

THE EPISCOPAL CHURCH OF THE

EPIPHANY

Flagstaff, Arizona



Parish Profile

April, 2024



Recognition of Indigenous People of the Land

WE SIT NEAR THE BASE OF THE SAN FRANCISCO PEAKS, on homelands sacred to Native Americans throughout the region. We honor their past, present, and future generations, who have lived here for millennia and will forever call this place home. We acknowledge and pay respect to them as the original people of the land and their role as custodians of this land given to them by our one and only Creator God.



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*“In the beginning was the Word,
and the Word was with God...”*

– JOHN 1:1



Welcome

TO THE EPISCOPAL CHURCH OF THE EPIPHANY IN FLAGSTAFF, ARIZONA.

Our church is within the Episcopal Diocese of Arizona, led by the Sixth Bishop of Arizona, Bishop Jennifer A. Reddall. Epiphany embraces the Diocesan mission: “Follow Jesus. Grow in faith. Walk in love.”

At Epiphany, we believe diversity of thought is a gift; service is best shared with others; and hope is made real through the worship of a Living God in a community of caring.

Our congregation is excited to call a Rector who will guide the spiritual growth of our church community, provide pastoral care, nurture the growth of our ministry teams, and manage the administrative aspects of our parish.

We invite you to learn more about Epiphany through this summary of our history and hopes, our ministries and members, our worship, and what we seek in a new Rector.

Thank you for your prayerful discernment, and we hope to see you in the near future.



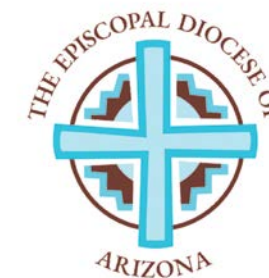
Together
Building a
Community
of Good

MISSION

Bringing the love of God to all people

VISION

*Reconciling all to God, so the world
will know peace and justice*



The Episcopal Diocese of Arizona:
<https://azdiocese.org/>

Please e-mail all inquiries and correspondence to the
Reverend Canon Anita Braden, Canon to the Ordinary:
anita@azdiocese.org



What We Seek in a New Rector

We posed this question to parishioners who gathered at our Spring 2023 Day of Discovery workshop. Using the Appreciative Inquiry model, and with the spiritual guidance of our moderator, the Reverend Canon Anita Braden, we shared our hopes and dreams for Epiphany's future leader. Lively discussion and prayerful discernment ensued.

The following characteristics rose to the top in our Day of Discovery discussion:

- An energetic, visionary leader well-grounded in spirituality
- A good administrator with knowledge of finance and human resources
- A preacher of love and living our faith
- A theologian well-versed in tradition but open to new dialogues
- A pastor with strong interpersonal skills
- A socially-conscious leader committed to inclusiveness and diversity
- A motivator who will support us in continuing to grow our ministries
- A role-model for Christian education
- A skilled communicator and active listener who works collaboratively within the church, the Diocese, and the community
- A champion of children, youth, and family ministries
- An approachable builder of community and fellowship
- A faithful steward of parish resources who will inspire joyful giving

In summary, we seek a Rector who models loving servant leadership principles and who lives and preaches the Word of God through relevant and thought-provoking sermons. We pray that the Holy Spirit guides you, and we hold you in our prayers during your discernment.



"I will give you shepherds after my own heart, who will feed you with knowledge and understanding."

– JEREMIAH 13:15





The Core Values of Epiphany

LOVE OF GOD • INCLUSIVITY • OUTREACH • HOSPITALITY

We celebrate the vitality that children and families bring to our parish. We work to expand our children ministries and reinvigorate our youth programs to create a safe and accessible space for our young parishioners to grow in the body of Christ and as citizens of the world.

We consider our historic building and grounds to be a resource, and we open our sanctuary, our garden, and our Parish Hall for community groups; for musical, literary, artistic social awareness events; and for fellowship.

“For as we have many members in one body, but all the members do not have the same function, so we who are many, are one body in Christ, and individually members of one another.” – ROMANS 12:4-5



Epiphany is a parish of teachers and businesspeople, long-time residents and newcomers, managers and line staff, retirees, children, and those with and without means. We embrace the great range of skills and viewpoints of our parishioners, and we respect the convictions and dignity of all who join us. We strive to ensure that our worship and ministries enable all who come through our doors to find a spiritual home and a closer walk with God.

