





# IMPACT

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## A MESSAGE FROM THE PRINCIPAL & THE HEAD OF SCHOOL

Dear Friends,

Our students are growing up in an unsteady and confusing world, but their future is bright because friends like you believe that their lives matter. This past year, you responded again and again with generosity and compassion, and we believe the challenges of the last school year drew us closer to each other than ever before. God bless you, and thank you for ALL you do to help.

Your Grateful Fans,

The Rev. John H. Finley IV & Dr. Michelle Sanchez



**HEAD OF SCHOOL**  
THE REV. JOHN H. FINLEY IV

The Rev. John H. Finley IV



**PRINCIPAL**  
DR. MICHELLE SANCHEZ

Dr. Michelle Sanchez, EdD



# A MESSAGE FROM THE PRESIDENT OF OUR BOARD OF TRUSTEES

Dear Friends,

I am once again writing gratefully to you for your enduring support and remain in awe of the work that is happening at this amazing school. From food distribution all spring and summer, to socially distanced personalized graduations, to the re-opening of the Early Learning Center in July along with the return to the Middle School in September, Epiphany continues to have a powerful impact on kids and families. Thank you for your generous support.

JENNIFER FULTON  
President of the Board of Trustees



## OF OUR RESPONSE TO COVID-19

*When we made the difficult decision to close our Early Learning Center and Middle School last spring, we were worried, but, in the end, we grew stronger together.*

### OUR RESILIENT MIDDLE SCHOOLERS

Epiphany School's students and teachers have always "never given up," but this year tested the strength of that motto, revealing more grit and determination than some of us knew we had. Back in March, anticipating a "stay-at-home order" we moved quickly, and, **within 36 hours, we reconfigured our Chromebooks** adding appropriate safeguards so we could send each student home with the resources to transition online using Google Classroom and other platforms. With these measures in place and with the tools students took home, teachers hosted virtual classrooms and met with students one-on-one using video conferencing through to the end of the Summer Intensive in July.

In addition to all the academic work on Google Classroom, using FaceTime and Zoom **we hosted exercise classes and social get-togethers**, safe spaces for students to be vulnerable and honest and share their thoughts about the impact of the pandemic and the tumultuous fight for social and racial justice in our nation. Additionally, Johnny Wilson '04, Dean of Students & Admissions, and A.B. Deleveaux, Director of the Arts & Lead Teacher, started "Sunday Vibes," a virtual party through Instagram Live where students and families joined to have fun, play trivia games, and show off some of their talents.

The emotional toll of this pandemic on our students and our entire community has been profound. In response, we worked hard to keep our traditions alive. For example, **graduation for the Class of 2020 was a testament to the resilience of our students**, with a socially responsible, in-person graduation ceremony over 2 days with tailored time slots for each graduate and their family. This year's graduation was a "silver lining" moment and a heartwarming capstone to a year of triumph over adversity.



*“Epiphany’s Green Club is a major part of our home kitchen. We’ve been able to eat more organic, and I haven’t had to stress about affording it. Being a mother of four and living in a food desert isn’t easy. The Green Club has been an amazing resource to my family especially during the quarantine.”*

SHAKURAH HAIRSTON, ELC AND MIDDLE SCHOOL PARENT



## EARLY LEARNING AT EPIPHANY

The latest research from the National Institutes of Health (NIH) confirms what we already know intuitively. “This international health crisis has precipitated unprecedented, sweeping, and dramatic changes in the lives of children and their families...and early childhood teachers.” This reality is devastating communities across the globe, and our community is no different. Thanks to the dedication of our Early Learning Center (ELC) teachers, administrators, and our generous friends, however, **we provided uninterrupted support to our families.** Specifically, ELC moms and dads were sent home with books, art supplies, and other educational materials along with satchels of suggested activities to keep children engaged and learning. Those materials were then refreshed regularly as teachers connected daily via Zoom and FaceTime, reading, singing songs, and playing games to stimulate brain development and maintain social-emotional health.

## WRAPPING OUR ARMS AROUND OUR FAMILIES

Many of our families faced severe socio-economic hardship even before the pandemic. Thankfully, our auditors established protocols for emergency grants to help with rent, utilities, and transportation. We also assisted families in applying for unemployment. Many also experienced heightened feelings of anxiety, sadness, fear, and despair, and, in response, we connected them with our onsite therapists who offered their services virtually to anyone in need.

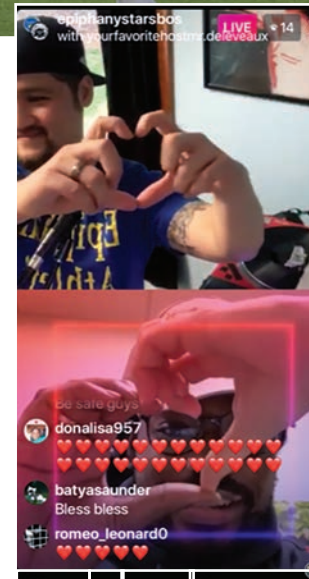
## GRADUATE SUPPORT: AN ABIDING COMMITMENT TO EXCELLENCE

Our Graduate Support Team stayed connected to all graduates by offering virtual college tours, online workshops on resume writing, and classes like “Budgeting During a Crisis.” The Graduate Support team also regularly hosted “office hours” to help our high school students with their homework and provided fun activities like a virtual cooking club and virtual movie night.

