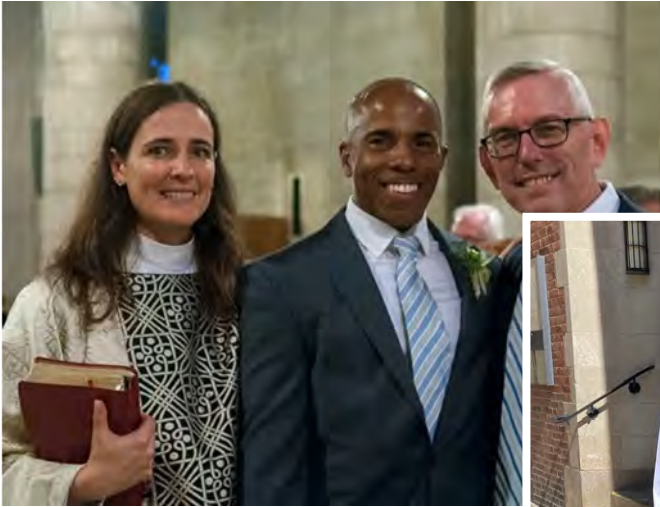




PARISH PROFILE 2022

351 EAST 74TH STREET, NEW YORK CITY

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INTRODUCTION

The Church of the Epiphany is committed to being a vibrant and joyful community where lives are celebrated, hope is renewed, and justice is proclaimed. Our vision in this time of transition – moving buildings, calling a new Rector, and emerging from the pandemic – is to see a reinvigoration of beloved aspects of our parish life: worship, music, youth programs and adult formation, and a reenergized commitment to seeing God's love made manifest through action.



The Church of the Epiphany has proudly stood at the corner of York Avenue and 74th Street in New York City's Upper East Side/Yorkville neighborhood for over 80 years, but our history actually dates back to 1833. This Rector search marks the beginning of a truly new era in this storied history. After selling our existing property in 2018, we are finally moving into a new, state-of-the-art facility that will enhance and empower our ministries as never before. The property sale was a serious undertaking that had deep emotional repercussions for the parish, but it also funded an endowment that secures the church's financial future and will allow us to fully grow into our potential.

We, like all churches, are still finding our footing in a pandemic world. Prior to COVID-19, the parish was averaging 100 people in attendance across three services each Sunday. In-person worship now averages 35 at one service each Sunday. The new Rector of the Church of the Epiphany will take on challenges but also infinite possibilities within a church that is special in so many ways.



Epiphany is, at its heart, a neighborhood church. Newcomers most often find us by walking by the building and making a point to come back on Sunday. Some were introduced to the church through the Church of the Epiphany Day School (CEDS) or Vacation Bible School. Others began working at our phenomenal Wednesday Night Dinner Program for the food insecure and then made Epiphany their spiritual home.

There are exceptions to the neighborhood rule – people come from Brooklyn, they come from Westchester and Long Island, and in one case, a dedicated couple took several buses to get to Epiphany from the West Side for over 60 years, until they were in their 90s. Epiphany engenders such dedication because it is a community where all truly are welcome, where God's word is the focus, where genuine discourse is encouraged, and where seemingly random acts of kindness can make a real impact.

Parishioners appreciate that on Sundays no one looks askance at a crying child. They love to bring their dogs. It does not matter what you wear – your "Sunday finest" could be a coat and tie or it could be sweat pants. Lay readers don't worry if they accidentally mangle their words while reading a lesson. Ministries, such as the dinner program, pastoral care, and providing menstrual supplies to underserved communities, make our parishioners feel proud of their church.

We strive to welcome all, including people who may have been unwelcome or discouraged in their other churches. We care about justice and peace in our community. We seek to know God deeply and to serve others. In these pages, we are proud to introduce our church to the Rector candidates who could guide us in all of these things, and so much more.



HOPES FOR OUR NEW RECTOR



A dynamic, accessible preacher. Our ideal candidate interprets the word of God in a way that is meaningful to parishioners in their daily lives, continually redirecting us to the good news of Christ with a combination of deep theological knowledge and a relational style.

A devoted spiritual leader. We hope to find a Rector who cares deeply for our congregation, who can empower and guide us in an active prayer life, intellectually engage with us through our youth programs and adult education, offer pastoral support in challenging times, and foster strong bonds between parishioners. Epiphany's music program is particularly beloved; we seek a candidate who considers music an uplifting and nourishing part of the worship service, and wishes to collaborate with the Organist and Choirmaster to diversify the program.

