

A young boy with short dark hair, wearing a blue zip-up hoodie, is sitting at a desk in a library. He is leaning forward, reading an open book with a red cover. His left hand is resting on the book. The background shows bookshelves filled with books. The text 'EPIPHANY SCHOOL' is overlaid in the top left corner.

EPIPHANY SCHOOL

2011 Annual Report

growing
impact



.....> Every morning, Epiphany students must shake Mr. Finley's hand and look him in the eye. It's more than just a ritual; it's a life skill!!

dear friends,

Recently, an Epiphany supporter asked a simple, important question: *Does it really work?* The answer is: *Yes!* While we know of no other school that admits students quite the way we do nor one that tracks its graduates as far, comparisons are possible nevertheless, and the results outlined in this report are remarkable. Still, we are not complacent. We are proud of our students' successes, but we know we can do better.

Key has been our Strategic Plan. Its eleven specific goals fall into two categories. The first were steps to improve our programming in grades 5-8. The second was to find ways to educate even younger students and make even greater impact. Great progress has been made on the first goal, meaningfully improving an already successful program, and we have practices in place to sustain that excellence. Examples include annual departmental reviews by independent experts, a customized database, and the support to retain great teachers.

Now we can explore how to start younger. To that end, thanks to a handful of generous donors, Epiphany bought an exceptional property at 232 Centre Street, a short walk from our Schoolhouse. That land opens up new possibilities and has already greatly increased our faculty housing.

Epiphany's influence extends well beyond Dorchester. We have helped launch 18 schools over 13 years. Our model is part of the curriculum at graduate schools, including Boston College, Boston University and Yale. But the most palpable impacts take place as students matriculate to fine schools and succeed in good careers. You make this possible. We are very grateful and hope you are proud of Epiphany's growing impact.

Sincerely Yours,

John
John Finley, *Head of School*



Ken
Kennett Burnes, *President of the Board of Trustees*



"Now that I'm an 8th grader, I try to welcome the kids who are new to the school just as much as I was welcomed."



The news that Epiphany is planning to grow as a school to serve younger children is a highlight of this report.

So, too, are the collaborations Epiphany made to replicate our model with other schools, both public and private. Looking back to our first days in 1998, with 40 boys and girls in the basement of All Saints Church, perhaps the most vibrant story is what Epiphany has produced, what impact and outcomes we have collectively produced.

An Epiphany education develops children's core academic competencies and their personal character and confidence. Our curriculum is finely integrated; for certain topics multiple subjects will converge on the material, including English, Social Studies, Art and Music. In this report, we present 'hard' data on our student and graduate successes, but our social benchmarks are also important to put boys and girls on positive, sustainable trajectories for productive lives. For example, we celebrate students who take responsibility for their actions, who are empathetic, who participate actively in their community, and who lead by word and example. These life skills are just as critical as their proficiencies in literacy, writing, mathematics and social studies.

In 1998, we had a mission and a small group of dedicated people. Today, we have nearly 200 graduates, 90 students, 31 full and part-time teachers, and 100 volunteers each week. We have become a resource for people and organizations in our Dorchester community. We provide jobs, housing and positive partnerships. *Now it's time to grow!*

growth

"I was chosen student-of-the-month in January. This was my number one goal. I knew I was doing well, but I wanted to hear it from the teachers."



Epiphany admits boys and girls entering fifth grade who are from local economically-disadvantaged families.

Students are enrolled by lottery and 20% of available slots are reserved for children involved with the Massachusetts Department of Children and Families.

Epiphany's educational model is different, innovative, and entirely committed to the full development of each child. Our students go to school 12 hours a day, 11 months each year. The school day is dynamic. We serve three meals, provide an interscholastic sports program and integrate art, music and public speaking into the curriculum. We also provide a full service program of comprehensive support including social services, medical care and psychological counselling for students, their families and our graduates.

Epiphany students are required to pass rigorous academic *and* social benchmarks for grade advancement. Since inception, each incoming 5th grade class has tested well below grade level, but those same students tested well above grade level upon completion of 8th grade.

We believe that every child deserves a quality education in a safe, supportive environment. We witness our students overcoming their challenges with determination, struggle, encouragement and hard work. Their achievements are inspiring, and we could not be more proud. *For 13 years, Epiphany has fully lived into its mission.*

impact

growing younger

In 2011, Epiphany made a major investment in its future growth, acquiring 1.5 acres of land, including a 9,000 sq. ft. brick building, at 232 Centre Street in Dorchester. This outstanding parcel, only 300 yards away from our Schoolhouse, enables Epiphany to begin purposefully exploring ways to work with younger children. For years, we have known that beginning at an earlier grade level would enormously benefit our students. Medical research on cognitive development from birth through age 5 clearly indicates that prolonged negative stress, lack of literacy exposure, poor nutrition and other factors hinder formation of normal brain cell growth. This time period is the primary 'scaffolding' of the mind, the underpinning of capacity for educational achievement.

A dedicated and experienced team is creating a master plan for the 232 site, analyzing the opportunities of 'growing younger'. Our assessment of potential uses at 232 Centre Street is guided by key factors such as need, impact, cost and sustainability.

Currently 232 Centre Street is housing our Intern Teachers, which has allowed us to expand this successful intern program from nine to eleven college graduates. Also under consideration are collaborations with other non-profits, such as an educational enrichment program for younger students during afternoons/evenings. Another potential use for the 232 property is a facility for Epiphany graduates. The current graduate support office at the Epiphany Schoolhouse is already crowded by our many graduates who return to Epiphany in the evening and on vacations. Finally, we are examining a housing component at the Centre Street site, not only to properly accommodate our faculty, but possibly to provide short-term housing to families and graduates who need it.

