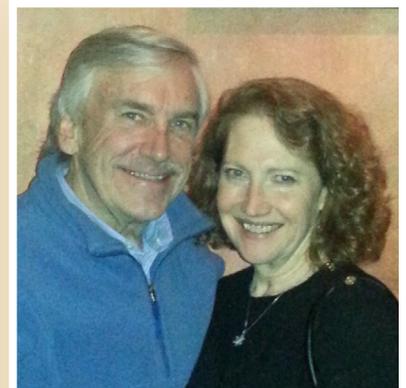
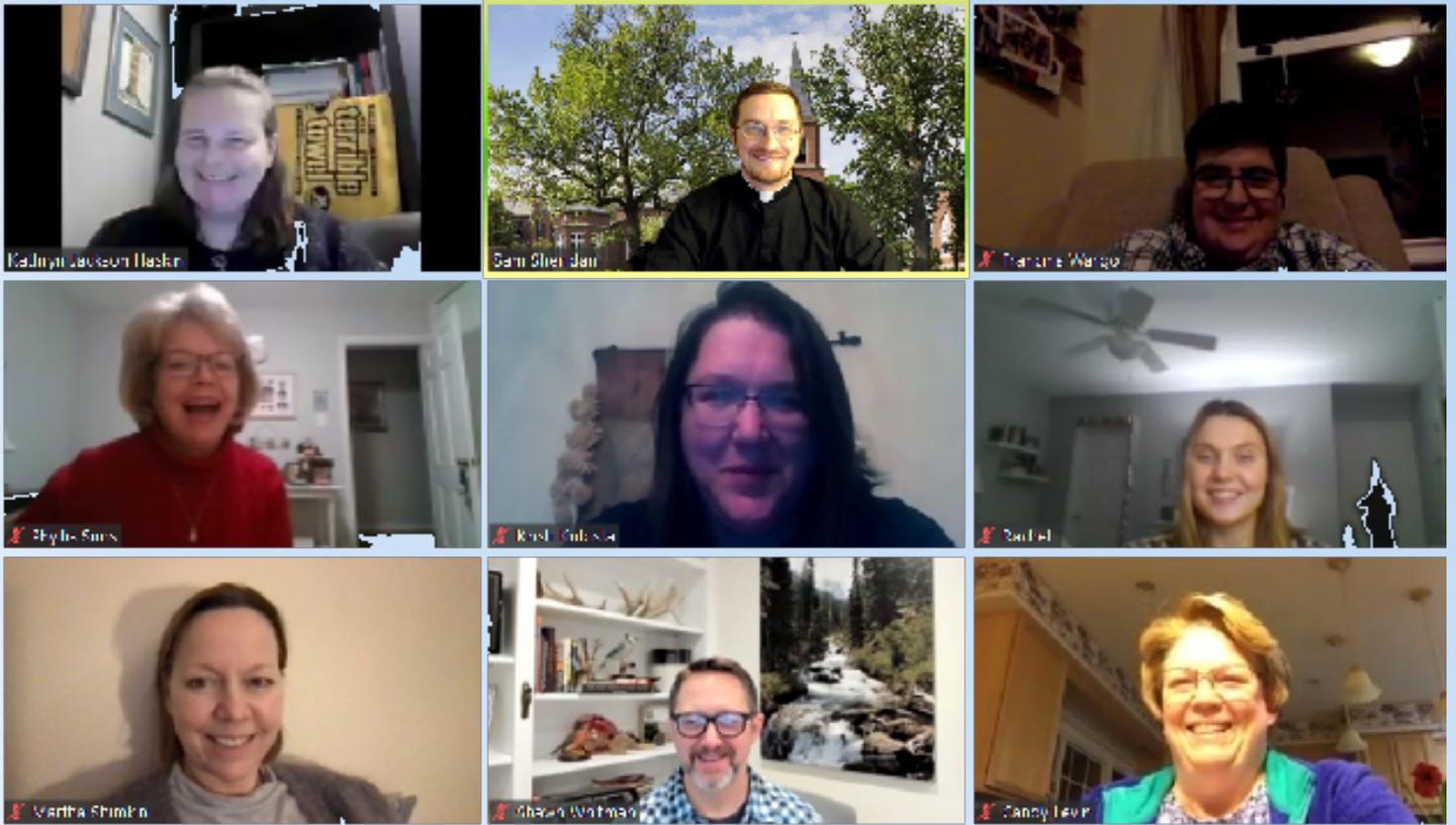


# IMMANUEL CHURCH-ON-THE-HILL Annual Report 2021





*Photo courtesy of The Rev. Sam Sheridan*

## The Immanuel Church-on-the-Hill

# VESTRY

*This page, all rows read from left to right:*

Top row: Kathryn Jackson Haskin, The Rev. Sam Sheridan, and Francine Wargo  
 Center row; left to right: Phyllis Sims, Kristi Kubista-Hovis, and Rachel Wilson  
 Bottom row: Martha Shimkin, Darrell Wilson, and Candy Levin

*Next page (3), all paired rows read from left to right:*

Brooke Roberts and Harrison Clark;  
 Danette “Dani” Gentile Kauffman and The Rev. Randy Alexander  
 David Atwood and Janettarose Greene  
 Darrell Wilson and The Rev. Susan D. Parsons



# Agenda and Table of Contents

Invocation and Welcome		The Rev. Randy Alexander
Approval of 2021 Annual Meeting Minutes	5	
<b>Election of Candidates for the Vestry: Bios for Review</b>	9	
Thanks to outgoing Vestry members		
<b>Clergy and Staff Reports</b>		
The Rev. J. Randolph Alexander, Jr, Rector	14	
The Rev. Susan D. Parsons, Associate Rector	16	
The Rev. Sam Sheridan, Assistant Rector	17	
Dr. Jane Tavernier, Director of Music	19	
<b>Warden Reports</b>		
Kathryn Jackson Haskin, Senior Warden	20	
Darrell Wilson, Junior Warden, Buildings and Grounds	22	
Supplemental Content: <i>Immanuel is Going Solar</i> FAQs	25	
Martha Shimkin, Junior Warden, Administration	29	
<b>Vestry Steward Reports</b>		
Adult Formation and Discipleship	30	David Atwood
Communications	32	Brooke Roberts
Stewardship Report: <i>God is With You Wherever You Go</i>	34	Danette “Dani” Gentile Kauffman
Planned Giving Report	37	Danette “Dani” Gentile Kauffman
Outreach Steward’s Report	40	Kristi Kubista-Hovis
Social Justice Ministry	42	David Atwood and Kathryn Haskin
Fellowship	45	Phyllis Sims
Worship	46	Francine Wargo
Report on Children, Youth, and Families Ministries	48	Harrison Clark
Pastoral Care and Senior Ministry Reports	50	Shawn Whitman and Mother Susan
<b>Treasurer’s Report</b>	52	Tom Hewson
<b>Board of Trustees Report</b>	58	Brad Ashton
Congregational Comments		
<b>Grace and Gratitude</b>		
<b>Closing Prayer</b>		The Rev. Susan D. Parsons

# MINUTES OF THE IMMANUEL CHURCH-ON-THE-HILL **Annual Meeting (held online via Zoom)**

January 31, 2021

The meeting began with prayers at 11:45a.m, and was held online via Zoom.

There was a motion to approve the minutes from the 2020 Meeting: the majority approved.

A new slate of Vestry members was presented. The new members provided bios, photos, and substantive questions in the annual report. The Rector encouraged reading of the materials.

- Four members full terms, one candidate willing to serve an unexpired term.
- Brooke Roberts – graciously agreed to fill the remaining two years
- David Atwood, Harrison Clark, Kristi Kubista-Hovis, and Dana Wilkie – were elected to three-year terms

Carla Murray made a motion to accept the proposed slate of vestry members. Phyllis Sims seconded the motion. Those voting were asked to raise a hand, and the slate was approved by the majority.

All those finishing their terms were given a gift of a watercolor drawing of the crosses from Immanuel and Zabriskie Chapels. Special thanks go to Tom Kerns for these gifts.

The Rector thanks those completing their Vestry terms: Keith June, Senior Warden; Jamie Conrad, Vestry Register and Steward for Adult Formation and Discipleship; Chandley MacDonald, Outreach Steward; Sandra Graham, Communications Steward; Hartley Hobson Wensing, Children, Youth, and Families Steward.

Rector report: Direct all to the sermon, and to the written report.

Sharing briefly about the path towards regathering.

- Depends on local numbers, vaccines.
- Predict – regathering with outdoor worship as weather improves; then move to indoor worship – with distancing and safety precautions, in consultation with the Diocese and our Health District. Communicating as soon as we know anything. It’s hard to wait, but hope to worship in person again sooner rather than later.
- The Rev. Susan Parsons directed all to her written report. She relayed that her time here had started out so well and she was loving getting to know everyone, but that all changed quickly with the arrival of the pandemic so soon after she began at Immanuel. She said it had been so frustrating getting to know people online, but that all had been so wonderful to her. The Pastoral Care Committee has been glorious keeping us in touch this year; Senior ministry has adapted to keep in contact. The Pastoral Care Committee did a great job – and Randy and Sam, as well. She said, “I can’t say enough about how hard it could have been as a new person, and after a year, I still feel like I belong and that you love me and I love you.”
- The Rev. Sam Sheridan said it was very weird to be the new guy who yet knows some of the parish, since he interned and was a Seminarian here. He said he was delighted to have started working in July here, and pointed all to his written report. He named graduating from Seminary, being ordained, and then married in short order as a lot of life transitions in a short time!

He thanked our Godly Play teachers for keeping it going during this!

Sunday School – abandoned curriculum that we had, but making it up as we go to adapt online.

HS and MS – meeting online; primary goal has been and will be let parents and families to know that what they are able to do with church right now is OK. Highlight – Children aren’t the future, they are here right now.

- Dr. Jane Tavernier: Grateful to choir members who have stepped up and made choir tracks; grateful to Jamie Conrad and John Bednar; Evensong – Godspell – thanks to Jeannie Cummins. Jane said she misses the choir, that it’s tough not hearing them together. She yearns for when we can gather together and offer music to God in His Glory.

Special thanks to volunteer support especially this year:

- John Bednar
- Brooke Roberts
- Agnes Soos
- Tom Hewson

Senior Warden Keith June directed attention to his written report, highlighting all the angles Vestry members bring to their service during this crisis. We've all been touched by the virus, and losing Dick and Judy Bednar is an impact that's really affecting all of us.

Thanks to priests and seminarian. To Treasurer, Tom Hewson. Special thanks to Martha and Kathryn, as two junior wardens. Thank to Vestry overall. Increased meetings during the pandemic – every week at first, then multiple times a month, until going back to monthly. And, during the Vestry members who are thankful. He offered thanks for various ministries: for outdoor worship, for Sandra Graham's work in communications, for Dani Kauffman's work with *Simple Gifts*, for Phyllis Sims' work in Fellowship; and for Jamie Conrad's inspiration and assistance.

Finally, to the parish, Keith said that we saw a miracle. We were not sure we would have what we needed as the pandemic began – resources, finances, etc. – but the parish did so much to help. The pumpkin patch was a fantastic example. He was grateful for informal encouragement and mentorship from former Wardens and Vestry members and priests – thank you to all.

The Rector thanked Keith directly – and the parish noted.

The Rector commented on the importance of administration in well-functioning parish life, and the and potential need to keep it as a ministry area. He thanked Junior Warden for Administration Martha Shimkin for bringing her many skills as Jr. Warden to this vital area.

He thanked Junior Warden for Buildings and Grounds Kathryn Haskin for all of her work on our properties and for her pivotal role in starting our new Social Justice Ministry.

Junior Warden Kathryn Haskin offered special thanks to the Buildings and Grounds Committee and to Tom Kerns for leading the Committee with care and attention to our long-term needs.

The Rector thanked Worship Steward Darrell Wilson for his central role in keeping our worship of God going during such an unprecedented time, and Darrel, in turn, offered special thanks to so many for pitching in to help on the many needs we had in our worship offerings.

#### **TREASURER'S REPORT:**

The Rector thanked Tom Hewson for all of his skill and cheerful, thorough care he has offered as our Treasurer, also thanking Sughra Bakhtiari, our bookkeeper, and to Laura Snow, who served wonderfully as Assistant Treasurer.

Tom Hewson: thanks to Laura Snow; helping, bringing wisdom, and thanks to Sughra; thanks to Keith and wardens – a pleasure to work with. The Vestry has done so much, and worked so well together, and make sure the parish knows that and that the treasurer realizes it.

Direct to the written report. 2020 Covid – thanks to full parish for support. Almost reached our pledge goals. Kept all staff on board. Came within 90% of estimated 2020 income. Some loss in rental income – likely to

return in 2021. Most of cost is staffing – full staff on board in July 2020. Administrative costs and program costs lower. Overall, we had income strong, expenses within 10%

2021: Looking at strong income – pledges. Thanks to Dani Kaufmann and Jamie Conrad, and for the support for pledge campaign. Most revenue will be from pledges – more than last year even. Second largest is from rentals. We are asking for 39k from the Trusts, largely directed towards capital projects.

Expenses: Staffing – full year of staffing will continue to be the largest cost driver. We also have Randy's sabbatical budgeted, pending if COVID conditions allow him to take it.

Some highlights of the budget:

- Communications Verger – someone to handle the big load of remote support, and to have someone contracted to support;
- VTS capital campaign commitment (\$5k for the next 5 years); budgeted for new refrigerator and freezer;
- Memorial Garden – flesh out plans and upgrade it and handle the needs; upgrading IT equipment to handle additional needs; starting the Social Justice Ministry; and decrease the Diocesan Pledge by \$10k; we'll still be above many other parish's levels.

Questions on Treasurer's Report:

- No questions were offered at this time. Tom will be available to hear questions regularly; in church most of the day on Tuesdays (10-3pm); [treasurer@icoh.net](mailto:treasurer@icoh.net) and [thewson@icoh.net](mailto:thewson@icoh.net).
- Note from Tom: 1<sup>st</sup> round Payroll Protection Plan came in; not eligible for 2<sup>nd</sup> round due to new requirements.

Special thanks to Stewardship

- Dani and Jamie for Stewardship Committee
- Dani for the work in Planned Giving and in *Simple Gifts*

Immanuel Trusts: Brad Ashton, chair

- Report from Brad
- Highlighted the role of the trusts:
- Trustees: Bryant Mitchell, Carla Murray, and Susan Gilbertson – rotating off
- Kevin Kirby, Doug Onley, Brad Ashton – Second year
- Gerry Anderson, Steve Brown, Kerry Kelly Wade (Secretary) – first year
- Spent 30k – new shed, solar panel feasibility study, and renovating Rectory bathroom, and traditional memorial garden upkeep.
- Income of about 100k in the trust; net of balance 70K, added to the trusts, which are about at \$1million.
- Request for this year from the Trusts- \$39k.

Questions about the Trust: contact in the parish directory; phone is the best.

- Anticipation of what items might get covered this year?
  - Tom Hewson: money for Randy's sabbatical; kitchen renovation; memorial garden; IT equipment; Social Justice; and VTS capital campaign contribution.
  - IT Equipment – ongoing IT needs even after the pandemic ends so we can continue to livestream as much as we need.
  - VTS Capital Campaign question – asked Immanuel to be involved in the campaign; asked us to be a part of the campaign for \$5k per year; Campaign includes building infrastructure; financial aid; the library renovation.

Parish Directory – updated and made more readily available; password protected but available on the webpage always.

