



# STRONG

EPIPHANY SCHOOL 2021 ANNUAL REPORT



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Students receiving the vaccine from one of our clinic pop-ups.

Cover photo: Remy (7th grade student) and his sister Camila (toddler at the ELC)

# A MESSAGE FROM THE PRINCIPAL & THE HEAD OF SCHOOL & THE PRESIDENT OF THE BOARD OF TRUSTEES

Dear Friends,

Our community weaves together a diverse collection of people united for these wonderful children, and we encourage you to find your place within these pages. For example, if you are someone who loves data and numbers, please turn to page 9. If you are especially invested in our littlest learners, find page 3; the Middle School students are on page 5, and the graduates are on page 7. If you are interested in our impact in the community, look on page 15, and our financial reports are on page 18. Finally, whoever you are and whatever it is that draws you to Epiphany, please consider using the enclosed postcard so we can hear from you. Epiphany has never been stronger, and you make that possible. Thank YOU!

Your Grateful Fans,

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



HEAD OF  
SCHOOL  
THE REV. JOHN H. FINLEY IV

*John H. Finley IV*



PRINCIPAL  
DR. MICHELLE SANCHEZ

*Michelle Sanchez*

Dear Friends,

Thank you for your enduring support of the wonderful Epiphany School. While much has been challenging this year, the community has done amazing work, and kids and families are benefiting every day from the care, commitment, and generosity of so many. From distributing thousands of pounds of food each week to neighborhood families to one-on-one tutoring sessions with middle school kids, Epiphany continues to have a life-changing positive impact on our kids and families. Thanks in part to your generous support, Epiphany has never been stronger.

Jennifer Fulton, President of the Board of Trustees

Dear Friends,

The past year has been both challenging and amazing here at the Early Learning Center (ELC). We have pressed forward and come together as a community, providing a trusting, caring, and safe environment for our children, families, and educators. As you may know, we reopened the ELC on July 6, 2020 and have remained open since, with some new routines to ensure the health of our students, teachers, and families. The pandemic reaffirmed that working together effectively is key to building strong communities. This year we are focusing even more on team building and also on increasing our collaboration with our greenhouse team to incorporate more outdoor learning experiences. Thank you for all you do to make this place possible.

Sincerely,

Natacha Shillingford

Director of Epiphany's Early Learning Center

ARE YOU  
PASSIONATE  
ABOUT EARLY  
EDUCATION?

WE ARE!



### INSIGHT FROM AN ELC TEACHER

In our Early Learning Center (ELC), just as in our Middle School, we pride ourselves on our commitment not only to our students and families but also to our teachers. Since opening in 2018, all but one of our founding teachers remain in our center. As the ELC continues to grow, our community of talented teachers is growing along with it. One of our newest teachers, Aileen, is a great example of the passion our teachers bring to the classroom every day. She joined the ELC team in January 2021 with nine years of early childhood education experience, and, in a short time, she has become an instrumental teacher, committed to the mission and the growth of her students.

*"I wake up excited and happy to go to work every day. I found a hidden gem, the perfect school where I want to stay for a long time. My classroom is amazing, and the children are on track and meeting their development goals. I also love being able to collaborate with my co-teachers on activities and curriculum. There is a big sense of collaboration and team work here, and I value that."*

Although she hadn't taught in a Reggio Emilia inspired school before, she has adapted well and the experience has been eye opening for her.

*"As I listened to different perspectives and learned new methods, I have become a better teacher."*

Another aspect Aileen noticed immediately was the sense of community and being valued and respected. Staff were not being treated like babysitters but rather as teachers making a difference in the young child's life. She believes that this may be one of the silver linings of the pandemic, that people beyond just Epiphany recognize early educators as teachers.

## WHERE DOES TIME GO?

Before and after pictures of babies - see how they've grown!