While we will continue our comprehensive programs in grades 5-8, it is the beginning of a new time of growth and impact.



232 Centre is valuable to Epiphany not only because of its proximity to our Schoolhouse, but also because of its **unique site characteristics**. The 1.5-acre property is nearly square-shaped and essentially flat. The expansive grass fields that surround the building are framed with a handful of mature trees.



→ "The things I'm going to miss the most are all the friendships, the times we laughed with each other, and the times we had each others' backs. I feel loved here every day.



Epiphany must be a resource for its graduates for them to succeed, and we are.

Epiphany's Graduate Support Program (GSP) is led by two, full-time Co-Directors (Erika Forrest and Lino Sanchez) who are dedicated to supporting our 198 graduates. The GSP communicates regularly with 98% of graduates, including a graduate Facebook page, blog, and frequent well-attended reunions.

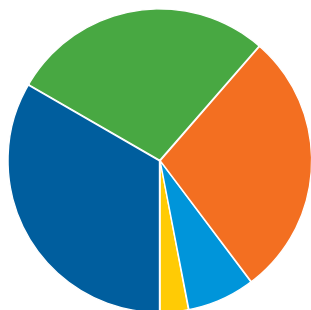
Epiphany's GSP is also committed to providing graduates meaningful, summer jobs/opportunities. For Epiphany graduate classes 2007–2010, 97% of graduates participated in summer programs last year, including Artists for Humanity, Youth Conservation Corps, The Food Project, and many others.

Epiphany also provides 'Last Dollar Scholarships' to our graduates. If they are receiving scholarships and contributing themselves as well, they can apply to Epiphany for the last dollars they need, up to an aggregate of \$25,000 per class or \$100k per fiscal year.

Where are they now?

100%

of Epiphany graduates **have enrolled** in high school.



- 33%** attend independent high schools
- 28%** attend parochial schools
- 28%** attend charter schools
- 7%** attend district schools
- 3%** attend exam schools

90%

of Epiphany graduates in the first 8 classes have earned **high school diplomas/GEDs.**

70%

of Epiphany high school graduates were accepted and enrolled **in college.**

84%

of Epiphany graduates admitted & enrolled in college have received/are on track to receive **their college degrees.**



DID YOU KNOW

15-20

Epiphany graduates return to Epiphany **every evening,** and many serve as **student tutors.**

Expanding the model

Epiphany has helped many schools across the country form and grow by sharing information, curricula, best practices and hosting visiting school leaders, but this year marked a historic first for Epiphany. Epiphany community members and

other educational leaders launched Bridge Boston Charter School, a K1 - 8th grade charter school in Boston. Jennifer Daly, Cheryl Alexander, Ellen Williams and Michelle Sanchez, supported by Peter Keating, Paul Karger, John Finley and others, prepared an application for charter to the Department of Education and Secondary Education (DESE). The charter was awarded and Bridge Boston joyously began school, with 72 four and five year-olds on September 6, 2011.

Epiphany was critical to Bridge Boston in three ways. First, Bridge founders were deeply involved with Epiphany for many years. Secondly, Bridge replicates many important components of the Epiphany model. For example, Bridge Boston also has an intern program wherein college graduates serve as volunteer teachers, providing individualized attention to each student. Bridge, like Epiphany, is a full service school, which places great value on the development of the whole child, parental partnerships and nurturing community. Thirdly, Epiphany's success was critical to the approval of Bridge Boston's charter application because Bridge's founding Board was judged to be a 'proven provider'. The Massachusetts Legislature voted to increase the number of charter schools, but stipulated that applications must be submitted by 'proven providers'—those who had worked with similar populations with great success. Bridge founders provided numerous historical

statistics and facts about Epiphany to the DESE demonstrating our outstanding track record. As a result, Bridge was the only school to be granted a charter in the city of Boston that was not replicating an existing charter school. While other established Boston charter schools were granted approval to grow, our data convinced the DESE that Epiphany could serve as a model. We are thrilled that the innovation, best practices, and dedication developed at Epiphany will touch many more children at Bridge Boston Charter School.



“My experiences at Epiphany will forever be at the heart of any work I do. Epiphany is the living, vibrant proof that students from the city can thrive and build a community together where learning and love are paramount.”

Jennifer Daly, principal of Bridge Boston and co-founder of Epiphany School.

Exceeding expectations

What do Epiphany graduate outcomes really mean, compared to other schools?

It has been impossible for us to identify comparable, long-term data on a cohort exactly like Epiphany's. 20% of Epiphany students are involved with the Department of Children and Families, 24% require special education services, and 52% speak English as a second language. But even when contrasted just with outcomes from the local schools and national averages, Epiphany successes are compelling.



61%

of all local 9th graders graduate high school.



48%

of students with limited English proficiency graduate high school and **41%** of students with special education graduate high school.

Source: MA DESE 2009 Study



70%

of all 9th graders nationally graduate from high school.



60%

of economically disadvantaged students graduate from high school nationally.

Source: Urban Institute



90%

of Epiphany graduates go on to graduate high school.



90%

graduation rate includes **52%** of Epiphany students who speak English as a second language testing and **24%** who require special education curricula.



High School Placement & College Acceptances: 100% of Epiphany's graduates continue their educations every year in either independent, parochial, charter, pilot, or other public schools.

<50%

The national college enrollment rate for 9th grade students. Only **35%** of economically disadvantaged students enroll.

70%

Epiphany's enrollment rate in post-secondary education.

