



Epiphany Lutheran Church

ANNUAL REPORT

January 1 - December 31
2024

Our Mission...

"Revealing God Through Revolutionary Relationships"

Epiphany Lutheran Church
268 Hill Road North
Pickerington, Ohio 43147
614-837-2826 www.epiphany-lutheran.com

Epiphany Church Council

January 1, 2024

President	Dave Zimmer
Vice President	Fay Barry
Secretary	Cindy Ganem
Treasurer	Josh Thornton
Congregational Life	Carl Langwell
Evangelism	Jeff McCullough
Preschool Representative	Ashley Turner
Property Management	Dell Moller
Social Services	Jill Schellhase
Youth	Lynn Rigelman

Church Staff

Pastor	Bradley A. Gee
Pastoral Intern	Ian Boden
Director of Education & Technology	Jeff Mitchell
Director of Music	Terry McCandless
Director of Children, Youth & Family Ministries	Alison Adams
Bookkeeper	Ken Schafer
Office Administrator	Dori Holbrook

CONTENTS

2024 Church Council and Staff	Page 1
-------------------------------------	--------

STAFF REPORTS

From the Pastor	3-7
From the Director of Education & Technology	8
From the Director of Music	9
From the Director of Children, Youth and Family Ministries ..	10
From the Pastoral Intern	11-12

STANDING COMMITTEE REPORTS

Epiphany Mission Endowment Fund	13
Welcome & Outreach.....	14-15
Memorial Garden and Columbarium.....	16
Social Services	17-18
Property Management	19

ORGANIZATIONS

Preschool	20-21
Resource Center	22

OTHER REPORTS

Attendance Data/Membership Facts	23-24
Treasurer's Report	25-28
The 2025 Church Council and Staff	29

Pastor Brad Gee

2024 Report to the People of Epiphany Lutheran Church

The late Rachel Held Evans had a vision for a church that welcomes affirms and includes include the likes of us, with all that we bring with us.

"This is what God's kingdom is like: a bunch of outcasts and oddballs gathered at a table, not because they are rich or worthy or good, but because they are hungry, because they said yes. And there's always room for more."

"The church is God saying: 'I'm throwing a banquet, and all these mismatched, messed-up people are invited. Here, have some wine.'"

As I reflect on 2024, there are a number of highlights that come to mind.

I had the privilege of coordinating the participation of Columbus area ELCA Lutherans in the Columbus Pride Parade on Saturday, June 15th. Over one hundred people representing ELCA congregations participated and made their presence known. I was proud of our group, especially the large group of Epiphany members and friends.



On September 28th and 29th, we hosted Colby Martin, a pastor, speaker and teacher. Quite a few members of Epiphany had read Colby's book, *Unclobber: Rethinking Our Misuse of the Bible on Homosexuality*, and were excited to hear Colby in person. We welcome people from a variety of locations and faith traditions, including a woman who had traveled from North Carolina just to hear Coby walk us through the so-called clobber passages that have been wrongly used to condemn folks in

the LGBTQIA+ community. His presentations on the 28th were insightful, inspiring and gave us resources to use in conversations and classes. On Sunday, Colby preached and was well received by folks in attendance that day.



Both of these events of our Welcome Statement, which has become more and more important as we have lived into our commitments as a Reconciling in Christ (RIC) congregation.

Our Mission: Revealing God through Revolutionary Relationships.

Our Welcome Statement

We at Epiphany Lutheran Church are followers of Jesus and we seek to live our lives according to his teachings. He welcomes us all to God's table and teaches us to love others as he loves us. In an ongoing effort to be an intentionally inclusive congregation, we are committed to:

- embracing people from every race and ethnicity
- honoring people of all ages
- affirming and loving people of all sexual orientations
- cherishing people of all gender expressions and gender identities
- celebrating people with various physical or mental abilities
- respecting people of every socioeconomic class
- inviting people of all household structures and marital statuses
- welcoming people from all educational backgrounds
- valuing people who feel marginalized or left behind

If you have a different faith background, different religious or spiritual experience, or are curious about your spiritual beliefs, we welcome you.

We celebrate what makes all of us unique.

We believe that God provides grace to all, and we see all people as children of God made in God's image.

We strive to provide a diverse environment of mutual love and respect, a safe place where all are free to be themselves.

All are welcome to share in the life, leadership, ministry, fellowship, worship, responsibilities, blessings, and joys of the congregation's life.

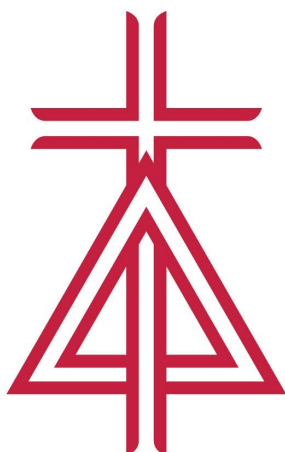
We invite you on this journey to be part of an inclusive faith community!

Since 2021, we have made efforts to intentionally broaden our welcome to folks in the LGBTQIA+ community as an expression of our commitment as a Reconciling in Christ (RIC) congregation. We want to be a welcoming place and sometimes that means making connections with people that have been rejected and belittled by people in Christian churches. The logo below includes the colors black and brown, symbols of our commitment to black, indigenous and people of color (BIPOC). Ethnic diversity is a difficult thing to accomplish in a congregation and yet we know that the Pickerington community is becoming more and more ethnically diverse. To have a relevant voice in the community, it will be good for us to ask what it will mean for us to be a more ethnically diverse congregation.



We are a
Reconciling in Christ
Congregation

I often say that Epiphany is a great teaching congregation. Over the years, our congregation has hosted first year seminary students completing field work, senior seminarians as part time paid staff, one-year seminary interns and, most recently, two-year interns that are participating in a unique Master of Divinity (M.Div.) degree program offered by Trinity Lutheran Seminary.



**TRINITY
LUTHERAN
SEMINARY**
at Capital University

From 2018-2020, Barry Halter served as our intern. Barry's experience was enriched, we'll say, by the COVID-19 pandemic. Barry now serves as the pastor of St. Paul's Lutheran Church in Upper Sandusky, Ohio.

From 2021-2023, Jamie Ulrich served as our intern. Jamie now serves as the pastor of St. Luke's Lutheran Church in Marietta, Ohio.

Our current, Ian Boden, began his internship in August 2023. Ian will graduate from Trinity Lutheran Seminary in Bexley, Ohio and be ordained and called to serve his first congregation next summer.

