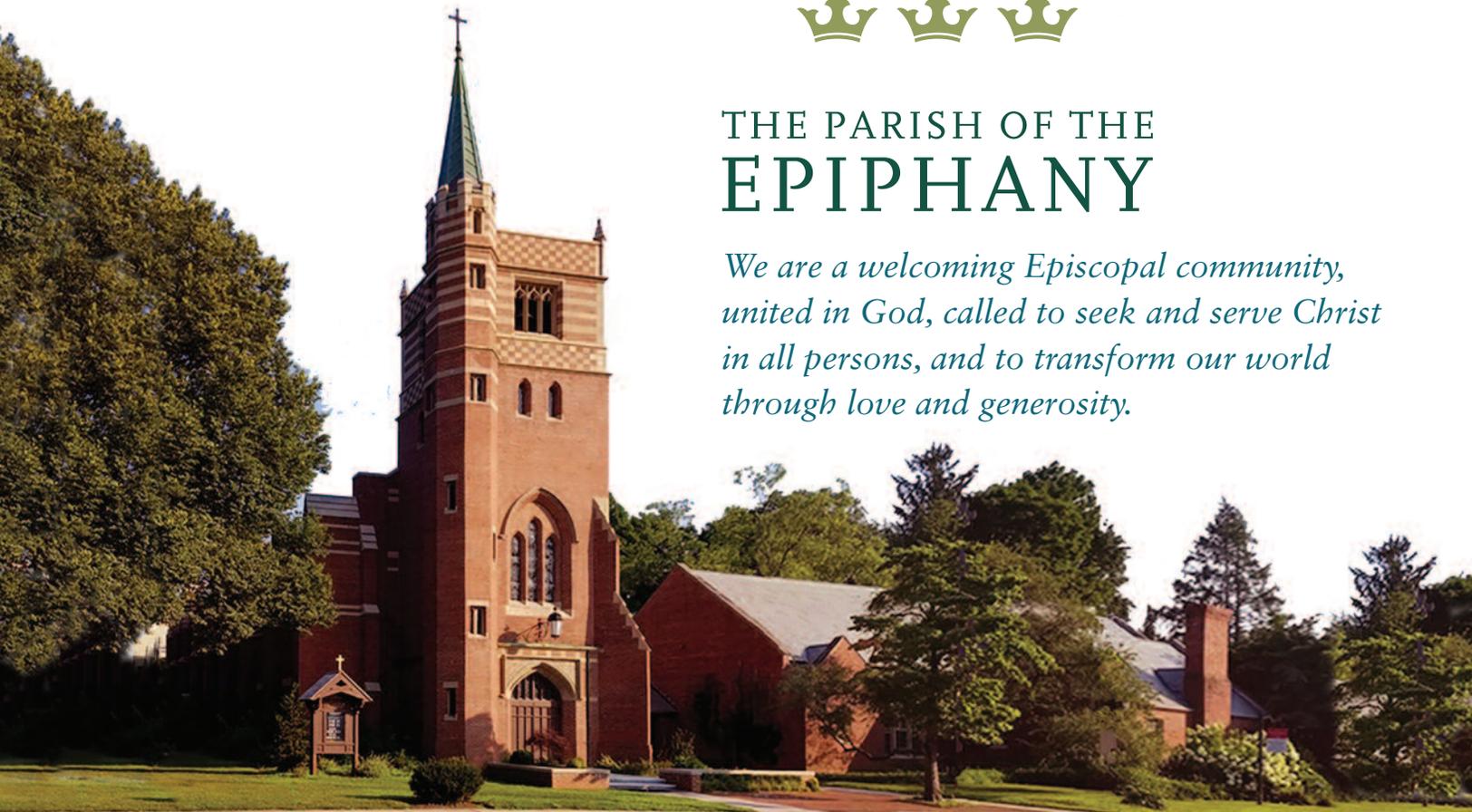




THE PARISH OF THE EPIPHANY

*We are a welcoming Episcopal community,
united in God, called to seek and serve Christ
in all persons, and to transform our world
through love and generosity.*



THE PARISH OF THE EPIPHANY, in Winchester, Massachusetts, is a community of faithful people that gather to worship God, remembering and proclaiming the story of God's love for all people and Christ's salvation of the world. Through the grace of the Holy Spirit, we hope to:

- Grow in faith and vision as a Christian community;
- Care for each other in a loving and joyful way;
- Reach out to others beyond our parish as Christ reaches out to us; and
- Help people of all ages to develop as responsible stewards of God's creation.