Who We Are

Epiphany is a community of Christ rooted in the Anglican tradition and committed to inclusiveness, to being a resource for Flagstaff, and to serving as a safe harbor for all, regardless of where they may be in their walk of faith. We honor the beauty and sanctity of our centuries-long heritage while remaining open to change and to new ways of being in relationship with God.

Our worship is centered on the rites and rubrics of the Book of Common Prayer, but our parishioners also value contemporary and youth oriented worship and alternative liturgies and prayers.

Our music springs from the great foundation of liturgy and hymnody in The Hymnal 1982, but we also incorporate hymnal supplements, contemporary songs of praise, and alternate liturgical music.

Our ministries project our values into our Flagstaff community, and our clergy and leadership work diligently to support those who give so generously of their time and talent to drive them forward.



As Epiphany resumed in-person services following the COVID pandemic, average Sunday attendance (ASA) was approximately 50 persons. Our ASA is now a total of 115, which also reflects a 22% increase in the 20-45 year-old demographic. It should be noted that there is growth in all demographics.



Our Beloved Church

We worship in a beautiful 111 year-old Arts and Crafts style sanctuary. Epiphany was founded by sinners and saints, doctors and cowboys, and countless colorful characters. Epiphany is rooted in worship and ministry. Following the gospel of Jesus Christ, Epiphany is a vibrant, open, and welcoming parish dedicated to serving Flagstaff through creative and life-giving ministries of hope and service.



Epiphany was founded in 1887. In early years, Epiphany held services in the Methodist church, parishioners' homes, City Hall, the Masonic temple, and the local Elks lodge. Our church building was constructed at the corner of Beaver and Elm Street in 1912.

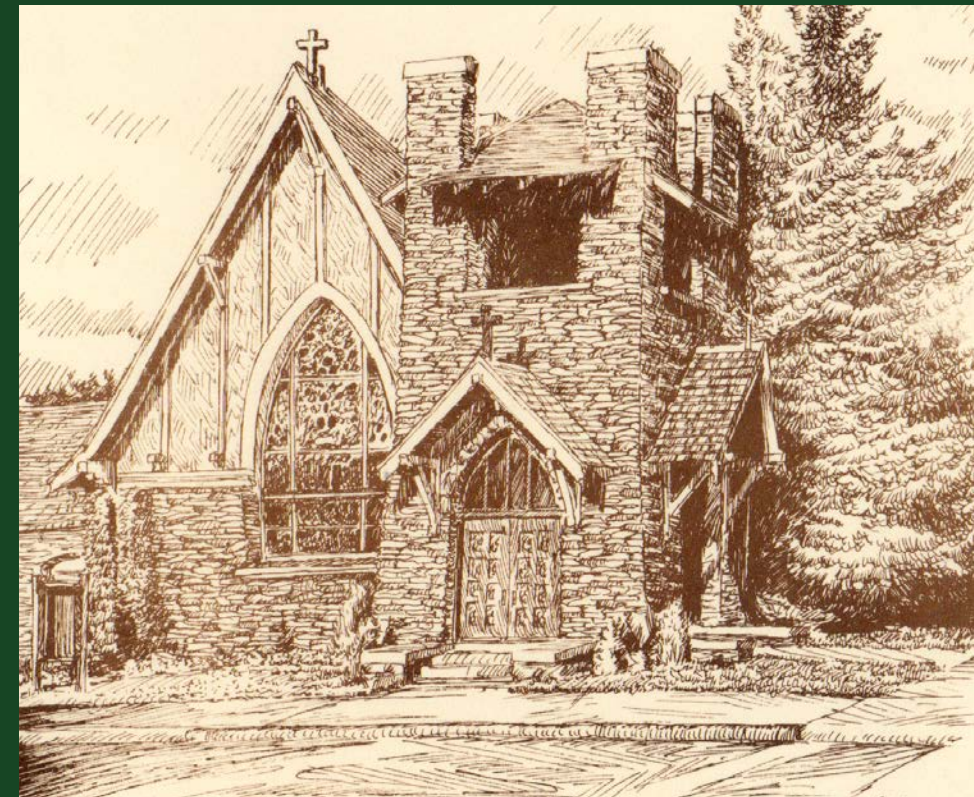
Epiphany continued to grow, focused on building a loving spiritual community in our burgeoning Flagstaff. The first official service was held on Easter Sunday 1913, under the direction of Rev. Joseph Meade, with a choir of twenty singing God's praise to a chancel seating up to 220 congregants.