ASANTE



MELAH



EZEKIEL



HEAVEN



*"When I first came to Epiphany, I had just left an abusive relationship. I was pregnant, had a 3-year-old, was homeless, working, getting my masters, and in and out of court with my ex. I was overwhelmed and stressed. Epiphany took me in, and I felt like I was a part of the family. They gave me a safe haven where I could come and talk or just sit and take a load off. They helped me search for housing. My boys and I now have our own home. When we needed food, they were there with groceries. Having childcare that I knew was safe and consistent made it easier for me to continue going to work and to school. During the pandemic, my son's teacher had Zoom sessions which helped distract him so I could get work done, food cooked, or just take a break. I was able to graduate with my masters in mental health counselling and school adjustment counselling in 2020 during the pandemic. Epiphany has been a rock in my life that I have been able to lean on to keep me going and growing."*

JASMINE SEALY-NORVIN, ELC PARENT

# WANT TO **KEEP UP WITH** OUR **MIDDLE SCHOOL?**

OUR MIDDLE SCHOOL FACULTY, STAFF, AND STUDENTS REMAINED POSITIVE DESPITE MANY OBSTACLES. WE ARE GRATEFUL TO BE PART OF A STRONG COMMUNITY. MORE THAN EVER, WE ARE INSPIRED TO SERVE.

## MAINTAINING HIGH STANDARDS

Melissa Aybar (Lead 8th Grade Teacher & Co-Director of Curriculum) and Melody Baptista (Lead 6th Grade Teacher and Head of Teaching Fellow Development & Supervision) oversee the curriculum and instruction. Because the virus was unpredictable, they had to be nimble and ready to educate students whether they were fully in-person, hybrid, or remote.

Here are the four models they helped develop:

### SEPT 2020-OCT 2020

#### ALL TOGETHER IN PERSON

The success of the first 6 weeks in-person was crucial to build the relationship with our students and establish classroom expectations.



### NOV 2020-DEC 2020

#### CONNECTED THROUGH ZOOM

As infection rates climbed in the neighborhood around Epiphany, we decided to go virtual for a few weeks. The students transitioned well because they had already done it when the governor closed schools in spring 2020. Also, access to technology made it easier to teach online. For example, NearPod allowed us to see what we would be able to see over our students' shoulders.



### JAN 2021-FEB 2021

#### THE HYBRID MODEL

Eventually, as safety precautions remained in place and as students continued to need support, we moved to a hybrid model where our highest need students learned in-person. While we started with only allowing 6-8 students from each grade, the majority expressed how difficult it was to learn remotely so we gradually brought everyone back as well.



### MARCH 2021-JULY 2021

#### FINALLY BACK TOGETHER

For the last couple of months of the school year we were finally all back together in pods where teachers stayed in their own classroom.



(N.B. There were some positive attributes teaching virtually. For example, some students who would normally get distracted in classrooms thrived in the virtual setting.)



*"The Arts Program aims to expose students to multiple conduits of expression, to cultivate student-centered projects, and to provide unique experiences in and outside of the classroom."*

**MR. DELEVEAUX**  
ARTS DIRECTOR &  
7<sup>TH</sup> GRADE LEAD TEACHER



### STAYING CONNECTED THROUGH THE ARTS

Each year, students are exposed to a variety of arts including theatre, music, ceramics, sewing, and so much more, which they display in our showcases. We take a lot of pride in these events and didn't let a pandemic stop us! It was important for our students to find a creative outlet while they were stuck at home. The Arts Program put on four productions in total, three of which were done on Zoom and one in-person.

For example, during our Black History & Heritage presentation in February, our middle schoolers showcased their art projects centered on Black History and Black Joy. The presentation featured songs written and performed about growing up Black, as well as plays written and performed by our 7th and 8th graders that imagined conversations between historical Black figures such as

Martin Luther King, Ida B. Wells, and Malcolm X. During a time where many students and staff were feeling isolated, the Black History & Heritage Showcase strengthened our community bonds. The various presentations expertly combined Black history, culture, political issues, and personal experiences to create moving pieces that challenged preconceived narratives and pushed us to think about how Epiphany can better facilitate the creation of Black art.

After a long wait and in collaboration with the Gardening Program, our End of the Year Showcase was in-person. Students presented their theatre pieces, latest fashion designs, breathtaking photographs, and gave tours of the pollinator garden, raised beds, and composting system. What a spectacular way to end the school year!