Ian has had a significant impact on our congregation through his preaching, worship leadership, teaching several Epiphany U classes, providing pastoral care through home and hospital visitation, participating in confirmation ministry, Rise and Shine Sunday School, working with our young adults, organizing retreats and a variety of fun events for people of all ages in the congregation. I am personally grateful for the ways in which Ian has insinuated himself into the life of our congregation.

Church council has approved the funding that will be necessary to support a two-year intern from Trinity Lutheran Seminary. I have had conversations with the director of the internship program at Trinity and there is a promising candidate who will likely begin his internship in August 2025.

Our staff team continues to lead us in the development of creative and community-building ministries that enrich our faith and make us strong as a congregation of Jesus followers. I have been here almost eight years and during that time I have learned that this group of servant leaders desire no special recognition for the work they do. They just do it. I have rarely been associated with such a talented, selfless servants of Jesus and all of us.

- Ali Adams-Director of Children, Youth and Family Ministries
- Ian Boden-Pastoral Intern
- Brad Gee-Pastor
- Dori Holbrook-Administrative Assistant
- Terry McCandless-Director of Music
- Jeff Mitchell-Director of Technology and Christian Education
- Ken Schafer-Bookkeeper

I am also grateful for the leadership of Epiphany's Church Council. These servants of Christ provide leadership that is mostly behind the scenes and often goes unnoticed. Along with the staff, members of the Church Council are the backbone of our congregation. Please join me in thanking the following members of the 2024 Church Council.

I extend my gratitude to Dave Zimmer, who is completing his service as congregational president, Fay Barry, who is completing her service as congregational vice president (Fay also served as acting president for the last four months of 2024), Karl Langwell, who is completing his term as Congregational Events representative and Jill Schellhase, who is completing her service as representative of the Social Services Team.

Please join me in welcoming Ray Holmes (Vice President), William Lytle (Congregational Events), Dianne Mawhirter (President) and Mike Poyer (Social Services) to the 2025 Church Council.

2025 Church Council Members

- President-Dianne Mawhirter (Executive Committee)
- Vice President-Ray Holmes (Executive Committee)
- Secretary-Cindy Ganem (Executive Committee)
- Treasurer-Josh Thornton (Executive Committee)

- Pastor-Brad Gee (Executive Committee)
- Congregational Events-William Lytle
- Welcome and Outreach-Jeff McCullough
- Facilities-Dell Moller
- Preschool and Youth-Lynn Rigelman
- Social Services-Mike Poyer

Finally, I want to thank you for your very generous financial support of our ministries during 2024. Your contributions fully funded our ministries, including strong support of our mission partners. And, your amazing responses to special projects requiring time, talent and treasure gave witness to the fact that you are “doers of the word and not hearers only”.

I am grateful for the privilege of serving as the pastor of our congregation.

God’s peace be with you.

Pastor Brad Gee



Coordinator of Worship, Technology and Education

2024 Annual Report

Day Camp— In our first year back since 2019 we had 20 students and 3 LOMO staff members here for Day Camp.

Confirmation— 9 students confirmed their faith in the spring after spending two years learning and growing together.

Preschool VBS— Numbers went back up again as we had 72 kids in the building this past summer and 76 leaders and helpers here for Scuba VBS.

Epiphany U classes met regularly in the fall and spring of 2024. Pastor Brad met online weekly with Coffee and Christ (anyone welcome!), Lift met and grew larger this year and many other groups opened the Bible together and grew in faith.

Weekly livestreaming of both services continues to invite people to remain connected from wherever they are. You can find us on YouTube and Facebook every Sunday and connect with people from all over the country as we join in worship.

13 Students took their first communion

This year we have intentionally ended our Sunday morning announcements with a thank you. Each week we say thank you for your generosity that allows us to do so much good and meaningful ministry together. And we show some photos of recent ministry events, to put faces and smiles with the thank you. I greatly enjoy putting these thank you videos together. I get what I wish each one of you would get, a knot of gratitude and joy in my stomach when I see the smiling faces, the food stuffed cars, the “God’s Work Our Hands” workers, the meals shared and the lives affected. One day of worship doesn’t change much. But I get to see the results of week after week and year after year of people hearing about the upside down other’s first life of Jesus and how it changes everything. And I get to see people live that out in service and study and worship and giving. As I sort through all the great photos of people living for God, serving others and loving each other well, I am indeed thankful. You are part of a kingdom of God, love others as I have loved you, kind of church. More to the point, you (I mean the You reading this) ARE that church. Thank you.

Jeff Mitchell



Worship and Music/Director of Music

Weekly I am reminded of how you have made worshiping through music valued in this congregation. When you join together in song and liturgy, your voices blend to bring God praise. I can feel the unity and family as Epiphany worshipers you bring to this space weekly. I'm even told that many of our online worshipers are singing in their homes. Thank you for the consistent energy in your worshiping through music. You continue to inspire me.

We've all heard the saying "Use it or lose it." Our ministry members are committed to using their talents mostly on a weekly basis. The talent of rhythm, coordination and group ensemble is some of what our awesome bell choir shares with us to make beautiful music. Every voice is also unique and special. Having the ability to blend with other voices is a talent brought to us by our vocal choir. I feel this ability to become one as a group is part of why we can love and support each other. Not only our singing but our sharing and prayer time together has been very meaningful.

Do you see yourself being involved actively in the music ministry? Are there talents that you may not have used in a while? I'm sure they are not lost but just need to be used again. Us "mature" folks are well represented and others of the same age are needed and welcome. But it is the talent of our younger folks that is needed to assure continued health and growth for the future of this ministry.

It's no secret that our lives are completely filled with the many things our family life requires. But strangely enough, when you make time for God, the other things fall into place as well. Perhaps you can't make a weekly commitment. Talk to me about how you see yourself participating in the music ministry. Your talent can be used and you are needed.

When writing about the musical gifts brought to worship, I must mention our 11:00 worship band and leadership. Dee Saunders weekly provides thoughtful and meaningful current contemporary Christian musical selections to our worship. The band that she has assembled is in unparalleled quality. It is easy to see and hear how this group models commitment to worship.

Other gifts brought to worship would be those of individuals and children. Little Lights choir led by Brenna Holmes, solo singers, piano, organ, harmonica, flute, trumpet, violin.....all add to our worship life in a meaningful way. Do you have a gift you haven't shared yet? Please talk with me. Other opportunities for involvement would include the annual Christmas Cantata Choir and Singing Hims male chorus. These offer involvement but with limited time commitment. Bottom line, you are needed and welcome.