A community builder. Our new parish home has the potential to be a lighthouse for the neighborhood. We are looking for a Rector who can comfortably relate to all types of people, who can recognize the gifts of our current parishioners and encourage outreach to our neighbors through ministry and fellowship. We hope that our new Rector will be an enthusiastic bridge builder, inspiring strong connections between the parish and our preschool community, our neighbors of other faiths, our local elected leaders, and anyone who seeks to know Christ.

A creative pacesetter. The parish seeks a strong and innovative leader to help us live fully in our new space. Our ideal candidate is a collaborative leader with experience managing staff, guiding program leaders, working closely with lay leadership, communicating with building and other administrative personnel, and planning worship services that are compelling and spiritually rejuvenating. Above all, we are looking forward to coming back together as a parish family after a period of intense upheaval, and we are hoping for a Rector who will move us forward together with grace, compassion, good humor, and a cohesive vision for the future to which God has called us.



OUR NEW HOME

A SHORT WALK FROM OUR PRIOR BUILDING, BUT A BIG LEAP OF FAITH.

For years, our York Avenue building was both a source of pride and consternation. It was physically beautiful and occupied prime corner real estate. But it did not provide us with enough space for our ministry, outreach programs, and CEDS, and unexpected repairs were often a financial drain.

Our new building at 351 East 74th Street housed the Jan Hus Presbyterian Church since the 19th century. The congregation there had dwindled, and there were no funds to keep the building in good repair. The beautiful brick facade was hidden under years of city grime, but anyone who took a closer look could see the historical value. With an additional 15,000 square feet of space, it offered so much possibility.





Renovating this building was — and is — a huge project. Creating a space that truly meets the needs and expectations of a 21st century parish required serious structural work in addition to cosmetic upgrades. The new Epiphany will be fully ADA accessible and energy efficient, with elevator access to all six floors and the new roof garden.

The first floor includes a parish hall designed to seat up to 150 people for a meal and up to 240 people in conventional auditorium seating. There is also a large commercial kitchen and pantries where the Carter Burden Network's Senior Luncheon Program will prepare and package up to 1,000 meals a day.

The sanctuary, columbarium and parish offices are located on the second floor. The Nave will seat approximately 160 people in movable chairs allowing the space to be reconfigured for a variety of uses, from worship to concerts to presentations and receptions. The space is engineered for high quality sound and live streaming of services and other events. The parish was passionate about preserving familiar elements of worship from the York Avenue building. All of our beloved stained glass windows have been professionally restored and installed in the new sanctuary and nave, along with 14 new windows commissioned from Rohlf's Studios in Mount Vernon, New York. Our pulpit, lectern, 14th century Romanesque baptismal font, and the church's columbarium have also been moved to our new parish home. Epiphany has invested in a wonderful new organ that is currently being crafted by Bigelow Organs in Utah.





The new facility offers particularly great opportunities for our preschool, the Church of the Epiphany Day School (CEDS). It will include five bright classrooms across two floors, a school library, access to the gymnasium, and an outdoor play space on the roof. CEDS will be accessible by dedicated, secure elevator access.

The Vestry selected Acheson Doyle Partners Architects, a New York City-based firm whose projects include restoration and improvements at St. Bartholomew's Episcopal Church and The Basilica of St. Patrick's Old Cathedral, as our partners in fulfilling the vision for Epiphany's future.

Epiphany's new next door neighbor is the Archdiocesan Cathedral of the Greek Orthodox Church and the Dean of the Cathedral and the Cathedral Board have expressed specific interest in partnering with us on community and school projects.





HOW WE WORSHIP

Epiphany is decidedly Broad Church in its liturgical piety. We favor a joyful, relaxed formality in the celebration of the Sacraments.

These guiding principles have not wavered through the major changes over the last three years, including the departure of the former Rector and Organist/Choir Director and the move to “Zoom Church” during the height of the pandemic. We look forward to hearing our new Rector’s vision for the path forward.