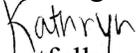
Grace and Gratitude

- Candy – Thank all the Flower Guilders for greening the chapels and doing flowers at Easter for virtual service; and anticipate pretty virtual flowers in the future.
- Jane Flinn: question about the community care recycling program; can we do it again? Recycle plastics.

- Thanking Denise Freeland: goal was to get to 500lbs by Easter, and we met that goal. To keep it going, we need a core of volunteers.
- Sara Fein: Why is this better than the bins at the grocery stores?
- Follow up – we can share more information about the difference between what we did and the grocery store offers.
- Pastoral Care: Thanks for the care and connection.
- Outreach – Pumpkin Patch: Jim, Jim, and Julie; Marilyn Wilson – keeping us safe/following best practices from Alexandria.
- Connie Kurz and Laura Snow: Regular monthly Carpenter’s Shelter goals were still met; those women have done a superb job of imaginative, tasty, and nutritious meals.
- Dagobert Soergel: Thanks for the Support of Christmas Families that we were able to do.
- Thanks from Randy – those who gave for ALIVE, West End Ministries, etc. direct additional donations.
- Dorothy Kellogg – thank two areas in a related way. The parishioners who pledged and the decision to retain the choral section leaders and with thanks for that gratitude; thanks for appreciation that the parish supported Gilma Balcarcel – she’s been part of our congregation for over 30 years, to keep her on the payroll, says we appreciate her and that it’s our faith that we will come back.
- Randy – back to soloists, at one per week; our goal is to keep those relationships open and to deploy them in our worship
- Martha Shimkin – for the Immanuel Christmas Planning Crew; to the Johns, our Grinches; to Jeannie at the Live Nativity
- Hartley Hobson Wensing – for the prayers, notes, texts, meals, while our family has been sick. It’s meant so much to all of us.
- Keith June – to Dodd Sims for providing off-the-cuff medical support
- Kathryn Haskin – to all the youth, the leaders, and more
- Randy Alexander – thanks to Francine for her desire and creativity to support Newcomers and Evangelism, even in the pandemic. Phyllis Sims added thanks to Francine for leading Compline on an ongoing basis.
- Eileen Monin-Kirby– thanks to our clergy, to our Vestry members – you stepped up in so many ways, with leadership, and renewed in unforeseen ways this year. To Phyllis Sims – for helping to recruit new volunteers for different ministries.
- Randy Alexander – work with Seminarians: lay committee members for Beth Hendrix.
- Doug Onley – grace and gratitude for John Bednar for our AV, Worship, for IT needs, for facilities. Truly astonishing young person, and my time together to be really rewarding and enriching. A debt of gratitude for his service.

A closing prayer offered by the Rev. Susan Parsons.

The meeting adjourned at 1pm.

  
Respectfully submitted,

Kathryn Jackson Haskin (Register *pro-tem*)

## 2022 CANDIDATES FOR VESTRY AND THEIR SURVEY RESPONSES

Immanuel asks our qualified and talented individuals running for the Vestry to answer some brief questions about their candidacy and the value they each find in being a part of the Immanuel Church Family. Each brings unique skills, gifts, and experiences to this important leadership position. Please take a moment to read their answers, beginning below, prior to voting.

### W. Brad Ashton



**How long have you worshipped at Immanuel? Any other family members who worship here?**

My wife Melinda and I started our Immanuel worship in the early 1980s. Our son Will does not worship regularly, but he does attend with us occasionally.

**What are some parish activities or ministries that have captured your time and talents?**

Past vestry service (1990s), pumpkin patch, outreach, parish cleanup, Chair of the Board of Trustees of the Immanuel Trust Fund, consultation on grounds maintenance, exercising leadership and energy to get things done.

**Please name something you find very valuable/something you love about Immanuel.**

Outreach (mostly back in the 1990s), worship leadership and active participation by congregation members, openness to and respect for individual differences, welcoming approach to newcomers

**What gifts, talents, interests and/or goals and objectives do you think you might bring to Vestry service?**

Hard work, collaborative efforts in joint work with others, leadership, willingness to work long hours on occasion if needed.

**How would you view serving on the Vestry as a ministry, as part of your Christian journey?**

Vestry service is a formal spiritual commitment to helping make the world a better place on behalf of and through the church.

Vestry service involves a commitment to make our church an active spiritual resource for our members and our community -- and an efficient organization to support God's purposes.



## Julie Bruns

### **How long have you worshipped at Immanuel? Any other family members who worship here?**

I began coming to Immanuel around 1988-89 during the time Zabriskie Chapel and the Parish Hall were being renovated. We met in the old Seminary Chapel and Rev Henry Mitchell preached my first Sunday. I remember my disappointment when I learned he wasn't

the main rector! Dennis and I were married there in 1992.

### **What are some parish activities or ministries that have captured your time and talents?**

Being around for over 30 years means many opportunities to be part of this parish... I've been a Vestry member, served with Outreach Committee, bagged bulk order pumpkins for many Pumpkin Patches, advocated to make us good creation stewards of our church building, taught Sunday School, completed EFM, participated in Mission trips, volunteered with Christ Church Lazarus Ministry and Christ Church Refugee Ministry... Many of these are still part of my life. I am excited about our Creation Care Ministry – and solar panel installation this spring – and our Social Justice Ministry.

### **Please name something you find very valuable/something you love about Immanuel.**

The Pumpkin Patch! Every year it seems like such a huge task to pull off – and yet – by the grace of God and everyone's willingness to offer their time, treasure, and talents, it comes together. I never take this for granted. It's a miracle that has happened year after year, because the people in our parish love their neighbors as themselves – and pull together for the sake of people – in Alexandria and around the world – who need help – and for our Community -- who consider the Pumpkin Patch part of their lives.

### **What gifts, talents, interests and/or goals and objectives do you think you might bring to Vestry service?**

Persistence. Listening. Enjoy learning about people. Don't mind hard work.

### **How would you view serving on the Vestry as a ministry, as part of your Christian journey?**

Serving on vestry is a responsibility and privilege – and an opportunity to carry forward the important work that many have shouldered during a very difficult time with this pandemic – I am grateful for the gifts and service of so many fellow parishioners.

# Molli Lambert



## **How long have you worshipped at Immanuel? Any other family members who worship here?**

We have been members of ICOH for about 25 years. We joined Immanuel when our children (Elizabeth and Greg, now adults) were very young. They participated in Sunday School, Youth Group, Christmas Pageants, as well as acolyting and assisting with Sunday School Teaching.

## **What are some parish activities or ministries that have captured your time and talents?**

I was a Sunday School teacher for many years, I have also participated in various finance committee activities (due to my public accounting background) and I am a member of the Altar Guild. Dave and I also usher.

## **Please name something you find very valuable/something you love about Immanuel.**

Where to begin. I love the people I have met at Immanuel. We have made life long friendships. It has also been a joy seeing the kids in my Sunday School classes grow into young adults, branching out on their own. Of course Shrine Mont and the Pumpkin Patch are on the top of my list. I also love listening to our choir during worship services.. Finally, now that I am retired, I have enjoyed participating in several senior ministry trips.

## **What gifts, talents, interests and/or goals and objectives do you think you might bring to Vestry service?**

As a retired CPA who practiced in public accounting for nearly 35 years, I can assist with Immanuel's financial and administrative matters. The pandemic has brought many challenges to all of us, including a change from "in person" worship attendance to zoom services. I think this has resulted in some folks getting out of a routine of attending church. I am interested in growing the Parish by reaching out to the community; being informative of all Immanuel has to offer. Hopefully, we will be able to go back to in person events but if COVID lingers, I think we need to find ways to keep Immanuel on the map through various events and activities that involve our community.

## **How would you view serving on the Vestry as a ministry, as part of your Christian journey?**

Knowledge is a big part of my Christian journey. Serving on the vestry would be a welcomed opportunity for me to learn what it means to be an Episcopalian. There are many elements about our denomination and Immanuel Church that I know nothing about. I am looking forward to discussions, suggested readings, and any other trainings that will enhance my learning experience.

# Kathy Lloyd



**How long have you worshipped at Immanuel? Any other family members who worship here?**

I was baptized and raised at Immanuel. I am the second generation of our family who has worshiped here for over 60 years. My son David also worships at Immanuel.

**What are some parish activities or ministries that have captured your time and talents?**

Worship, Pancake Supper, Youth Group Activities, Acolyting, Shrine Mont, Confirmation, Pumpkin Patch, Senior Ministry, Memorial Garden and recently chartered Boy Scouts.

**Please name something you find very valuable/something you love about Immanuel.**

**During the last few years of my parents end of life, the Immanuel Ministry and congregation went** above and beyond to support our family for which I give heartfelt gratitude. This Ministry extends to all parishioners and is not just a congregation but a family. The Outreach is another valuable extension into our community. And of course, the memorial garden holds a special place in my heart where our past parishioners gather in eternal life.

**What gifts, talents, interests and/or goals and objectives do you think you might bring to Vestry service?**

I am open to collaboration with the Vestry team members to continue maintaining and improving life and grounds at Immanuel. Perhaps my tenure with the church may be useful. I have extensive financial program/project management and organizational skills.

**How would you view serving on the Vestry as a ministry, as part of your Christian journey?**

Over the years, both of my parents were very engaged members supporting many activities. My father, Arlo Lloyd served 4 terms on the Vestry. For me, it would be an honor to serve on the Vestry. After being a caregiver for so many years, this is a spiritual journey with my son and where God will guide us.



## **Bob Murray**

### **How long have you worshipped at Immanuel? Any other family members who worship here?**

My wife Carla and I have worshipped at Immanuel since February, 1999, as has our daughter Abby since she was baptized in 2001.

### **What are some parish activities or ministries that have captured your time and talents?**

Carla and I have each served on the Vestry and as wardens. We both have been involved in various activities – for myself, my activities have included: the pumpkin ministry, youth group, Alive!, Bible study, and a member of a support group for Seminary candidates. I've been involved with the raising of the new Chapel, contributing to Christmas Families, the chairing the group that revised Trustee arrangements, and serving on several ad hoc committees.

### **Please name something you find very valuable/something you love about Immanuel.**

The clergy's focus on Jesus as our savior and guide, the Book of Common Prayer, our outreach to the needy, and the warmth and friendship of the parishioners.

### **What gifts, talents, interests and/or goals and objectives do you think you might bring to Vestry service?**

My principal interest would be in helping serve our parish in ways that bring us closer together, aiding those who are in need in our world, further opening the doors of our church to people in need of spiritual renewal and a spiritual home, and – on the business side – helping Immanuel be an efficient and effective church.

### **How would you view serving on the Vestry as a ministry, as part of your Christian journey?**

I view Vestry service as part of my Christian journey. My first 'tour' on the Vestry was enormously rewarding, spiritually and collegially, and I believe serving again would be similarly rewarding.

# RECTOR'S REPORT

*“Since, then, we have a great high priest who has passed through the heavens, Jesus, the Son of God, let us hold fast to our confession. For we do not have a high priest who is unable to sympathize with our weaknesses, but we have one who in every respect has been tested as we are, yet without sin. Let us therefore approach the throne of grace with boldness, so that we may receive mercy and find grace to help in time of need” (Hebrews 4:14-16).*



Dear people of Immanuel:

This quote is among my favorites from the Bible. It speaks so clearly to our central Christian belief that God became one with us, Immanuel, in the Incarnation of our Lord. It reminds us, therefore, that God can and does understand us, knows what we are going through, and cares deeply about us.

This would include knowing all that the Church is experiencing as it continues to weather the ongoing storm of this pandemic. I would say the pandemic has been the biggest systemic challenge this parish has ever faced in its history. Overall, thanks be to God, our community has weathered it better than I could have ever imagined. Yet there have been losses, and we will need to focus, going forward, on the real work of re-building and re-gathering.

Our worship throughout the year took quite a few distinct turns, from a virtual-only format, to gathering outdoors on the Grove at the Seminary, to moving indoors while also offering outdoor services, and always remaining online, to beginning to revert to only virtual by the end of the year. Through it all, so many of our people have maintained good humor and an optimistic, can-do attitude, an attitude that I believe God has blessed and used abundantly for the good of the parish.

Our Vestry remained responsive and deeply engaged. Our Wardens were always there for each other, and for me, and I cannot tell you enough how important that has been. I thank Kathryn Jackson Haskin, our Senior Warden, as she is completing her Vestry service. Wise, caring, and led by a heart for those who are hurting or left behind, Kathryn has served this parish so well. Martha Shimkin is concluding four years of service, having completed a one-year unexpired term and then a full three-year term, having brought her wonderful gifts of administration and pastoral care to so many areas, from worship to personnel to budgeting to children's ministry. Darrell Wilson served as our Junior Warden for Buildings and Grounds and, along with Tom Kerns, chair of that august committee, continued strategic maintenance and enhancement of all of our facilities. Our wonderful Treasurer, Tom Hewson, has kept us informed, offered wise projections, supported our Stewardship ministry, liaised with our Trust Funds and the Diocese, and so many other things, all with good humor and reassuring calm.

Francine Wargo completes her faithful service on the Vestry, having most recently been our Worship Steward and having been instrumental in bringing the Boy Scouts troop we are now pleased to welcome to Immanuel. Danette "Dani" Gentile Kauffman has worked tirelessly, and so well and faithfully, as our Vestry Steward for Stewardship and Planned Giving. Our Every Member Pledge Campaigns have grown, both in visibility and in faithful results. Our financial support has remained solid, and even grown. Dani has also significantly raised the profile of the Zabriskie Society, those who have included Immanuel in their planned giving. This has included regular outreach to those in the Society, along with recruitment and publicity efforts to welcome new members. Our endowment

trust funds this year added a \$100,000 bequest, along with significant growth in principal.

I believe the work, witness, and ministries of our staff members bless us. I am so grateful for my clergy colleagues, the Rev. Sam Sheridan and the Rev. Susan Parsons, along with all of our dedicated Priests Associate. I am grateful to them all for the wisdom and differing perspectives they bring. I thank Dr. Tavernier for her gifted, passionate offerings of music and her indefatigable leadership of our amazing choir across differing terrains and possibilities. Aleta Powell, our Parish Administrator, continued to sharpen and improve our database, along with improving our technology in the office, and continuing to welcome so many to Immanuel over the phone and as they drop by the office. Stuart Dahlinger continues to serve both Immanuel, as our Sexton, and the Seminary, regularly moving seamlessly between the two. Sughra Bakhtiari has grown in skill and experience as our bookkeeper and Gilma Balcarcel has continued to love and serve the children in our nursery, when conditions permitted, and to aid our efforts in hospitality. We were able this year to bring John Bednar on as our Information Technology Specialist, in a part-time capacity. Shawn Rutledge continued with us as our seminarian, and we just welcomed Janettarose Greene as our latest seminarian. We bade a fond farewell to Beth Hendrix, as she graduated, was ordained, and headed off to Louisiana.

Our Outreach ministry sponsored our most successful Pumpkin Patch ever, allowing us the privilege of now planning the dispersal of those needed funds to so many of our outreach partners. Our new Social Justice Committee went from strength to strength, being awarded a Becoming Beloved Community grant from the Episcopal Church. This grant is aimed towards working with those being released from prison and re-entering society, in partnership with the Alleyne AME Zion Church in Old Town. Our Creation Care efforts took a huge leap forward with the completion of our mini-campaign to install solar panels on the Zabriskie complex. We are only now awaiting completion of permitting by the City, and installation will begin!

