

# EP PH ANY

Annual Report

2009



EPIPHANY SERVES 86 STUDENTS IN GRADES 5-8, ALL FROM ECONOMICALLY DISADVANTAGED BACKGROUNDS. MOST ARE ADMITTED BY LOTTERY, BUT WE RESERVE 20% OF OUR SPOTS FOR CHILDREN INVOLVED WITH THE MASSACHUSETTS DEPARTMENT OF CHILDREN & FAMILIES. BECAUSE OF OUR CLOSE PARTNERSHIP WITH FAMILIES, SIBLINGS ARE AUTOMATICALLY ADMITTED. WE CONTINUE TO SERVE OUR MORE THAN 150 GRADUATES THROUGH OUR GROUND-BREAKING GRADUATE SUPPORT PROGRAM. AN EPIPHANY EDUCATION IS BASED ON INDIVIDUALIZED ATTENTION AND ESSENTIAL SKILL-BUILDING, AND WE PROVIDE STUDENTS WITH FAR-REACHING WEBS OF SUPPORT. WE REQUIRE TWELVE HOUR SCHOOL DAYS, SMALL CLASSES, AND TUTORING. WE SERVE THREE MEALS DAILY, OFFER INTERSCHOLASTIC SPORTS AND FITNESS PROGRAMS, AND ENSURE STUDENTS RECEIVE IMPORTANT MEDICAL CARE. WE PROVIDE ALL GRADE LEVELS WITH HIGH-QUALITY PROGRAMMING ELEVEN MONTHS A YEAR, KEEPING STUDENTS LEARNING, ENGAGED, AND SAFE. MANY OF OUR GRADUATES REMAIN ACTIVE MEMBERS OF OUR COMMUNITY.

WE DO EVERYTHING IN OUR POWER TO ENSURE THAT EACH CHILD WE SERVE SUCCEEDS IN SCHOOL AND LIFE. NEVER GIVE UP ON A CHILD.

Dear Friends,

Every day at Epiphany offers its share of inspiration.

Students develop confidence and unlock their talents. In what feels like a moment, they emerge from childhood more mature and accomplished, ready for the challenges of high school. This year's graduating class had many students who arrived at Epiphany with their share of struggles. Four years later, however, as a result of their hard work and the support and education Epiphany provides, each has achieved an extraordinary amount. Collectively, they have grown into exceptional students and young people. (See their list of high school acceptances on page 16.)

Epiphany's donors inspire us, too. In the midst of a global economic downturn, Epiphany's supporters have remained clear that what we do matters, that it works, and that it changes young peoples' lives. Thanks to your tremendous generosity, we reached ambitious fundraising goals set back in the halcyon days of early spring 2008. Moving forward, we have adopted a rigorous and conservative budgeting process but have not cut into our core program. As with our students, we know our future depends on hard work, perseverance, and the support of our friends. We thank you!

This Annual Report gives you a look inside the school, and we hope it inspires you. You can learn about some of Epiphany's gifted teachers, the curriculum they develop, and the impact their pedagogy has on our students. Our new Strategic Plan, adopted this year, focuses on sustaining our academic excellence. You will hear in this report from two amazing English teachers, one at the beginning of her career, one a seasoned professional. You'll hear from our Science and Math Department Heads, as well as students they serve. You'll read about the Boys' Club and why one of our young teachers felt called to form it. You'll see, too, photos of our softball team and gain a sense of why the many extra-curricular activities we offer are so important to students. Our new email posts, "Always Learning," focus on Schoolhouse life, written by students and faculty. Please let us know if you want to receive them. Last but not least, you will meet in this report three Epiphany graduates, now college graduates, who returned to Epiphany this fall as Intern Teachers – a remarkable moment in the school's history. We feel blessed – and tremendously inspired.

Sincerely,

**JOHN FINLEY, HEAD OF SCHOOL**

**CHERYL ALEXANDER, BOARD PRESIDENT**

**P.S.** Please be sure to see our "thank you" inside the back cover to the many individuals and organizations who have given so much, most of it pro bono, to make possible this beautiful report.

*John Finley*



*Cheryl Alexander*



Frank Penney



SCIENCE

The principal goal of Epiphany's Science Department is to develop thoughtful, curious students who will be life-long learners able to use the scientific method. The curriculum is designed to give students a solid foundation of content knowledge supplemented by extensive hands-on activities and demonstrations. We seek to educate the whole child and work to develop the critical thinking and reflective skills necessary to make connections between each student's learning and the world around them. We are fortunate to have incredible support from donors. Cabot Corporate Foundation's long-standing support of Epiphany's Science program in particular has enabled us to develop strong and effective curriculum. We are blessed, too, with amazing students. Their curiosity and hard work motivate us to focus constantly on ways to strengthen what and how we teach.

**FRANK PENNEY** MASTER TEACHER,  
CHAIR OF SCIENCE DEPARTMENT

I always looked forward to lab classes in Science. I loved trying new experiments. Science was definitely challenging for me. My teachers, Mr. Bonner and Mr. Penney, made it fun and encouraged me not to give up even when I was discouraged. I don't know how to repay Epiphany for being such a great school and helping me grow so much. I simply love Epiphany and will never forget the opportunities I got here!