At the Principal Eucharist, held at 10:30 on Sunday mornings, the Celebrant will often chant the Entrance Rite, the Sursum Corda and the Proper Preface with the choir and congregation chanting the Amen. Lay Lectors and Intercessors actively participate in each liturgy with the Collect of the Day said in unison. The liturgy and the Parish have also been long supported by a Deacon who will officially retire at the end of 2022. The new Rector would find strong support in the parish for bringing on a new Deacon to serve not only the liturgical life of the parish, but also the long established and robust Wednesday Night Dinner Program. Prior to Covid, a Rite One spoken liturgy was offered at 8:30 am along with a 5:00 pm Enriching our Worship liturgy each Sunday.

Epiphany expresses the relaxed formality of a Broad Church liturgical piety through the presence of companion animals during services. We also welcome children to sit near the Altar during the consecratory prayers.

The new Rector will guide the community in addressing how the new facility will impact the liturgical life and witness of the parish. There is a generous openness to new liturgical styles of worship and music while retaining a commitment to the *1979 Book of Common Prayer* and *The Hymnal 1982*. The overriding priority of the parish is that the liturgy be accessible to all who come and is offered with dignity and joy.



HOW WE CELEBRATE THROUGH MUSIC

Our music ministry plays a vital role in parish life.

Congregational singing is strong and highly participatory in settings of the liturgy and hymns in different styles. Music is largely selected from *The Hymnal 1982* and more occasionally from *Lift Every Voice and Sing II*.

The Christmas and Easter celebrations are times of special music featuring top level professional instrumentalists. Easter 2022, for instance, featured two trumpet players from the Metropolitan Opera Orchestra. One of the most beloved Easter traditions of the parish is the singing of the Handel's "Hallelujah" chorus; anyone who wishes to join stands up with the choir to sing.

The Epiphany Choir currently consists of eight professional section leaders. Volunteer church members and friends sing in the choir regularly. There are currently ten volunteers on the roster.

The choir's repertoire spans Gregorian chant, Tudor and Continental polyphony, as well as baroque, classical, romantic, and contemporary works. Music in the African American tradition and global music are also included. A typical Sunday Eucharist for the choir includes two or three anthems. The Psalm is sung at every liturgy, whether it be plainsong, Anglican chant, or contemporary responsorial settings.

Besides singing weekly Sunday morning Eucharist from September to Pentecost Sunday, the choir has also sung services of Evensong or Compline in recent seasons. During the summer, when the choir is off, a cantor leads the music.

There were two choirs for young people before the pandemic: Cherubs for Kindergarten to second grade and Choristers for third grade to high school. These choirs will sing again beginning September 2022.

Plans are under way to reinstate the Epiphany Arts performance series beginning fall of 2022. Past seasons have included both showcases for parishioners' talents and outside vocal and instrumental soloists, chamber ensembles, and choirs. The new Rector will help shape the programming decisions as part of our community outreach and help maximize rental prospects afforded by the new building's stellar acoustics.



HOW WE LEARN AND GROW

We believe that Christian education is a lifelong process, as fundamental for children beginning their life of faith as it is for adults



CHILDREN AND YOUTH FORMATION

Sunday School for children ages 3-10 has typically taken place, during our 10:30 am Holy Eucharist, with the children rejoining the service after the exchange of The Peace.

During Sunday School, children sing songs, learn Bible stories, and explore how a lesson may apply to their own lives. Class activities include praying together, class discussion, storytelling, singing, dancing, arts and crafts, games, and even learning some Spanish with our bilingual teacher, whose tiny chihuahua named Cosmos is beloved by the children. Lessons are inspired by the *Sunday Paper Junior Edition*.

Vacation Bible School (VBS) has also been an Epiphany tradition, with 30-50 children participating. Children from CEDS and the neighborhood join regular parishioners for a week of games, science experiments, Bible study, and crafts. In 2021, we had 14 children attend in person and hope this program will return to its former vibrancy.

There are not many middle school or high school aged youth. One challenge for the new Rector will be to work on engaging older children, both by attracting more families to the parish and/or partnering with other nearby parishes to consider joint youth groups.



ADULT FORMATION

Our Sunday adult forum, "Epiphany Talks," has included a variety of topics and speakers led by our clergy, guest clergy, other speakers, and parishioners. The Parish especially appreciates reading and discussing books together. In the 2020-2021 season, we read and discussed *The Church Cracked Open*, by the Rev. Canon Stephanie Spellers, and for Lent 2022 we read and discussed *Joy in Confession*, by the Rev. Dr. Hillary Raining. In the spring of 2021, a parishioner led a popular Faith in Film series. Parishioners have also responded strongly to courses on liturgical music and hymnody.