Come praise God with us,
Terry McCandless
Director of Music

CHILD, YOUTH, & FAMILY MINISTRIES

COMBINING THE LOVE OF THE HOME WITH THE
LIGHT OF THE CHURCH FOR A GREATER IMPACT

**COMBINING THE LOVE OF THE HOME WITH THE
LIGHT OF THE CHURCH FOR A GREATER IMPACT**



Submitted by Ali Adams & Lynn Rigelman

2024 Highlights

- God's Love is so BIG Event
- Nerf Night
- Get Ready for Easter All Ages Event
- 6 youth to the 2024 ELCA Youth Gathering in New Orleans
- Young Adult Care Packages
- SCUBA Preschool VBS & Summer Day Camp
- Little Lights grew and GREW!
- Pop-Up Sunday & Pop-Up Christmas
- Euchre & Bunco Event
- Solar Eclipse Retreat at LMC
- Thanksgiving Pies & Buckeyes
- Rise & Shine on Sunday mornings
- FAFSA Workshop
- Messy Games with Southern Ohio Synod at ELC Dayton
- Graduate Recognition
- Rise & Shine Teaching Team Recognition
- Advent Nativity Brunch
- SCUBA Helper & Leader Swim Party
- Phase Parent Journey
- FUSION Thanksgiving Meal & Canopy Walk Field Trips
- Trunk or Treat
- Pumpkin Carving

We believe that every kid is made in the image of God to love with all their heart, soul, and strength to trust Jesus for a better future. Over time and through a variety of opportunities and experiences, we hope to equip youth and their significant adults for a life covered in the love of God and rooted in faith.

2024 was a year of fun, excitement, growth, and faith exploration. Children, Youth, and Family Ministries at Epiphany combined favorite events and traditions with new and exciting ideas and connections for an unforgettable year of ministry.

Age group ministries through Little Lights, FUSION, Confirmation, and Senior High gave children and youth of all ages opportunities to connect faith and life. Rise & Shine gathered ages three through 12th grade on Sunday mornings for incredible faith formation lessons & activities.

Epiphany partnered with three Columbus churches to fill a bus with 36 youth and adults who attended the ELCA Youth Gathering in New Orleans. Not only did they worship, but they served, and made connections with the local cuisine and community in Louisiana.

The CYF Vision Team saw BIG DREAMS continue to grow as they expanded their reach to the community with Trunk or Treat, the Advent Nativity Brunch, and FAFSA Workshop for students and parents with help from Epiphany members who work for the local non-profit, I Know I Can.

The year would not have been possible without the help of the Rise & Shine Teaching Staff, the Children, Youth, & Family Vision Team, and the leadership of Lynn Rigelman (CYF Church Council Rep) the VBS Planning Team, and countless other volunteers who stepped up to make each and every event possible & our kids safe while doing ministry together. Thank you to all who made ministries possible in 2024!

2024 Annual Report to the Congregation

Submitted by Ian Boden, Pastoral Intern

It is hard to believe that we are already in my second year of internship here at Epiphany! I continue to be amazed at the hospitality, generosity, and care this congregation gives as it lives out the gospel.

Supervision and Internship Committee

One of the patterns of my week is meeting weekly with Pastor Brad as we discuss ministry at Epiphany and the larger church and reflect on my growth and continues growing edges as I continue to be formed as a leader for Christ's church as work in the world. I continue to look forward to our supervision sessions and to glean from his experience, insights and perspectives. I am also incredibly grateful for the honesty, support and insights given by my internship committee, who I meet with monthly and they offer valuable feedback on my engagement in ministry and preaching. The members of this committee are Kim Ebbrecht (chair), Anne Hampton, Cindy Smith, Jim Pence, Kevin Skarsten, Ray Holmes, and Steve Spell. Each member brings incredible life and ministry experience as asked deep and meaningful questions that help me to reflect and be formed as a pastor.

Preaching and Teaching

This past year has been a chance for more preaching and teaching and it has been a privilege and a delight! Preaching at least monthly and being in the rotation of preaching of our midweek services for Lent and Advent. I have even begun to preach at times without a manuscript and coming out from behind the pulpit. I have led several Epiphany U classes reviewing my seminary trip to Greece and Turkey and looking at the experience several of our youth had at the National ELCA Youth Gathering. I had the delight to facilitate two, one day prayer retreats where we explored and experienced different prayer practices. Serving on the confirmation teaching team also continues to be a wonderful teaching and learning experience. However perhaps the greatest learning experience in the realm of teaching was the opportunity to be a leader for a group during Vacation Bible School. This was my first Lutheran VBS and it was a joy and delight! Not only was it a chance to intentionally sit with some of the younger beloved children of God and get to know them but also to see how a team that really knows what they are doing put on a VBS.

Ministry Involvement

Epiphany is an active congregation! I have had the privilege and joy of being able to be involved with funeral services, God's Work Our Hands, the Art Team, Rise and Shine, the Men's Retreat, the Women's Christmas Dinner, FUSION, Blue Christmas, Holy Week, Back Year Bash, PAUSE, the Christmas Cantata, The Easter Vigil, Messy Games Day, Blessing the Portico, and so much more!

I also visit folks in the hospital and on the visit list. These visits are some of my favorite moments in ministry and are deeply meaningful especially when I have the privilege to bring someone Holy Communion.

One of the most exciting ministry experiences for me over this past year was attending the ELCA National Youth Gathering with several of our youth and Ali. This was my first Youth Gathering experience and to be able to go through not just the event but also the planning with someone as experienced with youth gatherings as Ali was a valuable experience, plus it was just so much fun! It was also a privilege to watch each of the youth who attended grow as an individual and in their faith as we worshiped, served, played, ate and prayed with several thousand other ELCA youth.

Worship continues to be one of my favorite parts of the ministry we share here at Epiphany. Assisting

with worship, preaching, children's sermons, and the opportunity to pray and sing with you all is very life giving.

The Epiphany Young Adult Ministry continues to be one of the most life giving ministries I have the honor and privilege of being involved with. We have thrown axes, played board games, had a murder mystery dinner, laughed till we cried, shared stories, forged new friendships and gone on a retreat! Our retreat actually was very well received and attracted 17 young adults from across 4 congregations. We are planning another one this year.

Seminary Classes and Formation

With the 2+2 curriculum that we use at Trinity Lutheran Seminary at Capital University, and the joy of privilege of serving and learning with you all for 2 years means that I do take some classes while I am on internship. Last semester I took a course on interreligious relations and this semester I am in my final seminary course on the book of Psalms. This May I will graduate with my Masters in Divinity from the seminary! I have also had the opportunity to attend the Toud Preaching Lectures at Trinity Lutheran Seminary at Capital University and the Trinity Day Lecture, where I was delighted to hear from the professor who taught me Systematic Theology and Lutheran Confessions.