## EXPANDED FOOD SERVICES AND GROWING FOOD AT HOME

Food insecurity and the impact of living in a “food desert”—i.e., a community with limited access to healthy food—are problems faced by many Epiphany families, and the global pandemic has made the situation worse. In response, thanks to Lovin’ Spoonfuls, Fair Foods, Church of the Redeemer, and the many individuals who donated paper goods, dry goods, and produce, we expanded our existing food service program and added necessities—e.g., toiletries, formula, and diapers—and **every week we distributed 2,500 lbs. of fresh produce and non-perishables**, with home delivery for those unable to get in to see us in person.

In addition to getting support from our food pantry, we helped many families grow their own food. The urban garden movement is flourishing in Boston, and Epiphany School is a shining example of how gardens can transform and connect communities. Our two gardening rock stars, Ash Inglis and Ella Kotner, kept the Garden & Greenhouse program humming throughout this pandemic. Working with volunteers and faculty members, **they constructed 10 new raised beds** and created a home gardening program helping families build their own raised beds. They also handed out dozens of fresh basil plants and created adorable “My Little Sprout” houses for the toddlers to grow peas in plastic sleeves that can hang in any window. They have also raked, weeded, pruned, spread mulch, and corralled volunteers to keep the grounds and our gardens in great shape.



“Sunday Vibes,” on Instagram with Mr. Wilson ‘04 and Mr. Deleveau



# IMPACT

## ON OUR STUDENTS

The 2019-2020 school year was full of surprises, but, despite the challenges, all grades completed the curriculum goals set out in September. We are proud of the hard work our students put in—from their commitment to joining Zoom calls, to participating in virtual social activities like “the social hour” and “Fun Friday,” to completing assignments on time and in good form. We are also proud of our teachers who have gone the extra mile to be creative with their lessons and accommodate our students’ learning and social-emotional needs.

**The community remained resilient and joyful. We have been there for one another.**



100%

OF MIDDLE SCHOOL STUDENTS WERE PROVIDED WITH CHROMEBOOKS AND ACCESS TO WI-FI FOR REMOTE LEARNING ONCE WE CLOSED OUR BUILDING IN MARCH.

100%

OF EIGHTH GRADERS GRADUATED AND ARE NOW ATTENDING 14 EXCELLENT HIGH SCHOOLS.

100%

OF THE MIDDLE SCHOOL STUDENTS WHO WERE NOT EFFECTIVELY ENGAGED DURING THE QUARANTINE PERIOD ATTENDED SUMMER SCHOOL TO FINISH MISSED ASSIGNMENTS.

100%

OF RISING 6TH, 7TH, AND 8TH GRADERS PARTICIPATED IN A VIRTUAL SUMMER PROGRAM THROUGH JULY TO PREVENT “SUMMER LEARNING LOSS.”



## EARLY LEARNING CENTER ENROLLMENT

100%

OF FAMILIES RECEIVED EDUCATIONAL ACTIVITY PACKAGES DURING THE QUARANTINE PERIOD.

100%

OF FAMILIES USED OUR RESOURCES AND SUPPLIES DURING THE QUARANTINE PERIOD.

95%

OF CHILDREN ARE ON TRACK TO MEET DEVELOPMENTAL GOALS.

14

NEW CHILDREN AND THEIR FAMILIES ENROLLED IN THE EARLY LEARNING CENTER DURING THE 2019-2020 SCHOOL YEAR.

We are currently serving a total of 32 children and families and are on track to meet our enrollment goal of 60-70 children.

## SOCIAL & EMOTIONAL RESULTS

At Epiphany, character and social-emotional development matter as much as academic achievement, and we continue to use the Holistic Student Assessment (HSA) to assess student social-emotional growth. Students take the HSA once at the beginning of the school year and once at the end to evaluate Resiliency, Relationships, and Learning & School Engagement. Within each of these categories, there are several sub-categories. For example, Resiliency includes Action Orientation, Emotional Control, Assertiveness, Trust, Empathy, Reflection, & Optimism. A mean score of 4 indicates no change on the HSA, and **Epiphany's most recent student average of 4.69 shows our program model has a statistically significant positive effect on student social-emotional growth.** Although many of our students come to us having experienced trauma and other significant socio-emotional challenges, here they are changing their trajectories.



*"At Epiphany I learned that friendships are mutual and that you have to give in order to receive. Some friendships haven't always been easy for me. There was one [girl] who went from being my best friend to someone I just went to school with. During quarantine, I started to think about fixing our friendship, and I reached out. She wanted the same, and now we both want to stay close friends."*

ISABELLA PEDROZA-MUNOZ '20





VIRTUAL SPRING GALA, ALL TOGETHER

# IMPACT

## ON OUR DONORS & VOLUNTEERS

*“As a long-term supporter of Epiphany, I have watched how Epiphany benefits not only its students but their families and the surrounding community. The pandemic has had a disproportionate effect on many of Epiphany’s students and families as they are facing the added stress of health, job and food insecurity. Epiphany is more than a school, it is an organization making a difference by advancing socio-economic justice and equity. Because of this inspirational work, I felt compelled to make an additional gift to the School last spring.”*

LINDA WISNEWSKI  
MEMBER OF THE BOARD OF TRUSTEES

*Epiphany’s donors and volunteers are essential to our school, especially during the last part of our school year when our world changed in unimaginable ways. So many of our dedicated friends rolled up their sleeves and dug in to help. We are deeply grateful for them and applaud their dedication. Here are just a few highlights:*

*“Moving from a live Gala dinner to a virtual event was more than a pivot. It was a 360 degree pirouette! It was a gift to be part of creating the 2020 Epiphany Gala, and I am deeply grateful to everyone who ‘attended’!”*

PETER KEATING, MEMBER OF THE BOARD OF TRUSTEES

Our annual spring gala is all about building community, and this year’s spring gala was like no other! Thanks to the yeoman’s work of Peter Keating, our friends at Bearwalk Productions, and a host of Epiphany School devotees, we spread Epiphany’s love far and wide with the launch of our first-ever virtual spring gala, **ALL TOGETHER**. The gala was a huge success with over 1600 “attendees.”