*"By sharing the kids' writing and workshoping together, the collaborative nature of our school continued despite being remote. Community was not lost. In fact, it grew even stronger. The kids were so happy to be back. They learned first-hand how absence makes the heart grow stronger."*

**MELISSA AYBAR**  
8<sup>TH</sup> GRADE LEAD TEACHER  
AND CO-DIRECTOR  
OF CURRICULUM




### A SOURCE OF INSPIRATION

At the beginning of the school year, Epiphany commissioned Lead Teacher and artist, Ryan Jones, to create an inspiring mural, MARCH ON. Mr. Jones was inspired in part by the destruction of the beloved Roxbury Love mural featuring Nelson Mandela, as well as the loss of Representative John Lewis.

Check out his other work [@creationsbycarmine](https://www.instagram.com/creationsbycarmine) on Instagram.





THERE IS STRENGTH IN THE DIVERSE EXPERIENCES, IDENTITIES, AND OPINIONS OF THOSE WHO ARE A PART OF THIS VIBRANT COMMUNITY AND HELP MAKE OUR SCHOOL SPECIAL. WE ARE HIGHLIGHTING THESE TWO GRADUATES TO EXEMPLIFY SOME OF THIS WONDERFUL DIVERSITY.

EAGER TO LEARN  
MORE ABOUT  
**OUR GRADUATES?**



## KATE CABRERA, '17

After excelling at Epiphany, Kate Cabrera '17 attended Milton Academy on a full scholarship.

At Milton, she used the skills and the grit she developed at Epiphany to pursue singing and acting while maintaining a rigorous academic life. With her skill, resolve, and natural curiosity,

Kate graduated from Milton and was accepted into Harvard University also on a full scholarship. We couldn't be more proud to be a stepping stone in her pursuit for success.

*"Without Epiphany, I would not be where I am today".*



## JAZMYNE SHELTON, '12

*"Epiphany School truly holds their students to a high standard. Push yourself that extra step. Believe in yourself, and, most importantly, do not be afraid to ask for help when you need it. During my time there, not only did they see that I had a few academic challenges, they made sure that I got the extra help that I needed. They constantly reminded me that my challenges do not define me and I could really do anything I put my mind to. Even after my time there, they still never left my side. They were always there to help, whether it be assisting in finding better jobs, financial assistance, or helping me get set up in a new career. The graduate program is the reason I was able to start my own catering business. They helped me get into a great culinary school and after graduation I immediately started my own thing. My business has been doing amazing so far, and I owe them a large **thank you** for that."*

## GRADUATE COUNCIL

We are profoundly grateful for our graduates who give back to Epiphany, in particular those who are launching the Graduate Council, a home for those who want to serve in volunteer leadership roles and to inspire others to stay involved with the school. We are also very grateful to the graduates who serve on the Board of Trustees.

*"Sitting on the newly formed Graduate Council is such an inspiring experience... I look forward to seeing the Graduate Council grow so Epiphany graduates can continue to inspire the next generation."*

JOHNNY WILSON, '04



# DO YOU WANT TO SEE THE NUMBERS?

DESPITE THE CHANGES MADE TO STAY SAFE AND ALIGNED WITH CDC REQUIREMENTS, THE ELC TEACHERS HAVE CONTINUED TO NURTURE THEIR STUDENTS, WHO REMAIN JOYFUL AND ON TRACK WITH THEIR DEVELOPMENT.

The Ages & Stages Questionnaire (ASQ-3) is a reliable developmental and social-emotional screening for children between birth and age six. Both educators and parents complete the questionnaire to pinpoint developmental progress and catch delays in young children. This paves the way for planning the best next steps in learning, intervention, or monitoring.





Results from the most recently administered Ages & Stages Questionnaire:

**95%**

of children in the Early Learning Center are meeting benchmarks in communication

**97%**

are meeting benchmarks in fine motor skills

**90%**

are meeting benchmarks in cognitive and problem solving

**95%**

are meeting benchmarks in personal and social skills

**100%**

are meeting benchmarks in gross motor skills.