As another note about the formation for being a pastor that happens on internship Pastor Brad and myself have had the opportunity to meet several times with the other ELCA pastoral interns and their supervisors for time of reflection and fellowship.

I am incredibly grateful to all of the members of Epiphany Lutheran Church for allowing me into your congregation, lives, stories and ministries as I learn and am formed as a pastoral leader for Christ Church at work in the world.

Peace and All Good,
Ian Boden, Pastoral Intern

2024 Annual Report of the Epiphany Mission Endowment Fund (EMEF)

Uncertainty and anticipation come to mind in reviewing 2024. We've weathered another up and down year and hopefully we will return to a more normal financial existence sometime in 2025.

The Epiphany Mission Endowment Fund (EMEF) exists to further the mission of Epiphany Lutheran Church beyond what can be done through our regular offerings. The Fund enables our congregation to further our community programs and other work of the Church.

The Fund was established in 1996 to serve three main functions:

- To provide for the receipt of extraordinary gifts
- To promote the faithful Christian Stewardship of each person's accumulated assets
- To use the earnings from the Fund to extend the mission outreach of the congregation

Contributions to the Fund are not spent but invested in stocks, bonds, mutual funds and other conservative investment instruments. The goal of the investments is to obtain a reasonable rate of return with concern for the preservation of capital and socially-responsible investments. The income from the investments is used for the Mission while the principal will continue to be invested. Income is distributed after appropriate requests are reviewed by the EMEF Board.

As of 12/31/2024 the balance in the EMEF was \$276,257.

In 2024, the Fund received gifts totaling \$2,500 in memory of several individuals including: June Eggert, Ron Murdock, Ruth Skarsten, and Linda Barry. We also received a gift from Art and Betty Jacob.

Since the establishment of the EMEF, a total of \$57,877 has been distributed in keeping with the mission of the Fund.

In 2024 there was one request for a disbursement, Ian Boden received \$26,075 for his internship expenses while at Epiphany.

If you have additional questions about how you can make a gift to the EMEF, please contact one of the members of the Board of Trustees. If you would like to make suggestions for disbursements, please contact one of the members of the Board of Trustees or Pastor Brad.

Steve Wolfarth, Chairman
Brian Kelly, Vice Chairman
Carol Ackerman
Keith Ebright
Ann Leak

Welcome and Outreach Annual Report 2024

The Welcome and Outreach team spent the year settling in and working out scheduling kinks with our various teams and ministries. Thanks to our staff, news about worship, programming, small groups, youth activities, and community events was communicated through various channels: website, social media, Connect emails, mailings. Printed materials available in gift bags, at the Welcome Center, and the Communication Center offered guests an overview of Epiphany Lutheran Church and the numerous ways to be involved. Nativity-themed magnets with a QR code linked to the Epiphany website were given out to all visitors on Christmas Eve the last two years.

While a goal of the Welcome and Outreach Team is to pursue and implement ways to make Epiphany Lutheran Church a place of intentional welcome and inclusivity, the most effective welcoming has come from Epiphany members themselves. From saying hello to visitors during worship to assisting a community member in need, these kind connections demonstrate the welcome and love of Jesus in action.

Sunday hospitality teams continued to run smoothly, thanks to leaders who recruit and schedule volunteers and manage tasks.

Greeters: In 2024, approximately thirty members of the congregation greeted worshipers at the main church entrance before the 9:00 and 11:00 service. Many thanks to Jeanne Farnlacher who coordinated this team of volunteers and had 24 members regularly scheduled to greet with two typically assigned at the 9:00 service, and one at the 11:00 service.

Welcome Center: Thanks to Carol Crawford coordinating, this year thirteen members of the congregation regularly served as hosts/hostesses at the Welcome Center before and after the 9:00 and 11:00 and Christmas Eve worship services, with three new folks being added to the team. They helped greet worshipers, answered questions about Epiphany, directed and connected guests with appropriate ministry leaders, and provided a gift bag, which included a coffee cup, notepad, pen, magnet, pamphlets, and "Christ in our Home" booklets.

Guest Services: First time visitors at worship are asked to fill out and submit a yellow guest card in the pews or at the Welcome Center. Carol Crawford or Sandy McLoney follow up with an email or phone call once a welcome letter has been sent from the office. All guest information is logged in the Guest Services notebook. Fifteen guest cards were filled out and submitted in 2024. Generally, these visitors learned of Epiphany from our lawn sign, web search, or VBS.

Pew Pockets: Thanks goes to Kathy Cruz who coordinated this team of four volunteers. They rotated weekly to maintain the pew pockets in the Sanctuary, which involved sharpening pencils, refilling guest cards and offering envelopes as needed.

Special Events and Community Outreach

New Member Receptions and Welcome Sundays: Receptions were held in February and November of this year in between the 9:00 and 11:00 services where 14 individuals were

recognized and welcomed into the congregation as New Members. Refreshments were provided and photos of new members were taken and included in the Connect. The first Sunday of every month continued to be designated as a Welcome Sunday, during which worshippers were invited to fill out and wear a nametag. Newly discussed and added this year were the options of adding rainbow stickers and pronouns on name tags to promote hospitality and welcome to all.

At our 2024 SCUBA **VBS** June 10th-14th, the Welcome and Outreach Team provided 16 welcome bags to families with no church home listed. Approximately 10 welcome bags were given out to new families at each of our **Preschool Sundays** on January 21st and April 21st.

Back Yard Party: Stormy weather almost put a damper on this year's Back Yard Party, held on Wednesday, July 3rd from 8-10pm. The evening had a slower start with kid's crafts, music, and refreshments inside, but once the weather cleared, activities were shifted outside. The fireworks show was moved up to 9:30pm this year but was delayed till closer to 10pm due to weather. Eleven volunteers from the congregation were signed up to volunteer, but thanks goes to the staff and volunteers who jumped in to adapt to the changing plans. Three members of the 11:00 am worship band provided live music throughout the evening. Attendance was estimated at 150 and it turned out to be a memorable evening of fellowship including ice cream and drinks, kid's activities, live music s'mores, glow sticks, and of course the Pickerington fireworks display.

About 15+ members of the congregation joined with 125 people from local Columbus Lutheran churches to march in the **Pride Parade** on June 14th in downtown Columbus. 28 folks and 15+ folks represented Epiphany, marching in the Pickerington **July 4th Parade** and **Labor Day Parade**, respectively, handing out flyers and pens.

Welcome and Outreach is excited to seek out new ways to provide an inclusive welcoming environment inside the walls of Epiphany Lutheran Church this upcoming year as well as extend the message into the greater community that God's love is for all.