*Long-time Epiphany School Trustee Tess Atkinson, and her daughter Chloe, were on hand to help us package food and supplies as part of our expanded food distribution program.*



FOOD DISTRIBUTION VOLUNTEERS

*“By the time March rolled around, I had a clear vision of what I was expecting my summer to look like. I imagined I’d be spending each day at Groton School coaching enthusiastic, 11-year-old future tennis stars from Epiphany. Then May turned to June, and the pandemic hadn’t slowed. My mom and I quickly realized that my tennis coaching dreams weren’t realistic. Yet, luckily, the two of us stumbled upon a new, even more meaningful way to spend part of our summer – on as many Wednesday mornings as possible, we packed food boxes for Epiphany families that needed a little extra help during the pandemic.”*

CHLOE ATKINSON, CLASS OF 2021, MILTON ACADEMY

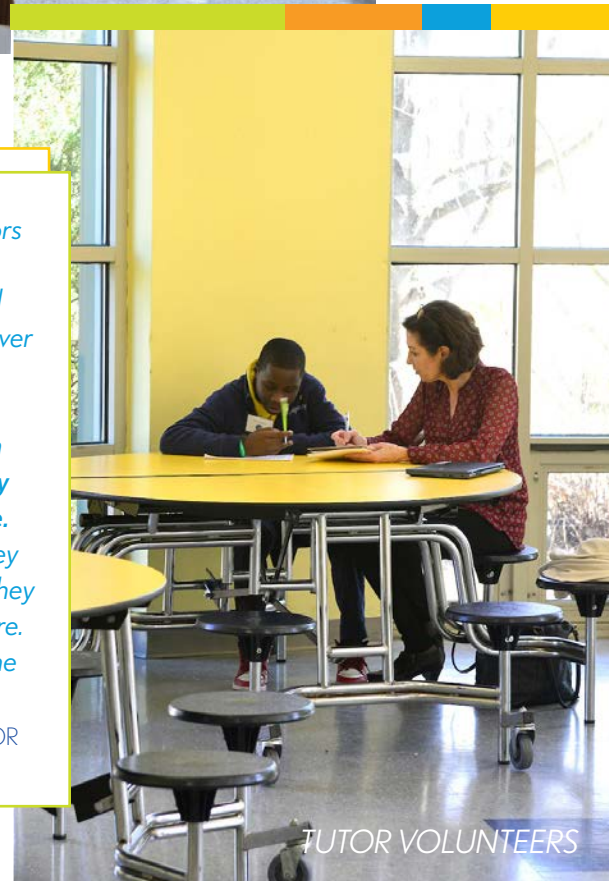
Epiphany is wildly grateful for the army of volunteers who serve as tutors. They enrich our students’ academic experience and serve as trusted advocates giving students the confidence they need to succeed.

*“I really enjoy tutoring at Epiphany. It’s inspiring to see how hard the students, faculty and staff all work every day!”*

WENDY WHEELER, TUTOR

*“When I first entered the doors of Epiphany as a volunteer tutor, I saw a sign on the wall displaying its promise to Never Give Up On A Child. Only after entering those doors many more times did I begin to understand how Epiphany makes good on that promise. They set high standards. They get to know each student. They provide and teach loving care. They never give up, ... and the students know it.”*

LAURA STIGLIN, TUTOR



TUTOR VOLUNTEERS





# IMPACT

ON OUR DONORS & VOLUNTEERS





Epiphany welcomes volunteers into our community who come to our doors with a range of horizon-broadening skills and experiences to share with our students. **Brenda Bancel** of Take 5 Photography is a shining example of what can happen when volunteers expose young people to the possibilities within. Toni Marie and Rudy, whose photos are shared here, got so much out of their Take 5 experience.

*"I love how the camera works as a tool for so many different aspects in life. Students have used it to make beautiful art, to express their life through documentary, and to fight social injustices. It's a confidence booster for so many, and the intimacy of sharing your life through images and personal ideas makes the bond between the group very special."*

BRENDA BANCEL



*"Growing up, I was taught about Dr. Martin Luther King Jr., Rosa Parks, and so many other civil right activists who used their voices to speak up about injustices and the issues in America surrounding African Americans. As I've gotten older and more active about social justice, I've come to realize the stigma around what it means to be a 'good protester' and how to achieve social change 'the right way.' I've learned that **even if something is lawful that does not always make it right.** You have to break a few rules to accomplish change. I'm grateful for the opportunity Brenda gave us. She let us express ourselves freely."*

TONI MARIE GOMES '15



*"I would get in trouble during my time at Epiphany for wearing my hoodie. But to me it meant something deeper than just a hood, it was a safe space from everyone and everything. I didn't understand why I was constantly told to have my hoodie removed until 2016 when I started to learn more about the death of Trayvon Martin. Maybe his hoodie was his safe space, and maybe he just wanted to believe he was safe? I wanted my piece to be a tribute to Trayvon and his family. I wanted the piece to convey that I am a good kid, not a thug or a thief with bad intentions. Overall my experience at Take 5 was really fun, and it opened my eyes to bigger things happening in the world."*