As we prepare to call our eleventh rector, the Parish of the Epiphany prays for God's grace and guidance:

“For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope. Then when you call upon me and come and pray to me, I will hear you. When you search for me, you will find me; if you seek with all your heart.”
[Jeremiah 29:11-13]

*In this period of transition, guide us in discernment.
Give us strength, courage, and wisdom
that we may remain open to the call of your Spirit
and to the new life that awaits our community.*

*In the months to come, help our beloved parish family
to welcome and support a new pastor and priest.*

In all of this, keep us grounded in your love.

*We pray in the name of our brother Jesus Christ,
the author of our salvation.*

Amen



WHO WE ARE AND WHAT WE VALUE

WORSHIP Epiphany is a warm and engaging community centered in worship. That worship, with its traditional and vibrant liturgy, strong preaching, and outstanding and much-beloved music program, is the cornerstone of our life together. Members of our multigenerational congregation come from different walks of life as well as from a host of nearby cities and towns. We value our parish family—embracing, supporting, and welcoming all to the communion table, wherever they are on their faith journey.

“Worship is the heart of our life.”

PASTORAL CARE Pastoral care is an important ministry at Epiphany offered by clergy with strong lay involvement and commitment. We have a long-standing connection with parishioners who are homebound or unable to attend services through scheduling regular volunteer visits and offering communion. Volunteers help parishioners who are ill or experiencing life challenges by providing simple meals and rides to appointments. We have other ministries dedicated to healing and prayer. In 2019, we brought Stephen Ministry to the parish, which trains lay people to be companions to those in need of pastoral care.

“ [S]o we, who are many, are one body in Christ, and individually we are members one of another. ” [Romans 12:5]



FORMATION

Historically, Epiphany has had strong formation programs for all ages, and we seek ways to strengthen what we offer. We value adult education that challenges us intellectually and spiritually and provides opportunities to grow together as one in Christ. Led by our clergy, lay leaders, and outside guests, our adult events include discussions, lectures, and Bible study. We recognize that children’s ministry is central to the overall formation and growth of the parish, and we strive to welcome our youngest parishioners as full and valued

members of Epiphany. We nurture the spiritual lives of our children through educational programs, outreach opportunities, special family services, and participation in our worship as acolytes, lay readers, and choristers.

MISSION AND OUTREACH

Our active, well-established community engagement and outreach programs serve as avenues to live God’s word outside Epiphany’s walls. We offer many channels ranging from local social justice projects to partnerships in the greater world, especially in Haiti and Honduras. Through these efforts we put our faith into action, serving others and enhancing our own sense of community. These outreach efforts continue a long parish tradition of sending financial resources and parish volunteers to where they are needed. Our strong commitment to social justice includes advocating and bearing witness for those fleeing violence, corruption, and poverty. This work was publicly recognized when Epiphany was awarded the M. Thomas Shaw Award for Social and Economic Justice by Episcopal City Mission.



“ Church is out there, not just in here. ”

COMMUNITY

Lay leadership and involvement have long been at the center of parish life. There are many opportunities for engagement through established groups that support pastoral care, Bible study, and outreach. We learn about each other and form strong bonds and lasting friendships in our shared life together—through fellowship, communal meals, small discussion groups, and parish celebrations that include all ages.



“ Epiphany is not just a Sunday morning experience. ”

CHURCH CAMPUS

Our beautiful and well-maintained buildings provide a haven for our congregation. We have worked very hard for many years to make our physical space safe and accessible to people of all ages and abilities. We recently completed an ambitious construction project that will make each of the three floors in our parish hall accessible to all parishioners. This project will also allow us to restore and renovate the landscaping within our inner courtyard and memorial garden. The parish also owns a lovely four-bedroom home in Winchester, which serves as the rectory.



CURRENT STATE OF EPIPHANY

SERVICES AND ATTENDANCE

We celebrate Holy Eucharist on Sundays at 8:00 a.m., using Rite I, and at 10:00 a.m., using Rite II. Our choir sings at the 10:00 a.m. service. We celebrate Evensong once a month. From mid-September to mid-June, Holy Eucharist is celebrated on Wednesday mornings in the chapel. Attendance for Sunday worship is comprised of a core group of 20–30 parishioners at the 8:00 a.m. service, and an average gathering of 260 at the 10:00 a.m. service. Children and youth formation programs, which range from preschool to high school age activities, average 40 attendees each week. Adult Education programs, typically occurring immediately following the 10:00 a.m. service, engage more than 80 adults.