Throughout its history, Epiphany has strived to be a welcoming and inclusive community calling for women, children, and individuals from diverse backgrounds to be involved. Women have always been a strong presence, supporting the Episcopal Church Women's Guilds, raising money for stained glass windows, vestments, candles, and altar linens through dances and other community activities, and holding church bazaars and yard sales every year throughout the 1970s. Women continue to have a strong leadership role today. Children were welcomed into the church early on, with forty-five baptisms and sixty-five confirmations occurring in the first few years of the church, many occurring on Easter Sunday 1913, our first day in our current little stone church on the hill. By the 1940s, the Sunday school had over 70 participants.

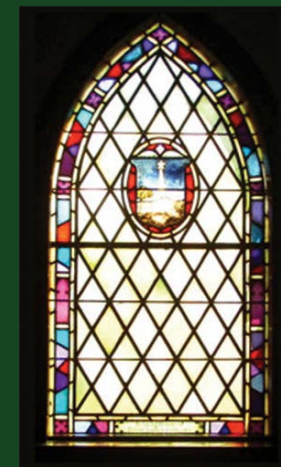
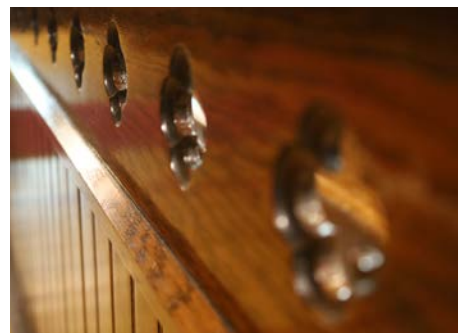
During the Depression and World War II, when churches struggled to maintain financial stability, Epiphany opened its doors to those of other faiths and resisted the expectation of segregation, inviting individuals of different races and ethnicities into the congregation. The importance of increasing inclusivity has grown throughout the history of Epiphany and remains a focus today.

Epiphany has experienced a number of social challenges over its history, and in response, Epiphany has always opened its doors in support of the Flagstaff community. In the 1940s, congregants supported local servicemen who were being shipped off to war and they engaged in community support such as helping to repair sheets at the local hospital. With a rise in homelessness and other social concerns in the 1970s, Epiphany opened up a soup kitchen and hosted Alcoholics Anonymous meetings. In 2012, Epiphany celebrated its centennial.

The history of the Church of Epiphany in Flagstaff is rooted in the gospel of Jesus Christ, faith, love.



Today, Epiphany still works to be an open and inclusive congregation deeply involved in bettering our community and the broader human community.



We continue the traditions of caring and support, and of love and compassion. Our beautiful church – equipped with a restored pipe organ, a peaceful memorial garden with labyrinth, a playful nursery, and a bustling parish hall – serves both the church and Flagstaff community. We host monthly art events and local organ concerts.

We invite Twelve Step Programs to meet in our space. We partner with hotels to house those in immediate need. We distribute food to the hungry from our office door, and hang warm winter clothing from our church fence for any person out in the cold.

"For we are God's fellow workers; you are God's field, you are God's building. According to the grace of God which was given to me, as a wise master builder I have laid the foundation, and another builds on it. But let each one take heed how he builds on it. For no other foundation can anyone lay than that which is laid, which is Jesus Christ." – 1 CORINTHIANS 3:9-11





Worship

Our public corporate worship at Epiphany is celebrated each week throughout the liturgical seasons of the church year. While we are primarily a broad-based Rite II congregation, we welcome and explore the diversity of supplemental liturgical offerings that are available through the Episcopal Church. As a community of faith, we respect each person's expression of piety and fully welcome all who come through our doors.

A variety of worship styles and occasional services throughout the year serve to expand the opportunities for meaningful worship for our parishioners and visitors.

EUCCHARISTIC SERVICES

- At 5:30 PM Saturday and 8:00 AM Sunday, there is a spoken liturgy accompanied by occasional musicians.
- The 10:30 AM service on Sundays is a formal liturgy with an organist and adult choir. This service is also live-streamed. On the first Sunday of the month, Godly Play is offered for children 3 to 8 years old during this service, and on the third Sunday, a Children's and Family service is held for all congregants.
- Midweek Eucharistic services include Epiphany, Candlemas, Ascension, and Thanksgiving Eve.

OTHER WORSHIP SERVICES

- On Thursday at 12:15 PM we have a spoken contemplative healing service.
- Daily Office: Morning and Evening Prayer are contingent upon the availability of leaders.
- Blessing of the Animals in the Labyrinth Garden, Evensong, Advent Lessons & Carols.
- Lenten observances from Ash Wednesday, with Stations of the Cross, to varied Holy Week offerings.