Respectfully submitted by Stacia Thornton, Leader of Welcome and Outreach Team

Epiphany Lutheran Church Memorial Garden & Columbarium 2024 Annual Report

The Memorial Garden & Columbarium is a part of Gifts & Furnishings of Epiphany Lutheran Church. The Memorial Garden & Columbarium is fully self funded by donations, gifts, & grants. We are led by Epiphany committee members Ruthie Schmitz, Roger McLoney, John Long, Cindy Long, Laura Reed, Ann Leak, Beth Klamo, Mike Shugert, Fay Barry, Linda Fosnaugh, & Pastor Brad.

2024 was an exciting year as our dream of a 2nd columbarium was realized. This beautiful columbarium was dedicated on All Saints Sunday 11/03/24 & should take us well into the future. Our continuing mission is to provide a place of peace, comfort, & meditation to all who visit the garden.

Income:

Carry over balance from 2023:	\$33,001.23
Designated reserve fund-2 nd columbarium 2023	10,000.00
Designated donation-2 nd columbarium 2023	20,000.00
Designated donations 2024-pond, landscaping	7,400.00
Undesignated donations	2,153.00
Niche & related items sales	3,675.00
Cemetery grant	2,500.00
Total	78,729.23

Expenses:

Eickhof Columbaria	50,564.57
Columbus Hardscapes	15,669.97
Betts Engineering	1,200.00
Edgewater Engraving	981.48
Bartletts Tree Service	640.00
Columbus Memorials	1,194.00
Cemetery license	25.00
Misc. expenses	818.68
Total	71,093.70

Balance: Operating budget for 2025	\$ 7,635.53
------------------------------------	-------------

Respectfully submitted: Linda Fosnaugh

EPIPHANY LUTHERAN CHURCH
PICKERINGTON, OH

ANNUAL COMMITTEE REPORT TO CHURCH COUNCIL - 2024

Committee Name: Social Services
Chairperson: Sandi Poyer
Council rep: Jill Schellhase
Members: Brenna Gardner, Dori Holbrook, Betsy Jansen, Jerry Kisner, Tom Leach,
Sara Lundy, Margie Maurer, Mariann Menter, Polly Renner, Lynn
Rigelman, Donna Saunders

The Social Services Committee is thankful for the members of Epiphany who have generously donated their time and talents as well as their monetary gifts, food, and other much needed items over the past year.

We have also begun to collaborate with Mary Circle on outreach projects.

The generosity and love of Epiphany's congregation is truly an inspiration to us all.

2024 Activities:

- Volunteers served four times at the Franklin Co. Lutheran Social Services Food Pantry.
- Collection of new and used clothing, miscellaneous donations and personal care items for St. Peter's Lutheran in Lancaster is on-going. Other recipients this year included Fairfield LSS homeless adults, refugees served by Harvest Assembly of God, a church that works with the homeless on the Hilltop and Grace Haus in Pickerington.
- The Blessing Box needs constant attention. It is promoted on social media for residents to both "take what you need or leave what you can." We collect donations year-round. There is a Sign-Up Genius for church members to sign up for a two-week time period to help keep the box stopped with donations received.
- In January, we had Undie Sunday, netting 642 items including underwear, thermal underwear, t-shirts, bras and socks. Donations were split between Star House and St. Peter's.
- In February, we had a one-time collection for the LSS Food Pantries of Fairfield Co. on Souper Bowl Sunday and collected \$1334.00.
- In March, Mary Circle held a diaper drive for Bottoms Up Diaper Bank, a non-profit in Lancaster that provides diapers for single mothers and their children. The grand total was 619 pull-ups, 2759 diapers and 7 containers of wipes.
- Mary Circle assembled 20 "sunshine" bags in April for our shut-ins •During the summer months, we assembled 162 Homeless Kits for LSS Fairfield County. The VBS and Day Campers were major helpers with this project.
- In September, we participated in "God's Work, Our Hands" Sunday for the 10th year. A lot of

planning went into this one day and included other people and groups besides Social Services. Leading up to the event, church and community members donated many of the items needed to assemble various kits on that day. 178 School Kits and 185 Personal Care Kits were put together for Lutheran World Relief, breaking all previous records! We also assembled 38 homeless kits for LSS Fairfield, 50 care bags for senior residents connected to COAAA and 35 hygiene bags for recent immigrants/refugees. Also, a HUGE amount of pairs of jeans were cut up into pieces for shoes that will be assembled in Africa to help prevent jiggers. Donations and grant money from Thrivent helped provide kit items, cover the cost of some supplies and pay for shipping.

- In October, we held a Coat and Blanket Drive. We also collected personal care items for Star House. The drive brought in 145 blankets, comforters, quilts and sleeping bags. Coats for men, women and children totaled 244. Hats (56), scarves (90), gloves (71) were also among the donations. 623 items in all, about 100 more than last year! They were distributed to Star House (drop-in center for homeless youth) St Peter's (a church in Lancaster that serves the needy) and LSS Fairfield County homeless adults. A few were picked up by a woman who works with the homeless at Revive Church-Hilltop.

- In November, Epiphany provided 110 Thanksgiving bags for the Fairfield Co. LSS Food Pantry. Mary Circle assembled 22 winter homeless kits for LSS Fairfield County that included heavy gloves, thermal layers, bivy bags (emergency sleeping bags), ponchos and socks. Mary Circle displayed a tree with ornaments so that congregation members (and even Pickerington residents) could take a tag to provide a gift card (for toy purchases) or specific clothing items for the kids at The Lighthouse Domestic Violence Shelter in Lancaster. We adopted three families (8 kids) and they received 18 gifts each. They also received diapers and wipes and 50 goodie bags for all children served by the shelter within the past year.

- For the Christmas season, we published the 18th annual Gift Catalog. This catalog gave the congregation the opportunity to make donations in a person's name for a charitable organization. This year, as of Jan. 10, contributions totaled \$10,480.00 with 31 households participating. Monies were collected to help support many organizations: ELCA Disaster Response, our school in Haiti, the Haitian Timoun Foundation, Lutheran World Relief, ELCA, several food pantries, Lutheran Social Services, First English Lutheran, World Vision, Jacob's Porch, Joseph's Coat, Star House, LOMO, Cap Cupboard, Ohio Pet Charities and NC4K.

Respectfully Submitted,
Sandi Poyer

PROPERTY MANAGEMENT COMMITTEE ANNUAL REPORT 2024

ELECTRICAL

- Converted light fixtures in classrooms, offices and hallways from fluorescent to LED tubes.
- Lights in the side soffits of the HMOC were also converted to LED lights.
- 160 light fixtures and over 380 fluorescent tubes were replaced.
- We received a rebate of over \$1,500.00 from South Central Power for energy savings through replacement of inefficient lighting with energy efficient LED lighting.
- Over 95% of Epiphany's light fixtures are now LED.
- Replaced two non-working exterior soffit lights at the Northeast entrance with new LED fixtures.