**MENALISA MENDES** '09  
ST. ANDREW'S SCHOOL (RI) '13



In 8<sup>th</sup> grade, we studied the basic premises of physical science, learning about atoms, energy, elements, power, pH levels, and the three states of matter. For my Science Fair project, I tested whether or not pH levels affect the growth of plants and, if so, how. I won second place at Epiphany's Science Fair and first place in a Regional Fair against other independent schools. Mr. Penney explains topics thoroughly and wants us all to try hard. He pushed me to do thoughtful work. All of Epiphany's teachers do! The school is like a second home to me because I have built good relationships with my peers and teachers. What I've learned here will always stay with me.

**NGOC VU** '09  
NOBLE & GREENOUGH SCHOOL '13



Arturo Forrest

Black male youth in our society too often fail to understand the difference between the stereotypical black male and a real black man. Many feel disenfranchised, lost before they make an honest effort to use their God-given talents. They automatically assume the role of underdog because they can't relate to any success stories besides rappers, athletes or worse. Many boys lack the discipline, knowledge, and resources to discover their innate strengths. I know because I grew up on the east side of Detroit. I am proud of my background, but too many of my peers didn't develop productive skills until adulthood, if then. They needed outside support. So do Epiphany students. That's why I helped create Boys' Group.

Too many of our young men are infatuated with being a "hustler" – not realizing every man in this world hustles to succeed. Hustling doesn't mean being dishonest to get an advantage. It means working hard. It means rising to the occasion despite competition and pressure. The goal of Boys' Group is to help Epiphany boys do away with stereotypes that hold them back. I want them to know that young black men need not be confined to one way of thinking and living.

The group's focus is not about using the gym for basketball on Saturday. It's not about staying in our comfort zones. It's about asking students to work together to tackle new experiences so that they can develop new interests, opportunities, and skills. It's about boys creating strong bonds with each other and adult mentors. These experiences will, I believe, promote an openness and confidence that keep our boys from feeling disenfranchised. They will be able to focus more on achievement. Our boys will learn the truth: each has gifts to offer the world.

**ARTURO FORREST**  
4<sup>TH</sup> YEAR INTERN TEACHER

I wanted to learn in Boys Group how to become a man. The teachers are mature and want us to see them as leaders, and I do. Being around them, I picked up skills and habits that helped me earn two important school awards. This wouldn't have been possible without Boys Group. I hope Boys Group continues, and I hope that every boy gets out of it what I have – which is to become a more mature young man.

**DARIUS SIMMONS '10**

At first, Boys Group was hard. I was used to playing at my grandmother's on Saturdays. But I learned that my homework comes first, and then I can play. Next year, I want to help the 5<sup>th</sup> and 6<sup>th</sup> graders learn how to face challenges.

**SZALYKLIM '10** [OPPOSITE PAGE]



Darius

Sza lyk

# BOYS GROUP



## Simplifying Radicals

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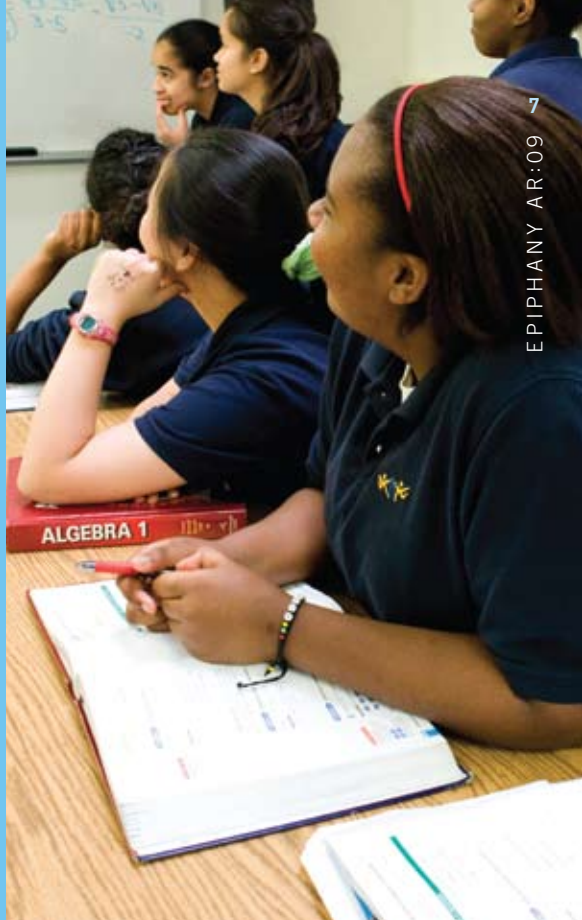
MATH  
EMA  
TICS

Vin Camelio

I arrived at Epiphany in 2006 after 39 years teaching in the Somerville Public Schools. Technically, it was time to retire, but I was ready for a new adventure. My goals have been to develop more challenging curriculum, bring all students to grade level or above, and introduce Algebra I. We've made remarkable progress. The math curriculum for all grades is stronger and does a better job of teaching essential skills. We've deepened our teaching staff and focus more on problem solving. The kids are working hard. Results of the May 2009 Stanford 10 math test indicate that each of Epiphany's four grades has a median score above grade level. They also show 70% of Epiphany students scoring at or above grade level and 22% at a post-high school level. This is great news, but I won't be satisfied until every student is above grade level.