BUDGET AND STEWARDSHIP

Gifts of time, talent, and treasure are the lifeblood of our work, given with generosity of spirit and in thanksgiving for God's many blessings. Our financial state is solid and stable. Our current year operating budget is \$916,000 and our endowment stands at \$700,000. Over the past five years, we have also worked hard to dedicate funding for preventative maintenance for our church campus. There are 270 active pledging units/families, funding about 90 percent of the budget. The recent completion of an elevator addition was a key objective of our 2014 strategic plan. This \$1 million project was the capstone of a multiyear master plan to make our campus more accessible. Funding for this project was provided primarily by the Epiphany community. Looking to 2020, the parish just launched a new stewardship campaign, "Building for Tomorrow," with a goal of raising \$875,000.



STAFFING

In addition to our Interim Priest, the staff currently includes a part-time Associate Rector, a full-time Director of Music, a full-time Sexton, a part-time Financial Administrator, and a full-time Office Administrator. We are currently interviewing for a full-time Director of Faith Formation; and we will likely seek to fill the role of a quarter-time Youth Minister, which we have had in the past.

STRATEGIC PLAN

In 2014, our parish developed an extensive [strategic plan](#) for growth and ministry, one designed to help guide the parish over the next five to seven years. (A summary of the full plan can be found [here](#).) Inspired by the parish’s mission statement, the plan’s objective was to build a connected community that supports and cares for everyone’s spiritual and personal needs with humility, love, and concern. The plan addressed how we should focus our resources—time, treasure, and talent—all toward a goal of supporting our parish and its ministries. The plan has become a guiding resource to our Vestry leadership, which re-evaluates its objectives based upon the changing needs of our parish. To date, we’ve made significant progress in meeting many of the plan’s ambitions. Among our achievements, we’ve made our church campus more accessible and energy efficient, energized our engagement around immigrant justice and sanctuary work, and expanded our ministries to deliver pastoral care to those in need of emotional and spiritual support. Now five years after the plan’s adoption, we continue to explore ways to expand non-traditional types of worship, to be more welcoming to new parishioners, to explore evangelism, and to increase the base of our planned giving and our endowment. Our collective hope is that our new rector will bring energy and focus to this plan so that we can fulfill the full promise of our strategic vision for the parish.

THE CHALLENGES AHEAD

SUPPORTING FAMILIES AND YOUTH

In this period of transition, we identified multiple challenges that are facing the parish.

We view each of these as an opportunity to grow together more fully into the Kingdom of God. We strive to greet these challenges honestly and openly, trusting in the guidance of the Holy Spirit.

Parishioners of all ages have identified the need to focus on supporting children and teens in their faith journeys. We are in the process of hiring a Director of Faith Formation as we continue to grow our outreach

to young children and their parents. However, our programs for middle-schoolers and teenagers are not as robust. We seek as a parish new ways to connect deeply with young people and to explore avenues for making church more engaging and meaningful to our youth. We hope our parish will expand the opportunities for young people’s involvement in parish life, including governance, worship, and outreach programs. We hope to reinvigorate our formation programs so that they appeal to young people who are navigating the complexities of the twenty-first century.



“There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus.” [Galatians 3:28]

**GROWING
INTER-
GENERATIONAL
ACTIVITIES AND
CONNECTIONS**

In a large parish like Epiphany, a sense of belonging is often developed through small group interactions. We seek a rector who will guide us in building groups and developing opportunities for people of different ages to connect. Specifically, we want to develop intergenerational connections that provide opportunities for relationship-building among parishioners of all ages. More widely, we hope to build bonds between parishioners regardless of age, race, marital status, sexual orientation, functional limitation, political leaning, or other characteristics that might be used to divide us as believers in Christ.



**EMBRACING
DIVERSITY**

We seek a leader who will help us identify our blind spots and unconscious biases, so that we might more fully reflect the diverse backgrounds of God’s people.