Source: MA DESE 2009 Study



A national study by Bridgespan Group found that just 33% of 2.1 million low-income students went to college, with only 21% of that group actually graduating. Epiphany's statistics are notably higher. The class of 2004, for example, had 93% enrolled in college/trade school. Other students are in the workforce, military, or working part-time. Our goal, remains to have 100% of our graduates in this position, and we aim to achieve this goal.



DID YOU KNOW?

20.3

The average public school class size.

18.1

The average private school class size.

11

The average Epiphany class size.

Source: US Department of Education Report



Epiphany is a member of the Nativity Miguel Network of Schools, a nationwide network of 61 schools adhering to Nine Mission Effectiveness Standards including a commitment to a faith-based, holistic education that serves the economically-disadvantaged and offers services beyond traditional school settings, an extended day and school year, support for parents and graduates and commitment to a strong academic program and administrative structure.

This past spring Epiphany participated in a Collegial Visit, conducted every five years by Network representatives and member school colleagues to review Epiphany's adherence to the Nine Mission Effectiveness Standards. **The visiting team was simply blown away with Epiphany's commitment to and mastery of these standards.** As the Network's Director of Mission Effectiveness, I am struck by the opportunity that educational leaders have to impact their school and community. Head of School John Finley and Principal Michelle Sanchez's influence extends far beyond Epiphany's walls. The tireless work of these leaders and Epiphany's teachers has created a faith-filled, high performing, mission driven school that has profoundly changed the lives of their students, families and the community.

Epiphany is a leading Network school and accountability processes such as these Collegial Visits are necessary to ensure the legitimacy of our Network and enhance the work we do. Our chain of schools is strengthened through this process. Together our impact is growing.



by Melodie Hessling,
Director of Mission Effectiveness,
Nativity Miguel Network of Schools,
Washington, DC

making the grade



"Last year, I was pushed very hard by my teachers and I passed all my grades with not one single 'C', but all A's and B's!"

Epiphany works closely with folks at home because parents and families are critical to our students' success.

Before our fifth-grade students begin school, our home visits, extensive student testing and summer barbeque and orientation all signal to new families the intensity of the Epiphany commitment. Our partnership with families continues throughout the school year: every family works two hours a week at school, reviews and returns weekly mailers, attends monthly parent meetings and takes regular phone calls from advisors. We know that no one loves our students more than their families, and so our work with families is critical.

Ready. Set. Grow.

STANFORD 10 KEY RESULTS: READING, LANGUAGE AND MATH FOR 2010/11

2011

The class of 2011 entered the 5th grade testing at 4th grade levels or below, on average, in all three subjects. They graduated with testing results at or above 9th grade levels in all three subjects.

2012

The class of 2012 (this year's 8th grade) had similar 5th grade testing results. Their Stanford 10 results from May 2011 were stellar; average results were at 9th grade levels in all three subjects at the end of 7th grade.

2013

The Class of 2013 (this year's 7th grade) tested below their 5th grade level in 2009 and above 7th grade levels in 2011.

2014

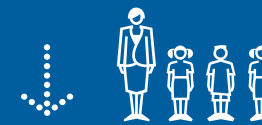
The Class of 2014 (this year's 6th grade) tested slightly above grade level in 5th grade, and in one year their results improved to or close to (math) 7th grade levels.



benchmarks

Detailed benchmarks for grade advancement are defined by each academic department and by social behavior standards that must be reached by all students.

- GRADE 5 self-awareness
- GRADE 6 stewardship
- GRADE 7 enterprise
- GRADE 8 leadership



DID YOU KNOW?

2.9

student/teacher ratio
Epiphany has 24 teachers and 8 Skills teachers.

epiphany milestones

- **SEPTEMBER 1998:**
Epiphany opens for the first day of school for 40 boys and girls in the 5th and 6th grade at All Saints Church in Dorchester.
- **JANUARY 2002:**
Epiphany opens its permanent Schoolhouse at 154 Centre Street in Dorchester.
- **MAY 2004:**
Epiphany is accredited by AISNE.
- **APRIL 2006:** Epiphany completes renovation of 20-22 Mather Court, providing faculty housing and a new play area for students adjacent to the Epiphany Schoolhouse.
- **JUNE 2005:**
Epiphany's first graduates receive high school diplomas.
- **MAY 2009:**
Epiphany's first class graduates from college.
- **SEPTEMBER 2009:**
Epiphany's first graduates (3) begin employment as Intern Teachers at Epiphany School.
- **MARCH 2010:**
Sidney Baptista, Epiphany Class of 2001, is elected to the Epiphany School Board of Trustees.
- **FEBRUARY 2011:**
Purchase of 232 Centre Street for increased housing for more volunteer intern teachers and future expansion.

the school day

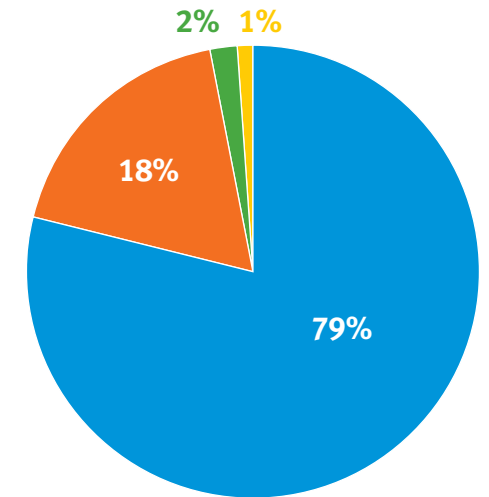
| | |
|-----------------------|--------------------------|
| 7:20–7:50 AM | Breakfast |
| 7:50–8:00 AM | Homeroom |
| 8:00–11:45 AM | Five academic periods |
| 11:45–12:35 PM | Lunch and Recess |
| 12:35–2:50 PM | Three academic periods |
| 2:50–3:20 PM | Advisor/Student Meetings |
| 3:20–3:30 PM | Transition |
| 3:30–5:00 PM | Sports |
| 5:00–5:40 PM | Dinner |
| 5:40–7:15 PM | Evening Study |
| 7:15 PM | Dismissal |

Epiphany's graduates are now matriculating at and attending the following schools. We are proud of their accomplishments and the varied programs they will pursue. As always, we will continue working with them through our Graduate Support Program, offering services and advice throughout their educational careers.