There is a strong desire for deeper understanding of our sacred Scriptures. During the early months of COVID-19, we began an online Tuesday night Bible Study, which faithfully met to find hope in the Gospels during a turbulent time. In the fall of 2021, we were able to come back together in person over food and drink, and our small group doubled in size. Our new Rector should have a heart for teaching and leading.



HOW WE SERVE

Following God's call to help others is a core part of Epiphany's identity.

Epiphany was founded as a mission church, and we are excited that our new facilities and a more open phase of the pandemic will offer bold new opportunities for service in addition to the vibrant programs we already support.

WEDNESDAY NIGHT DINNER PROGRAM

In the mid-eighties, the Church of the Epiphany joined with four other neighborhood churches to provide dinner one night a week to 30 unhoused older women. As of 2019, this Wednesday Night Dinner Program had grown to serve 4,789 three-course, sit-down dinners to food-insecure people over the course of the year, with a weekly average of 96 attendees.

Covid forced many changes, including a shut down for 4+ months, but in 2021 we rebounded to provide between 75 and 95 bagged grab-and-go meals a week for an annual total of 4,192. Christmas could not be as festive as usual, but guests happily received hats, gloves, socks and thermal underwear. As 2022 progresses, the number of guests has risen to between 85 and 100 each week.

Our eclectic group of volunteers are the core of the program's success: parishioners and neighbors, teachers, writers, actors, U.N. workers, medical personnel, and retirees; for over a decade, the nearby Lycée Français has sent students to do their community service. All the volunteers are looking forward to serving full sit-down dinners from the beautiful large kitchen in our new home.

CARTER BURDEN LUNCH PROGRAM

Epiphany is committed to a partnership with the Carter Burden Luncheon Club and Older Adult Program (CBLC). CBLC provides anyone aged 60 or over socialization, recreation, education, activities, and assistance with government benefits or accessing medical care. Epiphany hosts the CBLC's signature daily lunch, which attracts over 150 people per day.

The move to our new facility, along with funding from the New York Department for the Aging, will allow the Carter Burden Network to provide upwards of 1,000 meals a day, six days a week. 150 meals will be served in the parish hall and 850 meals will be packaged and delivered to homebound and food insecure seniors. We anticipate finalizing the terms of a 15 year lease agreement, cementing this partner for many years to come.



PASTORAL VISITORS

Epiphany's pastoral visitors are trained and licensed by the Diocese as Lay Eucharistic Ministers and visit homebound and hospitalized parishioners to provide care, Communion, prayers, and a listening ear.

RACKET

Racket is an initiative dedicated to combating period shame and helping menstruators at an economic disadvantage gain access to menstrual hygiene products. Prior to COVID-19, Racket worked with organizations such as publishing houses, non-profits, student groups, and the Broadway community to facilitate menstrual hygiene product drives. Volunteers package up supplies and distribute them to communities in need, including Covenant House, The New York Rescue Mission, and the Sauti Yetu Center for African Women and Families. Racket has persevered during the pandemic and has responded to calls for emergency support along the southern US border and to European organizations hosting Ukrainian refugees.

PRISON MINISTRY

For the past five years, Epiphany has been invited by Circles of Support to sponsor Raising My Voice: Kin, a leadership and skills training program for families whose loved ones are, or have been, incarcerated. Most recently, we hosted two programs of six sessions each, attended by a total of ten participants. Incarceration doesn't just affect those inside; it has an enormous impact on those who remain at home. The program teaches participants how to tell their stories in a safe and supportive environment so they can go out into the community and share their experiences with others.

There are several ministries that have been on hiatus since 2020, but we would be interested in redeveloping under the direction of our new Rector: Arts & Spiritual Direction, Cruzando Fronteras, Epiphany Under the Stars, and Stand With Iraqi Christians.



HOW WE CULTIVATE FELLOWSHIP

HOSPITALITY

Coffee hour after our services, where we gather over a cup of coffee and a cookie or bagel, is a longstanding tradition that offers opportunities to learn more about each other. Parishioners volunteer to bring in food, often commemorating family birthdays, anniversaries, and other special occasions.

SOCIAL ACTIVITIES

The pandemic has hampered many of the parish traditions. The biggest social event on the church calendar had been Epiphany Under the Stars, a benefit for the Wednesday Night Dinner Program that included a spirited auction for items such as dinner with the Rector, tours of art museums with our resident experts, and stays in vacation homes.