“Children at Epiphany’s Early Learning Center are developing the foundational relationships required to nurture their developing brains. The state-of-the-art facilities and sensory rich curriculum support this important work, but it is the consistent, attuned interactions that they receive from their caring and dedicated teachers that set the stage for learning now and in the future.”

*TERRI CHEBOT, M.ED  
EPIPHANY’S EARLY CHILDHOOD  
MENTAL HEALTH CONSULTANT*



# MIDDLE SCHOOL DATA

In 2020-2021, on average, according to the Stanford 10, our students made **1.4 years of growth in reading, 1.4 years in language and 2.4 years in math in just eight months of instructional time.** We could not be prouder of this incredible progress during such a difficult year, when overall low-income students lost six months in reading and seven months in math according to a recent study by McKinsey & Company.<sup>1</sup> Here is what our Co-Director of Curriculum and Instruction, Frannie Abernethy, had to say about this amazing achievement at a time when sadly many other students fell behind:

**Q:** What is the Stanford 10, and how does it assess learning outcomes?

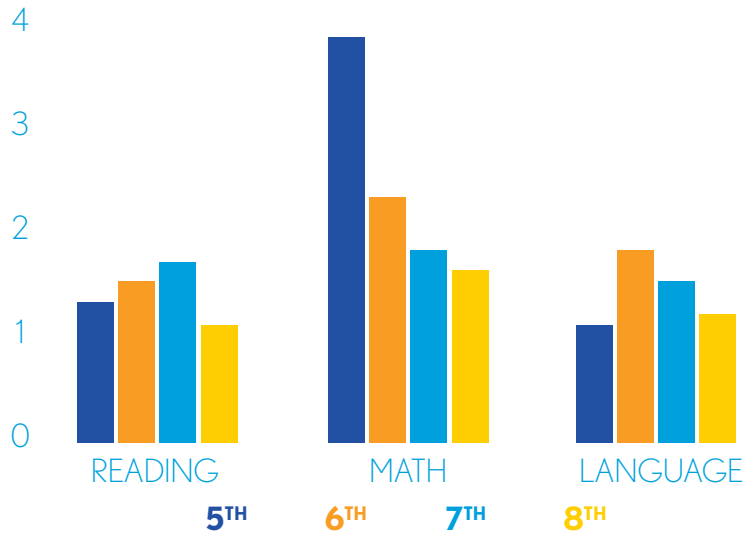
**A:** The Stanford 10 is a nationally normed standardized test that measures student growth in English, language arts, and math. We believe it is important to include in our assessment portfolio at least one outside-of-Epiphany measurement – i.e., something not created by our own teachers to compare our students' progress with their peers around the country. While in no way a perfect metric, we believe the Stanford 10 is a worthwhile tool that adds dimension to our understanding of each student's academic progress from year to year.

**Q:** How did our teachers achieve these results?

**A:** It is hard to pin down exactly what to credit for these results after such a tough year. I do know, however, that our teachers made a heroic commitment to prepare students for the cognitive and affective demands they would face on the assessment while continuing to craft and deliver rich and engaging experiences that foster critical thinking, develop students' curiosity in learning, and extend their communication skills. I'm picturing the debates students prepared on the merits of certain political approaches or discussions about different civilizations in 6th and 7th grade history classes that were informed by texts and comprehension questions similar to those on the Stanford 10. I remember the tiny house project in 8th grade math and science where students designed and built models of efficient housing to address a specific region's climate issues – all while learning aspects of measurement, scale, and graph analysis that students would encounter on the Stanford 10. In my view, you can nudge test scores upward at the expense of great teaching and learning, but this is something we eschew at Epiphany.

<sup>1</sup>Emma Dorn, Bryan Hancock, Jimmy Sarakatsannis, and Ellen Viruleg, COVID-19 and education: The lingering effects of unfinished learning (McKinsey & Company, 2021)

## YEARS OF LEARNING GAIN OVER EIGHT MONTHS



### THE SOCIAL-EMOTIONAL DEVELOPMENT OF OUR MIDDLE SCHOOLERS

At Epiphany, character and social-emotional development matter just 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. The results are in, and we are proud to report that during such a challenging year, our students still made significant progress. For example, from spring 2020 to the spring of 2021, the number of students reporting School Bonding as a strength increased by 13.8%. Furthermore, eleven fewer students fell into the Tier 3 “Intervention Needed” category compared to the previous school year.