Another Course to College
 Boston College High School
 Beacon Academy
 Boston Arts Academy
 Boston Community Leadership Academy
 Boston Day and Evening
 Boston Trinity Academy
 Brighton High School
 Buckingham Browne and Nichols
 Champion Charter
 Charlestown High School
 City on a Hill
 Community Academy of Science & Health
 Cristo Rey, Boston

Dorchester High School
 East Boston High School
 Edward M. Kennedy
 Holderness School
 Jerimiah Burke
 John D. O'Bryant
 Madison Park High School
 Match
 Matignon
 Miss Halls
 New Mission
 Nobles and Greenough
 Norfolk County Agricultural High
 Piney Woods
 Prospect Hill Academy
 Roxbury Latin School
 Seton Aacdemy
 St. Andrew's
 St. Clements
 St. Mark's
 St. Sebastian's
 Trinity Catholic
 Waldorf School
 Woodward School for Girls

| Sources of Support and Revenue | Annual Fund ¹ |
|--------------------------------|--------------------------|
| Individuals | \$2,029,610 |
| Foundations | \$480,300 |
| Corporations | \$43,248 |
| Religious Organizations | \$22,388 |
| Total Sources | \$2,575,547 |



high school college



Alleghany College
 Anna Maria College
 Bentley College
 Boston College
 Brandeis University
 Bunker Hill Community College
 C.U.N.Y.
 Dean College
 Dominican College
 Fisher College
 I.T.T. Tech
 Lesley College
 Linchbury College
 Mass Bay College
 Moravian College

college matriculation

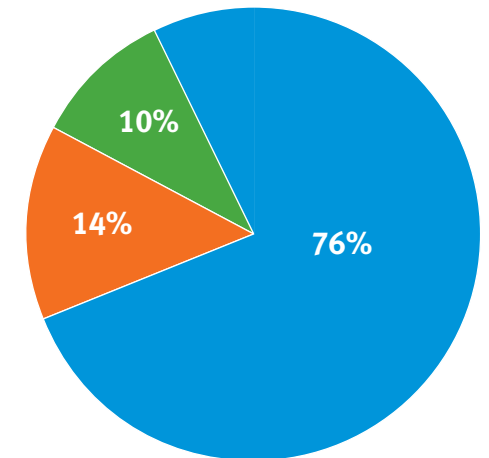
Morehouse
 Newbury College
 North Eastern University
 Pine Manor
 Regis College
 Simmons College
 Suffolk University
 Trinity College
 Tufts University
 University of Massachusetts, Amherst
 University of Massachusetts, Boston
 Wentworth
 Wheelock

Students from Epiphany's Classes 2004-2007 are matriculating at and attending the following colleges and universities.

financials

fiscal year 2011

| Uses of Funds ² | Annual Fund |
|---|--------------------------------|
| Instruction & Student Activity | \$1,949,922³ |
| Development | \$359,807 |
| General and Administrative | \$253,566 |
| Sub-Total | \$2,563,296 |
| Increase/Decrease in Net Assets: | \$12,251 |
| Total Uses | \$2,575,547 |



¹ Annual Fund excludes gifts for restricted programs (such as 232 Centre Street), endowment or in-kind donations.
² Uses of Funds for Annual Fund excludes depreciation and expenses restricted to match donor restricted gifts.
³ Instruction & Student Activity excludes any Building Reserve expense, in addition to special education expenses that were funded by restricted program funds.

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, 2010 and ending June 30, 2011.

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.

\$25,000 and up

Anonymous (2)
 Nick Adams & Dee Silvers*
 Cheryl & Rand Alexander*
 Anne & Robert Bass*
 Mia & Tim Bass*
 Charles T. Bauer Foundation*
 Barbara & Ken Burnes°
 Cabot Corporation Foundation, Inc.*
 Claneil Foundation°
 The Clowes Fund
 Bill Collatos & Linda Wisniewski°
 George & Nerys Estes*
 John & Margot Finley°
 Goldman Sachs Gives
 Beth & Dennis Goldstein*
 Andy & Janet Hartman*
 James C. Melvin Trust°
 Kingsbury Road Charitable Foundation°
 Barbara & Chris Kryder°
 Eunei & Ronald Lee
 Ludcke Foundation
 Duncan & Ellen McFarland°
 The Mckenzie Family Charitable Trust*
 Michael Mckenzie*
 Katherine Metcalfe & Langdon Wheeler°
 George & Kathy Putnam*
 Rodman Ride For Kids*

Elizabeth Riley & Daniel Smith
 Wellington Management Foundation°

\$15,000-24,999

Adelard A. Roy & Valeda Lea Roy Foundation*
 Brenda & Stephane Bancel
 Bank of America, Reed/Peters Fund
 Cathy & Richard Boskey*
 John Cogan & Mary Cornille°
 Christopher Connolly & Marjorie Liner*
 John Finley & Stan McGee°
 J. Frank Gerrity II Charitable Trust*
 Ruth Gerrity°
 Gifford Family Foundation*
 David & Mary Grumhaus°
 Lazard Capital Markets*
 Liberty Mutual Foundation
 The Sean McDonough Foundation*
 Albert & Katharine Merck*
 Rogers & Tom Olverson°
 Schrafft Charitable Trust*
 The Sears Fund °
 Sherley Smith°
 The TJX Foundation*
 Katharine Walker*

