Bishop of the Episcopal Church in Minnesota

I am borrowing the Rt. Rev. Brian N. Prior’s words to highlight how our lay ministries work together in support of our Congregation and our Priests. From the time you walk up the steps to the front doors of the Epiphany, you are introduced to the first face of Epiphany’s four volunteer ministries, our Ushers/Greeters. Our Liturgist reads the word of the Lord as representatives of the Congregation while our Acolytes help set the table for Communion, which is served to us by our Priests and our Lay Eucharistic Ministers (LEM). ***We have also added signup options for setting up and cleaning up coffee hour each week.***

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

## ANNUAL REPORT OF BUILDINGS AND GROUNDS

Ginny Grant and Dwight Hill

Huzzah! The past year had far fewer emergencies than in recent years, and more planned “care and feeding” of our buildings and grounds, which we expect to continue in the future. Our facilities include the Sanctuary, Eastburn Hall, which includes the parish hall, classrooms, and offices, plus the Sequoia Parents Nursery School (SPNS) , and the Rectory, where Marisa+ and Joe are living and raising their family.

We had two successful parish work days, and many small projects, all of which helped significantly with the general maintenance and care for our facilities, and helped to bond the members of the parish with each other and our church. But while there is much that can be maintained by our steadfast parishioners, we have also recognized the need for professional contractors to assist with some of the work.

Dwight started a process of rejuvenating the lighting in the Sanctuary, which will continue into 2026, and Ginny selected a local painting company (Fernando the Neat), who took on the painting project on the first floor of Eastburn Hall. Fernando gave us an incredible quote because he believes in our mission and is a fellow San Carlosian - and they’ve been able to prep and paint thousands of square feet and 60+ doors and cabinets, which would have been far too large a project for parish volunteers.

Painting was one of the earmarked projects from the 2016 Capital Campaign, but put on hold due to the pandemic, so we did make use of some of the remaining funds for this effort.

We will continue to hold parish work days, and are looking at important areas such as replacing the broken heater in the administrative wing, or what it will take to protect the exterior walls and roofing. We may look at installing a digital carillon or other projects that connect us to the community. We ask you each to consider these buildings and grounds an extension of your own home - if you see something, say something, or better yet, do the needful. And if you’d like to join our team, please let us know - the commitment is small for such a great impact!



# REPORT OF THE NOMINATING COMMITTEE

Delegates: 2026 Peninsula Deanery

Names Placed in Nomination:

For Deanery Delegate	Randy Rae Angela Rae Ginny Grant Robin Weiland LeighAnn Weiland
----------------------	---

## MEET THE NOMINEES FOR VESTRY

Members: 2026 Vestry

Names Placed in Nomination:

For Vestry	Tim Billing AnaMaria Niño-Moore
------------	------------------------------------

## COMMISSIONING VESTRY MEMBERS

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

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

*Senior Warden:* They have.

*Rector:* Do you commit yourselves to carry out the responsibilities of a vestry member?

*New Vestry Members:* I do.

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

*All Vestry Members:* I do.

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

*Congregation:* We will.

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

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