Even in the pandemic, this parish has tried to meet our people where they are, from a wide array of programming led by Karen Besser in our Senior Ministry, to so many targeted means of outreach to our Children, Youth, and Families, led by the Rev. Sam Sheridan. The Rev. Susan Parsons has worked extensively to coordinate our Pastoral Care Committee, and Sam, Susan, and I have continued to lead the Thursday morning Bible Study. There have also been book studies and other Bible studies aplenty. As we were able to begin re-gathering in person we were once again able to welcome some wonderful newcomers, who have already begun to make our life together better and stronger. Please be sure to notice and welcome them! We also had far too many funerals this year, but each was an opportunity for the community that is Immanuel to show up, to love and support those grieving, and to witness to our belief in life eternal.

I believe God hears and receives our fears, our frustrations, our anger, our boredom, and our hopes for better. Writing this report has been a great opportunity to offer it all up to the Lord. May what we have done together in the Year of Our Lord 2021 honor God, bless God's people, and be a safe harbor in the storm swirling all around us. May God forgive our failures and shortcomings, may God teach us to adapt and grow wisely and nimbly, and may God surprise us with refreshment and encouragement, even from unexpected places. Indeed, let us continue to approach the Throne with boldness, that we may find help in time of need.

Respectfully,

A handwritten signature in black ink that reads "Randy". The signature is written in a cursive, slightly slanted style.

The Rev. J. Randolph Alexander, Jr., Rector

## Associate Rector's Report

*“What’s true of all the evils in the world is true of plague as well. It helps people to rise above themselves.”*  
— Albert Camus, *The Plague*

We are entering the third year of a global pandemic just as I am entering my third year here with you. Though they are completely unrelated, both events have woven together to make my ministry with you remarkable, challenging, and joyful, amidst all of the grief and disruptions we have endured. And just as we thought we had moved beyond the ‘plague’ it returned in 2021 in a new form to challenge us again in a whole new way. While none of this has been easy, or pleasant, together we have met it all with resilience, wisdom, creativity, and even good humor. We have risen to meet the struggle and we are better for it.

Pastoral Care and Senior Ministry are my focus as a priest at Immanuel. Details about these ministries and the people who make them come alive are written up as separate entries. I also chose to re-gather the Altar Guild after a long, forced hiatus. Though these ministries are my responsibility and joy, my work also includes celebrating, writing, preaching, learning and so much more. I want to especially acknowledge and celebrate how much I have learned this last year from working with all of you and with Randy and Sam and Jane and Aleta. I am a better priest, a better person, because of all of you.

Faithfully,



The Rev. Susan D. Parsons  
Associate Rector



# Assistant Rector's Report

*And now, O Lord, what do I wait for?*

*My hope is in you.*

Psalm 39:7

Brothers and Sisters in Christ,

I take great personal comfort in how often the writers of scripture seem to address exhaustion, frustration, and restlessness. There are many times of blessing and plenty in the Good Book, and those are just as well because presumably someone needs to see things turn out alright—but what feeds me and gives me hope is when God's people are baffled, confused, or frustrated. The sure knowledge that every generation of God's beloved people has dreamed of the world being better than it is helps me live in a world dreaming it could be better than it is. In the repeated biblical calls for perseverance, for hope, I find myself knowing that I am not alone.

I've reflected on that a lot at Immanuel this past year. Many of you have, both privately and publicly, spoken to me of your need for perseverance and hope. Your witness, both to me specifically and in our many small groups and bible studies and forum hours, has been the balm that has directed my bible reading and reflection. In a time of exhaustion, frustration, and restlessness you all demonstrate to me and one another that none of us is alone. The pandemic has been hard to live through, but hard times are when it is important to have a community and a faith to lean on.

I am blessed to find both community and faith alive and well here at Immanuel.

This year was filled with plenty of pivoting, and changing, and guessing what kind of programming should happen next. Some of the things I tried to do in ministry this year objectively failed:

- 9:00am on Sunday was a terrible time to offer EYC; video versions of announcements get no more than 30 views; Kayaking trips don't work after the school year starts when school is not virtual; parents may want some time to enjoy one another's company as adults—but it is not on Sunday mornings amidst many other competing schedules; and no one wants to fill out availability for readers/intercessors/acolytes 6-10 times a year.
- The flexibility that parishioners have shown has been very important to me as schedules and plans changed. I haven't viewed any of these problems as contentious or unduly anxiety-riddled. I've been gifted the opportunity, by you, to just redirect and try something else.

And there were also things that were very consistent and definitely worked. I wrote, recorded, and produced twenty-nine Sunday School videos—mostly on the Gospels and parables. Until this Covid surge I had great success offering monthly family services on Saturday nights starting in the fall. These are a template for more family nights, game nights, and family worship opportunities to come as we hopefully turn the corner on the pandemic.

The online Bible studies on Wed night (Social Justice), Thur morning (Epistles w/all clergy), and Sat morning (Torah / Old Testament) have been regular parts of our parish programming. They're also a lot of fun. Even in the most tedious administrative meeting kinds of weeks having multiple hours of preparing for, then engaging in, real bible study is life giving.

The teenagers have also had bible study, including a summer Saturday morning version that was both incredibly fun and very early in the morning. I am so glad we did it... and very glad our primary formation right now is Confirmation. The 20-week Confirmation class material is a program I have produced with Rev Claire Elser, of Grace and St. Stephen's Episcopal Church in Colorado Springs, and 2/3rds of the way through it seems to be holding everyone's attention. I am very excited.

Of course, our most consistent formation program continues to be Godly Play. Sarah Glassco, Linda Serabian, Caroline Bergmark, Carrie Cuddy, Eileen Monnin-Kirby and Julie Bruns are my first draft choices for saints in the whole pandemic. Their dedication to making sure the children of this parish continue to have specific formation opportunities and inclusion in our worship and programing is inspiring.

From Sept 2020 to May 2021 the Godly Play teachers recorded lessons, Linda and Sarah appearing digitally each Sunday, delivering special modified materials so that children could participate at home. Phyllis Sims gave us a lot of help in making and delivering these materials. We got appreciative feedback from parents and children, and there was a steady count of people viewing the videos (about 12.) In person, as we have Godly Play again in the Octagon at Immanuel Chapel during the 10:30 service most Sunday, we have between five and fourteen children regularly attending. Two of the regular Godly Play families are new to our parish this year

On a personal note, I reported last year—rather naively—that my wife and I had tried to schedule all our major life-changing events into one year so we could calm down for a while. No such calm seems to have happened. We had several extended family or former church deaths and medical crises this year. We each lost loved ones—including my dog of thirteen years. Mary Margaret officiated, and was Matron of Honor, at her sister's covid-moved wedding in Georgia. She was the only clergy at St Matthew's in Sterling for four and half months while her boss was on sabbatical. As we've previously announced, she is also pregnant. We are expecting a son in June.

It was a chaotic year, and the chaos rarely seems to be entirely good or entirely bad. So I rely heavily on the witness of scripture that each generation has turmoil, frustration, confusion, exhaustion... and hope.

We're not alone in any of this. We're not alone in our personal lives, which irritatingly don't stop when we go online or postpone something in a pandemic. We're not alone in the pandemic itself as we are all wrestling and grappling and changing things together, even sometimes agreeing on the best way to move forward. We're not alone in our faith or community, in either hope or disappointment. We have each other and a great cloud of witnesses who have come before.

In Christ,



The Rev. Sam Sheridan  
Assistant Rector



Photo courtesy of Jackie Rustigan

# Annual Report from the Music Ministry

All of us have faced many challenges during these past years with the arrival of the coronavirus and the resulting illness and death among us. Our faithful volunteers have remained steadfast in their support of the music ministry, sharing their talents, their love of God, and their desire to continue the work we so love to do. I am so grateful for our wonderful, talented choir!

The section leaders have offered solos and ensembles during the lock-down, as presented on the Immanuel Zoom channel and on our YouTube channel, and during our outdoor services on the Grove at the Seminary. We were blessed to have a large gathering for Easter on the Grove, along with special music. The music added to the beauty and spirit of our services.

After rehearsing in the Zabriskie Chapel on Thursday evenings beginning in October with masks and social distancing in place, the choir offered a lovely and poignant Lessons and Carols service on December 12 with strings and organ, and two services on Christmas Eve.

The first, at 5 PM, presented music from the choir, brass ensemble, and a variety of selections offered to the glory of God and celebrating the birth of Christ. At 9 PM, an ensemble of volunteer singers and sections leaders sang music from medieval to modern times during a prelude to the service. An ensemble of flute, oboes, and horn filled out the musical presentation.

I am very fortunate to be able to call on Denise Freeland to conduct when the logistics require me to be at the piano or organ. She has always stepped up with enthusiasm, confidence, and skill. Thank you, Denise.

The music ministry remains grateful for the unflagging support of the congregation, Vestry, and clergy as we move forward through the challenging seasons ahead. As always, to God be the glory.

Warmest regards in faith,

*Jane*

Jane Tavernier, Director of Music



# Senior Warden's Report

*"And they'll know we are Christians by our love."<sup>1</sup>*



The refrain of this hymn is embedded in my psyche and my soul, from decades of hearing it regularly in the Church where my family belonged. That hymn was one of the few that everyone in my church growing up seemed to know, and singing that together made us feel like we really were a part of something special. That church was a place that lived into the idea that our actions were the way that people would know we were Christians. The feeling I still have when I think of that hymn rings as true here as it did in the parish and the community that formed me back in Pennsylvania.

When I look at what we've done together this year, I can see the through line of God's love animating our actions. It's God's love, and the love that we have shown towards others, that shows up in how we live our Christian life together.

Love animates the pumpkin patch all of October. That patch raises funds, yes. But, just as importantly, it engages us with each other, it allows for moments of fellowship and service, and it gives us a tangible way to engage with people from all over the area who come to our patch. And then, it allows us to financially support so many organizations here in Alexandria, in the DC area, in the country, and globally. That's love in action.

Our love for each other shows up in how we minister to each other and how we nurture our parish community. It's apparent at moments of fellowship, even if we're masked and distanced, outside, or frantically waving at the end of Zoom calls. It showed up at Shrine Mont. It shows up in pastoral care. It shows up in how we respond when somebody is in pain, physical, mental, or emotional; and it shows up when we celebrate with each other. It shows up in how we communicate to and with each other.

I saw how Immanuel put our love for others into action to respond time and time again. One of the privileges of being your senior warden this year is getting a glimpse into so many areas of church life. I heard the serious conversations about how we respond to the crises that are happening in the world in real time. Love drives the commitments do our part to help respond to racial injustice, to climate crises, to natural disasters, to support refugees and immigrants, and so much more. Time and time again, Immanuel's parishioners ask each other what we can do to show God's love in this world.

And, of course we've been doing this in COVID times. Showing love for each other has meant being incredibly intentional about controlling the spread of this virus however we could. Yes, it's meant masks and outdoor services and distance. It's meant cancellations and postponements. It's meant using technology in ways that most of us probably couldn't have imagined ever doing.

How did we do all of this? For all of you reading this I'm sure the answer is clear -- only with God's help. The love that we demonstrated in so many ways, places, times, and moments was possible only with God's

---

1 [https://hymnary.org/text/we\\_are\\_one\\_in\\_the\\_spirit](https://hymnary.org/text/we_are_one_in_the_spirit)

help. We nurtured that love through Bible studies, book studies, prayers, devotions, and celebrations of the Eucharist. Being together in person, in spirit, on Zoom, and combinations of all of those, have allowed and kept this community together as we entered 2022. It looks and feels different than before and certainly how we hoped that it would be. But I see the signs and I know that even though we've been apart, even though things have been hard, even though we have experienced loss, we are still the community that makes Immanuel a special place to be a part of.

I hope you read the reports submitted here, and that you will join me in gratitude and love for this community. I thank those who have served this year, too numerous to name individually (I'd be better off just directing you to the parish directory!)

And, with God's help, the refrain from the hymn of my childhood, still rings true to me

*"Yes they'll know we are Christians by our love."*

Respectfully submitted,

A handwritten signature in cursive script that reads "Kathryn".

Kathryn Jackson Haskin

# Buildings and Grounds Report for 2021

The 2021 Buildings and Grounds Committee continued its excellent work last year meeting 11 out of 12 months to continue the numerous improvements to both Zabriskie Chapel and its Grounds. These projects included many items but chiefly the Committee and its busy members completed project that support the continued needs for online worship, provided for the ongoing efforts to harden both our buildings and also grounds to the impacts of storm water flows, and finally facilitated the onboarding of our solar contractor, SES, for our coming Solar Project. The Committee also oversaw the prerequisite work needed on the Zabriskie structure for the solar panel installation. The plate was full for your B&G Committee in 2021 and they completed every initiative put forward in the budget, plus a few carryovers from 2020.

If you ever get the opportunity to work on the Buildings and Grounds Committee, you will begin to appreciate quickly how God has blessed Immanuel through the care and action taken by this amazing group of people, and through the dedication and expertise they bring to the work. You will also see the capacity to imagine our needs, procure the appropriate resources, plan for our future, and carry out the work that needs to be done.

Going into nearly two complete years of a pandemic and with nearly 75% of that time without in-person services in the building, it would be easy to lose sight of the annual maintenance of our 4 acre site and almost 18,000 sf of conditioned space. However, thanks to this Committee, our work has not affected by COVID. It was a busy year, even with our building being underutilized but a successful year keeping our assets to very good condition.

If I could sum up the inspiration of this Committee's work, in a quote it would be this:

“I would like to paint the way a bird sings.”

— Claude Monet

Tom Kerns, our Committee Chair, continues to organize our main efforts on a monthly call. As the Junior Warden I have had the privilege to assist the committee's efforts in my liaison role with the Vestry. Towards that end, I would like to congratulate my compatriots on the 2021 Vestry for their interest in the Committee's work and their support and oftentimes challenging questions to stretch us to accommodate a very inclusive approach to our work of caring for our Church. This year's level of progress feels like an unprecedented year of activity on so many levels and having the support of the Vestry, our Rector, and others has been critical to the success in 2021.

The following breakdown by category will help summarize the breadth, importance, and transformational aspects of the Committee's accomplishments in 2021.

**Water Abatement:** The Committee progressed two substantial site drainage improvements and landscaping projects. The completion of these projects in May substantially improved the control of water runoff on the rear corners of Zabriskie and included new native plants and landscaping outside of the patio near the Fairchild Room plus the bank between the deck and rear entrance from the parking lot.

**Interior Chapel Improvements:** Projects to improve the chapel included replacement of our incandescent ceiling lights with LED Lamps. We also added a state-of-the-art camera and improved AV system to be able to have a tele presence for services live from Zabriskie with similar quality to services we web cast from our

Immanuel Chapel at the Seminary. These improvements insure we will continue to have the ability to reach our congregants online and to expand our church reach around the world.

**Zabriskie Solar Project:** Beyond the Vestry's approval of the solar project in May of 2021 this year, the Buildings and Grounds Committee masterfully accomplished a list of projects that were required by our roofing contractor and came highly recommended by our solar contract as well. These projects were all completed by September 2021. The Committee also oversaw the repair and painting of the steeple, the repair of some loose and missing shingles on the roof, and we approved the selection of SES as our vendor.

**Rectory Improvements:** The rectory remained a key focus of the Committee in 2021. The following improvements were all achieved on budget: Replaced roof on sun porch plus added slate flooring and the construction of a renovated master bath.

**Zabriskie Grounds Improvements:** Additional improvements to the grounds, the committee removed over a half dozen dead or damaged trees on the property including two in the front of Zabriskie: the historic (dead) Oak in pumpkin patch and a badly damaged Oak that was too close to the Church foundation and to protect our investment in the Solar Project. The committee also added additional parking lot lighting plus additional security cameras to insure we have a secure view of our Church surroundings for congregants, tenants and staff.