RUDY JEAN '16



# IMPACT

ON SOCIAL JUSTICE



*In the midst of this awful pandemic, our community was horrified by the senseless killing of yet another black person. What happened to George Floyd, Breonna Taylor, Ahmaud Arbery, Sandra Bland, Paul Castaway, Melissa Ventura, Eric Garner, Michael Brown, Trayvon Martin, and countless others is wrong. It is wrong that, despite the 14th Amendment's noble guarantee of equal protection under the law, bias persists based solely on the color of one's skin. We support the communities and institutions committed to the belief that every person is sacred. We stand with the individuals working for justice and peace.*

## SOCIAL JUSTICE IN THE CLASSROOM

Each year our fifth graders are introduced to social justice issues in our small Reading Enrichment groups. **The backbone of this curriculum features both authors of color and protagonists of color from diverse perspectives** and is typically led by Epiphany Teaching Fellows, recent college graduates participating in our residential teacher training program (often Epiphany graduates themselves). In this class, 5th graders explore modern social justice issues like police brutality in *All American Boys* by Jason Reynolds. Then, in the 6th grade Religion & Social Justice class students focus on developing healthy social identities, including elements of Planned Parenthood's Get Real curriculum. Students also study matters of identity—e.g., race, ethnicity, gender, and sexual orientation—to foster empathy for others. Then in 7th grade, this work continues as our students study world religions, visiting different religious communities—e.g., Vilna Shul, the Islamic Society of Boston Cultural Center, Braj Mandir Temple, etc. Finally, as a capstone to this curriculum, 8th graders identify social justice issues that are important to them and give presentations to the entire school community. Past topics have included race relations, the school-to-prison pipeline, climate change, and food justice. Each presentation includes recommendations for specific concrete action steps.



The ongoing fight for equal rights in our nation was also highlighted last year in a series of all-school activities. For example, the 2020 Black History Showcase consisted of a Live Black History Museum, where students and families learned about the lives and stories of important Black historical figures. There was also a Ceramic Exhibit, which displayed pieces inspired by and responding to the art of the Black Power Movement (1960-1980). To close out the showcase, all grades competed against each other to see which grade had the most knowledge about important African-American history and figures.



## JUSTICE SYSTEM EDUCATION IN THE COMMUNITY

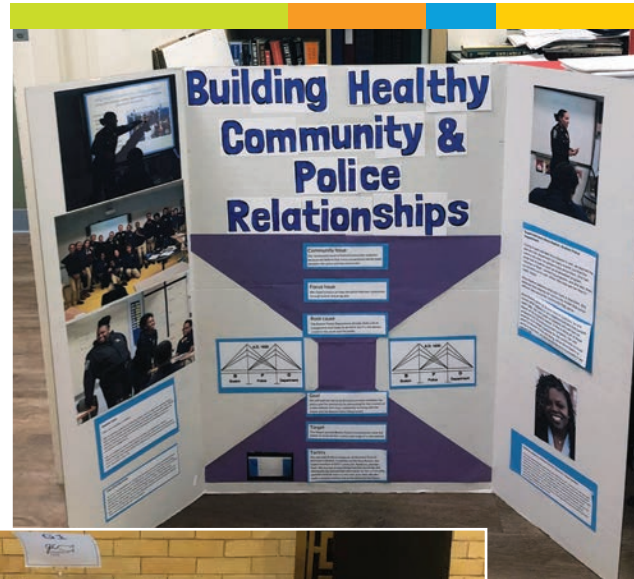
At Epiphany, we value experiential learning and provide many opportunities for our students to understand the real-world applications of what they learn in the classroom.

For example, on October 25, 2019, our 7th Grade students visited Dorchester District Court with their English teacher, Mr. Joazard '04. With the support of Court Magistrate Anthony Owens, they staged a mock trial in the Courthouse. Students had already read *Of Mice and Men* by John Steinbeck and used evidence from the text to support if the character Lenny should be convicted of murder in the first degree or some lesser charge. Working in teams, they wrote and presented oral arguments in front of an actual judge. Acting out the trial in a real courtroom invited students to reflect on moral ambiguities and served as a civics lesson about the U.S. justice system as well. Students met the judge and clerks who work in the court, explored the courtroom, and, through their presentations, learned how a trial is conducted.



## LET OUR VOICES BE HEARD: OUR PARTNERSHIP WITH GENERATION CITIZEN

Last year we continued our partnership with Generation Citizen as a way for students to learn that they have the power to make change in their community. The mission of Generation Citizen is to ensure that every student in the United States receives an effective civic education, to participate in our democracy as active citizens. First, students came to a consensus on an issue that was important to them. They researched the root cause of the problem and developed an action plan. Then, they put that plan to action by meeting with relevant community experts and decision-makers to develop possible policy changes. Finally, on December 19, 2019, students presented their recommendations to their political leaders at the State House. This year's project focused on building healthy community and police relationships.