Lawrence Walker*
 Mary & Ted Wendell°

\$10,000-14,999

Anonymous (3)
 Christine Allen*
 Bain Capital Children's Charity*
 The Bedminster Fund*
 Gordon Bither*
 BTIG LLC
 Ted Caplow & Pascale Van Kipnis*
 Church Home Society
 Rebecca Clapp*
 Richard & Tilly Close*
 Constance Coburn & James Houghton*
 Cogan Family Foundation*
 Pearce & Phoebe Coues*
 The Croll Foundation°
 Doris & Walter Downey*
 The Downey Family Charitable Foundation*
 Gayane & Tom Ebling°
 Chandler & Oliver Evans*
 Donna Farrell & Charles Jobson*
 Gorter Family Foundation*
 The Kevin D. Gorter Memorial Foundation
 Lindsey & Zachary Gund°
 The Roy A. Hunt Foundation°

David & Kathy Ilsley°
 Sarah Jubitz & Scott Rousseau*
 Alix & Peter Keating°
 Catherine & Sandy Lyons
 Laurel & Zachary Martin*
 The Martin Foundation*
 Parish of the Good Shepherd, Waban°
 The Seth Sprague Educational & Charitable Foundation*
 Drew & Kiki Shilling*
 The van Otterloo Family Foundation
 Elizabeth Munro & Peter Wheeler
 Steve Wymer

\$5,000-9,999

Anonymous (2)
 Bingham McCutchen, LLP*
 Patricia Boyd*
 Herbert Brown*
 Lisa & Stephen Brown
 Julie & Kevin Callaghan
 Christy & Jay Cashman*
 Church of the Redeemer, Chestnut Hill°
 Clarence & Anne Dillon Dunwalke Trust
 Peggy Clowes*
 Melanie Coulter
 Blair Crawford & Sylvia Kuzman*



Every year, Epiphany school's choir shows up unannounced in the Shawmut Station corridor and performs for the MBTA passengers. Students and staff pass out snacks to unexpected audience members. The T Stop Sing is an opportunity for the Epiphany School and students to contribute to the local community.

James Croom & Tara Hurley*
 Nat Damon & Ricardo Torres
 Lia Der Marderosian*
 William H. G. Fitzgerald Family Foundation*
 Fritz & Leah Foley*
 Mary & G.W. Foster°
 Donna & Philip Furse*
 Jonathan Gottfried*
 Kirk Grosel & Alicia Southwell°
 Gordon & Llura Gund
 Bambi Hatch*
 Happy Hawn*
 Julie & Bayard Henry°
 Kemp & Tom Hill
 Robert Hillman & Gail Kaplan*
 Jordan & Julie Hitch
 Abigail Johnson & Christopher McKown

Jubitz Family Foundation
 Adam & Mary Beth Kirsch
 Waltrud Lampe*
 Adriana & Peter Levitt
 Robert & Teresa Lindsay*
 Pam & Stuart Mathews
 John McGillian°
 Steve & Tish Mead°
 Lisa & Theo Melas-Kyriazi*
 Merck Partnership for Giving
 Lawrence Miller & Ellen Williams°
 Palace Head Foundation°
 Parish of All Saints - Boyd Fund°
 Hilary & Peter Richards°
 Lee & Maggie Rubenstein
 Anne & Ian Sanderson°
 John & Judy Schumacher*
 James & Pam Schwartz*
 Shilling Family Foundation*

Anne Slichter*
 Mr. & Mrs. Jack Smith
 Anne & Lanny Thorndike*
 Ming & Polly Tsai*
 Erica & Ronald Vaters*
 Susan Whitehead*
 Windhover Foundation*
 Martin & Rachel Zinny*

\$2,500-4,999

Anonymous
 Lauren Alexander
 Anchor Capital Advisors, Inc.*
 Sam & Tess Atkinson*
 Deborah & Michael Aylward
 Kim Bilderback & Lisa Sue Smedberg
 Stephen Blyth & Anita Gajdecki*
 Susan Bush*
 Frederick Cabot*

Philip & Betsey C. Caldwell Foundation*
 Lucy Caldwell-Stair*
 The Capital Group Companies Charitable Foundation
 Liesl & Peter Christie*
 Dorene & Peter Christie*
 Don & Sonia Cleven
 Julia Cox
 Gorham & Joan Cross*
 Jen & Michael Daly°
 John Deknatel & Carol Taylor*
 Eaton Vance Management
 Peter Erichsen & David Palumb°
 Fidelity Foundation*
 David & Sallie Fisher
 Ann Colangelo & Bill Fleming*
 Orville W. Forte Charitable Foundation

*Indicates a donor who has given each of the last three years. °Indicates a donor who has given every year since the school's beginning in 1998.