Other social activities were a mix of community building and community outreach. At various times in the recent past, the parish has hosted seasonal potluck suppers, decorated the church at Christmas, and made "field trips" to the Cathedral of St. John the Divine and Blue Stone Farm. We also prepared emergency help kits during disasters, and participated in New York City CROP Walks and Pride festivities. There is a desire to reinvigorate these programs with a new Rector who is enthusiastic about bringing the community together in a variety of ways.





OUR SCHOOL

The Church of the Epiphany Day School (CEDS) was established in 2004. It welcomes approximately sixty preschool children each year. CEDS is a space where children can be children, where they can explore and delight in their play, and where they can take risks and pursue their creative and intellectual curiosities with freedom and encouragement.

The school is thought of as an extension of each child's home, with a laid-back atmosphere where children and adults feel welcome and well cared for. CEDS places great emphasis on supporting parents, staff, caregivers, and community members and serving as a hub for young families to connect.

CEDS welcomes children and families of all races, identities, experiences, ideas, beliefs, socioeconomic backgrounds, family structures, creeds, colors, ethnicities, religions, genders, sexual orientations, and gender expressions. Showing respect for all is our highest priority.





As a school, we approach the world with kindness, compassion, and an inclusive heart and aim to instill these values in our students. We believe a diverse, inclusive, and equitable school community is essential to prepare young students for participation not only in Kindergarten, but in today's complex world. We believe in building a foundation for children to recognize inequity and take appropriate steps to affect positive change in their communities. Each year, CEDS undertakes a number of age-appropriate community service projects in which children can actively participate.

Jackie Klein has been the Head of School at CEDS since 2013. She previously worked at a number of nursery schools, teaching, developing curriculum, consulting on special education, and serving as a head of school. Jackie holds a masters degree in both general and special early childhood education and lives on the Upper West Side with her husband and two children.

CEDS is a member of the National Association of Episcopal Schools, The Parents League of New York, and the Independent School Admissions Association of Greater New York.





OUR HISTORY

“A clergyman (The Rev. Dr. McVickar), having occasion one Sunday in the autumn of 1832 to pass through Stanton Street, encountered throngs of idle and destitute boys...Addressing one of the group with the question why they were not at Sunday School, he was answered that there was none; why they were not at church, that there was no church....He reported the case to two Christian ladies, who at once placed in his hands seventy-five dollars, saying: ‘We will have on that spot a mission church.’”

—From an 1858 address given by the Rev. Lot Jones, first Rector of the Church of the Epiphany, on the twenty-fifth anniversary of the founding of the Church.

On the sixth of January 1833—the Festival of the Epiphany—six adult worshippers with two prayer books and a few ragged children gathered in a small, dark room over an engine house on Stanton Street, a few months after The Rev Dr McVickar’s chance encounter. Thus began The Church of the Epiphany, which moved into a proper church on Stanton Street, then considered the northern part of the city, in June 1834. By 1845 the Church had 511 members. The original congregants of the Church felt very strongly that it should be a place that welcomed all. Epiphany became the first free church in New York City, where no one had to rent a pew in order to worship.

Epiphany has moved five times (1874, 1881, 1893, 1939, and 2022), always reaffirming the church’s mission “to serve rich and poor” alike. Following its centennial celebration in 1933, the Rev. John W. Suter appealed to the Bishop to build a new church on the Upper East Side where there were no Episcopal churches but there was a need to serve hospitals and the working class. The Depression tabled the project for several years, but the first service in the church on the Northwest corner of 74th Street and York Avenue was finally held on October 15, 1939.

The Rectors of Epiphany have served the Church faithfully in New York and throughout the world. The Rev. William Crocker, Rector from 1903 - 1933, was also chaplain of the New York National Guard from 1912 until 1918, working in the Argonne during World War I. Dr. Hugh D. McCandless served from 1945 until 1972. The Very Rev. Ernest E. Hunt III became Dean of the American Cathedral in Paris, and The Rev. Dorsey W.M. McConnell, Epiphany’s 15th Rector, is the former Bishop of Pittsburgh. The Rev. Canon Andrew J.W. Mullins, Epiphany’s 16th Rector, founded the Day School in 2004. The Rev. Jennifer Reddall became Rector of the church in 2014 and now serves as the first female Bishop of the Diocese of Arizona.