*"My peers and I felt good after the presentation at the State House. We worked hard and needed to be heard. We believe that more healthy connections can be made between the community and the police, and we want to help. When we talked to the officers who visited Epiphany, we learned about all the different events they host for the youth in the community, but we were surprised that we hadn't heard of them. As we talked to officers on what we can do to help them, what stood out the most was updating their website to make it more accessible and user friendly for the community."*

MATAJAH TURNER '20







# IMPACT ON OUR GRADUATES

*Students graduate in 8th grade, but we stay with them for life through our Graduate Support Program, providing abiding guidance through high school, college, and into the workforce. We want every graduate to succeed, both personally and professionally—e.g., being helpful to others, healthy, happy, and supporting themselves financially. Our program includes individualized support to all graduates, including high school placement, comprehensive college guidance, access to alternative post-secondary options, assistance finding jobs and internships, and workshops focused on financial literacy, career readiness, and life skills.*

*“Although the transition throughout this pandemic has brought many hard adjustments as I graduated from college and started a job search, I am extremely lucky to have such a great support system. **My Epiphany family has always been here for me**, and I am super grateful for that. Since the pandemic began, I have become more focused on my goals of being a photographer and starting my own sustainable fashion brand. I cannot wait for the next chapter in my life to unfold.”*

DANYA MOREIRA '12, SUFFOLK UNIVERSITY '20





## ATTENDED HIGH SCHOOLS 2001-2020

The following is a list of high schools where our students have gone on to study.

Another Course to College  
Archbishop Williams High School  
Beacon Academy  
Beaver Country Day  
Bedford High School  
Belmont Hill School  
Boston Arts Academy  
Boston College High School  
Boston Collegiate Charter School  
Boston Community Leadership Academy  
Boston Day and Evening Academy  
Boston Green Academy  
Boston Latin Academy  
Boston Latin School  
Boston Preparatory High  
Boston Trinity Academy  
Braintree High School  
Brighton High School  
British School of Boston  
Brockton High School  
Brook Farm Academy  
Buckingham Browne & Nichols  
Buxton School  
Cambridge Charter  
Canton High School  
Cardinal Spellman High School  
Cathedral High School  
Catholic Memorial  
Champion Charter  
Chapel Hill-Chauncy Hall School  
Charlestown High School  
Church Farm School

City On Hill  
Codman Academy Charter School  
Community Academy of Science and Health  
Concord Academy  
Concord Carlisle High School  
Cristo Rey Boston High School  
Dana Hall  
Dedham High School  
Dexter Southfield High School  
Dorchester High School  
Dorchester Technical School  
Dublin School  
East Boston High School  
EDCO Youth Alternative  
Edward M. Kennedy Academy for Health Careers  
Elizabeth Seton Academy  
English High School  
Everett High School  
Excel Academy  
Excel Charter  
Fenway High School  
Fontbonne Academy  
Framingham High School  
Full Circle Alternative  
Greater Egleston High School  
Groton School  
Hebron Academy  
Henderson School  
High Park High School  
Hingham High School  
Holbrook Academy  
Holderness School

Hyde Park High  
Jeremiah E. Burke High School  
John D. O'Bryant School of Math and Science  
Keefe Technical High School  
Kents Hill  
Liberty High School  
Lincoln-Sudbury  
Loomis Chaffee School  
M.A.T.C.H.  
Madison Park Vocational High School  
Maine Central Institute  
Marianapolis Prep  
Mary Lyon Pilot High School  
Matignon High School  
Maynard Evans High School  
Medford Vocational High School  
Melrose High School  
Meridian Academy  
Milton High  
Minuteman Career and Technical High School  
Miss Hall's School  
Nashua Hill School  
Neighborhood House Charter School  
New Mission High School  
Newman Prep School  
Newton Country Day School  
Noble and Greenough School  
Norfolk County Agricultural High  
North Cambridge Catholic  
North Quincy High  
Northfield Mount Hermon  
Notre Dame Academy

Odyssey School  
Phoenix Academy  
Piney Woods School  
Prospect Hill Academy  
Quincy High School  
Randolph High School  
Rockland Public High School  
Roxbury Latin School  
Roxbury Preparatory Charter School  
Salem High School  
Seton Academy  
Snowden International  
Somerville High School  
South Kent School  
St. Andrews School  
St. Clare's Catholic  
St. Joseph Preparatory  
St. Mark's School  
St. Sebastian's School  
Taft School  
TechBoston Academy  
The Rivers School  
The Winsor School  
Trinity Catholic High School  
Urban Science Academy  
Waldorf School of Belmont  
Walnut Hill School  
Wareham High School  
West Roxbury Education Complex  
Weymouth High School  
Williston Northampton School

## ATTENDED COLLEGES 2005-2020

The following is a list of colleges or post-secondary institutions where our students have attended school.

Allegheny College  
Anna Maria College  
Bay State College  
Bentley University  
Blaine Beauty School  
Boston College  
Boston University  
Brigham Young University  
Brandeis University  
Building Pathways Construction  
Apprenticeship Program  
Bunker Hill Community College  
Cambridge College  
Centre College  
City University of New York  
Clark Atlanta University  
Clark University  
Connecticut College  
Cordon Bleu College  
Cortiva Institute Massage Therapy School  
Curry College  
Dean College

Dickinson College  
Dominican College  
Eastern Connecticut Community College  
Empire Beauty School  
EMS Academy- EMT & Paramedic Training  
Everest Institute  
Fisher College  
Florida A&M  
Framingham State University  
Gibbs College  
Hesser College  
Hobart and William Smith College  
ITT Technical Institute  
Job Corps  
Jobs for Youth  
Johnson & Wales  
Kingsborough Community College  
Lesley College  
University of Lynchburg  
Long Island University  
Loyola University New Orleans  
Maine Institute of Art