Our celebrant is often supported by a Deacon, a Subdeacon, a Verger, and an acolyte. It is a blessing to have several affiliate clergy as a strong core group within the congregation who are available to assist in liturgical and pastoral responsibilities. We are also training junior acolytes.

Our pastoral care to the community is being revitalized. Our Deacon continues to take the Holy Eucharist to the residents of a care facility on Sundays after the late service, and a dedicated group of Lay Eucharistic Ministers provide the gift of Christ's presence to those unable to attend through visits and telephone calls.

"From the rising of the sun to its going down, let the Name of the Lord be praised." – PSALM 113:3



Ministries

Alongside our participation in multiple diocesan committees, we hold the following ministries locally.

FORMATION

A recently instituted children's formation program, Godly Play for children ages 3 to 8, is held on the first Sunday of the month during the 10:30 a.m. service. A new Family Service, initiated in the Fall of 2023, is offered on the third Sunday of each month during the 10:30 a.m. service. This service has been received with great enthusiasm by the congregation. Nursery Care is provided every Sunday during the 10:30 a.m. service by paid professional staff. We are discerning how to re-energize the youth program given the realities of financial, human resource, and other limitations.



Adult formation is provided by forums that take place between the two Sunday morning services, a Holy Doubt ministry (a safe space to question faith) for young adults ages 20 to 40, ongoing Education for Ministry classes, Contemplative Conversation, and instruction for those wishing to be received, confirmed, or simply to learn more about the church. We also offer a variety of additional programs such as Sacred Ground, Creation Care, and Civil Discourse.

MUSIC

Epiphany's music program is a valued component of the worship services. There is a paid Music Director and an Organist on staff, with a volunteer adult choir who are joined by guest soloists and instrumentalists who bring greater depth to our worship. We recently restored our organ and handbell choir.



OUTREACH

Outreach to the community is wide and varied. We assist in serving dinner monthly at the Flagstaff Family Food Kitchen, provide supplies to the Flagstaff Shelter Services, distribute food, clothing, and gas money from our church office and raise awareness and money for unhoused children in the Flagstaff public schools. We support local Twelve Step groups who utilize our facilities weekly. An ongoing, vibrant, social justice ministry, Open Doors: Art in Action, has allowed artists and activists to address social justice issues through dialogue and varied art shows.

"Come to me, all you that are weary and are carrying heavy burdens, and I will give you rest."

– MATTHEW 11: 28



EPIPHANY MINISTRIES

ADMINISTRATION

- Communications & Multimedia
- Human Resources Team
- Endowment Committee
- Finance Committee
- Program Staff
- Rector Search Committee
- Register Committee
- Stewardship
- Vestry

BUILDING & GROUNDS

- Columbarium

FELLOWSHIP

- Epiphany Outdoors
- Hospitality

FORMATION

- Children, Youth & Family Ministry
- Christian Education
- Contemplative Conversation
- Education for Ministry
- Godly Play
- Holy Doubt

OUTREACH

- Creation Care
- ELCM | Canterbury Campus Ministry
- Flagstaff Family Food Center
- Land Acknowledgement Task Force
- Mission and Outreach
- Open Doors: Art in Action

PASTORAL CARE

- Card Ministry
- Daughters of the King
- Pastoral Care
- Prayer Chain
- Meal Train
- Seniors' Ministry
- Sweet Things Gift Baskets

WORSHIP

- Acolytes
- Altar Guild
- Chalice Bearers
- Flowers
- Hand Bells
- Lectors
- Music
- Ushers
- Vergers



Financial Profile

The Church of the Epiphany, like many churches, is recovering from the downturn in the COVID pandemic. Interestingly, this has allowed the Church to gain a far more comprehensive view of our finances. We have savings within an endowment that funds capital improvements. At the beginning of 2023, we budgeted a shortfall, but halfway through the year, we found that we were running slightly better, primarily due to an increase in committed giving. This is a heartening sign that our parishioners believe in the future of the church.

STEWARDSHIP

Epiphany understands that the practice of stewardship incorporates intentional management of God’s gifts; that it encompasses time, talents, and resources; and that stewardship is rooted in gratitude and faith. We hold an annual Fall campaign that culminates with an ingathering. This does not end our stewardship efforts, as our practice is continually guided by principles of proportionate giving, sacrificial generosity, joyful sharing, and manifest love. The stewardship campaign educates and engages congregants on the church’s mission and inspires them to contribute willingly whether financially or through active participation in ministry and outreach. Epiphany’s stewardship has grown each year for three consecutive years.