Last year, we introduced an Honors Algebra I class for eighth graders. This group worked incredibly hard and, by year's end, finished all 773 pages in the book – a first for me in 42 years of teaching! The intensive work these students did in all their classes helped them gain admission to some of the area's best secondary schools. Many played a part in their achievements – from teachers to volunteers to donors. We can all be proud and grateful.

**VIN CAMELIO** MASTER TEACHER  
CHAIR OF MATH DEPARTMENT



I was intimidated for my first class with Mr. Camelio because I had never seen him smile. I learned quickly, though, that he is animated and always bright and smiling for math. Mr. Camelio teaches efficiently and effectively. He always went beyond the text, teaching us some Algebra 2 and other concepts to make our future math learning easier. I understood Algebra so well I never even took notes. I look forward to applying everything I learned next year in my Geometry class at Nobles.

**OMAR AUGUSTIN '09**  
NOBLE & GREENOUGH SCHOOL '13

In 5<sup>th</sup> grade, I wasn't very good at math, but now I love it. Much of this is due to Mr. Camelio. He explains everything so clearly. Every day, I looked forward to class because I knew I would understand it all, and I grew confident I could solve any problem he threw us. Mr. Camelio made us laugh, too, with his jokes and riddles. Even if we heard them a million times, it was still funny. Now math is one of my strongest subjects.

**PATRICIA ROSA '09**  
JOHN D. O'BRYANT SCHOOL OF MATH & SCIENCE '13

This year for the first time Epiphany graduates return as Intern Teachers. All three just graduated from college. While eager to make their mark on the world and earn a living, their first priority was to serve as role models and teachers for those beginning the path they have traveled. We have said to ourselves many times that we will know Epiphany works if our graduates return to teach. We are blessed that these three amazing individuals have chosen to return.

Epiphany has been a central part of my life since I first entered as sixth grader in September 1998, the school's first year. The teachers at Epiphany have always been there for me, whether I needed advice on classes to take, a place to hang out, or wanted help getting work done during school breaks. Because of the impact Epiphany has had on my life, I have chosen to come back as an Intern Teacher. I want to be a role model for the students, especially as I come from the same place as them. It's important they understand that education is the key to success.

**SIDNEY BAPTISTA** INTERN TEACHER   
UMASS AMHERST '09

Having good role models and people to look up to is essential for children. When I was at Epiphany, the teachers were like my aunts and uncles, and I still view them that way. Epiphany is like family because everyone spends so much time together and learns from one another. As a student at Epiphany, I experienced so many new things I never imagined I would. With every experience, whether good or bad, the teachers and students support you. I am looking forward to being a teacher at Epiphany and using what I learned as an Education major at Wheelock. I want my students to develop strong and productive learning strategies and life skills. I know I will learn as much at Epiphany as an adult as I did as a child. I'm looking forward to the challenges before me.

**AMELIA WOODLEY** INTERN TEACHER   
WHEELOCK COLLEGE '09

Epiphany has molded me into the man I am today. They have taken me on mountain hikes, paid for SAT Prep classes, and helped me find summer jobs. Most important, Epiphany helped me get an education. I came back to Epiphany to be a role model for students, many of whom face some of the same situations I've overcome. There are many things that I want to teach my students, but the most important is that they know if they push themselves, they can succeed. Education is one of the keys to life and, as long as my students are educated, they can be whoever they want to be. My hope is that, if they see a success story in one of their teachers, it will motivate them to try hard in school and life.

**EURIDIO EYORA** INTERN TEACHER   
SALEM STATE COLLEGE '09

Sidney

Amelia

Juddo

# INTERN TEACHERS ERS





*Caroline Abernethy*

I love Epiphany's rich English curriculum, I love teaching it, and most of all I love watching the children dig into it and grow enormously as students. The curriculum is challenging and inspiring, and gives students essential tools to be successful learners. Goals of the curriculum include developing strong reading and writing skills, sharp critical thinking skills, and the ability to understand themselves and others more fully through the novels they read. English students at Epiphany develop a love of literature, even the ones who begin as "reluctant readers." When students see what can be accomplished with hard work and daily practice, they get hooked on success. Their progress in reading and writing is amazing. From September to May, many move up at least two or three grade levels in reading and language skills. By the end of each year, every student in the school has created his or her own writing portfolio of narrative, descriptive, expository, and persuasive writing – an ambitious undertaking. When students graduate, along with diplomas, they take with them their portfolios, filled with four years of writing! I don't know of an English curriculum anywhere that does a more outstanding job of challenging, nurturing, and inspiring student opportunities.

**CAROLINE ABERNETHY**   
MASTER TEACHER

Epiphany students often enter in the fifth grade hesitant, insecure, and defensive. Many times, they are two or three years behind in basic reading and writing skills. They might never have experienced success in school and, in defense, have learned to shut down, protest, or give up. At Epiphany, however, with scaffolding and in small steps, they accumulate a series of successes that build confidence. They learn how to sound out words and look up definitions, how to chart a character's development and identify the climax in a novel. They memorize and apply grammar rules and gain confidence as their writing improves. They learn that all questions are welcome.