Our parishioners have expressed the desire to build a community in which people of all backgrounds feel welcome. While we identify largely as a progressive congregation drawn from similar populations within cities and towns northwest of Boston, we aspire to be a parish home for people of all political beliefs and leanings. In this age of polarization, we strive to be a community in which people learn to listen with open minds and open hearts. Many parishioners believe that the church is called to take a stand on questions of social injustice; others feel that politics should “stay out of the pulpit.” We seek a leader who will help us to understand and learn from all perspectives.

**EXPLORING
NEW
LITURGICAL
OPTIONS**

Parishioners express a deep love for our liturgical life, especially our vibrant music program. Still, many feel it’s time for us to reflect carefully on certain aspects of our worship services. We have not had a worship committee in recent years. While many members have expressed a love for the traditional prayer book services, others are encouraging us to investigate alternative liturgies and contemporary music. There are also parishioners who have expressed the hope that we can expand the use of non-gendered, inclusive language in our prayers and songs.



OUR DESIRES AND ASPIRATIONS FOR OUR NEW RECTOR

PERSONAL QUALITIES

We look for our rector to be a genuine, compassionate, and caring person who has the capacity to engage others and to make personal connections across the parish. Additionally, we hope to find a rector that is accessible and observant, with an approachable demeanor and a healthy sense of humor. The rector needs to bridge multiple generations and be especially comfortable engaging with children and youth. We seek a collegial rector who values differing opinions and is open to new ideas.

SPIRITUALITY

We seek a woman or man of God who will embrace us completely and help us to love others more fully. Our hope is to find a rector with integrity and personal character who is grounded in the Holy Spirit and is an unabashed follower of Jesus. The rector's spirituality should be evident through sermons, prayer, education, outreach, and other parish activities, and encourage and inspire us to express our spirituality both at church and beyond.

LEADERSHIP

We desire a rector whose skills include the ability to connect people and activities across the parish. We see ourselves as a parish with many initiatives and activities founded and managed by the congregation. When facing an issue or problem, the next rector should look both prayerfully and strategically at the big picture and work to leverage the many skills and talents found within our parish. We seek a rector who can build consensus, delegate responsibilities, and provide direction and encouragement. Among many leadership attributes, we look for our new rector to have a dedicated commitment to diversity and inclusiveness. We also seek a rector that has the gift to communicate clearly, instill a sense of confidence and trust, and challenge us as a parish to meet the needs of a broader world.

FOCUS

Worship is of utmost importance to the congregation. We seek a rector who will lead us in meaningful worship and offer consistently inspiring, relatable, and authentic sermons. Formation is also a top priority. We want a rector who will help us continue to build faith formation programs for all ages, and be ready to support, inspire, and assist us in meeting that challenge. Pastoral care and outreach complete our top priorities, and our next rector must be ready to make pastoral visits, provide oversight of our many lay-led ministries, and actively participate in parish life.



WHY EPIPHANY

Epiphany is an active and welcoming spiritual community with a rich history and a stable financial base and membership. We are a highly engaged congregation with a dedicated core of lay leaders across 20 different ministries, commissions, and committees. Our traditional liturgy, moving sermons, and our inspirational music program are all highly regarded by our parishioners. Our social justice outreach and activism and our adult and youth formation and education contribute to the strength of our Christian community.

We are a relatively large congregation, yet we value the sense of community and intimacy of a smaller church. Over the past decade, Epiphany has transitioned from a local parish to a well-respected regional church, drawing more than half of its parishioners from neighboring cities and towns.



Over the years, our parish has grown as a cohesive faith community. We have strengthened areas that needed our attention, and we continue to address our current challenges through prayer and discernment, innovation, and capable leadership.

As a parish, we want to build on our strengths, and we look for a rector who can lead and inspire us as we move forward on our faith journey and build for a new tomorrow. We look expectantly to a new day, new joys, and new possibilities for our congregation.

Our hope is that our new pastor will bring God's grace and blessings to bear upon us and to grow with us as a congregation. We are excited about what the future holds for Epiphany; and for our new rector, we pledge the support of our devoted parish, whose mission it is to seek and serve Christ in all people. If you are interested in this role, please submit by 2/15/2020, a cover letter, resume or CV, your OTM profile, and a means for accessing up to three of your sermons to rectorsearch@3crowns.org.



WWW.3CROWNS.ORG

“Epiphany is a joyful place.”

January 3, 2020

Photos courtesy of Jonathan Hartt Photography. The church exterior photo is by John McConnell. The photo from El Hogar is by Celia Ceruolo.