In summary, the finances of the Church of the Epiphany are healthy and are expected to remain so due to continued new growth.

CHURCH OPERATIONS	2021	2022	2023
Operating Income			
Intention of Giving (Pledges)	\$283,900.27	\$257,279.33	\$287,153.88
Plate Income	\$11,646.53	\$34,592.23	\$22,584.32
Unrestricted Donations	\$120,614.68	\$35,545.26	\$11,862.50
Miscellaneous Income	\$2,293.91	\$5,858.02	\$11,802.05
Fees and Services	\$100.00	\$4,800.00	\$0.00
Total Operating Income	\$418,555.39	\$338,074.84	\$333,402.75
Operating Expenses			
Building and General	\$138,190.61	\$106,739.50	\$77,367.75
Clergy and Personnel	\$219,876.48	\$215,825.70	\$163,244.49
Outreach	\$52,092.29	\$67,081.33	\$62,567.25
Total Operating Expenses	\$410,159.38	\$389,646.53	\$303,179.49
SURPLUS OR (-DEFICIT)	\$8,396.01	-\$51,571.69	\$30,223.26
Temporarily Restricted Accounts			
Income to Temporarily Restricted Use Accounts	\$47,926.26	\$22,280.23	\$22,805.10
Expenses from Temporarily Restricted Use Accounts	\$8,769.88	\$12,686.54	\$28,430.47
Income on Temporarily Restricted Account Investments	\$5,301.50	\$4,276.88	\$6,462.70
Unrecognized and/or Realized Gains or (Losses) on Temporarily Restricted Use Accounts	\$3,975.07	-\$5,071.82	\$13,352.70



CHURCH OPERATIONS	2021	2022	2023
Solomon/Dooley Endowment Accounts			
Income to Endowment Accounts	\$12,098.76	\$9,499.51	-\$6,526.68
Expenses from Endowment Accounts	\$2,485.01	\$14,790.68	\$7,809.55
Unrecognized and/or Realized Gains or (Losses) on Endowment Accounts	\$61,431.20	-\$115,626.51	\$74,024.26
Value of Accounts at End of Year			
Operating Account (Checking)	\$25,214.12	\$12,910.59	\$77,213.45
Rector Discretionary	\$6,237.02	\$5,108.44	\$4,248.19
Deacon Discretionary	\$4,658.71	\$5,358.71	\$5,308.67
Flagstaff Youth Cooperative	\$2,397.06	\$6,289.71	\$3,201.31
Art In Action	\$2,208.85	\$2,270.61	\$12,471.68
Temporarily Restricted Accounts (Savings)	\$63,584.40	\$42,049.35	\$25,437.89
Temporarily Restricted Operating Account	\$71,979.13	\$61,945.55	\$71,829.93
Solomon / Dooley Endowment Accounts	\$503,948.32	\$385,820.32	\$453,317.90
Total Accounts Balance	\$680,227.61	\$521,753.28	\$653,029.02

“They are to do good, to be rich in good works, to be generous, and ready to share.” – I TIMOTHY 6:18

Our Community

Arizona, the Grand Canyon State, is the 6th largest state in the United States by size and the 14th largest by population. The climate varies significantly between the Sonoran desert in the southern part of the state and the highest point in Arizona of 12,633 feet above sea level at Humphrey's Peak, located north of Flagstaff.

Arizona is home to 22 Native American tribes that represent approximately 300,000 people. A total of 20 Reservations covering more than 19,000,000 acres are located throughout the state.

The Navajo Nation, approximately the size of West Virginia, is located primarily within Coconino County, although it extends into a portion of New Mexico and Utah as well.

The Episcopal Church of the Epiphany is located in Flagstaff, population 75,000, which sits at the base of the San Francisco Peaks. Flagstaff lies at an elevation of 7,000 feet, and its average annual snowfall of 90 inches melts quickly in its 280 days of sunshine—yet there are no 100 degree days.

A challenge of Flagstaff's highly desirable locale and mild four-season climate is a very high demand to live here, and its housing costs and

overall cost of living are commensurately high. We have provided several websites that we hope will help you make an informed decision (see references).

Flagstaff is a crossroads of the West, connected to Phoenix, Albuquerque, and Los Angeles via Interstates 17 and 40. Historic Route 66 still serves as a main street through the city. The surrounding Coconino National Forest is home to part of the largest stand of Ponderosa pine trees in the world, covering 1.8 million acres of varied landscape and elevation.