Under Frannie Armstrong's leadership, Epiphany's English Department has created an excellent curriculum with correspondingly strong assessments. Our goals are to nurture in students a love for reading and writing while moving each ahead at least one or two grade levels per year. In fifth grade, we teach students how to understand and think about what they read. Writing focuses on perfecting the art of the sentence. By eighth grade, students are analyzing complex texts and writing well-crafted five paragraph essays. The final product each year is a portfolio containing between 10-12 pieces each student edits until they are "publish-worthy." Over four years, Epiphany students become empowered by the skills and knowledge they acquire. They learn that they possess bright, curious, and sharp minds capable of clever and deep thinking. Above all, they learn to take the risks necessary to continue growing as students and human beings.

**SUSAN FIELDS** MASTER TEACHER 



Susan Fields

ENGLISH

Kimberly

Ngoc

# ATHLETICS

EPIPHANY

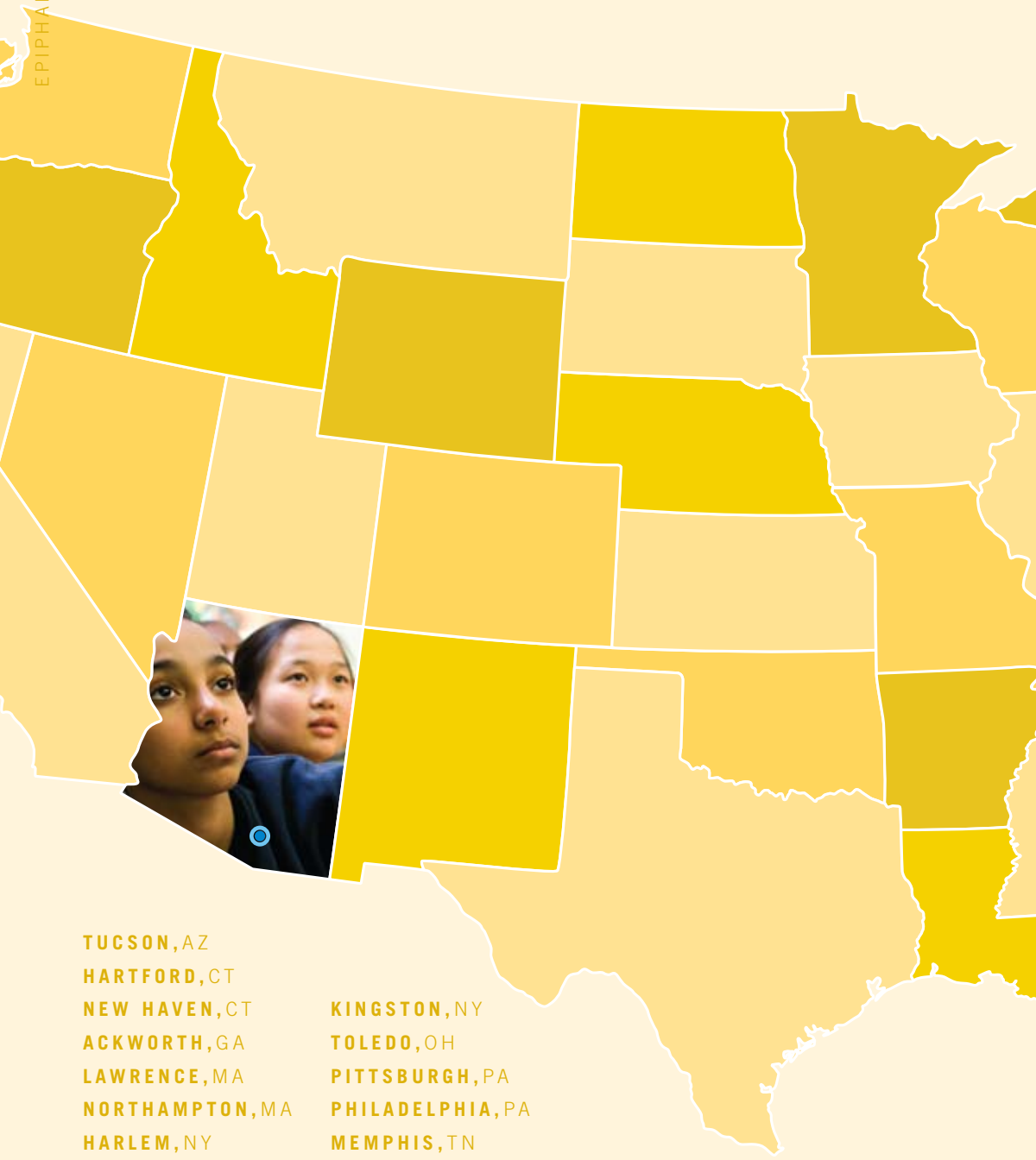


We work to educate and develop the whole child. We offer a strong academic program, but we also provide students access to a wide range of health and social services and a full array of extracurricular activities. Our athletic programming ensures students daily exercise whatever the weather. In addition to taking physical education classes, boys and girls play soccer, basketball, baseball, softball, skating, and swimming. Students learn about teamwork, good sportsmanship, and goal setting. They have fun. Our goal is to provide physical activity that makes them more fit today while contributing to their lifelong health.