FINANCES AND STEWARDSHIP



The 2022 budget forecasts total expenditures of \$1.2 million. The payroll component of the expenses is \$763,881, which includes the salaries for the staff and the clergy. The other costs include Ministry and Mission at \$246,700, Parish Property & Maintenance at \$167,450 and Parish Administration at \$78,150.

Our 2022 budget includes \$577,000 of total income, excluding any draws from the endowment. The key components of this include donations and pledges and the anchor partnerships with Church of the Epiphany Day School and the Carter Burden Lunch Program.

The following chart highlights our 2022 projected sources of income:

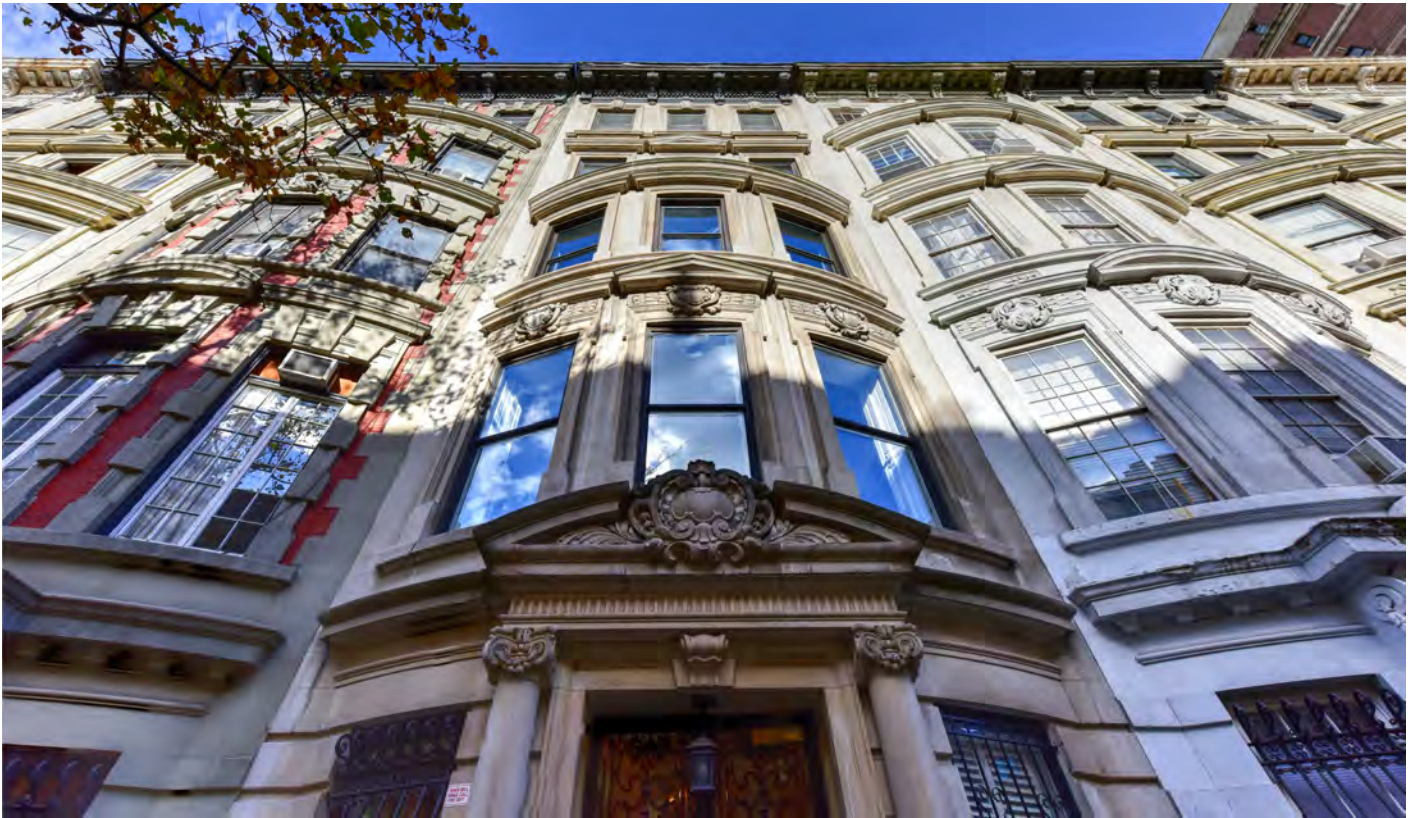
Plate & Pledges	\$135,660
Wednesday Night Dinner Grants	\$48,650
Epiphany Under the Stars	\$8,000
CEDS Occupancy	\$134,971
Building Rentals	\$250,000
Other Income	\$0
Total Revenues	\$577,281

The Church has an active stewardship component and is well supported by our membership. The total pledges and commitments for 2022 represented a 13% increase in the number of donors and a 26% increase in the total dollar amount pledged as compared to 2021.