Flagstaff has the atmosphere of a small friendly town with a variety of attractions and activities. Within a short drive, you can be at the Grand Canyon (one of the Seven Wonders of the World), the magnificent Red Rocks of Sedona, and other National Parks and Monuments. Flagstaff boasts more than 50 miles of urban trails, suited for hiking, biking, and outdoor activities, as well as the Arizona Snowbowl, a beautiful ski resort just minutes north of town. Flagstaff has a number of venues for arts, culture, and science. Northern Arizona University provides educational opportunities from undergraduate through doctoral programs, and it serves as host to cultural events such as the Flagstaff Symphony and theater productions including a Shakespeare Festival. The city is the world's first International Dark Sky City, and it is the home of Lowell Observatory, where Pluto was discovered in 1930. From Lowell to the Museum of Northern Arizona to many other attractions, there is always something to do.



"I lift up my eyes to the hills; from where is my help to come?" – PSALM 121:1



Flagstaff is accessible by plane, train, or automobile. Pulliam Airport offers service via American Airlines. An Amtrak station is downtown, and shuttle services are available for trips to Phoenix Sky Harbor Airport.

Flagstaff is a governmental, educational, cultural, commercial, and transportation center. Government is one of the largest employment sectors, but tourism is also a large employer, as the City sees over five million visitors per year. The region is served by Flagstaff Medical Center, which is a level one trauma center serving individuals within a 50,000 square mile radius. In 2003, Arizona declared itself to be a "Golden Rule State." On November 18, 2008, the Flagstaff City Council followed the State's lead by unanimously passing Resolution number 2008-68, designating the City of Flagstaff as a "Golden Rule City."



"The ultimate goal of a Golden Rule City is that its citizens treat each other the way they would like to be treated; helping those in need, embracing diversity, and transcending differences."

From the City of Flagstaff Golden Rule page. More information in the included link.



“Only God could say what this new spirit gradually forming within you will be. Give Our Lord the benefit of believing that his hand is leading you...”

– PIERRE TEILHARD DE CHARDIN, SJ
 excerpted from *Hearts on Fire*

Our Hopes for the Future

We followed the Appreciative Inquiry Process for Our Day of Discovery, which signified the beginning of our Rector search process. This process provided the congregation with the opportunity to share their below listed hopes and dreams for the future of the Church of the Epiphany:

- Congregational growth to include diversity of families, children, youth, young adults, and ethnicity/race;
- Increased financial stewardship to enable the employment of needed support staff as well as support for existing and future ministries;
- Expanded parishioner volunteerism and increased congregational leadership development;
- Continued emphasis and action on social justice and environmental issues as well as commitment to community outreach ministries;
- Expansion of Christian formation opportunities for adults, youth, and children.



“And this is my prayer, that your love may overflow more and more with knowledge and full insight. – PHILIPPIANS 1:9

Please e-mail all inquiries and correspondence to the Reverend Canon Anita Braden,
 Canon to the Ordinary: anita@azdiocese.org

References and Helpful Links

- Link to Epiphany website: <https://epiphanyaz.org/>
- Link to Diocesan website: <https://azdiocese.org/>
- <https://az.gov/>
- <https://www.flagstaff.az.gov/>
- <https://www.coconino.az.gov/>
- <https://www.flagstaffchamber.com/>
- <https://www.forbes.com/advisor/mortgages/real-estate/cost-of-living-calculator/>
- https://www.nahealth.com/wp-content/uploads/2022/10/NAH-2022-Fact-Sheet_FINAL.pdf
- <https://www.flagstaff.az.gov/2095/Golden-Rule-City#:~:text=In%202003%2C%20the%20State%20of,a%20%22Golden%20Rule%20City%22.>
- <https://bestneighborhood.org/race-in-flagstaff-az/>
- <https://www.flagstaff.az.gov/DocumentCenter/View/41527/III---This-Is-Flagstaff-021113?bidId=>
- <https://www.nps.gov/grca/index.htm>
- <https://www.flagstaff.az.gov/1521/Flagstaff-Urban-Trails-Bikeways-Map>



“The church’s one foundation is Jesus Christ, her Lord; she is His new creation, by water and the word. From heav’n He came and sought her to be His holy bride; with His own blood He bought her, and for her life He died.

– HYMN 525, Verse 1
 AUTHOR: S. J. STONE (1866)
 TUNE: AURELIA BY SAMUEL S. WESLEY
 excerpted from *The Hymnal 1982*



"Go in peace to love and serve the Lord..."

THANKS BE TO GOD!"