Softball at Epiphany is my favorite sport of all time. I look forward to it all year. I've learned sportsmanship and how to be part of a team. My teammates and I encourage each other and are so close. It's fun!

**KIMBERLY RIVIERA '09** ❖  
COMMONWEALTH SCHOOL '13





**TUCSON, AZ**  
**HARTFORD, CT**  
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**ACKWORTH, GA**  
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**MEMPHIS, TN**

# INSPIRING EDUCATION



Epiphany's success has inspired educators across the nation to open schools based on our unique model, adapting our mission and programming to a variety of settings.

## 16 HIGH SCHOOL &amp; COLLEGE MATRICULATION

Epiphany's Class of 2009 graduated in June and is now matriculating at an impressive list of schools. These schools awarded the class \$1.3 million in total scholarship aid for the next four years. Thirteen students are attending independent schools, and two attend a public exam school. Four students will board. We are proud of their accomplishments, and we will continue working with them through our Graduate Support Program, offering services and advice throughout their educational careers.

BEACON ACADEMY (2)  
 BOSTON TRINITY ACADEMY  
 COMMONWEALTH SCHOOL  
 JOHN D. O'BRYANT SCHOOL OF MATH AND SCIENCE (2)  
 NOBLE AND GREENOUGH SCHOOL (2)  
 ST. ANDREW'S SCHOOL, RI (2)  
 ST. MARK'S SCHOOL  
 ST. SEBASTIAN'S SCHOOL  
 THAYER ACADEMY  
 THE NEWMAN SCHOOL (2)

# HIGH SCHOOL COLLEGE

Students from Epiphany's Class of 2005 were accepted by a number of colleges and universities, including the following.

ANDREW'S UNIVERSITY  
 BECKER COLLEGE (2)  
 BRANDEIS UNIVERSITY (2)•  
 DREW UNIVERSITY  
 EMMANUEL COLLEGE (2)  
 FAIRFIELD COLLEGE  
 FISHER COLLEGE•  
 MASSACHUSETTS BAY COMMUNITY COLLEGE•  
 MERRIMACK COLLEGE  
 MORAVIAN COLLEGE•  
 NICHOLS COLLEGE  
 PACE UNIVERSITY  
 PINE MANOR COLLEGE•  
 REGIS COLLEGE (2)•  
 ROXBURY COMMUNITY COLLEGE•  
 SALEM STATE COLLEGE (3)  
 SIMMONS COLLEGE  
 SUFFOLK UNIVERSITY (2)  
 TUFTS UNIVERSITY•  
 UNIVERSITY OF BRIDGEPORT  
 UNIVERSITY OF RHODE ISLAND•  
 WHELLOCK COLLEGE•  
 WENTWORTH INSTITUTE OF TECHNOLOGY•

• Indicates the schools at which Epiphany students are matriculating.



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## CIRCLE OF BUSINESSES

We are grateful to the many businesses who believe in our school and support our mission. We hope in the future 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. These businesses contributed to Epiphany in the past year either financially or with an in-kind gift. We apologize for any unintentional omissions. We thank you and deeply appreciate your support.