Massachusetts Bay Community College  
Massasoit Community College  
MassBay  
Millennium Training Institute  
Moravian College  
Morehouse College  
Mt. Ida College  
New England College  
Newbury College  
Northeastern University  
Pine Manor College  
Providence College  
Quincy College  
Regis College  
Rhode Island University  
Roxbury Community College  
Salem State University  
Salve Regina University  
Simmons College  
Skidmore College  
Smith College  
Stonehill College

Suffolk University  
Temple University  
Tufts University  
Union College  
University of Massachusetts Amherst  
University of Massachusetts Boston  
University of Central Florida  
University of Dubuque  
University of Massachusetts - Boston  
University of Massachusetts - Dartmouth  
University of Massachusetts - Lowell  
University of Massachusetts-Amherst  
University of Miami  
University of New England  
University of Phoenix  
University of Tampa  
Virginia State University  
Wellesley College  
Wentworth Institute of Technology  
Western Connecticut State University  
Wheelock College  
Youth Build

We have done our best to represent every high school, college, and post-secondary educational institution where Epiphany graduates have attended since our first graduating class of 2001. Please forgive any errors or omissions.

# IMPACT

OF THE EARLY LEARNING





# CENTER ON FAMILIES



## PARENT CAFÉS

Beginning in fall 2019, we started hosting parent cafés every Thursday through our partnerships with Neighborhood Villages and Jewish Family & Children’s Services. These cafés are physically and emotionally safe spaces where our Early Learning Center parents talk about the challenges and victories of raising a family and learn more about important subjects related to parenting. Topics included: Making Reading Fun for Little Ones, Self-Care & Resilience, Financial Planning, and Relationships & Social Connections. During these parent cafés, we also brought experts on-site to lead discussions—e.g. a sleep consultant came in to talk to parents about how to help their children sleep through the night and an OB-GYN to discuss health & wellness with our new moms. In addition, Jewish Family & Children’s Services provided a therapist for parents on-site weekly, and we were pleased to see the majority of parents access this crucial resource. These supports helped our parents decrease stress, increase resiliency, and focus on being the best parents they can for their children.



## SUPPORTING OUR FAMILIES

While our Early Learning Center and Middle School were closed temporarily due to COVID-19, we engaged families in parent education through weekly virtual Parenting Journey classes for two hours every Thursday via Zoom. In addition, we offered a new parent education class virtually called the Power of Parenting through our partners at Families First, Boston Basics, and Codman Square Health Center.





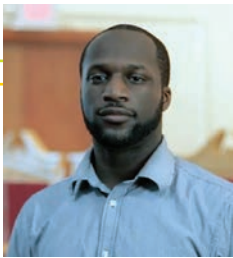


# IMPACT

OF OUR TEACHING FELLOWS PROGRAM



*A rich and engaging academic experience is at the center of what we do, and our Teaching Fellows contribute greatly by supporting Lead Teachers in the classroom as part of their 2-3-year commitment to Epiphany. They receive free room and board on our campus along with monthly stipends, healthcare, and often the opportunity to earn a Master's Degree in partnership with Boston College. Through this special teacher-training program, Epiphany addresses the need to train the next generation of great urban educators while helping our students make accelerated academic progress. Fellows work closely with students, leading small reading enrichment book groups, mentoring students, and helping differentiate instruction to meet the needs of each student. Most of our Fellows are from the same backgrounds as our students, and many are Epiphany graduates themselves.*



### JONATHAN COICOU

Chair, Social Studies Department  
 South Shore Educational Campus, Brooklyn, NY  
 Epiphany School Teaching Fellow, 2010-2012

We had the pleasure to speak with former Teaching Fellow, Jonathan Coicou, who shared his experience as a fellow at Epiphany.

*"My experience at Epiphany was without question a catalyst that changed the trajectory of my career as well as my whole purpose and mission as a young adult. I arrived in 2010 with an interest in education, but I had no idea where to begin and how to make it happen. Working as a Teaching Fellow at Epiphany set the foundation for me to learn how to be an agent of change. I not only learned how to teach important content to young minds, but I also learned how to make education more of an experience than an event. I learned how to be aware of the social, emotional and mental well-being of my students in addition to their academic progress. I learned that education was more than teaching until the bell rings, but it is lifelong relationships, unconditional love, and learning how to be present for my students, their families, and our community, from making sure they had breakfast, lunch, and dinner, to coaching them in sports, mentoring them, listening to them, and supporting them in their personal growth. I am currently entering into my eleventh year of teaching (two years at Epiphany and nine in the New York City Department of Education) and serve as the Social Studies Department Chair at my school within the South Shore Educational Campus in Brooklyn, NY. Without a doubt, I believe the roots of my ability to connect with and engage my students, colleagues and community comes from my foundational experience working as a Teaching Fellow at Epiphany."*

## TEACHING FELLOWS PROGRAM IMPACT BY THE NUMBERS



# IMPACT

## EPIPHANY HAS ACROSS THE COUNTRY



*Over the past 20+ years, we have enjoyed tremendous success with our model and have helped create dozens of “Epiphany-inspired” schools both across the country and overseas. This year, for instance, we hosted St. James School, a wonderful “Epiphany-inspired” school in Philadelphia, for three days. Imago Dei is another such inspired school, and here is their story of how they were founded:*

### THE FOUNDING OF IMAGO DEI, AN “EPIPHANY-INSPIRED” SCHOOL, AS TOLD BY ITS FOUNDERS, THE REV. ANNE SAWYER & THE REV. SUSAN ANDERSON-SMITH

Imago Dei Middle School in Tucson, Arizona was born of and thanks to the Epiphany School, and with the gracious support of the Rev. John Finley, for whom we will always give thanks. **Epiphany was the inspiration!** John gave us the roadmap to make it happen.