**Other Interior Building Improvements:** As Immanuel began to come back to using the Zabriskie building in 2021 there were a number of improvements the Committee accomplished for our numerous tenants as they came back, as well, and to prepare for post-pandemic regular order. These improvements included: Replaced the defective top rail and stair rails of deck, removed mold and painted boys bathroom on lower level, improved service sink area in kitchen, replaced both the freezer and refrigerator in the kitchen, and finally improved lighting in Susan's new office (formerly the EYC room).

**In 2022 and Beyond:** The Committee will begin a serious effort to renovate the kitchen. The current facility is 30 years old! It is the weakest link of our ability to provide pleasant and code compliant food service. We propose to provide a plan that solves these issues for the next 30 years. The effort will be led by Paul Beckmann, an architect with extensive commercial kitchen experience in Alexandria. The study will also include the analysis and recommendation of HVAC and plumbing by a qualified consulting engineer. There will be numerous opportunities for Parish involvement as the Kitchen renovation process progresses. including forming a small committee of interested parishioners to design a updated kitchen with proper storage. A conceptual cost estimate for construction in 2023 is the proposed goal.

Going forward and beyond there are some many other future projects and improvements; from our new vision for our Memorial Garden; to how we improve our connectedness to the online community this will be our charge in the future. We must imagine a future where Christ calls us to serve -- and be prepared to meet him where he calls us. To quote a fellow Anglican Lewis Carroll, "Imagination is the only weapon in the war against reality."

### **Conclusion:**

In scripture the Church is often compared to a building ([1 Corinthians 3:9](#); [1 Peter 2:4-6](#)) reared on the foundation of apostles and prophets (their truths or teaching), Jesus Christ Himself being the chief cornerstone ([Ephesians 2:20-22](#)) and we as Believers are "built up" in Christ ([Colossians 2:7](#)), and we are exhorted to build ourselves up on their most holy faith ([Jude 1:20](#)).

When you get to be close to a group of people who pour themselves into improving our Holy Space and to see their work is to know that it is grounded in faith and their work is a calling to improve our spiritual home that we call our own.

As the Junior Warden I want to make sure we recognize and show the appropriate amount of appreciation for the amazing work of the following individuals: **Kevin Kirby, Chris von Schoening, Ted Sullivan, John Bednar, Doug Henry, Doug Onley, Kathryn Jackson Haskin, our Sexton, Stuart Dahlinger, and of course our Committee Chair, Tom Kerns.** Their commitment to our Parish home not just in 2021 but over the years has made vast improvements for our future, makes a meaningful difference in our worship surroundings and sets us on a firm foundation to have our Church home in the best shape to carry forth our scriptural mission: “Go ye into all the world and preach the gospel,” Mark 16:15.

Respectfully submitted,

*Darrell*

Darrell Wilson

Junior Warden Buildings and Grounds

# Immanuel is Going Solar!

Immanuel Church-on-the-Hill is going solar – and soon!

There have been several forum hours, e-Blast updates, and announcements letting everyone know the plans, what we expect the benefits to be, the plan for funding, and when we expect the solar panels to be installed. From the Forum hours and other discussion, these are some Frequently Asked Questions we've heard that we hope will help everyone understand this exciting public commitment Immanuel is making to our Creation Care ministry.

1. Question: **Why** are we going solar?

**Answer:** To show a visible and public commitment to Creation Care, and to show ourselves and our community we believe in being true and faithful stewards of “this fragile earth, our island home” — that we understand the importance of setting an example to our children and our community to reduce carbon emissions.

We have a cross above our church to signal our commitment to the teachings of Christ—having solar panels on our roof shows a public commitment that we are taking action to reduce carbon emissions—and we hope others will follow.

Another benefit of going solar is to save the church an estimated \$6500 every year in electricity bills. That savings is in today's electricity rates. The price of electricity purchased from our provider, Dominion Energy, has risen by more than 20% in the last 15 years, so going solar will also help shield the church from future electricity price hikes.

Finally, it is possible the church may be able to get additional revenue through the new Virginia SREC initiative. Solar renewable energy certificates (SRECs) are a performance-based incentive that let a solar system's owner earn additional income from solar electricity generation. Virginia's SREC initiative is still being finalized; but our installer will make the appropriate connections so our church's solar system can participate when the time is right.

2. Question: **Who** own the solar panels that will be installed on the roof of the Zabriskie Chapel and Parish Hall (Zabriskie Complex)?

**Answer:** Immanuel Church-on-the-Hill owns the solar system – from Day 1. Immanuel will continue to purchase some electricity from Dominion Energy, but the church's solar panels will generate the majority of electricity it needs each year -- for at least 25 years and maybe longer.

3. Question: **What** will be installed?

**Answer:** Sustainable Energy Systems (SES), a well-known and reputable solar firm based in Frederick, MD, will soon install **191 solar photovoltaic (PV) panels** that are expected to generate at least 65,000 kWh annually, which represents 65 % of the electricity used by Zabriskie Complex each year. The solar panels are commercial grade 445-Watt PVs – which is currently top of the line for power generation.

4. Question: **Where** will the solar panels be installed?

**Answer:** On the roof of Zabriskie Complex—each of the four rooftop spaces will host solar panels. They will be visible especially on the north and east rooftops as people drive along Seminary Road or approach the church from Quaker Lane. In addition to being the most optimal place to generate electricity, this also makes the panels a visible commitment to our Creation Care ministry.

5. Question: **When** will the solar system be installed?

**Answer:** On Jan 25, 2022, we received an update from SES letting us know City of Alexandria is completing the permitting process, and SES expects to start the installation in February 2022. We will work with SES on final installation schedule. SES has advised us the job should take 10-14 days.

6. Question: **How** much did it cost and how did we finance the solar system? (Is there a “payback” period?)

**Answer:** Immanuel parishioners have donated the funds needed for the church to purchase and install the solar system—none of the costs for the solar system have come out of the church’s operating budget or trust funds. We did not need to finance it, and there is no “payback” period.

After two years of study, during which the Vestry commissioned a successful feasibility study, conducted a bid solicitation process, and engaged in a “quiet campaign” to gauge the willingness of parishioners to fund the project, the Vestry, on June 11, 2021, signed a contract with Sustainable Energy Systems (SES) to install the solar panels on the roof of the Zabriskie Complex. The SES contract base price is \$163,000. Once some known add-ons are factored in (e.g., “squirrel guards” which are expected to cost about \$4000, tree work, and required roof repairs), the total cost (including a contingency) comes to about \$197,000. Of that amount, thanks to the quiet campaign, and bolstered by pledges received since the Solar Forum Hour (June 20, 2021), we now have pledges totaling \$182,800, payable in 2021 and/or 2022. To close the gap, we are inviting all Immanuel families and individuals to join the campaign now. As an incentive, one of our pledgers has issued a “matching challenge,” under which the first \$10,000 of new pledges will be matched dollar-for-dollar. For more information, or to receive a pledge form, please contact Doug John at [djohn@jhenergy.com](mailto:djohn@jhenergy.com) or 202-412-2138.

7. Question: What happens if the power goes out at the church? Does our solar system continue working?

**Answer:** If the power goes out, we lose power. Our solar system, like most, will be “net metered” which means any electricity our solar panels generate that is not first used by our church building, automatically flows back into the power grid; we are not storing it.

When the building needs electricity but is not generating it – at night, for example – power flows from the grid to the church building, like it always has.

For the excess electricity we generate and send to the grid, Dominion Energy gives us credit and charges us for the power we pull from the grid when we are not generating. This back – and - forth flow of power gets measured once a month. Dominion Energy then bills the “net” amount/cost owed when the monthly measurement is taken. Net metered systems use the power grid for storage. Because it’s set up this way (with no on-site storage), if an external event (storm, wind, etc.) causes the church building to lose power, we will lose power and our net-metered solar system will not generate any electricity.

Solar systems with on-site storage through large batteries have become available in the last few years;

but they are far more expensive than net-metered systems. Over time, as battery technology improves and prices for battery storage come down, that might be something to consider. The good news is the church seldom loses power!

8. Question: What about the church's roof structure – are there any concerns about that?

**Answer:** The Zabriskie Complex roof was inspected in 2020 by one of the solar companies competing for the contract and again by SES this past Summer. In both cases, the interior roof structure (think attic rafters and joists) was deemed structurally sound and sufficient to support the solar panel array. The roof was replaced in 2013, so its age is not considered a relevant factor. In fact, solar panels act as a protective layer on the roof and may result in a greater roof longevity. We are also purchasing a “critter guard” to prevent squirrels from getting into the panel area. In preparation for the solar installation, the Wardens engaged DBS Roofing to inspect the roof, which they installed in 2013. The roof condition, while sound, needed some additional work to re-secure a limited area of roof decking, replace and reseal the chapel's skylight covers, replace damaged shingles, and reseal the chimney flashing prior to installation of the panels. The Wardens also authorized additional steeple repairs to replace rotted wood and peeling paint in advance of the solar array installation. Because of the proposed location of the panels, the steeple will remain accessible when further repairs are required. With these changes, our roof is ready to support the solar panels.

9. Question: Do the trees around the Parish Hall impact the solar panels? Do any trees have to be removed for the solar panels?

**Answer:** One of the most pleasant aspects of the parish grounds are the many beautiful trees that surround Zabriskie Complex. As stewards of creation, we actively care for our trees—and in fact have just completed an assessment of how best to protect and keep them healthy. Some of the trees cast shade on parts of the roof; but the generation power and placement of the solar panels will mitigate majority of shading impact.

Trees have a lifespan; for example, the large oak tree in the Pumpkin Patch died and had to be taken down this past spring (2021) to preclude crashing during a storm and causing damage to the building.

Likewise, the oak tree just outside the parish hall entrance was damaged severely during a major wind storm several years ago and lost its top. It had been shedding major branches ever since, impacting the parish hall roof and had been targeted for removal for some time. Given its deteriorating condition and additional threat to rooftop solar panels, the Building and Grounds Committee elected to remove it during summer 2021, ahead of the solar installation.

There are also other good reasons to take down trees. The magnolia tree on the east side of the building near the steps leading down to the chapel lower level (near the parking lot) was removed in 2018 because its roots and leaves were clogging underground drains and contributing to basement flooding. The Committee will continue routine tree trimming—which would happen with or without solar panels. As for the many other healthy trees around the complex, we expect to care for and protect them for the rest of their natural lives.

10. Question: Where are the solar panels we are purchasing made?

**Answer:** We are purchasing REC Alpha solar panels. REC Group is Europe's largest manufacturer of solar panels, and has offices in Europe, the United States, Asia, and Australia. The company was founded in Norway in 1996 and manufactures its solar panels in Singapore.

11. Question: When will we know what actual solar electricity generation is (kWh) and actual savings (\$) are?

**Answer:** We will begin measuring the amount of electricity generated once the system is operational, via an application supplied by the vendor. Because November – February are the months with shortest days/least sunlight; they will be the months of the year with the lowest solar electricity production.

The solar panels will generate the most electricity in spring, summer, and early fall (March-October). It will take a complete year of monitoring both the solar electricity production and checking our Dominion bills to get the actual generation and dollar numbers. Once we have a complete year of measures, we will share that information.

## **Note from the Junior Warden for Administration**

### *A Note from your Wardens -*

Immanuel Church-on-the-Hill 2021

We started 2021 with surging Covid cases, cold weather, and wondering how much longer. Then, the glimmer of hope through vaccinations brought us together for drive-by palms, Holy Week services and an outdoor Easter service on a glorious day full of virtual and in-person parishioners and friends. Soon-after we opened Zabriskie for early services. We were offered Communion at in-person services, while continuing virtual Communion, as well. A small group joined at Shrine Mont for Memorial Day Weekend and soon-after, we brought mid-morning services inside to beat the heat. A third service started up on Sunday afternoons outdoors. Godly Play came back in person and a confirmation class began. We offered a new sort of homecoming with a service in our beloved Grove at the Seminary with fun for the children: sun dials, scavenger hunt, and snow-cones, plus a box-lunch picnic for all. Our choir returned and offered beautiful music, Shrinemonters resurfaced. We said hello and good-bye to seminarians, and sold a record number of pumpkins. The church office reopened, committees kept meeting. We gathered for Advent kick-off by reading the Little Drummer Boy to the beat of home-made drums, and this year we were indoors (and virtual) for two services on Christmas Eve. We step forward, even as we moved to all-virtual again for January 2022. But as our Rector said, "We know how to do this." This time we know we'll be back. We have learned, we have changed, we have lost, we are resilient, and we are together.

Respectfully submitted,



Martha Shimkin

# Adult Formation & Discipleship Report

In a combination of online, outdoor, and indoor settings, Immanuel offered the following ongoing and/or new ways for parishioners to deepen their understanding of scripture and tradition, their place and calling in God's world, practical approaches to deeper prayer and engagement, and better understanding the various ministries and opportunities offered by Immanuel. The expansion of adult formation and discipleship opportunities that occurred in 2020 (partly in response to the pandemic and having two new clergy) continued in 2021. However, the long-standing Lenten and Advent retreats and the Sunday morning meditative Circle of Quiet remain in abeyance since the beginning of the pandemic.

Opportunities for adult spiritual formation and discipleship included:

- Four small group Bible Studies (Wednesday weekly at 7:30 PM, Thursday weekly at 10:30 AM; Saturday weekly at 10:00 AM; and Saturday monthly at 8:00 AM)
- Confirmation, Reaffirmation, Reception: Catachumenate Class with adults considering Confirmation, Reaffirmation, or Reception and teenagers preparing for Confirmation. From an Episcopal perspective confirmation is what makes a person a full adult in the church.
- Weekly Education for Ministry (EFM): This four year program of Biblical knowledge, church history, theological reflection, and fellowship was completed in November 2021.
- Biweekly Benedictine Community; The Benedictine community meets first and third Tuesdays via Zoom from 7-8 PM to study the application of contemplative Benedictine spirituality and how Benedictine values of hospitality, silence, and humility can guide us in today's world; the community welcomes new participants.
- A Wednesday evening social justice book group/Bible study which focused initially on issues of conquest and ethnicity in the context of the Book of Joshua, as well as on modern evangelical Native American insights; subsequently on feminist views and experience of spirituality; and an upcoming study of criminal justice and the Bible.
- Two [Sacred Ground dialogue circles](#) developed by the national Episcopal Church examining issues of race, culture, and U.S. history in the context of participants' experience.
- Eighteen Forum Hours that were divided more or less equally among the three themes of spiritual/catechetical (6); outreach/social justice/civic engagement/creation care (5); and internal/organizational/administrative (6). Both in-person and on-line participation varied; with a median number of people participating on-line of 22 (and a mean/average of 28 people on-line, higher than the median due to two very large draw forum hours). The forum hours in 2021 were:
  - o Jan 17: The Underpinnings of Social Justice with a Focus on The Rev. Dr. MLK, Jr. -  
The Rev. Randy Alexander

- o Jan 24: Visioning: Let's Dream and also Believe – Living into God's Plan for Immanuel
- o Feb 7: Immanuel Parent & Youth Forum Hour -- Rev. Sam Sheridan
- o Feb 21st - (a) Recycling Right, Helen Lee (Alexandria's Environmental Program Manager for Recycling) and Creation Care Team; (b) Fasting and Sanctification (by video), Rev. Sam Sheridan and Seminarian Shawn Rutledge
- o Feb 28th - Fasting at Immanuel - Rev. Randy Alexander
- o Mar 14th - Sanctification - Rev. Sam Sheridan
- o Mar 21st - Abundance, New Life, and Where Do We Go from Here?-- Rev. Susan Parsons
- o April 11 - EYC New Curriculum/Bible Study Preview for 2021- Rev. Sam Sheridan
- o April 18 - Social Justice Ministry at Immanuel (Rev. Randy Alexander, members of Social Justice Committee and of Sacred Ground dialogue circle and Book of Joshua study)
- o May 23: Reckoning with Robert E. Lee and the Myth of the Lost Cause, Gen. (ret) Ty Seidule
- o June 20: Immanuel Solar Project Update: Darrell Wilson, Julie Bruns, Doug John, Rev. Randy Alexander
- o June 27: Dangerous Words: Race, Gender and Worship, Rev. Frank Wade
- o Sept 26: Pumpkin Patch Preparation: Outreach Committee
- o Oct. 17: Where Have We Seen God in this Time of Pandemic, Disappointment and Polarization? - Rev. Randy Alexander
- o Nov 14: Veterans Day - Keith June

You are invited to explore which of these many opportunities for spiritual formation and discipleship might fit your schedule, interest, and God's calling to you in 2022!