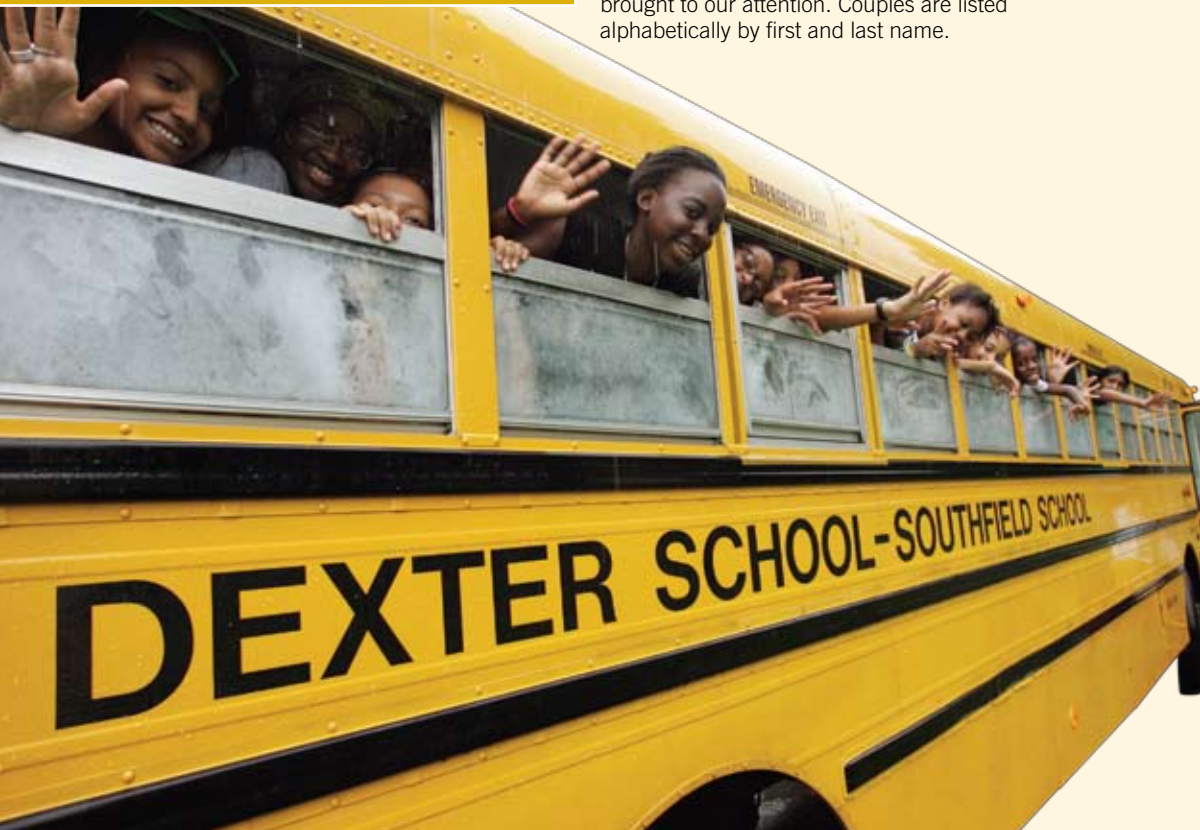
# DONORS

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.

For years, Dexter School has provided transportation for Epiphany, enabling students to participate in enriching off-campus learning that would otherwise be unavailable. We are deeply grateful for Dexter's incredible generosity.

The following lists include gifts to our Annual Fund received during the fiscal year beginning July 1, 2008 and ending June 30, 2009.

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