Our 2022 total operating deficit for the year is projected to be approximately \$675,000. As an endowed parish, we are fortunate to be able to cover this deficit with an expected \$693,000 drawdown. Our endowment has increased from approximately \$1.5 million prior to the sale of our building to \$8 million today. It is being managed by a group at Morgan Stanley with oversight from an internal Investment Committee. In addition to the Endowment Account, the Epiphany also has \$1.7 million invested in the Diocesan Investment Trust, which funds the cost of a rental Rectory.

The Church of the Epiphany Day School (CEDS) has a separate budget. They project \$1.36 million of income for 2022, which would be an increase of 30.7% over 2021. The majority of CEDS' income is from tuition (\$1.2 million) and grants (\$103,000). The school had an operating deficit for 2021 of \$140,000 which was largely due to lower attendance because of COVID-19. The school is budgeting a small operating loss for 2022 which should improve over time with higher enrollment in the new building.

Our long-term goal is to keep the Church on solid financial footing. New rental possibilities will help balance our annual operating budget, supported by long term growth of our endowment.

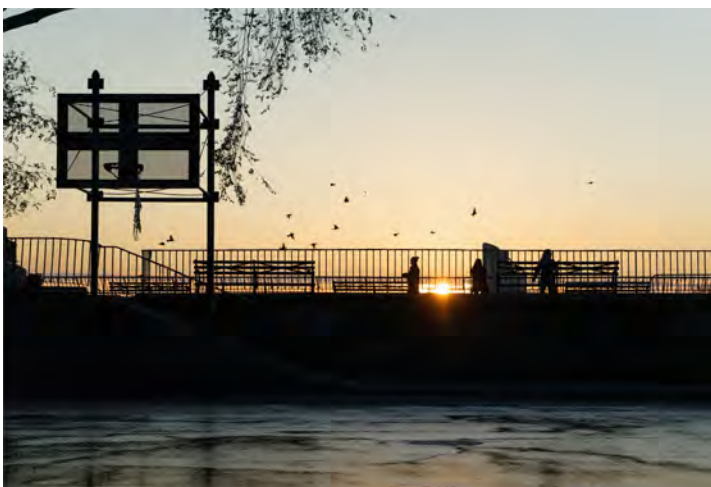


OUR NEIGHBORHOOD

THE UPPER EAST SIDE: YORKVILLE

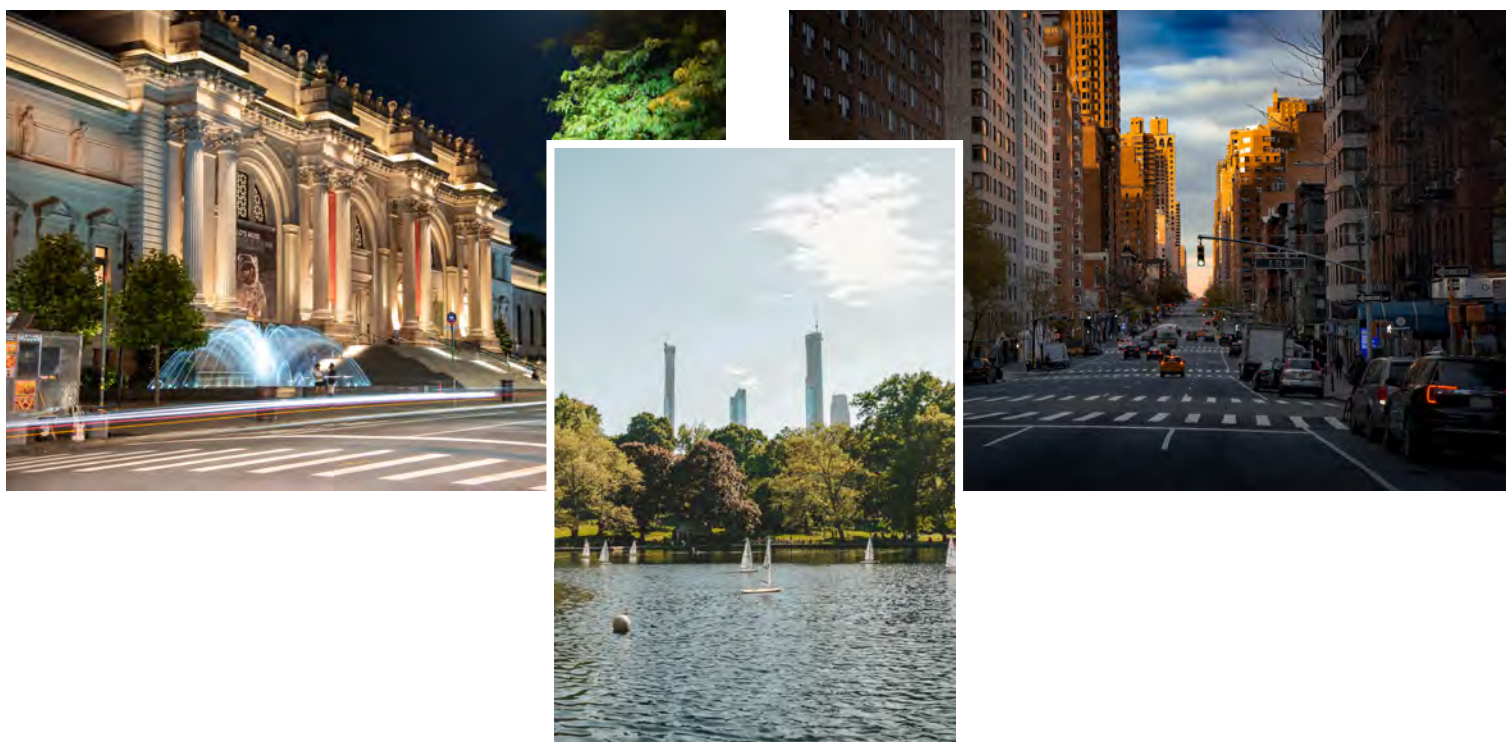
While the Upper East Side (UES) may be best known for Park Avenue real-estate and Madison Avenue boutiques, it's actually a very bright, quiet, family-focused neighborhood. Residents enjoy neighborhood parks such as Carl Schurz, which has great dog runs and sweeping views of the East River; and John Jay Park, a meeting place for kids of all ages to gather in a safe and fun playground setting.