HVAC

- Spring and fall preventative maintenance was performed on all units.

MISCELLANEOUS

- Fire extinguishers and fire panel received their yearly inspections and service as needed.
- Yearly janitorial service was performed and a new company selected and started service in November.
- Yearly trash removal was performed.
- Recycled paper, cardboard, plastic, glass, and aluminum were taken every week to the township containers.
- Performed snow removal on the parking lot as needed.
- Replaced both operator arms and the control panel of the two interior automatic handicap doors.
- The domestic and fire protection back flows were checked to certify proper operation.
- Installed a new repair kit in the domestic water back flow.
- Removed the water pressure tank for the well because the bladder was completely ruined.
- Reworked a water line to hook up the southeast hose bib to city water instead of the well.
- A roof leak near the HMOC was repaired.
- The soffits in the HMOC were vacuumed when the light fixtures were converted to LED.
- The library shelves were removed and reinstalled after the walls were painted.
- The inside and outside of the gutters on the sanctuary were painted.
- The inside and outside of the gutters on the sanctuary were painted.
- The exterior soffit over the large cross on the sanctuary was painted.
- Replaced the Gathering Space carpet and the entry carpet going into the Gathering Space. The vinyl base was replaced also.
- Replaced the carpet and vinyl base in the HMOC.
- Leaves were cleaned out of all the gutters.
- Yearly lawn mowing and weed control was performed.
- Landscaping was edged, mulched and shrubs trimmed. Weed control was performed once a month throughout the growing season.
- Monitored the construction of the new entrance portico.

Epiphany Lutheran Preschool

Annual Report 2024



The mission of Epiphany Lutheran Preschool is to inspire children's natural curiosity to learn through discovery and play in a loving, Christian environment.

We ended the 2023-2024 school year with 44 students. The 2024-2025 school year has brought us 58 students and 7 teachers: offering two preschool classes and two Pre-K classes. The trust our families have in the preschool was evident with 24 returning students. We are ecstatic about the growth in the preschool.

Epiphany member, Elaine Schroeder, continues to thrive as our Preschool Director. The Preschool Board consists of Epiphany members: Bettie Luidhardt, Margie Maurer, Lynn Rigelman, Elaine Schroeder, Stacia Thornton, and Ashley Turner. Patti Lyons continues to serve as the bookkeeper for the Preschool. They continue to meet monthly to review current operations, the needs of the preschool, plan for the growth, and envision how to best meet the needs of the families in our community. Ashley Turner continues to serve as the Preschool Representative for Church Council.

We are proud to say that we have multiple students who are reading, beginning to read, or are showing early reading cues. We are beyond excited to announce that Elaine will be facilitating small groups for students as they continue to advance towards kindergarten readiness. Elaine has a Master's Degree in Reading and we are blessed with her knowledge and commitment to our students.

The preschool is very thankful for the continued partnership with the Epiphany staff. Ali Adams and Jeff Mitchell continue to share the love of Jesus through chapel time and the kids love when the Epiphany staff come into the classroom as guest readers. They also love their trips to the Church Resource Center. During Dr. Seuss week, Ali and Jeff spent a fantastic day reading "The Sneetches" and creating a fun group activity for the classes. We love that there is a true partnership in the shared spaces between preschool and youth programming; with continuous support of one another.

Our 2024 Spring Art Show was a tremendous success, and we cannot wait to share their art with the church again in April. Pre-K graduation in the spring was adorable with 14 students in little blue cap & gowns ready to head off to kindergarten.

We had a spectacular Christmas program written and choreographed by Epiphany member and Epiphany Preschool teacher Tiffany Armen. The program packed the sanctuary with family and friends, and they enjoyed a visit with Santa and fellowship following the program.

We continue to see our preschool families at Trunk-or-Treat, our Advent Nativity Brunch, Vacation Bible School, and Sunday mornings at Rise & Shine. We believe the preschool will continue to serve as a ministry of our church, the community, and help to build the future of Epiphany.

Throughout the year, Elaine looks for every opportunity to promote the Preschool and Epiphany Lutheran Church. She, Ali and other church members attend community events like PLSD's back-to-school bash, the Haunted Village, and parades to share the good things happening within our building.

The preschool continues to fundraise to enhance the outside space. This space will not only benefit the preschool students, but also Little Lights, Rise & Shine, and all families at Epiphany. We also envision this space to serve as a visual reminder to the community that Epiphany Lutheran Church is a welcoming family-friendly congregation.

We are grateful for the continued financial, benevolent support from the congregation that began in 2018. As well as the support provided through tuition scholarships, participation in our fundraisers and in-kind donations. We ask for your continued support and prayers for the Preschool.

Blessings,
Ashley Turner
Preschool Representative

Annual Report 2024

Epiphany Lutheran Resource Center

The Resource Center received a budget of \$500 for 2024. This amount did not change from 2023. We also received a donation of \$100.

Expenditures were as follows:

More than half went toward the annual renewal of computer software license fee. This software is essential for cataloging and circulation.

About 1/3 went toward general office supplies as well as specialized supplies for processing and promotion. We expect that this amount will be reduced in 2025. (See below.)

Only about 10% was available to spend on new materials.

We acquired a new dedicated printer in April for printing book labels and for other specialized needs because we found that we were spending a disturbing amount of money on printer ink for our outdated dedicated printer. Our new wireless printer affords us the opportunity to take advantage of the HP Instant Ink program, which will save us a significant amount of money going forward as compared to constantly buying ink cartridges for our old wired printer. We hope that the money we save on printer ink will allow us to buy new materials in 2025.

Our circulation skyrocketed in 2024. While 219 items circulated in 2023, 767 items were checked out in 2024. The Epiphany Lutheran Preschool classes came in about twice per month during the spring of 2023-24 and the fall of 2024-25 for story time and checkout. This Library Time program with the preschool began in the fall of 2023. Another boost in circulation was a policy change beginning in March. As a courtesy to our general patrons, we now automatically renew items that are still checked out if they are not returned, with a maximum of two renewals.

We added 72 items to our collection this year, and almost all of them were donations. We deleted 133 items. The majority of those deletions were not actual items discarded. We only deleted the computer records of items that had been marked as lost since our collection was put online in 2012. We hope that this data correction will provide a more accurate record of our collection going forward.