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**\$25,000 AND ABOVE**

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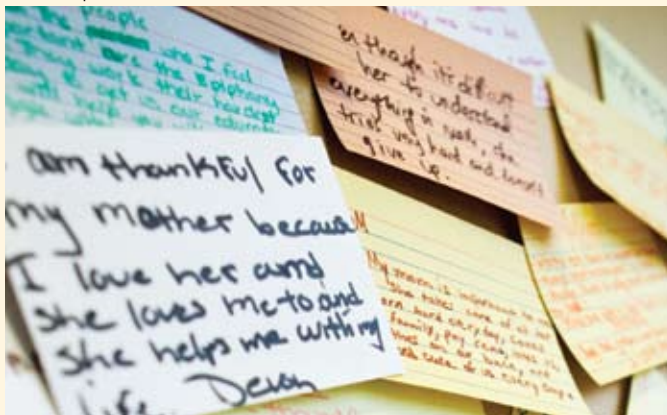
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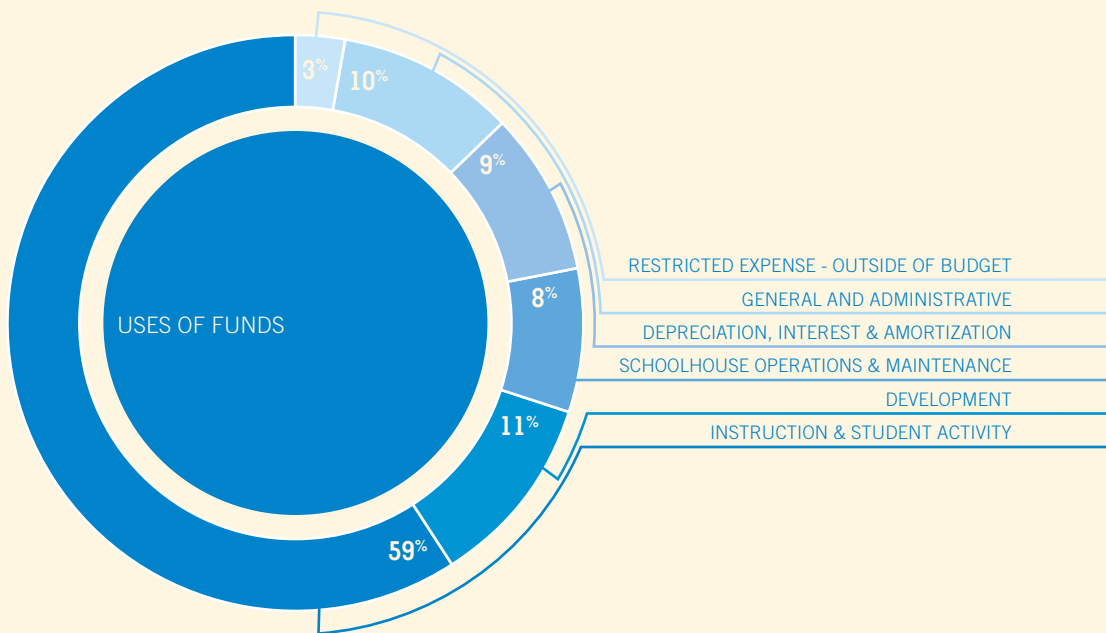
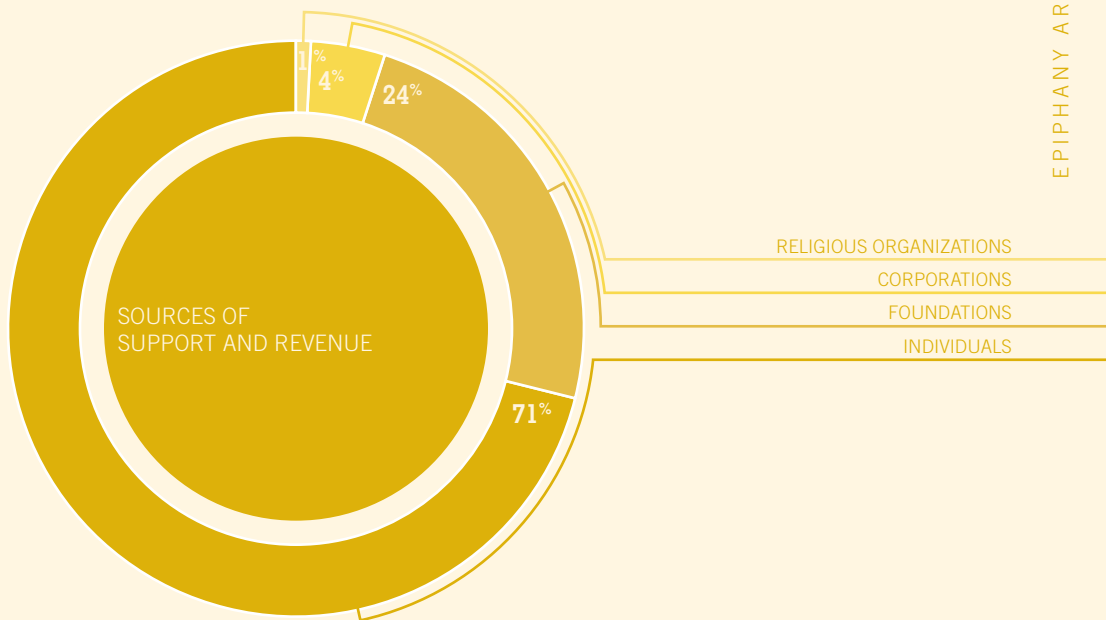
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Epiphany's Annual Fund covers the school's operating expenses. Total Gifts includes the Annual Fund and gifts received for Endowment, the Legacy Campaign, Restricted Monies donated outside the budget, and donated supplies & services.