David Foster*
 Susan Alexander &
 Jim Gammill
 James & Melissa Gerrity^o
 Charles & Eileen Glovsky
 Goldman, Sachs &
 Company*
 Douglas Gordon
 David & Jennifer Grumhaus^o
 George & Marina Hatch*
 James & Maisie Houghton*
 Rawson & Sarah Hubbell*

Sonia Loizeaux^o
 Elizabeth March &
 David Stein*
 Elena & Tom Matlack
 Katherine McHugh*
 Andrea & David Meyers
 Carol & Jeff Miller*
 Gerald & Karen Morrissey*
 Benjamin & Meta Neilson*
 Joanne & William Nimmo*
 Frank & Marianna O'Brien^o
 Dan & Marilyn O'Connell*

The Savage Family
 Foundation*
 Deborah Shah*
 Anna & Jack Sommers*
 Candace & Hunter Walton
 Jonathan Washburn*
 Irene Weigel*
 Elizabeth & Jack Weitzel^o
 Edward & Pamela White*
 Chris & Richard Wood*
 Megan & Russell Zahniser

The Barr Fund
 Julia Bator & Charles
 Duggan*
 Pamela & Thomas Bator*
 Barbara & George Beal*
 David Beck & Greg Van
 Boven^o
 Brian Berube & Susan
 Wolff
 Cheryl & Joe Bierwirth*
 Marina & Walter Bornhorst
 Edward & Ruth Brooking*
 Rhea & Robert Brooks
 Margaret Bullitt-Jonas &
 Robert Jonas*
 Bettina & Craig Burr
 Deborah Choate &
 David Urion
 CLF Foundation
 Clover Nicholas &
 Edmond duPont
 Patricia Colhoun*
 Charles & Sally Collier
 Brian & Karen Conway
 Jeri & Michael Cooper*
 Lisette & Philip Cooper
 Joseph Corcoran*
 Ceci & Edward Cordeiro
 Cecily & John Cornish*
 Caroline & David Cornish
 Sara Cosgrove &
 Daniel Levy^o
 Kim & Paul Dacier*
 Thomas & Vinetta Delong
 Julie Dempsey
 Lucia & Simon Dolan*
 Richard & Sherry Downes^o
 Edgar Eltrich & Suzanne
 Meszner-Eltrich*
 Mary Ann & Tom Engel
 Melissa & Sanford
 England*

Allison & Patrick
 Fiscoeder^o
 Atsuko & Larry Fish
 Margaret & Thomas
 Frongillo*
 Jennifer & William Fulton
 Bradley & Cynthia Galko
 Alan & Laryn Gardner
 Daniel & Maria Gerrity^o
 Anke & Frits Geurtsen*
 Judith Goldberg*
 Jonathan Gordon
 Madeleine Gray
 Gerry & Sam Gray
 Anthony & Deborah Green*
 Cynthia Rich Grossman^o
 Whitney Grumhaus
 Grant and Lara Gund
 David & Susan Hahn*
 Lisbeth & Lyle Hall^o
 Margery Hamlen*
 Preston & Sandi
 Hannibal^o
 Pamela & Russell
 Hansen^o
 Rick Harriman & Kristen
 Wainwright
 Derek & Donna Hayden*
 Ann Helmus
 Hemenway & Barnes LLP*
 Alana & Cabot Henderson*
 Matthew & Melanie
 Hickcox
 Carol & Val Hollingsworth*
 Stella Holt Foundation
 Amanda & Carter Hood^o
 Kira & Robert Hower
 Priscilla & Rick Hunt
 Alyson & John Hussey
 Suzanne Isenburg &
 Alessandro Mina
 Rosemarie & Stephen
 Johnson*
 Daniel Jurayj &
 Katharine Silbaugh^o
 Travis & Zoe Keller
 Eileen & Sean Keohane
 Jake & Marilyn Kerwin*
 Ellen Kyriazi-Josefowitz
 Connie & Peter
 Lacaillade^o



The Epiphany Schoolhouse is a second home to many Epiphany graduates. On a given evening, 15-20 graduates return to Epiphany, many to tutor students

Ken & Vickie Lang
 Joanne Liautaud &
 Ted MacLean
 Donald & Sarah Libbey^o
 Living Springs Foundation*
 Anne & Carlo Lombardini
 John & Tammy
 MacWilliams*
 Dorothy & Robert
 Mahoney^o
 Nancy & Peyton Marshall*
 McCall Transportation
 Marlyn McGrath
 Arthur & Stephanie
 McMahan*
 Ruth Mead*
 Barbara & Richard
 Melvoine*
 The Memorial Church at
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Epiphany welcomes community groups and organizations to use its facilities during open time in the week and on the weekends. Codman Academy uses the gym each morning for physical education, and on the weekends the school is used for church services, square dancing, and other community activities. Epiphany provides an important meeting site for neighborhood civic associations.

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✦ **Epiphany's faculty** is a dedicated, well rounded and supportive cohort with over **300 years of collective teaching experience** in many areas of expertise. The 31-member faculty is comprised of ten experienced Master Teachers, eleven Intern teachers, four Administrators with teaching responsibilities and six volunteer teachers. Epiphany's Intern program has been an enormous success. Interns initially come to Epiphany for two years of service, many of them attaining a Master's degree in education while here. As a result, Epiphany has been able to hire from within, advancing Intern teachers to Master Teacher employment.

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 John & Tracy Mallory*
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 Kendall Watts*
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 Charles & Kate Devens*
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 Shapiro*



“ We all looked forward to being taught and spending time with our homeroom teacher, Mr. Simon. He is very funny and also very dramatic, which makes him even funnier. But when he got serious, his face would turn red and nobody messed with him.” –Epiphany student

Madhav & Sunaina Anand
 Robert Ball
 J.T. Barnett
 Dennis Barr & Firkins Reed°
 Carrie & George Bell
 Jane Bell*
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Gretchen & Robert Colby
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Diler Acar*



It's important to shake Mr. Finley's hand each morning because it is a sign of respect. By shaking his hand, we are telling him that we are glad to see him. We are also making a deal with him. Our deal is that we will follow school rules, respect everyone, and do our work to the best of our ability. By shaking Mr. Finley's hand, we are saying that we are ready to start our day at Epiphany.
-Epiphany student



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Isobel English
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Young^o
Marjorie & Robert Bland*
Nancy & Todd Bland*
Beth & Richard Blankstein
Cristina & Peter Blau
Philip Blazar & Nancy
Ehrlich*



All students take 9 subjects per week and are assigned two hours of homework. Homework is mainly completed during Evening Study, from 5:30 PM to 7:15 PM. Epiphany students develop increasingly independent study habits as they advance in grade level. Many volunteer tutors help at Evening Study as well.