We continued our promotions with displays in the cabinet in the Gathering Space and in the hallway outside our doors. We also encourage reading with bulletin boards and with signs in the restroom stalls.

The Resource Center got a facelift in May with a fresh coat of paint on three of our walls, with many thanks to Roger and Sandy McLoney who did the work for us. The new paint is a cool blue tone and it certainly brightens up the space.

We gladly accept donations of money and of books. We especially appreciate new board books and other books appropriate for very young children since they are the majority of the patrons who use our Resource Center.

Many thanks to my dedicated weekly workers, Kathy Cruz and Linda Fosnaugh. Their work is invaluable to our commitment to the collective mission of Epiphany. The painting project involved many hours above and beyond our usual work time and was especially labor intensive with boxing and unboxing books. I also thank Jan Smathers who reads to the preschool children on Mondays.

Laura Reed, Director

Parochial Data/Membership

	Baptized	Confirmed
Membership - December 31, 2023	1259	1081
Members received during 2024		
By Baptism: children (15 yrs. and younger)	8	
By Baptism: adult (16 yrs. and older)		
By Affirmation of Faith		7
By transfer from ELCA Congregations		3
By transfer from other Lutheran Congregations or non-Lutheran congregations		0
From other sources and statistical adjustment		
Total members received this year		10
Baptized youth who were confirmed in 2024		9
		19
Subtotal	1267	1100
Members removed during 2024		
By death	12	12
By transfer to other ELCA congregations	3	3
By transfer to other	4	4
For other reasons and statistical adjustment	16	16
		35
MEMBERSHIP - December 31, 2024	1232	1065

Baptism - Child

Hayes VanSky	Elannah Nicole Lynne Fisher
Brayden VanSky	Henry Michael Westmoreland
Derek Jay Solenbarger	Ryan Murray
Lewis Oliver Coulter	Joanna Juniper Lin

First Communion

Samantha Parker
Eleanor Oberfield
Dellawynn Holmes
Elannah Fisher

Confirmations

Everett Adams	Joshua David Smart
Elizabeth Annamarie Armen	Evan Nightingale
Matthew Allan Pemberton	Liam Allen Smart
Erykah M. Pinkett	Oscar Keith Smart
Samuel Pitman	

Marriages

Tyler Holbrook & Olivia Hill (off site)	Steven Gardner & Maddie Tolliver
Jessica Langwell & Thomas Pitts (off site)	

Received by Affirmation of Faith

Leslie Parker	Judith Lipp
Matthew Plummer	Lee Ann Perin
William Wesley	Elizabeth Wesley
Gerri Kitzmiller	

Received by Transfer from ELCA

Beth Alten	Vicki Locker
Thomas Locker	

Received by Other Lutheran

None

Received by Other/Statistical Adjustment

None

Deaths/Funerals/Memorial Services

Virinia May - 12/22/2023	Ronald Murdock - 04/14/2024
Roger Phillips - 01/20/2024	Ruth Skarsten - 05/01/2024
Beeman Burgoon - 01/31/2024	Linda Barry - 05/11/2024
Ed Otte - 02/15/2024	Nelita Scheffler - 08/06/2024
Dorothy Pierpoint - 03/09/2024	Lewis Eggert - 12/22/2024
Joanne Frank - 03/25/2024	Donald Wachtman - 12/24/2024

Transfer - to ELCA

Andrew Perna	Carl Rayburn
Deborah Murphy	

Transfer-to other Lutheran

Gary Mason	Susan Mason
------------	-------------

Transfer - to other

Steve Chichester	Beth Chichester
------------------	-----------------

Removed by Request

Jon Herbst	Valerie Herbst
Lucas Herbst	

Members Removed for other reasons and statistical adjustment

Kortney Doss	Kyle Mason
Kaitlyn Doss	Brian Mason
Heather Dawson	Marlo Morehouse
Cindy Griggs	Aaron Mowen
Michael Harman	David Mowen
Sara Harman	Teresa Mowen
Tammy Harman	

2024 Annual Report from Treasurer

- **General Fund (Budget):**

- Our overall giving to the general fund was \$ 719,232 which was \$ 11,232 greater than our budgeted amount of \$ 708,000.
- We had interest income of \$ 11,757 which was \$ 1,757 greater than our budgeted amount of \$ 10,000.
- Our Budget Expenses in the General Fund were \$ 708,831 which is \$ 9,169 less than our budgeted amount of \$718,000.
- We had an overall net surplus of \$ 22,158 in the general fund for 2024. That amount will be transferred to our Unrestricted Savings balance in January of 2025.

<u>2024 Year End Budget Amounts (as of 12/31/2024):</u>	
<u>\$ 719,232</u>	Gifts Received in 2023
<u>\$ 11,757</u>	Interest Income in 2023
<u>\$ 730,989</u>	Total Income to General Fund in 2024
<u>\$ 708,831</u>	Total Expenses to General Fund in 2023
<u>\$ 22,158</u>	Net Surplus General Fund in 2024

- **Investment Income:**

- We switched from CD s to investing in the Schwab Government Money Fund (SNVXX) because the CD rates for the terms that we wanted to utilize for renewal were not consistent. The SNVXX fund was chosen because it invests in U.S. government securities and other obligations issued or guaranteed by the U.S. government, its agencies or instrumentalities . While the account is not FDIC insured, the investments in the fund provide similar guarantees to FDIC. The money fund is also protected by SPIC insurance, which protects against broker bankruptcy or Fraud.

- **End of Year Reports Please find Attached:**

- 2024 Budget Report
- 2024 Fund Activity Report & Bank Balances
- 2024 Endowment Fund Report