The story of Imago Dei begins with the Rev. Susan Anderson-Smith, who learned about Epiphany while attending the Episcopal Divinity School. Having taught at the National Cathedral School for Girls in Washington DC, Epiphany’s commitment to provide an Episcopal private school education solely to economically disadvantaged children deeply inspired her.

On a fall day in 2003, Susan and Anne Sawyer, a student at Harvard Divinity School, visited Epiphany and John on campus. As they walked into John’s office, on the seat of a chair was a freshly printed tome of a self-study that Epiphany had just completed for accreditation. With a true sense of accomplishment, John reached down to pick up the document when Susan and Anne asked boldly for a copy. Caught off-guard, John gave the only gracious response to give – “Well, of course!” This was the roadmap that gave birth to Imago Dei, allowing us to open in 2006 and serve children in a region of the country desperately in need of an educational model that empowers children and families to live fully into their potential as children of God.

This generous gift was only the first of many that the faculty, staff, and Board of Epiphany would make over the years. Epiphany has journeyed with Imago Dei along the way. It is our prayer that we will do the same, and our children will continue to make us proud.

Blessings to Epiphany, and all who make these special schools possible for the children and families we serve and who transform our lives.





STUDENTS FROM IMAGO DEI MIDDLE SCHOOL

## IMAGO DEI TODAY

“Imago Dei” means “image of God,” and it refers to a belief that every person is made in the image of the divine and is worthy of love, care and respect. Much like at Epiphany, Imago Dei scholars are boys and girls grades 5-8 from diverse Tucson families, all of whom qualify for the free or reduced school lunch program under federal rules. There is no other qualification for admission. With its whole-child, whole-family approach that never gives up, and fourteen years in, Imago Dei is seeing impressive results. Low-income children with similar demographics in Pima County achieve a high school graduation rate between 60% and 70%. But more than 90% of Imago Dei alumni old enough to have done so have graduated high school. More than 80% are pursuing college or career training.

*“As Imago Dei alumni navigate drastically changed landscapes, the impact of their time at Imago Dei can be seen more distinctly than ever; most profoundly in the ways they are giving back to the people and communities that have helped them get their footing in the world. Our Graduate Support and Family Services teams are staffed in large part by alumni, doing everything from supporting our curbside Family Pantry pickups, to teaching in the classroom. We can certainly point to academic and professional successes (of which there are many!) as signs of impact, but frankly, I am most proud of the ways in which our scholars lead in the community and try to pay that impact forward. Much like at Epiphany, and, exactly as our founders had hoped, the return on investment in these kids and the energy they reinvest in their respective communities will continue to have profound impact long after they matriculate from 8th grade.”*

CAMERON TAYLOR, HEAD OF SCHOOL, IMAGO DEI

## YOUR SUPPORT HAS ON OUR FINANCES

*“Thanks to the extraordinary generosity of Epiphany’s donors and solid cost management by the school staff, Epiphany had a very strong fiscal 2020. As a result, the School enters fiscal 2021 in good financial condition. However, all of us have to remember that Epiphany is dependent on all of our generosity, and I hope that everyone will continue to support the School to the best of their ability.”*

KEN BURNES, TREASURER

### SOURCES OF FUNDS JULY 1, 2019- JUNE 30, 2020

#### SOURCES

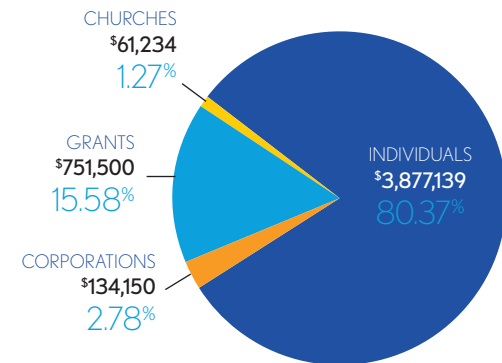
##### Annual Fund<sup>1</sup>

C&F Gala Revenue (Corporations)	\$134,150
Grants	\$751,500
Churches	\$61,234
Individuals	\$3,877,139

**TOTAL ANNUAL FUND 2020 \$4,824,023**

SYGS <sup>2</sup> Gifts and Pledge Payments	\$1,275,993
New Initiatives (Restricted Funds):	\$239,657
Program Income <sup>3</sup>	\$95,656
ELC Tuition and Voucher Income	\$157,371
Endowment Draw for Operating Purposes	\$233,915

**TOTAL SOURCES \$6,826,615**



SYGS received \$1,275,993 in cash contributions for fiscal year 2020. Campaign to date, Epiphany has received \$20,673,320 in addition to \$474,000 in documented pledge commitments.

#### NOTES:

- (1) Annual Fund excludes gifts for restricted programs (such as SYGS), rental and meal reimbursement income and endowment. Total sources excludes in-kind donations, net interest, market adjustments for pledges and dividends and realized and unrealized gains (losses).
- (2) SYGS stands for *Starting Younger, Growing Stronger*, a capital campaign.
- (3) Includes but not limited to facility use, rental and meal reimbursement income.