With joy and gratitude for so many ways to deepen our faith, prayer, and closeness to God in fellowship with each other,

*David*

David Atwood

Vestry Steward for Adult Formation and Discipleship

# COMMUNICATIONS REPORT

Spreading the Good News is the mission of every Christian, and helping the people of Immanuel with that mission in all of our various ministries is the goal of “Communications.” Our broad mandate is to develop, coordinate, and enhance both internal and external message-sharing. As the worldwide pandemic stretched into another year, communications continued to be both challenging and crucial to Immanuel.

## **Making the best use of what is already working**

2021 saw a robust use of Immanuel’s periodicals to stay in touch with the parish and communicate with the outside world. Our oldest and most basic publication is the “Announcements and Parish Notes” section of the Sunday bulletin produced by our talented Parish Administrator **Aleta Powell** every week of the year, which is not only available in print for churchgoers when churchgoing is possible, but also is posted to Immanuel’s website for anyone to see. Aleta also creates the Almond Tree in Brief (in 2021 published in January, February, April, May, and October/November) and the Almond Tree quarterly (in 2021 published in Spring and Summer/Fall issues), both of which cover the wide variety of doings and concerns of Immanuelites. Growing in readership this year was the weekly spiritual meditation Simple Gifts, authored by clergy and lay contributors and overseen by the indefatigable **Dani Kauffman**. Additionally, Immanuel kept in touch with parishioners each week via the emailed “This Week at Immanuel,” and an additional midweek “Friendly Reminder,” both advertising upcoming worship, events, and Zoom links.

Our website, [www.icoh.net](http://www.icoh.net), has been updated continually throughout the year to support Immanuel’s worship, ministries, and activities, relying on information provided by those most involved. For instance, **Kathryn Jackson Haskin** and **David Atwood** collaborated on a website page featuring the new Social Justice ministry; Denise Freeland and Sarah Glassco provided guidance and content on a new website page for the reinvigorated Creation Care ministry; the Senior Adult Ministry and Fellowship webpage is frequently updated with information from **Karen Besser** to keep up with the activities of that ministry. Thanks to our clergy, pages dedicated to important holy seasons and days –Advent, Christmas, Lent, Easter – were posted to provide parishioners with background information, schedules, and special resources for meaningful celebration.

## **Securing our digital communication capabilities**

Once again in 2021, when it was not possible to gather in person, Immanuel depended on the virtual gathering place offered by Zoom for our Sunday coffee hours, Wednesday evening prayer and Social Justice Book Study, Thursday Bible Study, Friday Compline, Saturday Old Testament Bible Study, monthly Breakfast Bible Study, and meetings galore, including Episcopal Youth Community (EYC), the Benedictine Group, and the Caregivers and Grief Support group.

On Immanuel’s YouTube channel, we live-streamed Holy Eucharist on Sundays, special worship services both in Chapel and outside on the Grove, Forum Hours, and, sadly, funerals and memorial services. We also offered Godly Play and Sunday School through YouTube.

Sometimes we combined technology: for instance, the Pumpkin Patch Forum Hour was held in-person in the Parish Hall with remote participation possible through Zoom -- all of it reviewable after the fact through YouTube.

We could not have provided these digital offerings without the ideas, time, talent, and faithful service of the IT team: John Bednar, the **Rev. Sam Sheridan**, **Doug Onley** and his daughter **Sydney**, the **Rev. Jan Maas**, **Darrell Wilson**, and **Keith June**.

The need for this technology is not expected to lessen, even when – God willing – our activities are not

restricted by Covid concerns. As Rev. Randy observed in a message to the parish, “Our current plan is to offer livestreaming in perpetuity, building on key learnings from the pandemic. Livestreaming is an ongoing ministry to those who are ill, or traveling, or those who have moved away and alumni/alumnae of Immanuel.” Yet the technology we use is complex and evolving, requiring expertise and experience to operate and troubleshoot. The demand for it in this very active parish is frequent and increasing.

This underscores Immanuel’s need for a consistent and capable overseer of our information technology. Last year, the Vestry wisely approved and funded a new permanent part-time position whose overall goal is to glorify God through the provision of audiovisual services that enhance worship and other programming – and this year, we set about further refining the specific job responsibilities and finding the right candidate. It is a real pleasure to report that this fall, John Bednar agreed to assume the official role of Information Technologies Specialist. The advantage of stabilizing this position was proven recently, when the Omicron surge required us to forego in-person worship, and Immanuel pivoted swiftly and seamlessly back to broadcasting worship services.

### **Prioritizing social media involvement for Immanuel’s future**

Social media is the first place that many seekers will find Immanuel and decide whether to become involved with us. By using social media, Immanuel can network, build relationships, minister to others, and meet people where they are. That is why we have a social media presence already – and more important, why we should improve that presence and our strategy for using social media.

Already in our communications toolbox are two Facebook accounts: a public account for the outside world, and a private account originally intended to make it safe for parishioners to share information like family photos. It is worth noting that for Lent 2021, Facebook was used creatively by our Seminarian, the **Rev. Shawn Rutledge** to deliver “Noonday Prayer with the Saints.” We are grateful to **Candy Levin** and the **Rev. Sam Sheridan** for keeping these accounts supplied with updated information and eye-catching graphics. Another social media tool Immanuel has is an Instagram account, which is also fed by super-communicator Rev. Sam (thank you!).

Our efforts in the social media area took a quantum leap this October when **Susan Gildersleeve** (who has been overseeing our Immanuel Pumpkin Patch Google Business profile) and **Sanjiv Augustine** made a concerted effort to involve Immanuelites in using Facebook and Google reviews to boost our Pumpkin Patch. Their effort secured reviews that reassured the public our Patch was worth visiting, which may well have contributed to the historic 2021 Patch results. Sanjiv chaired a followup discussion that highlighted the importance of integrating Immanuel’s social media efforts with ministries handling evangelism and outreach. More action is needed here. It is undeniable that Immanuel’s communications efforts should include a coherent social media strategy.

### **Helping you**

The question that haunts the Communications team is always “Who are we missing?” If this report has mentioned resources that you cannot access, please let me know so that I can work on a way to get Immanuel’s messages to you!

As always, I invite you to share any comments, concerns, ideas, or suggestions for improving Immanuel’s communications. Please let me know how we can better serve you.

Respectfully submitted,

*Brooke*

Brooke Roberts

Vestry Steward for Communications



*“Be strong and courageous; do not be frightened or dismayed,  
for the Lord your **God is with you wherever you go.**”  
Joshua 1:9*

## **2021 Stewardship Report – Immanuel’s Every Member Pledge Campaign for 2022**

### **A Big Thank You!**

Thank You Beyond Measure!

Blessings and thanks to all parishioners for your support of Immanuel’s 2022 Every Member Pledge campaign. You continue to give generously of your time, talent, enthusiasm, and treasure to support the ministry and mission of Immanuel Church-on-the-Hill. You are a blessing to God, to this church, and to our wider community.

If you are in a position to pledge for 2022, and have not already done so, we welcome and encourage your pledge.

Scriptural Messages Guiding our 2022 Every Member Pledge campaign

“Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.” Joshua 1:9

**My God in Whom I Trust** – Psalm 91:1-2 – Assurance of God’s Protection

- 1 You who live in the shelter of the Most High,  
who abide in the shadow of the Almighty,
- 2 will say to the Lord, “My refuge and my fortress;  
my God, in whom I trust.”

Hartley Hobson Wensing (phone outreach ministry)  
Kristin Whitman  
The Rev. Randy Alexander, Rector  
Tom Hewson, Treasurer

A Specially Created Graphic with our star, cross, and compass rose design reminds us that God points our way and guides us on our journey of faith, exploration, and discovery. Even when the way is challenging, we trust that God is with us to guide us, inspire us, and protect us.

“Pocket Blessing” gift is for all pledging family members who pledged to support Immanuel’s 2022 Every Member Pledge campaign. This “pocket blessing” uses the specially created artwork of our 2022 Every Member Pledge campaign. This gift, created and provided by an anonymous parishioner, was mailed to all pledging individuals and families in a thank you letter from Rev. Randy. It is a heartfelt thank you for your generosity, devotion, and commitment to Immanuel’s ministry and mission. It is also a physical reminder of God’s presence with you. Keep it with you always – in your pocket or wallet, bookbag, or handbag. May this be a reminder to fortify your faith that “God is with you wherever you go.”



**Parishioners’ Stewardship Minute Testimonials** were offered at all three Sunday services on Nov. 7, 14, and 21, 2021, immediately after the exchange of The Peace. All Stewardship Minute Testimonials are available on Immanuel’s “Give” [Testimonials](#) webpage.

**These dedicated parishioners and their testimonials are:**

**Dodd Sims** – “Follow the Saints”

**Caroline Bergmark** – “My Testimonial”

**Kathryn Jackson Haskin** – “Accepting the Challenge of God’s Call – Why I Pledge”

**Doug Onley** – “Good Morning, Church!”

**Lauren Whitman** – “My Offering to Immanuel”

**As of Friday, January 16, 2022, Immanuel’s Every Member Pledge campaign results are:**

- 145 pledges submitted
- \$668,600 in pledged amounts
- 14 pledges are from new members
- 8 reinstated pledges
- 55 pledgers increased their pledge by an average of 9.7 percent

The treasurer’s current projection for our 2022 Every Member Pledge campaign, once the treasurer receives all pledges, based on historic giving patterns of current pledgers and new pledges are: 170 pledging individuals or families with pledge totals of \$705,000. We are ninety-five percent of the way in meeting our financial goal and pledges.

**We are grateful to members of the Stewardship committee and other devoted volunteers and staff** for their dedication and commitment to the success of Immanuel’s 2022 Every Member Pledge campaign:

**Tom Brown**

**Jamie Conrad**, co-chair

**Kathryn Jackson Haskin**

**Taylor Houck**

**Doug John**, joining for pledge candidate outreach ministry

**Danette (Dani) Kauffman**, co-chair

**Allison (Ally) Powell-Switaj**

**Kerry Kelly Wade**

**Hartley Hobson Wensing**, joining for pledge candidate outreach ministry

**Kristin Whitman**

**The Rev. Randy Alexander**, Rector

**Tom Hewson**, Treasurer

Special appreciation to:

**Aleta Powell**, Parish Administrator

**Brooke Roberts**, Communications and Website Steward

**Nancy Close**, Graphic Design Consultant

**Outreach to Parishioners** – Stewardship committee members and other devoted volunteers gathered virtually on January 9, 2022, to contact 43 families and individuals who pledged last year but had not pledged yet in 2022. Callers answered questions and provided helpful assistance that resulted in numerous pledge submissions.

**Thank You, Immanuel Parishioners**

Blessings and deepest thanks to all who supported Immanuel's 2022 Every Member Pledge campaign "God is with you wherever you go."

**With gratitude for all that God has provided us as part of this ministry.**



Jamie Conrad



Danette (Dani) Gentile Kauffman

Co-chairs, 2022 Every Member Pledge campaign

January 14, 2022

## **2021 Planned Giving Report**

# *Zabriskie Society*

### Giving Thanks for Those Who Plan for Immanuel's Strong Future

We thank all parishioners – living and those who have gone before us – who have provided for Immanuel or one of its trust funds with a legacy gift through their will, insurance policy, financial account, or other planned giving program.

There is no minimum gift amount necessary to designate a future gift to Immanuel and become a member of the Zabriskie Society. A final, thoughtful gift from individuals to Immanuel have ranged from several hundred dollars to hundreds of thousands of dollars and all amounts in between.

The amount of the gift is really not what matters. It is your devotion to Immanuel's strong future that is priceless. Your future gift and its value over time can help secure a robust experience at Immanuel for the generations that come after us.

### **Zabriskie Society's Fine History**

Throughout its more than 60-year history, Immanuel has been fortunate to have more than 110 Zabriskie Society members who have demonstrated their commitment to include in their estate plans a final, legacy gift to Immanuel.

Immanuel was blessed by Rosalie Taylors' generous gift in the 1960's to establish Immanuel's Endowment Trust. Eugenie Bradford's thoughtful gift in 2013 established Immanuel's Memorial Garden Endowment Trust. Currently, Immanuel is graced by having 67 living members of the Zabriskie Society. These individuals express their confidence in and commitment to Immanuel by making plans during their lifetime for a future, legacy gift.

### **Planned Giving Committee**

We are thankful for the dedication and commitment of the Planned Giving committee:

Brad Ashton  
Tom Brown  
Jamie Conrad, co-chair  
Hugh Campbell  
Kathryn Jackson Haskin  
Tom Hewson  
Danette (Dani) Gentile Kauffman, co-chair  
Kerry Kelly Wade  
The Rev. J. Randolph Alexander, Jr.

## Planned Giving Work in 2021

- One family became new members of the Zabriskie Society in 2021.
- Zabriskie Society members received a specially designed and personalized, printed Christmas card in December 2021, a gift from the clergy and vestry, donated by an anonymous parishioner. The Christmas greeting expressed deep gratitude for Zabriskie Society members' dedication, commitment, and thoughtful support to sustain Immanuel Church-on-the-Hill for a vibrant future.
- Due to the continuing COVID-19 pandemic, the annual Zabriskie Society Reception, held in 2020, could not be held in 2021. We look forward to offering this in 2022, if health and safety concerns make this possible. Members of the Planned Giving Committee provided consultation throughout 2021 as needs arose.

Respectfully submitted,



Danele (Dani) Gentile Kauffman  
Vestry Steward for Planned Giving

# Zabriskie Society

**WE GIVE THANKS** for members of the Zabriskie Society of Immanuel Church-on-the-Hill who have demonstrated their commitment to Immanuel's strong future through a future, planned gift.