Respectfully Submitted Joshua Thornton, 2024 Treasurer

2024 Operating Budget Report
As of December 31, 2024

	Annual Budget	Actual December YTD	Better/(Worse) Than Budget
Church Offering	\$ 708,000	\$ 7 19,232	\$ 1 1,232
Interest Income	\$ 10,000	\$ 1 1,757	\$ 1 ,757
Gifts	\$ 718,000	\$ 7 30,989	\$ 1 2,989
Staff Benefits	\$ 63,825	\$ 6 3,858	\$ (33)
Employer Taxes	\$ 21,185	\$ 2 1,430	\$ (245)
Pastor's Benefits (excludes HC payment)	\$ 15,743	\$ 1 6,828	\$ (1,085)
Pastor's Salary (Includes HC Payment)	\$ 133,378	\$ 1 33,213	\$ 1 65
Payroll Processing	\$ 6,300	\$ 6 ,040	\$ 2 60
Staff Payroll	\$ 268,604	\$ 2 64,919	\$ 3 ,685
Workers' Comp	\$ 1,245	\$ 9 00	\$ 3 45
Payroll	\$ 510,280	\$ 5 07,188	\$ 3 ,092
Bldg. Op	\$ 48,900	\$ 4 2,263	\$ 6 ,637
Continuing Ed	\$ 2,000	\$ 2 ,048	\$ (48)
Copier / High Speed / Tech	\$ 10,700	\$ 9 ,318	\$ 1 ,382
Insurance	\$ 8,495	\$ 1 1,758	\$ (3,263)
Mileage - pastor & staff	\$ -	\$ -	\$ -
Vanco and Bank Fees	\$ 3,845	\$ 4 ,520	\$ (675)
Office Exp	\$ 4,000	\$ 3 ,725	\$ 2 75
Stewardship	\$ 1,500	\$ 1 ,234	\$ 2 66
Utilities	\$ 27,560	\$ 2 8,407	\$ (847)
Operations	\$ 107,000	\$ 1 03,272	\$ 3 ,728
Congregational Life	\$ 3,725	\$ 5 ,863	\$ (2,138)
First English Meals	\$ 750	\$ (455)	\$ 1 ,205
Evangelism	\$ -	\$ -	\$ -
Parish Education	\$ 4,450	\$ 4 ,540	\$ (90)
Social Services (without First English)	\$ -	\$ -	\$ -
Worship & Music	\$ 10,625	\$ 1 0,279	\$ 3 46
Children, Youth, & Family Ministries	\$ 16,550	\$ 1 4,543	\$ 2 ,007
Programming	\$ 36,100	\$ 3 4,768	\$ 1 ,332
ELCA (Southern Ohio Synod)	\$ 16,801	\$ 1 5,864	\$ 9 37
First English	\$ 10,339	\$ 1 0,339	\$ -
Jacob's Porch	\$ 11,632	\$ 1 1,632	\$ -
Epiphany Preschool	\$ 4,039	\$ 4 ,039	\$ -
Outdoor Ministries (Hopewood)	\$ 4,362	\$ 4 ,362	\$ -
Luth Soc Serv (LSS)	\$ 7,108	\$ 7 ,108	\$ -
Joseph's Coat	\$ 2,585	\$ 2 ,585	\$ -
LSS Food Pantry	\$ 5,331	\$ 5 ,331	\$ -
Epiphany Youth Mission	\$ 2,423	\$ 2 ,343	\$ 8 0
Benevolence (10% of Giving)	\$ 64,620	\$ 6 3,603	\$ 1 ,017
Total Expenses	\$ 718,000	\$ 7 08,831	\$ 9 ,168.78
Gifts Net of Expenses		\$ 2 2,158	

2024 Fund Activity Summary

Fund	12/31/2023	Gifts	Expenses	Transfers	Adjustments	12/31/2024
General Fund Balance	\$ 34,397	730,989	708,831	(26,081.72)		30473.13
Capital Campaign Balance	\$ 93,429		260	\$		
		\$ -	\$	-		\$ 93,169
Endowment Fund Balance	272,209	\$	\$ 26,075			
		\$ 2,451		0.00	\$ 27,672	\$ 276,257
Gifts & Furnishings Balances	109,501		137,086			
		114,984		\$ 3,837		\$ 91,236
Memorial Fund Balances			\$ 12,264			
	\$ 23,855	\$ 60,422		\$ 268		\$ 72,284
Non Budget Balances			282,791			
	648,200.36	273,048		\$ 26,581		\$ 45,874
Unrestricted Savings Balance						
	53,733	\$ -	\$ -	\$ 25,033		\$ 78,766
Youth Balances						
	32,437	18,577	30,228	\$ 2,423		\$ 23,209
All Funds		469,482	488,704	\$ 58,142	\$ 27,672	\$ 711,268

Liquid Assets Summary As of December 31, 2024

Account	12/31/2024
General Operating Account	\$ 275,147.84
Money Market Account	\$ 50,002.95
Schwab Brokerage Account	\$ 103,937.90
Endowment Savings Account	\$ 5,696.96
Endowment Investment Account	\$ 270,560.43
Total Liquid Assets	\$ 705,346.08

Epiphany Mission Endowment Fund
As of December 31, 2024

ACTIVITY

	Gifts	Net Earnings	Grants	Sum
1/1/2024Beginning Balance	\$ 1 98,356	\$ 1 05,655	\$ (\$ 2 72,209
1/1 - 3/31 1st Quarter Activity	\$ -	\$ 10,929	\$ 31,802)	\$ (15,146)
4/1 - 6/30 2nd Quarter Activity	\$ 2,100	\$ 4,843	\$ (26,075)	\$ 6,943
7/1 - 9/30 3rd Quarter Activity	\$ -	\$ 13,923	\$ -	\$ 13,923
10/1 - 12/31 4th Quarter Activity	\$ 350	\$ (2,022)	\$ -	\$ (1,672)
12/31/2024Ending Balance	\$ 200,806	\$ 133,328	\$ (57,877)	\$ 276,257

FUNDS AVAILABLE TO AWARD

Life to Date Earnings	\$ 133,328
Life to Date Grants	\$ (57,877)
Funds Available to Award	\$ 75,451

ASSET ALLOCATION

ELCA Pooled Trust	\$ 270,560
Chase Savings	\$ 5,697
Total	\$ 276,257

ASSET ALLOCATION - ACTUAL vs TARGET

	Actual	Policy Target	Policy
ELCA Pooled Trust	98%	90%	70% to 95%
Chase Savings	2%	10%	5% to 30%
	100%	100%	

2024 GRANT DETAILS

1/11/2024	\$26,075.00	Intern Funding - Ian Boden
-----------	--------------------	----------------------------

Note: The Endowment Fund is managed by the Endowment Committee and is customarily funded by the estates of our members. The bylaws dictate that the gifts themselves are to survive into perpetuity and that only the earnings are available to gift at the discretion of the managing committee.

Epiphany Church Council

January 1, 2024

President	Dave Zimmer
Vice President	Fay Barry
Secretary	Cindy Ganem
Treasurer	Josh Thornton
Congregational Life	Carl Langwell
Evangelism	Jeff McCullough
Preschool Representative	Ashley Turner
Property Management	Dell Moller
Social Services	Jill Schellhase
Youth	Lynn Rigelman

Church Staff

Lead Pastor	Bradley A. Gee
Pastoral Intern	Ian Boden
Director of Education & Technology	Jeff Mitchell
Minister of Music	Terry McCandless
Director of Child, Youth & Family Ministries	Alison Adams
Bookkeeper	Ken Schafer
Office Administrator	Dori Holbrook