SOURCES OF SUPPORT AND REVENUE	TOTAL GIFTS	ANNUAL FUND
<b>INDIVIDUALS</b>	\$1,967,542	\$1,708,652
<b>FOUNDATIONS</b>	\$663,570	\$456,850
<b>CORPORATIONS</b>	\$109,724	\$109,724
<b>RELIGIOUS ORGANIZATIONS</b>	\$25,184	\$24,935
<b>OTHER SOURCES</b>	(\$65,688) <sup>1</sup>	\$1,050
<b>TOTAL REVENUES</b>	<b>\$2,700,332</b>	<b>\$2,301,210</b>

NOTES: (1) Other Sources includes program income and investment gains/losses.

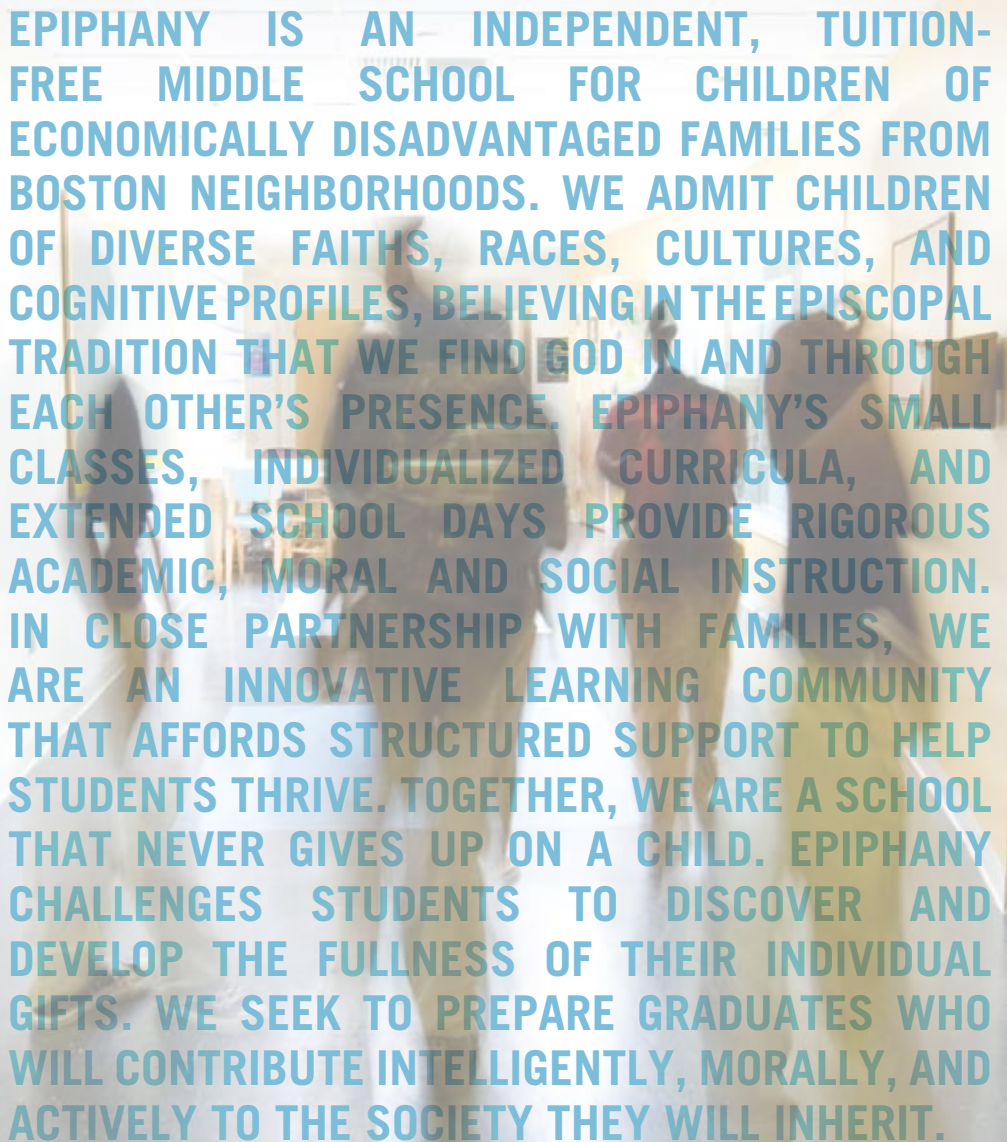
USES OF FUNDS	TOTAL GIFTS	ANNUAL FUND
<b>INSTRUCTION &amp; STUDENT ACTIVITY</b>	\$1,563,089	\$1,488,651
<b>DEVELOPMENT</b>	\$282,143	\$282,143
<b>SCHOOLHOUSE OPERATIONS &amp; MAINTENANCE</b>	\$198,978	\$198,978
<b>DEPRECIATION, INTEREST &amp; AMORTIZATION</b>	\$253,488	
<b>GENERAL AND ADMINISTRATIVE</b>	\$265,898	\$265,898
<b>RESTRICTED EXPENSE - OUTSIDE OF BUDGET</b>	\$67,984	
	<b>\$2,631,580</b>	<b>\$2,235,670</b>
<b>INCREASE IN NET ASSETS</b>	<b>\$68,752</b>	<b>\$65,540</b>
<b>TOTAL USES</b>	<b>\$2,700,332</b>	<b>\$2,301,210</b>



# THANK YOU

Epiphany School is sustained by a network of angels, and this Annual Report is no exception. It is difficult to adequately thank the talented people who each year make possible this important publication. Even in difficult economic times, many give their talents and time pro bono – a testimony to their generous spirits. We are especially indebted, as always, to our amazing pro bono designers, Kelley Shaw-Wade and Melissa Segall of Pinkergreen ([pinkergreen.com](http://pinkergreen.com)). Your enthusiasm, vision, talent, and huge hearts are extraordinary gifts to our school. You are utter delights and a huge blessing to all of us – thank you thank you thank you. This year, Pinkergreen brought with them (pro bono!) the amazing Lára Vukson, whose stunning photographs give this book a brand-new and very exciting look. Duncan MacRae at Kirkwood Printing is a master. He's able to make it happen no matter what – on time, under budget, and on environmentally friendly paper, too. Each of you gives far more to our students than you realize. You truly are part of our angel network.

**ON BEHALF OF EVERYONE AT EPIPHANY, THANK YOU ALL!**



EPIPHANY IS AN INDEPENDENT, TUITION-FREE MIDDLE SCHOOL FOR CHILDREN OF ECONOMICALLY DISADVANTAGED FAMILIES FROM BOSTON NEIGHBORHOODS. 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'S PRESENCE. EPIPHANY'S SMALL CLASSES, INDIVIDUALIZED CURRICULA, AND EXTENDED SCHOOL DAYS PROVIDE RIGOROUS ACADEMIC, MORAL AND SOCIAL INSTRUCTION. IN CLOSE PARTNERSHIP WITH FAMILIES, WE ARE AN INNOVATIVE LEARNING COMMUNITY THAT AFFORDS STRUCTURED SUPPORT TO HELP STUDENTS THRIVE. TOGETHER, WE ARE A SCHOOL THAT NEVER GIVES UP ON A CHILD. EPIPHANY CHALLENGES STUDENTS TO DISCOVER AND DEVELOP THE FULLNESS OF THEIR INDIVIDUAL GIFTS. WE SEEK TO PREPARE GRADUATES WHO WILL CONTRIBUTE INTELLIGENTLY, MORALLY, AND ACTIVELY TO THE SOCIETY THEY WILL INHERIT.

By selecting paper made with 10% post-consumer recycled fiber, the production of this annual report saved **798 POUNDS of WOOD**, 1,165 GALLONS of WATER, 242 POUNDS OF EMISSIONS, & **71 POUNDS OF SOLID WASTE**.

Design: PINKERGREEN Photography: LÁRA VUKSON



# Epiphany