Brad and Melinda Ashton  
*Dick and Danie Barrows*  
*Alice and Andrew Biache, Jr.*  
*Eugenie Bradford †*  
Tom and Sally Guy Brown  
*Patrick Callaway*  
Hugh and Jan Campbell  
Jamie and Kathy Conrad  
Wilton and *Mary Bruce Corkern*  
*George and Barbara Currie*  
*Harold Daveler*  
Elaine F. Davies  
Bette Davis  
Natalie Doyle-Hennin  
*Effie Dunstan*  
Elizabeth Eckert  
Waide Egener and Mary Ann Sutherland  
Sam and Paul Faeth  
Mark Fearer  
*Margaret Fogarty*  
*James and Catherine Fort*  
Denise Freeland and Paul Smyth  
*William and Lisa Frye*  
*Allison Gibson*  
Susan Gilbertson  
*Rebecca Graham*  
*Jean Haberland*  
*Margaret (Peggy) Harris*  
Douglas D. Henry  
Tom and Debbie Hewson  
*Richard and Kathleen Hobson*  
*Ethel Hoffman*  
*Carolyn Huebner*  
Sue Hurn  
Doug and Wendy John  
Ginny Johnstone  
Danette (Dani) Gentile Kauffman  
*Dan and Nancy Kelly*  
*Felicia Klatt*  
Suzanne Lamb

Ken and Chandley McDonald  
*John and Ruth McQuesten*  
Martha Manson  
*Fred and Margaret Moring*  
*Virginia Morse*  
Bruce and Cynthia Morton  
*Martha Osborne*  
*Helen Paulson*  
Janet and Michael Pawlukiewicz  
*Gordon Peyton Jr.*  
*David A. Pichette*  
*Beth Pruet*  
Marcus Rarick  
Mary Ann Rehnke  
Stefanie Reponen  
Rollin Anthony and Patricia Dane Rogers  
*Julian Saunders*  
Geoff and Barbara Scheffer  
Catherine Sinclair  
*Phil and Barbara Smith*  
John and Louisa Smucker  
James and Laura Snow  
Agnes L. Soos  
*George Steuart*  
Carlton and Margaret Stockton  
Richard and Norma Taliaferro  
Jane Tavernier  
*Rosalie Taylor §*  
David Temoshok  
*Jane Temoshok*  
*Henry Alexander and Roberta Shaw Thomas*  
*Richard Thomsen*  
John von Senden and Kyrrah Drasheff  
Kerry Kelly Wade  
The Rev. Steven and Molly Wade  
*Charlotte Walkup*  
*Carrington and Doreen Williams*  
Alma Yopp  
*Phyllis G. Young*

# 2021 Outreach Steward's Report



The Outreach Committee's activities for 2021 were coordinated by Jim Snow, Jim Wise, and Julie Bruns. The Immanuel Vestry oversees the Committee, approves the Outreach Budget, and approves the rules covering the Outreach Committee's operations. The Committee reviews all proposals for funding and requires that each has the support and involvement of a parishioner or member of the clergy staff and meets approved guidelines. Procedures for approving disbursements, dealing with disaster support and other unanticipated needs are covered by Vestry-approved administrative rules.

The Outreach Committee organizes the annual Pumpkin Patch operations that raise money to fund the organizations and initiatives in the Outreach budget. This year, 2021, we celebrated the 28th year of the Patch. And what a year it was! Because of the bake sales, funding was at an all-time high, allowing the Outreach committee to have a \$100,000 budget for 2022.

During the middle of the summer and early fall, the Outreach Committee met several times to discuss lessons learned from the successes of 2020. The logistical changes implemented in 2020 made the patch run smoother and more effectively than ever before. This year we repeated those successes and expanded on our baked goods. We worked with our supplier, the Pumpkin Patch Fundraisers (PPF), who shipped the pumpkins on pallets and in large Gaylord boxes for ease in transferring the pumpkins from the trucks to the Patch on the Immanuel grounds. We used a forklift to move the pumpkins from the trucks. The forklift was also donated by a local business. The Patch was quickly filled with beautiful pumpkins, ready for eager buyers. And buyers indeed came. As good weather held throughout October, day after day, weekend after weekend, sales of pumpkins, crafts, baked goods, soups, and our traditional apple crisps were phenomenal. Our profit from the Pumpkin Patch sales is \$90,000. Congratulations and thank you to all who participated in this event. It enables the Outreach Committee to increase many of our donations in a year when the need is so great.

PARISH: Due to COVID-19, the Committee did not budget contributions to any Adult and Youth Mission trips in 2021. Similarly, we did not budget for the Oral Rehydration Project we annually conduct with Temple Beth El. We're hopeful that we can resume these activities once the pandemic is under control. In the 2022 Outreach Budget, the Committee and Vestry approved holding \$12,000 in reserve for unanticipated needs and emergencies. In the past, we have responded through our reserved funds to natural disasters here and abroad as well as other unanticipated needs. The reserve funds give us resources and flexibility to help in such situations.

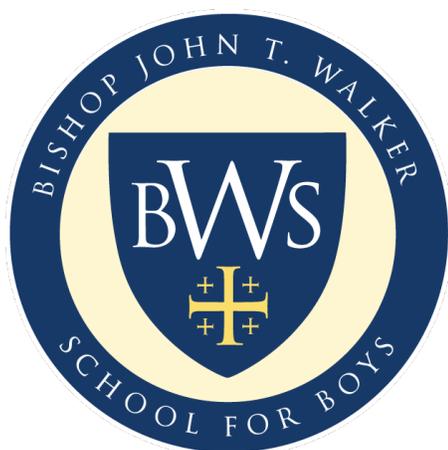
Here are some of the charities to which we are contributing to this year. ALEXANDRIA CHARITIES: Alexandria Tutoring Consortium, Alexandria Board of Lady Managers (INOVA Hospital). Alive! Alive! Child Development Center, Alive! Shelter, Arlandria Clinic, Carpenter's 41 Shelter, Carpenter's Shelter Meals, Christ House Meals, Child & Family Network Center, Community Lodging, Senior Services of

Alexandria, West End Lazarus Ministry, Christ Church Refugee Ministry. This year we added the Grace Episcopal Food Pantry. REGIONAL AND NATIONAL CHARITIES: Greater Washington Power and Light, Virginia Interfaith Center for Public Policy, Offender Aid and Restoration (OAR), Samaritan Ministry of Greater Washington, Bishop John T. Walker School for Boys in Washington. INTERNATIONAL PROGRAMS: Five Talents, Haiti Micah Program, Heifer Program International, KRMA - Uganda Women's Ministry, American Friends of the Diocese of Jerusalem, Stand with Iraqi Christians. Because of the pandemic this year, we did not participate in the Oral Rehydration Project. It is worth noting that we are continuing our close collaboration on outreach with other Episcopal Churches in Alexandria. The West End and Refugee ministries are managed by Melanie Gray, a professional social worker on the staff of Christ Church. Similarly, we are contributing funds and food to the food pantry of Grace Church on Russell Road. An outreach goal is to enhance these cooperative efforts among Alexandria churches.

Respectfully submitted,

*Kristi*

Kristi Kubista-Hovis  
Outreach Steward



Carpenter's  
Shelter



# Social Justice Ministry



Origin: In the wake of the murder of George Floyd, the Vestry initiated a new social justice ministry in mid-2020, focused initially on racial justice and on looking inward, learning and dialogue. This ministry was grounded in our Baptismal Covenant: “Will you strive for justice and peace among all people, and respect the dignity of every human being?” It was also grounded in Presiding Bishop Curry’s Becoming Beloved Community priority on racial justice, racial reconciliation and social justice, and on its Learn-Pray-Act framework. After a series of focus groups with parishioners in Summer and Fall 2020, a parish-wide social justice committee formed in early 2021, chaired by the two Vestry Co-Stewards for Social Justice, David Atwood, and Kathryn Jackson-Haskin and with active participation of all three clergy. All interested parishioners are welcome and invited to join the committee. Key 2021 activities are highlighted below and include: looking inward and learning; advocacy and coordination with Outreach; criminal justice/incarceration initiative and grant from national church; partnerships; and other activities.

**Looking Inward and Learning:** From the beginning, there was recognition of the importance of looking inward and learning more deeply about the issues of social justice and racial justice. One major vehicle for this has been Sacred Ground dialogue circles. These have been based on a program, organized by the national Episcopal Church, of guided reading and video viewing of a range of perspectives and experiences on racial history, justice, and reconciliation and intense personal engagement. More than 20 parishioners have participated in two different Sacred Ground dialogue circles led by outside facilitators, which was funded through our 2021 budget for Social Justice.

The Rev. Sam Sheridan led a weekly social justice book group, focused initially on justice with respect to conquest and Native Americans and then in the fall studying a work of feminist theology. This study has been grounded in Biblical texts, Biblical commentary, and other Christian texts. During this period there have been other learning experiences as well. A number of parishioners participated in two Manumission Tours of Alexandria, offered by Alexandria City Councilman Chapman, in which they learned aspects of Alexandria’s racial history that are not widely known. Forum Hours were offered on the theological underpinnings of the civil rights movement (by the Rev. Randy); parishioners’ experience with Sacred Ground and the social justice book/Bible study; falsehoods involved in the sometimes worshipful status that Robert E. Lee continues to hold, by U.S. Army General (ret.) Ty Seidule; and on language, gender, race and worship (the Rev. Frank Wade).

**Advocacy, Social Justice, and Coordination with Outreach:** Coordination with Outreach is a strong element of the social justice ministry, with members of the Outreach leadership team participating on the Social Justice Committee. One difference in emphasis between outreach and social justice sometimes revolves around the difference between mercy and justice. Much of Immanuel’s commitment to outreach focuses on mercy, on providing support to the many needs of those we are called to serve, and organizations that meet those needs, locally, nationally, and internationally. The social justice ministry from the beginning has seen its work as building on and complementing Immanuel’s longstanding and strong Outreach ministry, with some greater weight in the balance in part towards justice - identifying institutional, policy or legal impediments to racial and social justice which Immanuel may be called to address. As a result of extensive discussions within the social justice committee through much of 2021 and then with the Vestry in Fall 2021, the Vestry approved a resolution supporting and outlining approaches to social justice advocacy

on behalf of Immanuel. We anticipate that we will have a focus on state, local, and/or regional (DMV) issues of criminal justice reform, in alignment with our national Episcopal Church grant (see below) and plans for the coming year. In particular, we anticipate the social justice committee coming back before the Vestry in early 2022 to highlight the advocacy opportunities in Virginia related to the issues of prolonged solitary confinement and pre-trial detention.

**Criminal Justice/Incarceration Initiative and Grant From the National Church:** In early 2022, it was important to build on the inward and educational work of social justice and move into a phase of focused action. After some discussion with the Rector and the newly formed social justice committee, a proposal, endorsed by the Diocese, was submitted to the national church's Becoming Beloved Community small grants program for racial justice and reconciliation, with an emphasis on criminal justice and incarceration. This was seen as an important way to address racial and social injustice, given the toll that mass incarceration has taken on people of color; it also builds on Outreach support for those caught up in the criminal justice system and for the individual commitments in ministering to the incarcerated or those coming out of incarceration by several Immanuel parishioners and clergy over the years. In July, the proposal was accepted, with a grant award of \$6,000 from the national church for actions focused on criminal justice advocacy and reform, and on support to incarcerated people, those needing assistance coming out of incarceration, and their families. The actual funds were received later in 2021, and the plans for spending of funds is focused on 2022. As part of Immanuel's criminal justice/incarceration focus, EYC prayed for those in prison or jail and their families, and wrote encouraging letters to some people behind bars. There are many ways that parishioners can get involved in criminal justice and in ministering to those affected by jail and prison and their families, some offering minimal or one-time commitments of time, outlined here.

**Partnerships:** Some of our work this year, including on the criminal justice/incarceration initiative, has been building or strengthening partnerships, including the following:

- **Outreach Partners:** Offender Aid and Restoration (OAR) and the Virginia Interfaith Center for Public Policy (VICPP) are two long standing and effective Outreach partners. The Social Justice Committee has been in conversation with both about deepening our partnership and working with them as we started work on the Criminal Justice/Incarceration initiative. They have both been very helpful in shaping our thinking regarding the criminal justice/incarceration initiative and where Immanuel can be most effective. We are also financially supporting them; 40% of our \$5,000 2021 Immanuel Social Justice budget was spent in supporting Offender Aid and Restoration (OAR) and the Virginia Interfaith Center for Public Policy (VICPP), adding to existing Outreach support to these two organizations. In addition, the Christmas Families budget separately supported OAR's own Christmas families-type program for 24 children of incarcerated people.
- **Faith partners:** The Rev. Randy Alexander and former Senior Warden Keith June initiated a dialogue with the Rev. Patrick Barrett of Alleyne AME Zion church in Old Town around possible partnership, including on various social justice initiatives such as the criminal justice/Incarceration initiative; we have also reached out to the Chaplain at Arlington County Jail about restarting dialogue that had been halted by Covid about Immanuel support to inmates coming back into the community from jail. In addition, Father Randy has been in dialogue with the lead pastor of Oakland Baptist Church who also now also serves as interim Chief of Police for Alexandria about a volunteer chaplaincy program for the Police Department, spread across pastors and priests of various denominations in the city.

**Other Activities:** Several social justice committee members are interviewing older parishioners to document Immanuel’s past engagement in issues of civil rights, support to refugees, engagement with Native Americans, and early childhood education for vulnerable families, with plans for a future forum hour and possible supplement to the two Immanuel histories currently available. We are having conversations with those involved in other aspects of parish life to explore past, current, or possibly future linkages with social justice issues. The anniversary of the murder of George Floyd was commemorated with the unveiling of a new banner outside at Immanuel (“Love Your Neighbor/Fight Racism”), and with a service of remembrance. The Immanuel website now includes a social justice section with much of the above information, including ways for parishioners to get involved, including -- all are welcome -- joining the social justice committee as well as many ways with limited or larger time commitments to work on issues of criminal justice and support those in prison or coming out of prison.

If you have questions, interest in participating in our fourth Tuesday meetings, concerns, confusion, or even mild curiosity about this ministry, please feel free to contact Vestry Co-Stewards David Atwood or Kathryn Jackson Haskin.

In gratitude for Immanuel’s past and ongoing engagement in ministries of social justice, our courage to explore and to seek where we can do better, and our commitment to strive for justice and peace among all people and to respect the dignity of every human being,

*David*      *Kathryn*

David Atwood and Kathryn Jackson Haskin  
Vestry Co-Stewards for Social Justice



# Fellowship

Well here we were in another year of the pandemic and the fellowship steward was so frustrated and depressed that we were not going to enjoy the fellowship and camaraderie that we have experienced in this parish in the past, and which we all enjoy as a community.

Early January 2020, Martha Manson and Connie Kurz realized that we would not be able to have our Mardi Gras extravaganza for Seniors, a favorite activity, planned with them in mind and for their entertainment. They brainstormed and decided they would make small Kings Cakes and deliver them to the Seniors, hence they called me, as Fellowship Steward, as I had rallied a crew to deliver cookies at the beginning of the pandemic to “keep in touch” with the parishioners. Once they realized they would be making over 75 cakes, that idea was squelched and they pivoted to Mardi Gras cookies to be delivered with a special note from the rector and the Vestry. Soooooo Martha ordered boxes, and fillers of tissue paper, beads, doubloons, plus the beautiful and delicious cookies. We three stuffed the boxes and I called upon my reliable “delivery crew!” All seemed to appreciate the effort and it made for a “connection” of parishioners that delivered and those receiving the deliveries. Once again, we realized how profoundly just how much we miss seeing each other. Immanuel is such a committed and active community and the “hole” this pandemic has created is sad and makes us so appreciative of what we had and will enjoy again....someday.

As time marched on, many of our regular activities with Seniors, Youth, and Families had been cancelled or curtailed or evolved into Zoom meetings. I don't know about you, but I was ZOOMED OUT! (Dodd, my husband, whisked me away for a time, which was a saving grace.) In September, while I was traveling, we had Homecoming. The Vestry and the clergy did an amazing job to make Homecoming special! After a beautiful service, we provided boxed lunches on the grounds of the Grove at Virginia Theological Seminary with special activities for the children and dessert of snow cones. I understand that all had a great time.

We also restarted having coffee hours after both the 8am and 10:30am services, but with Covid cautions, we continued to have limited participation. Coffee hours are back on hold until after this latest surge in January.

Let us HOPE that this coming year (and it is not starting as I had hoped) will return us to a more active and lively community of fellowship and friendship. We have missed it so much.

