



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Sep 8, 2022)

The Church of the Epiphany, New York

351 East 74th Street, New York, NY 10021, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 10/28/22.

epiphanyncsearch@gmail.com

Weekly Average Sunday Attendance (ASA) 39	Number of Weekend Worship Services 1	Number of Weekday Worship Services	Number of Other per Month Worship Services
Current Annual Compensation	Cash Stipend \$125000	Housing / Rectory Detail \$80000	Utilities
SECA reimbursement \$12086	Compensation Available for New Position \$217086	Housing Available for	Pension Plan We're in compliance with CPF requirements.
Healthcare Options Full family	Dental Yes	Housing Equity Allowance in budget No	Annual Equity Amount
Vacation Weeks One month, including 5 Sundays (standard)	Vacation Weeks Details	Continuing Education Weeks 2 (standard)	Continuing Education Weeks Details
Continuing Education Funding in budget \$1001-\$2000/year	Sabbatical Provision Yes	Travel/Auto Account Yes	Other Professional Account

We are calling a Rector, compensation & benefits negotiable according to diocesan guidelines.

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

In June we said a final goodbye to our York Avenue facility, which had been Epiphany's home for 80 years. The final Eucharist was celebrated with a crowd among the largest in the pandemic era. We gathered as a community afterwards for a barbeque, which is a longstanding church tradition. We had burgers and ice cream sundaes and even some champagne, which was used to toast our favorite memories. Parishioners shared their stories of finding Epiphany and what made them stay, with the themes of welcoming, faith, and friendship coming up over and over. It was a bittersweet but joyous moment as we look forward to a new era, reminding all of us that the Church is more than just a building in which we gather.

How are you preparing yourselves for the Church of the future?

The momentous decision to sell our former property and invest in a new building was all about preparing ourselves for the future. We've spent the last two years completely renovating our new space to improve every aspect of our parish life, including modernized technology, updated kitchen facilities, better space to accommodate our growing preschool, and full ADA compliance. The York Avenue building had a beautiful sanctuary but very little to offer in the way of other facilities. The Church of the future is in many ways about meeting people's needs in a variety of ways. In the new building we'll be able to do that. Epiphany is also in the process of updating our website to help facilitate more effective digital evangelism.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

Bridge-Building. Creativity. Collaboration. Dynamic Preaching.

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Describe your liturgical style and practice for all types of worship services provided by your community.

Epiphany is decidedly Broad Church in its liturgical piety. We favor a joyful, relaxed formality in the celebration of the Sacraments. When fully operating, we celebrate Holy Communion three times every Sunday, once using Rite I with no music, once using Rite II with choir, and once in the evenings with Rite II and no music. Lay Lectors and Intercessors actively participate in each liturgy with the Collect of the Day said in unison. The overriding priority of the parish is that the liturgy be accessible to all who come and is offered with dignity and joy, and we welcome new leadership and innovation from our next Rector.

How do you practice incorporating others in ministry?

Epiphany is very conscientious in how we welcome newcomers. We have designated welcomers at each service and strive to make the passing of the peace a moment in which everyone feels free to introduce themselves. We have had some "name amnesty" services where everyone introduces themselves by name to avoid those moments when you know you should know someone....but you don't. Our clergy strives to follow up with newcomers directly to make sure they feel welcome. Pre-pandemic, we held newcomer lunches and classes. During Stewardship campaigns, various members of the parish are invited to speak to the congregation about their service and ministry, which offers people a chance to hear all the ways it is possible to donate time and talents in addition to treasure.

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

We welcome the presence of companion animals during services, not only from our regular parishioners, but from those who might find themselves attending services during their regular dog-walking routine. Children are always welcome in the sanctuary, and even at the altar. During the early months of Covid, we began an online Bible Study, which faithfully met to find hope in the Gospels during a turbulent time, eventually expanding to an in-person gathering. The Parish especially appreciates reading and discussing books together. 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. Epiphany's Arts and Spiritual Direction group meets periodically to engage in discernment and reflection through the creative process. We affirm each other's humanity and uphold each other's dignity through social justice initiatives, such as serving water at the Pride parade, volunteering to assemble emergency help kits during natural disasters, and supporting ministries such as Racket, which helps people at an economic disadvantage gain access to menstrual hygiene products.

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How do you engage in pastoral care for those beyond your worshipping community?