**Q:** How do these results support the concept of Epiphany being a resilient community?

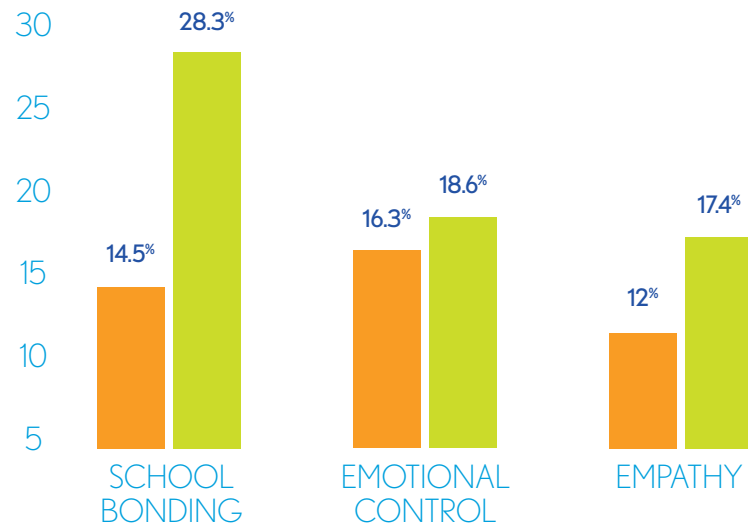
**A:** In the face of a thousand strange and anxiety-provoking obstacles that our society faced in the last year-and-a-half our amazing teachers still delivered joyful, rich, and engaging lessons for our students on screens or six feet apart in a shortened school day. How amazing that on average our students demonstrated more than a year’s growth in an 8-month-period! In my view, how can this not be a story about resilience?

**Q:** Moving forward, what is Curriculum & Instruction’s plan to continue building upon this success as we try to exist in a reality where COVID is not going away?

**A:** First, we plan to celebrate our students’ and teachers’ inspiring work this past year. Then, honestly I think we keep doing what we have been doing – delivering rich, engaging learning experiences while also explicitly showing students how what we do every day in our classes can transfer to outside assessments (including high school placement exams). AND, I think it is important that as a staff and a community we continue to grapple with and have open and honest conversations about the role that assessments should play in Epiphany’s classrooms.

## SCHOOLWIDE HSA RESULTS

Spring 2020-Spring 2021



SPRING 2020

SPRING 2021

# GRADUATE DATA

Students may graduate in 8th grade, but we stay with them for life through our Graduate Support Program, from high school to college, and then into the workforce. This program provides individualized support for 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.

6%

unemployment rate among Epiphany graduates in the classes of 2001-2012 (compared to 8.9% on average in Dorchester.<sup>1</sup>)

55%

of graduates from Epiphany classes 2013-2016 completed or are on track to complete college (compared to 14% of low-income students nationwide.<sup>2</sup>)

100%

of Epiphany graduates from the class of 2017 completed high school this year (compared to 80% of low-income students nationwide.<sup>3</sup>)

<sup>1</sup>American Community Survey, 2019.

<sup>2</sup>Grace Kena, et al., The Condition of Education 2015 (National Center for Education Statistics, 2015)

<sup>3</sup>Matthew Atwell, et al., 2020 Building A Grad Nation Report (October 1, 2020)



# ATTENDED HIGH SCHOOLS 2001-2021

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  
Brimmer and May 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 Academy at Penguin Hall  
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  
Woodward School for Girls

# ATTENDED COLLEGES 2001-2021

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

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  
Emmanuel College  
Empire Beauty School  
EMS Academy- EMT & Paramedic Training  
Everest Institute  
Fisher College  
Florida A&M  
Framingham State University  
Gibbs College  
Harvard University  
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.*





WITH A BOLD PLAN BASED ON SOUND DATA, WE HAD GREAT SUCCESS WITH OUR COVID-19 RESPONSE. FROM EDUCATION SEMINARS TO FOOD DISTRIBUTION PROGRAMS, WHAT REMAINED CONSTANT WAS THAT OUR COMMUNITY, STUDENTS, NEIGHBORS, DOCTORS AND TEACHERS, UNITED TO HELP EACH OTHER THROUGH CHALLENGING TIMES.