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David & Goldie Freeman^o
Jennifer Freeman
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Marilyn Smith
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↑ The 36 country flags in Epiphany's lobby represent the countries of origins for our students and remind us of the remarkable diversity of our school community. Just as remarkable and diverse are the 80-100 volunteers that come to Epiphany each week. They tutor, teach, coach, cook meals, landscape, take photographs and lend a hand in the development and business offices. Epiphany is very grateful for the volunteers in our community, not only for the roles they fill, but also for their enthusiastic interest in our students and faculty.



↑ At Epiphany, there are nine primary subjects taught: Reading and Writing, Literacy Skills, Math, Social Studies, Science, Religion/Life Skills, Music and Art. Each department is aware and connected to others and this makes for a well-integrated, rich curriculum.

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↑ The students at Epiphany gather in the cafeteria for breakfast, lunch and dinner. Graduates and family of students are welcome to join for dinner in the evening. Intern teachers prepare breakfast, Mrs. Owens (pictured above) prepares lunch and volunteers cook and serve dinner in the evening. During an average week, **Epiphany serves over 1,500 meals!**

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| Holly & Peter Kelsey | Henry & Joan Lee | Diego & Mary Merida | Mohamad Ossiani |
| Brian & Debora Kennedy | Elizabeth & Ryan Lester | David & Jeanne Messaline | Susan Ostrowski |
| Carol Kent | Diane Lewis & Christopher | Jason Michaud | Elizabeth & Samuel Otis |
| KeyBanc Capital Markets* | Perry* | Ann & Donald Miller ^o | Sonya Owens |
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| Jane & Peter Kilborn* | Southworth | Glenn Mink* | Stravinskias |
| | Adelaide & Edwina Lima | Elizabeth & Henry Minot | Jean Palka |

*Indicates a donor who has given each of the last three years. ^oIndicates a donor who has given every year since the school's beginning in 1998.

James Pangrazio*
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 Susan & Wayne Pasanen
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 Stoller
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 Melissa Stryker
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 Kevin Zhang
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 Fiona Murray Zmijewski
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Matching Gifts

Anchor Capital Advisors,
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 The Capital Group
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 Foundation
 Deutsche Bank Americas
 Foundation
 Eaton Vance Management
 EOS Foundation
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 Matching Gift Program
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 Microsoft Matching Gifts
 Program
 Nuveen Investments
 Pearson (Penguin Group
 Inc.)
 Putnam Investments
 Raytheon Company
 Matching Gifts
 ThermoFisher Scientific
 Wellington Management
 Company - Matching
 Gifts

In-Kind Donations

Anonymous
 Nicole Abair



Assessment is based on specific goals for each class. The 5th grade theme is **self-awareness** by learning listening and organizational skills and respect for themselves, peers and adults. 6th graders focus on **stewardship** by developing understanding of the value of property. They create awareness of school consumption and recycling, oversee student jobs and maintain our garden. The 7th grade theme is **enterprise**. Students lead school programs relating to commerce, such as the school store, and learn how economic development affects individuals and community. 8th graders focus on **leadership** and the power of service by participating in projects that directly impact and benefit others.

Brenda & Stephane Bancel
 Carrie & George Bell
 Marti Black
 Boston Private Bank &
 Trust Company
 Boston Symphony
 Orchestra
 Barbara & Ken Burnes
 Christ the King Church
 Church of the Advent
 Pearce & Phoebe Coues
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 Spectrum Equity Investors
 St. Dunstan's Episcopal
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St. John's Church
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 Ming & Polly Tsai
 Alexandra Turner
 Katharine Walker
 Westin Copley Place,
 Boston
 David & Sandi Whiston

Gifts in Honor of
 Caroline Abernethy
 Frannie Armstrong
 Zoe Barr
 Mario Barrera
 Mia & Tim Bass
 Russell Billings & Amy
 Wiehle
 Cathy Boskey
 The Bueschers
 Louise Cady-Fernandes

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Vin Camelio
 Consultants OC &
 C Strategy
 Jeri Cooper
 Dorothy S. Crabbs
 Kristin D'Agostino
 Nathaniel Deknatel
 Richard Downes
 Antonia DuBrul
 Epiphany School
 Development Team
 Chandler & Oliver Evans
 John Finley
 David Foster
 Jen & Will Fulton
 Lauren Gallo &
 Luke White
 Tim Gish & Liz Templeton
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 Leo Goodman
 Emily Gordon
 Stephen Guyott
 Buck Haberkorn
 Whitney Hatch
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 David Moss & Abby Rischin
 Charles & Seater O'Hara
 Mike O'Neill
 Bill & LuAnn Polk
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 Rebecca Schorin
 Rudy Silas
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 Trowbridge
 John Charles Smith
 Amanda Stimson
 Fred Stimson
 George Stump
 Katharine Walker
 Deborah Warner
 Karen Washburn

Gifts in Memory of

Mackey Abernethy
 Elizabeth P. Black
 Arthur Cooper
 Kathleen Casey Craig
 Elizabeth Driscoll
 Leslie Eckel
 J. Frank Gerrity, II



I memorized this quote:
 Excuses are tools of incompetence built by monuments of nothingness, and those who practice their usage seldom accomplish anything.' That quote taught me that excuses are not just bad things to use; they can also cause you to fail. I think this is one of the most important things I learned at Epiphany."
 -Epiphany student