Epiphany has deep passion for and commitment to serving others. Being a part of the hospital community around us is an important part of our history, and we have trained Lay Eucharistic Ministers who visit homebound and hospitalized parishioners. Our Wednesday Dinner Program has had to be responsive and flexible over the course of the pandemic. We went from serving in person meals to grab-and-go meals. The Dinner Coordinator, the cook and staff were determined to serve warm meals instead of sandwiches, and while many other programs remained closed, Epiphany reopened in July 2020. It was a struggle to create a workable system, but they fulfilled their vision of takeaway meals complete with a warm protein, starch, vegetables, along with a fresh salad, fruit, cookies and a bottle of water.

Describe your worshipping community's involvement in either the wider Church or geographical region.

The Wednesday Night Dinner Program is our marquee service project. Pre-pandemic, we served 4789 sit-down dinners to food-insecure people a year. Covid has forced many changes, but as 2022 progresses, the number of guests has risen to between 85 and 100 each week. Epiphany is also committed to a partnership with the Carter Burden Luncheon Club and Older Adult Program, hosting their signature daily lunch, which attracts over 150 people per day. In our new facility, the Carter Burden Network will be able to provide upwards of 1,000 meals a day, six days a week (150 meals in person and 850 delivered to homebound seniors.) Other missions include a leadership and skills training program for families with incarcerated loved ones; and support for international organizations such as Stand With Iraqi Christians.

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

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.

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What is your practice of stewardship and how does it shape the life of your worshipping community?

Our stewardship campaigns engage both heart and mind. We've had outside speakers come and talk about the importance of our giving and parishioners share their own testimony as to why they give. These moments are real and moving and often funny and truly engage our community on a personal level. We experienced a healthy increase in pledges from 2021 to 2022, which well of the parish's commitment to its life and ministry, particularly when we have all been disengaged to some degree because of COVID.

What is your worshipping community's experience of conflict? And how have you addressed it?

For some time, our previous building had been seen as both a source of pride and consternation. The decision to sell the York Ave building and purchase the new one was controversial. The Vestry made the decision based on a financial need to resolve the ongoing operating cost deficit. Some parishioners understood and saw the path forward while others felt they needed more voice in the matter. They spoke to generations of worship in the old building and what they felt was a casual dismissal of long-standing family and congregational history. The Vestry held a meeting after services to present the decision and allow an opportunity for everyone to speak. A few weeks later the sale was announced. Some decided to leave the parish while others decided to look forward together. As a community, we voted on which pieces of the former building should be moved and ultimately we moved all of the stained glass. It was an expensive proposition but important to the healing process.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

Surely the biggest change we have all endured in recent times has been adapting to life during the Covid pandemic. At the outset many congregants never even heard of Zoom but we persevered despite the difficulties of learning how to mute and unmute. We learned that it is possible to worship remotely and still participate, even though music and hymns were not quite the shared experience that they were in person. Coffee hour meant listening as a group to one person at a time instead of a series of smaller group conversations and fellowship. The pandemic allowed us all to gather without a building whether we were in New York, Vermont, Florida, or on the road. The parish has been truly blessed to have Reverend Elise during the pandemic. Father Roy was an early case of a positive test of Covid within the congregation and Mother Elise stepped up to ensure a smooth continuity amongst the clergy. She assembled the services on Zoom each week, hosting with her affable humility and warmth.

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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Roy Cole	Interim	2019-02	

Name	Position Title	Date Begun	Date Ended
Jennifer Reddall	Rector / Vicar / Priest-in-Charge	2011-08	2019-02

Name	Position Title	Date Begun	Date Ended
Andrew J. Mullins	Rector / Vicar / Priest-in-Charge	1998-08	2011-08

The Church of the Epiphany Day School (CEDS) is a member of the National Association of Episcopal Schools. The curriculum is non-sectarian and has an emphasis on the importance of compassion, respect, and equity. The school community encompasses people of all faiths, backgrounds and belief systems. CEDS is overseen by a Day School Advisory Committee Board, on which the rector sits. The Director of the School reports to the rector, who, along with the Vestry provides governance for the school.

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
YES	1	5

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
Pre-K	56	8	11



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Worshipping Community Web site: <https://www.epiphanync.org/>

Media Links:

- > <https://cedsnyc.org/>
- > <https://www.facebook.com/epiphanync>

Online References:

>

Languages Significantly Represented:

English

> <https://www.epiphanync.org/livestreaming/>

Provide Worship of Classes M.
English

References

Bishop:

Diocesan Transition Minister

Current Warden/Board Chair

Previous Warden/Board Chair

Search Chair

Parish/Institution

Local Community Leader