# CURIOUS ABOUT OUR COMMUNITY CONNECTIONS?

## KEEPING EVERYONE SAFE

Throughout the year, we provided weekly COVID testing to faculty, staff, and students with the help from our friends at Whittier Street Health Center. This consistent testing program allowed us to teach safely in person while maintaining strict health measures.

## KEEPING EVERYONE INFORMED

We hosted Dr. Randall Hyer from Moderna and Dr. Shahrzad Slater from LMK Clinical Research Consulting who presented a webinar on the mRNA vaccines from Moderna and Pfizer. This presentation and the subsequent Q&A helped educate us all on the safety, efficacy, and importance of vaccines.

## KEEPING THE COMMUNITY CONNECTED

To continue our outreach to our community, we hosted our first-ever Fireside Chat, where panelists including Mr. Finley, Dr. Sanchez, Mr. Joazard '04, Ms. Abernethy, Ms. Shillingford, and Mr. Penney, answered questions and discussed how Epiphany was responding to the current COVID-19 pandemic. The chat was a huge success, with a good turnout and thought-provoking questions from the audience.

## KEEPING EVERYONE FED

Because of the economic insecurity caused by COVID-19, we expanded our robust food distribution program to meet the increased need in our community. In coordination with Lovin' Spoonfuls, Fair Foods, the Church of the Redeemer Chestnut Hill, and the many individuals who donated paper goods, dry goods, and produce, 100% of families had access to thousands of pounds of food that we distributed on-site weekly with the help of our partners; in 2020-2021 we distributed 63,798 lbs. of rescued food from Lovin' Spoonfuls alone.





# SOURCES OF FUNDS

*"Thanks to the tremendous support and extraordinary generosity of its donors, Epiphany's fiscal 2021 was incredibly strong. These gifts, combined with the solid cost management of the staff, means that the school enters fiscal 2022 in good financial condition. However, we all must remember that Epiphany depends on the generosity of all of us, and I hope that everyone will continue to support the school to the best of their ability."*

KEN BURNES, TREASURER

## SOURCES OF OPERATING FUNDS JULY 1, 2020 - JUNE 30, 2021

### SOURCES

#### Annual Fund

Individuals	\$ 4,431,516
Foundations	\$ 1,248,938
Corporations	\$ 171,950
Churches	\$ 54,690

**ANNUAL FUND SUBTOTAL \$ 5,907,094**

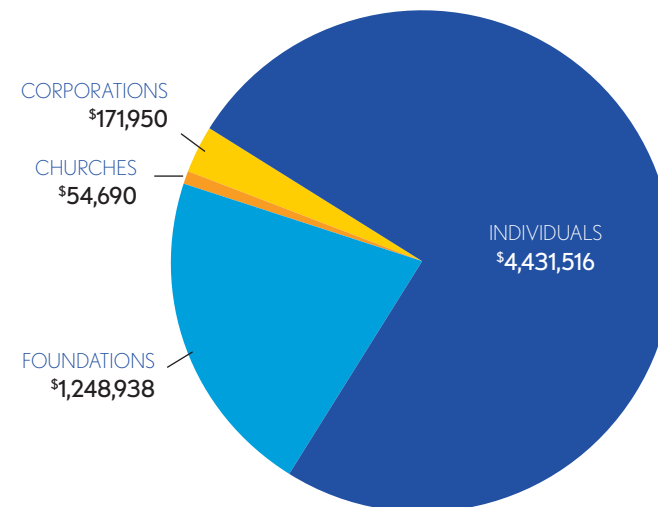
Annual Fund Pledges Paid	\$ 25,333
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**TOTAL ANNUAL FUND \$5,932,427**