Cynthia Grossman
 George Kidder
 William H. Rodgers, III
 Tom Schuller
 Stanley Smoyer
 Dorothy Southworth
 John Travers
 William V. Tripp

Capital Contributions

The following individuals and foundations made capital contributions this fiscal year. The funds were specifically used towards the purchase of 232 Centre Street (1.5 acres with a 9,000 sq. ft. institutional home) currently used to

house volunteer intern teachers. This property represents a major step in the Board's decision to begin serving younger students. A sub-committee of the Board's Strategic Planning Committee is exploring this exciting new direction for the school. We are extremely grateful to these individuals for their generosity towards our growth.
 Nick Adams & Dee Silvers
 Mia & Tim Bass
 Barbara & Ken Burnes
 Church Home Society
 The Clowes Fund

Marjorie M. Findlay &
 Geoffrey Freeman
 Beth & Dennis Goldstein
 David & Kathy Ilsley
 Katherine Metcalfe &
 Langdon Wheeler
 George & Kathy Putnam
 Amelia Peabody
 Foundation
 Shilling Family Foundation

Endowment

Since 1998, the following individuals have made gifts to Epiphany's endowment. We are deeply grateful for their generosity towards this essential aspect of Epiphany's financial sustainability.
 Anonymous (2)
 Nick Adams & Dee Silvers
 Mitch Adams & Kevin Smith
 Cheryl & Rand Alexander
 Nancy & Robert Anthony
 Anne & Robert Bass
 Mia & Tim Bass
 Brian Berube & Susan Wolff
 Dirk Blevi
 Nancy & William Brady
 Doris Buffett
 Barbara & Ken Burnes
 Castor Pollux Securities, LLC
 Liesl & Peter Christie
 Ceci & Edward Cordeiro
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 Deutsche Bank
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 John Finley & Stan McGee
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 Frederic Gardner
 Gifford Family Foundation
 Beth & Dennis Goldstein
 Bonnie & Paul Gormisky
 Kirk Grosel & Alicia Southwell

Cynthia Rich Grossman
 Lindsey & Zachary Gund
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 Eileen & Sean Keohane
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 Howard & Lisa Lewis
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 Duncan & Ellen McFarland

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 Katherine Metcalfe &
 Langdon Wheeler
 Lawrence Miller & Ellen Williams
 Karen Mirci & Roland Silverio
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 Ravijit & Lotika Paintal
 Bill & LuAnn Polk
 Amelia Peabody
 Foundation
 George & Kathy Putnam
 John Reidy

Shilling Family Foundation
 Robby Sisco
 E. Abim Thomas
 Antonia & Friedrich von Gottberg
 Katharine Walker
 Xinsheng Zhang

Planned Giving

The following individuals have made plans to include Epiphany School in their estate plans. Such gifts represent an exceptional commitment to the

school and help ensure that Epiphany will continue to offer its students an outstanding education long into the future.
 Gordon Bither
 Marjorie Findlay
 John Finley IV &
 Stan McGee
 Mary & Tim Green
 Rawson & Sarah Hubbell
 Barbara & Christian Kryder
 John McGillian
 Bill & LuAnn Polk
 Albert White

Circle of businesses

We are grateful to the many businesses that believe in our school and support our mission. We are always working to introduce Epiphany to more businesses, inviting them to join with us in supporting the children we serve. There are many ways to help, including contributing to the Annual Fund, providing volunteers, donating pro bono services, or offering Epiphany graduates internships or employment. The following businesses contributed to Epiphany in the past year financially or with an in-kind gift or service.

Abekam
 AbiBow Recycling LLC
 Alavi & Braza, P.C.
 Anchor Capital Advisors
 Bank of America
 Bay State Textiles, Inc.
 Bingham McCutchen, LLP
 Blue Ginger Restaurant
 Boston Private Bank & Trust Company
 Boston Red Sox
 Boston Symphony Orchestra
 BTIG LLC
 Cartridge World of Greater Boston
 CEOS Corporation
 Citizens Financial Group, Inc.
 Donald Rubin's Village Frame Shop, Inc.
 Deutsche Bank Americas

Eaton Vance Management
 Express Surveying
 Gigi Hill LLC
 Goldman, Sachs & Co.
 Google, Inc.
 Grantham, Mayo, Van Otterloo & Co. LLC
 Greater Giving
 Hemenway & Barnes LLP
 Hession & Pare
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 Lazard Capital Markets, LLC
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Nuveen Investments
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 Pricewaterhouse Coopers, LLP
 Putnam Investments
 Rafanelli Events
 Raytheon
 Reebok International
 Ritz-Carlton Hotel
 Slade Gorton & Co.
 Spectrum Equity Investors
 Target, Inc.
 Theory One Design
 ThermoFischer Scientific
 Wellington Management Company
 Westin Copley Place, Boston
 Winston Flowers

*Indicates a donor who has given each of the last three years. *Indicates a donor who has given every year since the school's beginning in 1998.



Together, we are a school that never gives up on a child. For more information about us,

please visit us online at www.EpiphanySchool.com.



Epiphany School
154 Centre Street
Dorchester, MA 02124
617-326-0425

thank you!



Epiphany is deeply grateful to those individuals who brought the essence of Epiphany alive on the pages of this report. Without the talents and expertise of Alicia Pritt and Cheryl Burke at [Theory One Design](#) we would have been lost on presentation and design. We thank the equally talented, [Jim Scherer](#) for capturing Epiphany moments in his magnificent photographs. We are grateful to Bob Riseman of [Kirkwood Printing](#) for making the presentation and delivery of this report so smooth and lovely. On behalf of everyone at Epiphany, thank you.