Most sincerely,  
*Phyllis Sims*  
Fellowship and Senior Ministry Steward, 2021

# WORSHIP

Meaningful worship happened at Immanuel Church-on-the-Hill in 2021. That might seem a simple thing to say, but accomplishing meaningful Worship this year at Immanuel was no small task. It took the time and talent of many people to carry out services both online and in person.

We began 2021 with online worship only, which had a pretty robust attendance. At Easter, we were permitted to gather outdoors and celebrated together in person and online. Through May we continued our Worship services outside at the VTS Grove. We are blessed to have this space as not all churches had space to gather outdoors. Early in the summer, we were able to regather indoors in small groups. The early Sunday service and Wednesday evening service were able to resume at Zabriskie. The larger space at Immanuel Chapel allowed us to regather in person indoors instead of outside during the heat of the summer. A Sunday afternoon outdoor service on the “back porch” was added for those who wanted an outside Worship option. This service attracted a few newcomers who we hope will continue to worship with us.

Our traditional Homecoming service was well attended at the VTS Grove. It was wonderful to celebrate with so many parishioners and follow the service with fellowship and a catered boxed lunch. The Fall saw us continue to Worship in-person in our chapels and on the back porch, with a weekly live-streamed service as well. The Christmas Pageant and Christmas Eve services took place at Immanuel Chapel and were well attended. In the week following Christmas, a new variant and a surge in COVID cases sent us back to Worship online only – at the time of this writing, that is where we remain. We know that with creativity, flexibility, and the dedication of numerous volunteers, we’ll provide opportunities for meaningful Worship as we respond to the changes around us.

Immanuel will continue to provide a weekly online service for those who are unable to attend Worship in person. We’ve received positive feedback from Immanuelites who have moved away and wish to continue to worship with us as well as those local parishioners who are unable to attend services in person. The weekly online Compline group also intends to continue to meet indefinitely. There are roughly 6-8 parishioners who regularly login to this service each Friday evening.

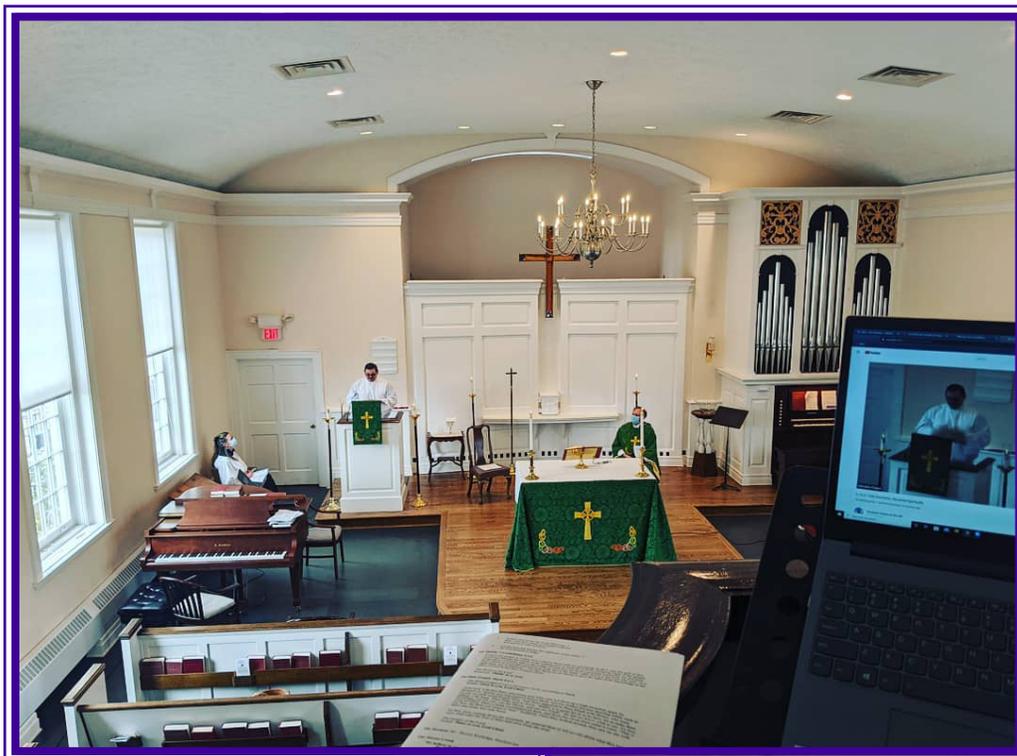
Scheduling volunteers during this time has been a challenge. We stopped using the Ministry Scheduler app as we didn’t need to schedule as many volunteers. Father Sam and I worked on a system where we emailed ministry volunteers an availability form to complete and then scheduled them accordingly. Some ministries had volunteers self-schedule. Both of these methods have their flaws – time intensive, lack of responses, etc. As we move toward full regathering, we’ll continue to investigate effective ministry volunteer scheduling options. We have a need for more service volunteers and ministry leaders. The acolyte numbers have dwindled, and we’re hoping for more adult acolyte volunteers as well as younger children coming back to church. We need more readers, intercessors, altar guild members, flower guild members, ushers, and AV tech crew members. If you have ever thought about volunteering with one of these ministries, please consider signing up when we regather. We truly need the work of many to make meaningful Worship happen at Immanuel.

In closing, many thanks to everyone who contributed to our Worship services this year, especially: Altar Guild, Choir – and Dr. Jane Tavernier, Clergy – Rev. Randy, Rev. Sam, Rev. Susan, the Rev. Jan Maas, and all of our guest clergy, Acolytes, Readers, Intercessors, Ushers, AV Crew - especially Doug and Sydney Onley and John Bednar, Flower Guild, and Lay Eucharistic Ministers.

Respectfully Submitted,

*Francine*

Francine Wargo



*The Rev. Sam Sheridan preaching during Holy Eucharist live-streamed from Zabriskie Chapel*

*Left to right: The Rev. Sam Sheridan, Assistant Rector, then-Seminarian Beth Hendrix, and The Rev. Randy Alexander pause before beginning Holy Eucharist on March 7, 2021.*

Beth served as Immanuel's Seminarian for two years, graduated from VTS in May, and was ordained as a Deacon. The Rev. Hendrix currently serves as Curate for Saint Mark's Cathedral, Shreveport, LA.



*The Rev. Dr. Frank Wade leads a virtual adult forum from Immanuel Chapel.*

# Report on Children, Youth, and Families Ministries

As we navigated pandemic restrictions of 2021, Children, Youth, and Families programs were offered online and in person.

The nursery was open during worship at most indoor church services in Zabriskie and Immanuel. While rarely used during the 8am services and Forum Hours, the nursery was open for most mornings when people were able to be in the building. Most children in the nursery were at the 10:30 services on Sundays or monthly family services on Saturday nights. This ministry served at least 15 families through 2021, with different numbers of children each week.

During the spring, Godly Play was offered to predominantly 12 children online through the dedicated recording work of Linda Serabian and Sarah Glassco. Children could watch the Godly Play stories for a few weeks after each originally aired. Some of those videos will be reused during this coming February for those who aren't ready to return in person.

In person Godly Play lessons returned in September 2021. This required materials to be moved from Zabriskie to Immanuel Chapel. Godly Play is no longer scheduled around when there are special worship offerings and sermons just for children. This simplification of the schedule dramatically decreased the need for families to look at the calendar to know when to arrive at church. Godly Play had a small but steady attendance of 5-14 children from eight families. Two of those families were new to the parish.

During 2021, we continued to offer online Sunday School as YouTube videos meant to be about the Gospel or the church season. These videos came out most weeks with 10-30 views. This focus on online videos were due to the fact that many families with children in this age group were not ready to be back indoors until children could be vaccinated.

The 4th and 5th grade Pre-YC (getting its name from being slightly before the EYC, Episcopal Youth Community) spent most of the year unable to meet because they were not vaccinated. In more normal times, these children would, periodically, be invited to EYC events. As a result of the pandemic, most EYC events were opened to this age group, and a small number attended.

The EYC itself met online, in person, outdoors, and every way possible. Attendance varied from one or two teenagers for a Bible study, writing Christmas cards, or a movie night to as many as fifteen for family services, game nights, or our pumpkin patch bonfire. The online meetings were well received, and conversations were had about ambivalence and morality in modern media, environmentalism, stress and anxiety in social circles, and religion's role in modern life.

It's very hard to measure what has been successful and what has been impacted by the exhaustion of everyone navigating online/offline schedules, but the most successful youth activity of 2021 has been the preparation for Confirmation. The Confirmation class regularly has teenagers from eight families. The interest the teenagers had in where belief fits into their lives was palpable, and the dedication shown by these families made it so clear how important formation and knowing what a Christian is to our young people.

Our college and young adult online offerings were very small; however, during 2021 we saw or heard from eleven recent or semi-recent EYC graduates. It is obvious that many young adults who have moved away from the area still feel connected to Immanuel and think of this church as home. That is a success that transcends quantifying. If children grow up to be adults who feel like they belong here, we're going in the right direction. And we plan to continue in this direction in 2022.

Respectfully submitted,

*Harrison*  
Harrison Clark



# Pastoral Care and Senior Ministry Reports

The Pastoral Care Committee is chaired by the Rev. Susan Parsons, with Shawn Whitman serving as our Vestry Steward. Our committee members include Mary Ann Rehnke, Susan Kernan, Cynthia Caples, Keith June, Lisa Frye, and Sara Fein, Jessi Macleod, Sarah Glassco, Rosi Urbine, Ellen O'Connor, and Mark Fearer. Despite the challenges of the last year, each of them have embraced this ministry with enthusiasm, love and compassion.

We have worked together to find ways to adjust to the 'new normal' by shifting our focus to making pastoral calls by phone, email, and personal letters, rather than in person connections. During the brief respite from the pandemic, we cautiously returned to in person visits. When the pandemic resurged at the end of the year, we once again shifted to finding ways to work with the 'new, new normal.' Our efforts and prayers expanded once again to recognize how difficult this time has been for every one of God's people. And. Our hope and joy steadfastly remains with God.

- **Lay Eucharistic Visits Coordinated by the Associate Rector**, visitors who have been licensed by the Diocese to distribute communion are sent out in pairs to parishioners who are homebound, hospitalized, or otherwise unable to get to church. Church members receive Holy Eucharist, hear the Gospel lesson, and share in the current events of Immanuel Church. We often take flowers from the church on our visits. Needless to say, this ministry has been difficult during the pandemic, and, we have found ways to continue to take communion to people at home.
- **Transportation and Meals:** The committee organizes and responds to parishioners who need meals and groceries delivered to them as well as organizing rides for medical appointments or the running of errands. Our hope is we will know when someone needs us, but a call or email to Susan, Randy or Sam asking for assistance is useful and appreciated.
- **Flower Ministry** flowers and greens are an integral part of our worship; their scent, color, texture and beauty in the church are a brilliant reminder of God's creation. It is a joy to be able to gather them after the last service into bouquets to give to parishioners to take home, and especially to offer to newcomers, or a visiting preacher or clergy. They may also remain in the church for services during the week.

Though many of our ministries were curtailed or impossible, we worked to stay in touch with all our people, and our committee continued meeting via Zoom once a month. We re-organized the parish prayer list, bought groceries, delivered meals, offered financial assistance, gave rides, visited people at home, took communion to people at home, listened, loved and worked diligently to care for our beloved parish. We even blessed a cat who was unable to attend the blessing of the animals

We look forward to 2022 with gratitude, joy and most especially hope, knowing God's grace and mercy will enable us to do more than we can ask or imagine.

*Shawn*  
Shawn Whitman  
*Susan*  
Susan Parsons

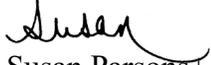
## Senior Ministry

Karen Besser continued to lead the seniors with enthusiasm and hope, despite our inability to gather for much of the year. As in 2020, plans and dreams were deferred and our efforts turned to learning how to stay connected when we could not gather. During the brief respite from the pandemic, we did get out there for some fabulous outings and even managed some senior lunches.

We have lots of plans and lots of enthusiasm for 2022. We have re-established the senior lunches at Goodwin House for the third Wednesday of the month, and we will re-gather as soon as the pandemic allows.

*Shawn*

Shawn Whitman



Susan Parsons†



# 2121 Treasurer's Report

Throughout 2021 our church finances have remained strong thanks to the wonderful financial support from our parish, a strong market and the Payroll Protection Program (PPP). Highlights are summarized below. Details can be found in the attached spreadsheet.

## **Highlights of 2021 Finances--**

### *2021- Net Operating Surplus Added to Reserves*

- Overall there was a net operating budget surplus in 2021 of \$47,396. This surplus was mostly attributable one major one-time event--the PPP loan forgiveness (\$60,350) and some expenditures being delayed into 2022.

### *2021 Income- Investments and One-Time Events and Gifts Offset Pledge Shortfalls*

- For the first time in recent memory, our pledge income (\$643,200) fell short of our pledge budget (\$685,000) in 2021. This shortfall of \$41,800 was caused by COVID related economic disruptions and fewer in-person gatherings.
- Gifts and grants exceeded the 2021 budget by \$19,200 to partially offset the pledge shortfall. This surplus is overstated since the \$6,000 criminal justice/ incarceration grant was awarded in 2021 but will not be spent until this year. Most of the remaining surplus was attributable to gifts made in honor of people who died in 2021.
- Rental income was in line with the budget as the increased space contract with Valley Drive and some lease prepayments offset some tenant losses and delayed invoicing. Some modest 2021 rental income will be invoiced and collected in 2022.
- Other income significantly exceeded 2021 budgets by \$91,551 from a combination of the PPP loan forgiveness (\$60,350) and unbudgeted reserve investment returns (\$33,600).

### *2021 Expenses- Some Budgeted Items Not Spent, Savings Offset Some Higher Facility Cost Items*

- Some items were budgeted but not spent in 2021 including— Rector Sabbatical/Continuing Education (\$8,500), Music Director continuing Education (\$2,200), other staff continuing education (\$1,050), communications (\$1,000), and IT manager (3 vs 12 months, \$11,400 less spent). In addition, some 2021 savings came from improved bookkeeping efficiencies (\$5,500).
- These savings were largely offset by higher grounds maintenance expenses (\$19,200- driven by tree removal and planting costs), printing costs (\$13,400—mostly leasing costs), maintenance & repair costs (\$7,500) and higher utility costs (\$2,900).

## **Overview of 2022- Exciting Year Ahead**

This year the church should see the start and completion of the Zabriskie solar project (that should significantly reduce our utility costs), unveiling major new visions for the Memorial Garden and kitchen renovation as well as expansion of several programs. The solar project costs (\$163,000) are not part of the 2022 operating budget since it is being funded entirely by private donations.

### *Reserves Used to Cover 2021 Delayed Charges*

- Overall the 2022 budget would use some 2021 operating reserve surpluses (\$11,055) to cover 2021 budgeted expenses that were delayed to 2022 (Rector sabbatical and prison ministry).

### *2022 Income- Greater from Higher Pledges, More Rental Income and Larger Trust Investment*

- Thanks in large part to the wonderful efforts of the Stewardship Committee, the church has now (1/16/2022) received 145 pledges totaling \$668,600 for 2022. Of these pledgers, 14 are from new members. Given the remaining members yet to pledge, it is highly likely that we should meet the

current Stewardship goal (\$705,000) and could even exceed it. This budget shows a growing vibrant parish with a \$20,000 increase over the 2021 pledge budget and \$62,000 above our 2021 actual receipts in a COVID disrupted year.

- Rental income projected to increase by \$14,000 over 2021 levels reflecting a larger lease with the Valley Drive Preschool and expanded use by other tenants as restrictions are lifted.
- Significant expansion in use of Trust Funds (from \$39,000 to \$66,000 in 2022) to cover 7 major new capital projects, painting Zabriskie exterior and repair of our parking lots.
- Some 2022 income gains will be offset by the 2021 PPP loan forgiveness income loss (\$60,350) and a tougher 2022 market outlook lowering reserve investment returns (by nearly \$19,000) .