SYGS Gifts and Pledge Payments	\$ 1,341,392
New Initiatives (Restricted Funds):	\$ 248,830
Program Income (Note 1)	\$ 107,343
PPP Funding	\$ 631,200
ELC Tuition and Voucher Income	\$ 130,387

**ADDITIONAL SOURCES SUBTOTAL \$ 2,459,152**

**TOTAL SOURCES \$8,391,579**



#### NOTES:

(1) 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>



2020-2021

## LEADERSHIP COUNCIL

Tess V. Atkinson, Chair  
Maureen Alphonse-Charles  
Holly Ambler  
Brenda Bancel  
Joseph Bierwirth  
Gordon Bither  
Carol Brayboy  
Remko Breuker  
Stephen H. Brown  
Christy Cashman  
Gretchen Colby  
Kerrivan Crowe  
Bill Crowley  
Christopher Cutler  
Gene Dahmen  
Betsy Edie  
Theresa Ellis  
Delores Ellison  
Alison Elworthy  
Adam Feinstein  
Patrick Fiscoeder  
Thomas C. Frongillo  
Angela Garcia  
Melissa Gerrity  
Betsey Gifford  
Robin Graves  
Timothy D. Green  
G. Zachary Gund  
Pam Hansen  
Winston Henderson  
James Houghton  
Rawson Hubbell  
David Ilsley  
Dennis Kanin  
Michael Kendall  
Sylvia Kuzman  
Eloise P. Lawrence

Lisa Lewis  
Tom Lewis  
Stacey Lucchino  
Peter Madsen  
Dan Mathieu  
Makeeba McCreary  
Katherine McHugh  
Katherine Metcalfe  
Sally Miller  
George Motley  
Elaine Murphy  
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With the help of the many generous donors listed here, this \$25 million campaign, ***Starting Younger, Growing Stronger***, allowed us to construct an Early Learning Center with 10,000 sq.ft. of Outdoor Classroom, build a Graduate Support Center to accommodate our growing program, double our Endowment, construct new and renovate existing housing for Teaching Fellows, and expand our Garden and Greenhouse Program to include a number of raised garden beds for growing fruits and vegetables, a pollinator garden and a rain garden, and a 1,000 square foot state-of-the-art Greenhouse. A hearty and heartfelt **"Thank you!"** to our ***Starting Younger, Growing Stronger*** Campaign supporters. We could not do this work without you.

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# GROWING STRONGER

# GRATI

Epiphany School  
established the  
**Silver Star Society**

to inspire sustained leadership support of our growing organization as we look toward the school's 25th (silver) Anniversary in 2022. Through the Society, we endeavor to secure and maintain the ongoing support of devotees of Epiphany School who make Annual Fund contributions of \$25K or more each year.

The *Inaugural Members* of the **Silver Star Society**, listed below, are leaders in our dedicated family of philanthropists who have a deep belief in Epiphany School's commitment *"to never give up on a child"* and consider Epiphany School one of their most important charities. Each year Society members receive special recognition as part of our Annual Report.

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\*Gifts received during the fiscal year beginning July 1, 2020, and ending June 30, 2021 are listed here. Couples are listed alphabetically by first and last name. We've done our best to ensure accuracy. We apologize for errors or omissions and would appreciate having any mistakes brought to our attention.



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Corey & Geoff Lewis  
Elizabeth March & David Stein  
Christopher Meyer  
Jenna & Quincy Miller  
Natick High School Hockey Team  
Erica & Ted Pappendick  
Robert Peabody  
Louise Place  
Bill & Natalia Salkewicz  
Daniel Green & Jamie Scarborough  
Shaw's  
Allen L. Snyder  
Grant Stephen  
St. Andrew's Episcopal Church, Wellesley  
Sunwealth  
Patrick O. Sullivan  
Ellen & Peter Vaream  
Edward White  
Sally Graham & Stan Willis  
Lorena Lopera & Jimmy Wyman  
Martin & Rachel Zinny



# MISSION STATEMENT

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 Program supports 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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