And it wouldn't be NYC if almost any type of food weren't just a short walk or delivery option away. Our neighborhood has Thai restaurants and bagel shops that rival any throughout the five boroughs. Yorkville's culinary history of German restaurants, bakeries, and beer halls can still be seen in its long-established butcher shops and other beloved neighborhood haunts. Greenmarkets pop up on the weekends, and multiple places host Community Supported Agriculture – including Epiphany.



Perhaps the most attractive neighborhood “amenity” is New York’s Central Park, a 15-minute walk from the parish, which offers a bucolic retreat from our busy, fast-paced lives. “Museum Mile”, which runs along 5th Avenue east of Central Park, is home to some of the world’s finest museums, including the Guggenheim and the Metropolitan Museum of Art. The lights of Broadway are also directly accessible via the recently extended “Q” line of the NYC subway, which is the line with the closest stop to Epiphany.

The Upper East Side is also home to quality public and private schools that consistently rate among the best in the city and nation. Our zoned elementary school is PSI 58 Bayard Taylor located at 77th Street and York Ave, and many of our parish children attend. The zoned middle school is only a block from our new church, and Eleanor Roosevelt HS, a top-rated high school, is two blocks away. In addition, the UES is home to many of the city’s top private schools including Dalton, Spence, Lycée Français, and Chapin.



THE RECTORY

A number of years ago, Epiphany sold a condo that served as the Rectory for the parish. The \$1.7 million in proceeds were deposited with the Diocesan Investment Trust, and a 4% quarterly draw provides the funds to allow the church to rent an apartment for the Rector. In the current rental climate on the Upper East Side, the funds available would secure a 2 bedroom, 2 bath home in a doorman building. However, there are many housing options available on the Upper East Side, and the parish and vestry are committed to meeting the housing needs of the Rector.



CONTACT

To apply for the position of Rector at The Church of the Epiphany, email epiphanynycsearch@gmail.com with your cover letter, resume, and OTM profile.