For additional financial information, please go to <https://www.epiphanyschool.com/annual-reports-and-financials>



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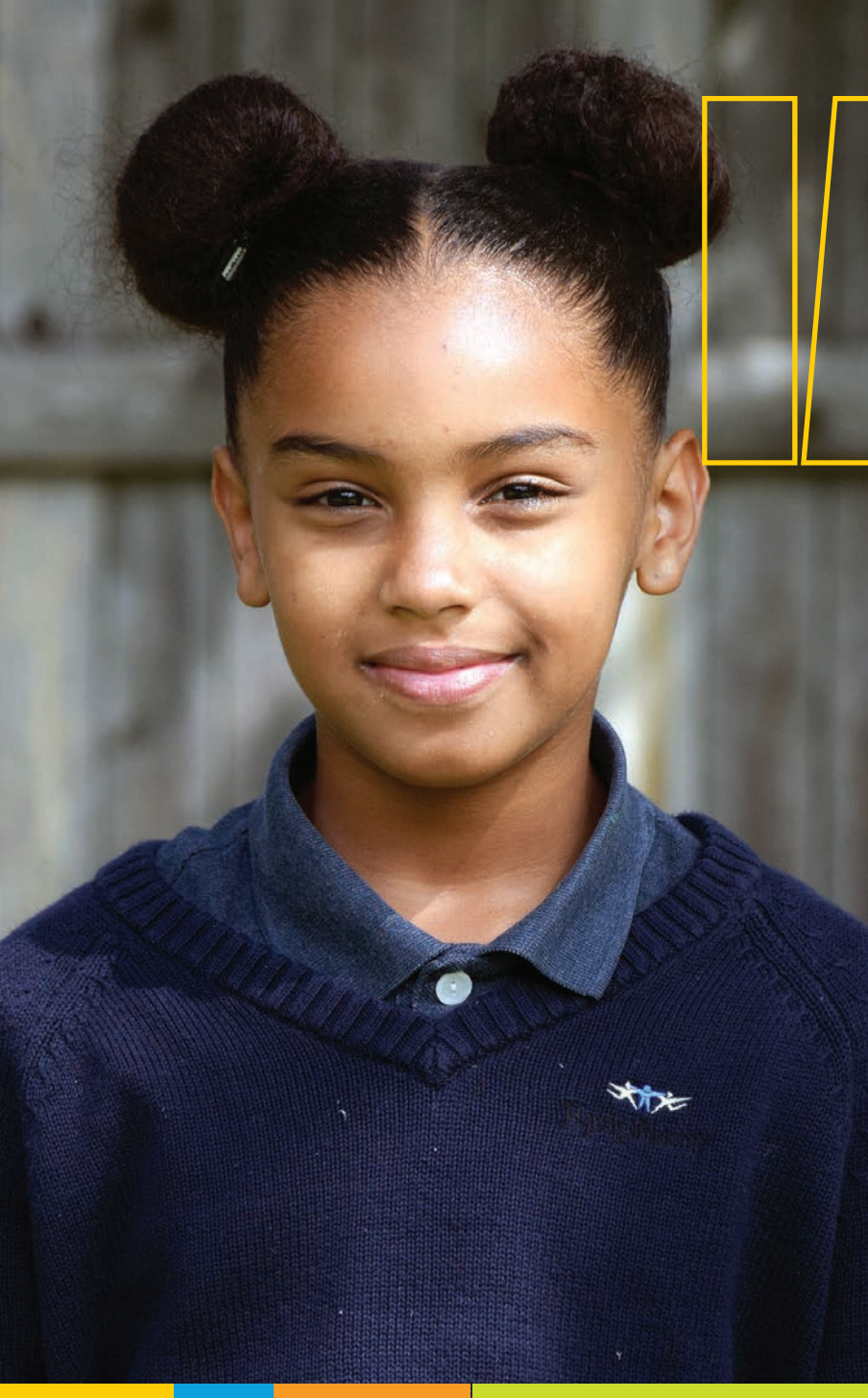
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# IMPACT DONORS

*We thank everyone who has given in support of our school. Your generosity enables us to continue our vital work of never giving up on a child. The following lists include all gifts received during the fiscal year beginning July 1, 2019 and ending June 30, 2020.*

*We have done our best to ensure the accuracy of these lists. We apologize for errors or omissions and would appreciate having any mistakes brought to our attention. Couples are listed alphabetically by first and last name.*

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Epiphany is an independent school for children of economically disadvantaged families in Boston, with scholarships for all. We admit children of diverse faiths, races, cultures, and cognitive profiles, believing in the Episcopal tradition that we find God in and through each other. In close partnership with families and community partners, we are an innovative learning community. We offer structured support to enable children to discover and develop the fullness of their individual gifts and to help their families thrive.

Our Early Learning Center serves infants, toddlers and preschoolers through a rich, child-centered curriculum and whole-family program model to ensure kindergarten readiness and family self-sufficiency.

Our Middle School offers small classes, individualized curricula, and extended hours providing rigorous academic, moral and social instruction to children in grades five through eight. Our Graduate Support Program provides abiding educational, personal and career guidance and assistance to our graduates, ensuring they are prepared to contribute intelligently, morally, and actively to the society they will inherit. Our teacher training programs support aspiring urban teachers, including many of our own graduates. Our Impact Center shares best practices to improve educational outcomes on a broad scale.

**Together we are a school that never gives up on a child.**



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