#### 2022 Expenditures Higher

- The current budget includes \$56,500 in new capital projects that will be funded by income from the Immanuel Trusts. These projects have been identified by the ICOH Facilities Committee as high priority projects.
- Staffing accounts for 57% of the 2022 operating budget. The staffing cost increase is less than 3 percent over 2021 levels driven mostly by the diocesan recommended raise of 1.99% and higher health/benefit costs.
- Administration costs account for 20% of the 2022 operating budget. These costs are dominated by the Diocesan pledge (\$71,000) and contractor support (\$35,500). The 9.6% increase over 2021 actual costs reflect hiring a new finance manager to bring more of the finance activities in-house and provide greater support to the treasurer and a full year of our IT specialists.
- Facility costs account for 13% of the 2022 operating budget and a 17% decrease over 2021 actual expenditures. Most of the anticipated cost savings are from lower electricity costs from the solar project operations.
- Program costs account for the last 10% of the operating budget. This budget reflects more than doubling of 2021 actual costs to reflect a more in person gathering and a vestry commitment to expand its offerings of music, senior ministry and CYF.

I would like to thank the wonderful support I received throughout the year from Sughra Bakhtiari, Laura Snow, Aleta Powell, the Rev Randy Alexander, and the 2021 vestry.

## Budget Overview

	2022	2021 Actual	2021
<b>Income</b>	<b>\$ 900,298</b>	<b>\$ 879,274</b>	<b>\$ 802,085</b>
<b>-Pledges &amp; Contributions</b>	\$ 754,500	\$ 687,755	\$ 709,750
<b>-Rental Income</b>	\$ 65,085	\$ 64,740	\$ 51,020
<b>-Other</b>	\$ 80,713	\$ 126,779	\$ 41,315
<b>Expenses</b>	<b>\$ 854,853</b>	<b>\$ 783,986</b>	<b>\$ 777,971</b>
<b>-Salaries &amp; Benefits</b>	\$ 490,693	\$ 463,015	\$ 476,706
<b>-Administration</b>	\$ 170,110	\$ 160,607	\$ 146,800
<b>-Facilities</b>	\$ 108,550	\$ 117,053	\$ 105,555
<b>-Programs</b>	\$ 85,500	\$ 43,311	\$ 48,910
<b>Net Operations</b>	<b>\$ 45,445</b>	<b>\$ 95,287</b>	<b>\$ 24,114</b>
<b>Capital</b>	\$ 56,500	\$ 47,892	\$ 39,000
<b>Cash Flow Net</b>	<b>\$ (11,055)</b>	<b>\$ 47,396</b>	<b>\$ (14,886)</b>

Account Details

Account Name				2021	2021	2022
				Actual	Budget	Budget
Pledge Income				\$ 583,186	\$ 685,000	\$705,000
Transfer Income-Prepaid Pledges				\$ 60,036		
Pledge Income				\$ 643,222	\$ 685,000	\$ 705,000
Looseplate				\$ 4,102	\$6,000	\$ 12,000
Undesignated Gifts				\$ 18,493	\$ 5,000	\$ 10,000
Contributions - Undesignated				\$ 22,596	\$ 11,000	\$ 22,000
Designated Gifts - General Fund						
		Designated Gifts - Worship-GF		\$ 5,493	\$ 7,500	\$ 15,000
		Designated Gifts - Community-GF			\$ 250	\$ 500
Total Designated Gifts - General Fund				\$ 5,493	\$ 7,750	\$ 15,500
Designated Grants				\$ 6,000		
Designated Gifts - Other-General Fund				\$ 10,444	\$ 6,000	\$ 12,000
Designated Grants and Contributions				\$21,937	\$13,750	\$27,500
Rental Income - Valley Drive Cooperative Preschool				\$ 40,794	\$ 36,300	\$ 42,435
Rental Income - Um Ull Quraa Community				\$ 975	\$ 3,900	\$ 7,250
Rental Income - Dignity				\$ 7,900	\$ 4,020	\$ 7,800
Rental Income - Washington Philharmonic				\$ 100	\$ 800	\$ 1,600
Rental Income - Other				\$ 1,517	\$ 6,000	\$ 6,000
Rental Income				\$ 51,288	\$ 51,020	\$ 65,085
Parish Activities & Events				\$ -	\$ 500	
Interest & Dividends-Gen Fund-BB&T/Tof				\$ 40,881	\$ 15	\$ 14,753
Misc Income				\$ 60,350	\$ 1,800	\$ -
Other Income				\$ 101,231	\$ 2,315	\$ 14,753
Transfer Income from ToTF Trusts				\$ 39,000	\$ 39,000	\$ 65,960
<b>Total Operating Income</b>				\$ 879,274	\$ 802,085	\$ 900,298
<b>Personnel</b>						
Salaries				\$ 347,331	\$ 352,022	\$ 357,411
Benefits				\$ 115,684	\$ 124,684	\$ 133,282
Bank & Financial Fees				\$ 3,375	\$ 4,500	\$ 3,500

Account Name	2021	2021	2022
Communications	\$ -	\$ 1,000	\$ 500
Diocesan Pledge	\$ 69,999	\$ 70,000	\$ 71,000
Dues & Subscriptions	\$ 534	\$ 1,200	\$ 750
Equipment Purchases - Office	\$ 5,679	\$ -	
Immanuel Chapel Cost Share	\$ 9,300	\$ 9,300	\$ 9,300
VTS Capital Campaign contribution	\$ 5,000	\$ 5,000	\$ 5,000
Maintenance & Repairs - Office Equipment	\$ -	\$ 1,500	\$ -
Meetings & Retreats	\$ 451	\$ 1,750	\$ 600
Office Expense	\$ 441		\$ -
Office Supplies	\$ 3,051	\$ 2,000	\$ 2,500
Postage	\$ 3,690	\$ 2,400	\$ 3,200
Printing	\$ 18,403	\$ 5,000	\$ 16,000
Professional Services - Accounting	\$ 12,121	\$ 14,000	\$ -
Professional Services - Payroll	\$ 4,092	\$ 1,000	\$ 3,500
Professional Services- Information Technology Specialist	\$ 3,000	\$ 14,400	\$ 12,000
Professional Services- Finance Mgr			\$ 20,000
Region IV Dues	\$ 1,000	\$ 1,000	\$ 1,000
Taxes & Fees	\$ 11,563	\$ 5,000	\$ 11,560
Stewardship & Planned Giving	\$ 513	\$ 250	\$ 2,000
Telephone/Internet	\$ 8,136	\$ 6,000	\$ 7,200
Travel Expenses	\$ 259	\$ 1,000	\$ 500
Other Misc. Admin. Expenses	\$ -	\$ 500	
Other Misc. Expenses - Pumpkin Patch	\$ -		\$ -
Admin Expenses	\$ 160,607	\$ 146,800	\$ 170,110
Custodial Services & Supplies	\$ 544	\$ 635	\$ 550
Equipment Purchases- Bldgs & Grounds	\$ 207	\$ 1,500	\$ -
Insurance - Property	\$ 30,805	\$ 30,000	\$ 31,000
Maintenance - Grounds	\$ 29,217	\$ 10,000	\$ 19,700
Maintenance - Memorial Garden	\$ -		
Maintenance & Repairs - Equipment	\$ 1,772	\$ 500	\$ 1,500
Maintenance & Repairs - Bldg-Rectory	\$ 3,483	\$ 7,000	\$ 5,000
Maintenance & Repairs - Bldg-Zabriskie	\$ 27,119	\$ 34,920	\$ 36,500
Utilities - Rectory	\$ 6,248	\$ 5,000	\$ 5,800
Utilities - Zabriskie	\$ 17,658	\$ 16,000	\$ 8,500
Property Expenses	\$ 117,053	\$ 105,555	\$ 108,550
Adult - Formation	\$ -	\$ 350	\$ 350
Adult Programs - Retreats & Meals	\$ -	\$ 350	\$ 350
Adult Programs - Honoraria	\$ -	\$ 250	\$ 500
Stipends - Seminarian	\$ 1,200	\$ 800	\$ 1,200
CYF-Services	\$ -	\$ 915	\$ 1,300
CYF-Retreats & Meals	\$ 1,691	\$ 3,000	\$ 7,200
Retreats & Meals-CYF Discr			
CYF-Supplies	\$ 1,277	\$ 1,095	\$ 1,400

Account Name	2021	2021	2022
Social Justice	\$ 5,000	\$ 5,000	\$ 5,000
Criminal Justice/ Incarceration Grant		\$ -	\$ 6,000
Pastoral Care	\$ -	\$ -	\$ 1,000
Other Education Expenses	\$ -	\$ 5,600	
Education	\$ 9,168	\$ 17,360	\$ 24,300
Flowers - Supplies	\$ 4,144	\$ 3,750	\$ 7,500
Guest Clergy - Honoraria	\$ -	\$ -	\$ 750
Liturgy - Supplies	\$ 182	\$ 1,500	\$ 1,000
Music - Supplies	\$ 1,555	\$ 750	\$ 1,500
Music - Honoraria	\$ 12,820	\$ 15,500	\$ 25,000
Music - Honoraria-Substitute	\$ 1,165	\$ 1,250	\$ 1,700
Music - Services (Guest Musicians)	\$ 5,996	\$ 450	\$ 8,000
Other Worship Expenses	\$ 114	\$ 50	\$ 150
Worship	\$ 25,976	\$ 23,250	\$ 45,600
Outreach			
Goodwin House Lunches	\$ -	\$ 300	\$ 600
Parish Events	\$ 5,485	\$ 3,000	\$ 6,000
Senior Ministry	\$ 2,682	\$ 4,000	\$ 8,000
Newcomers and Evangelism	\$ -	\$ 1,000	\$ 1,000
Community	\$ 8,167	\$ 8,300	\$ 15,600
Total Programs	\$ 43,311	\$ 48,910	\$ 85,500
Total Operating Expenses	\$ 783,986	\$ 777,971	\$ 854,853

# THE IMMANUEL CHURCH-ON-THE-HILL TRUST FUND

## BOARD OF TRUSTEES REPORT TO THE PARISH

January 30, 2022

### Financial Trust Summary 2021

The purpose of the Immanuel Church-on-the- Hill Trust Fund (the Fund) is to enable the Parish to fulfill its mission more completely by supporting ministries beyond what is possible through its annual operating funds.

The financial management objective for the Immanuel Trustees is to preserve and enhance the Trust Funds' real, inflation-adjusted purchasing power while also providing a steady and consistent spending stream in support of the respective missions of the Church. Although the ICOH Trustees can withdraw investment funds at any time according to current withdrawal policy, it is the express intent of the Trustees to invest the Funds for the long term and accept that level of portfolio risk consistent with achieving long-term growth and preservation of capital.

Distributions from the Fund are approved by the Vestry and are limited to: (i) capital and other improvements of the Parish; (ii) Parish ministries and grants; (iii) seed money for new ministries and special one-time projects; and (iv) such other purposes as are specifically designated by donors or by the named purpose of each sub-fund within the Fund.

**IMMANUEL TRUST FUND** consists of three sub-fund components:

1. The Endowment Sub-Fund is a "True Endowment" which hold funds in perpetuity. The annual spending policy permits distributions limited to 3 to 5 percent of a rolling twenty quarter average fund value to be used each year for maintenance of the Parish house, chapel, rectory, and any other real property of the Parish, as well as for Parish ministries outside of the regular budget.
2. The Callaway Memorial Sub-Fund is a "Quasi Endowment." The annual spending policy permits distributions each year from the corpus and 3 to 5 percent of a rolling twenty quarter average fund value, subject to any applicable donor restrictions, for general fund use by the Parish, for its building fund or for religious institutions in the Diocese of Virginia or the Episcopal Church.
3. The Memorial Garden Sub-Fund is a "True Endowment" which holds funds in perpetuity. The annual spending policy permits 3 to 5 percent of a rolling twenty quarter average fund value to be used each year for the maintenance, enhancement, and development of the existing memorial garden at the Zabriskie Parish.

## **BOARD OF TRUSTEES OVERSIGHT**

The Immanuel Trust Fund is overseen by a nine-member Board of Trustees. The Trustees appointed to serve during 2020 by the Vestry and their terms of office were:

- 1 Year Term (until Dec 2021): Brad Ashton (Chair), Kevin Kirby and Doug Onley
- 2 Year Term (until Dec 2022): Gerry Anderson, Steve Brown, and Kerry Kelly Wade (Secretary)
- 3 Year Term (until Dec 2023): TBD

<b>IMMANUEL CHURCH-ON-THE-HILL FUND</b>	<b>12/31/2021</b>
ENDOWMENT TRUST FUND	\$497,423.00
ZABRISKIE SOCIETY FUND	\$422,776.67
MEMORIAL GARDEN FUND	\$123,803.90
<b>TOTAL</b>	<b>\$1,044,003.57</b>

Information on fund expenditures for 2021 will be provided in the near future.

**CLERGY AND STAFF**

The Rev. J. Randolph Alexander, Jr. (ralexander@icoh.net) ..... Rector  
 The Rev. Susan D. Parsons (sparsons@icoh.net) ..... Associate Rector  
 The Rev. Sam Sheridan (ssheridan@icoh.net) ..... Assistant Rector  
 Dr. Jane Tavernier (jtavernier@icoh.net) ..... Director of Music  
 The Rev. Shawn Rutledge (srutledge@vts.edu) ..... Seminarian  
 Dr. Janettarose Greene (JGreene@vts.edu) ..... Seminarian  
 Tom Hewson (thewson@icoh.net) ..... Treasurer  
 Laura Snow (lsnow@icoh.net) ..... Assistant Treasurer  
 Sughra Bakhtiari (sbakhtiari@icoh.net) ..... Bookkeeper  
 Aleta Y. Powell (apowell@icoh.net) ..... Parish Administrator  
 Gilma Balcarcel ..... Nursery Coordinator  
 John Bednar (jbednar@icoh.net) ..... Information Technology Specialist  
 Stuart Dahlinger ..... Sexton

**THE VESTRY**

Kathryn Haskin ..... Senior Warden, Co-steward: Social Justice  
 Martha Shimkin ..... Junior Warden: Administration  
 Darrell Wilson ..... Junior Warden: Buildings and Grounds  
 David Atwood ..... Adult Formation and Discipleship, Co-steward: Social Justice  
 Harrison Clark ..... Co-steward: Children, Youth, and Family Ministries  
 Danette “Dani” Gentile Kauffman ..... Stewardship and Planned Giving  
 Kristi Kubista-Hovis ..... Outreach, and Co-steward: Children, Youth, and Family Ministries  
 Brooke Roberts ..... Communications  
 Phyllis Sims ..... Fellowship, Senior Ministry  
 Francine Wargo ..... Worship  
 Shawn Whitman ..... Pastoral Care  
 Rachel Wilson ..... Youth Representative (nonvoting member)  
 Candy Levin ..... Register (nonvoting member)

**SCHEDULE OF SUNDAY WORSHIP SERVICES**

8:00a.m. Holy Eucharist Rite I, Zabriskie Chapel  
 3606 Seminary Road, Alexandria, VA  
 10:30a.m. Holy Eucharist Rite II, Immanuel Chapel  
 3737 Seminary Road, Alexandria, VA  
 1:00p.m. Holy Eucharist Rite II  
 Zabriskie Chapel Parish Hall

*Online*

[www.immanuel-on-the-hill.org](http://www.immanuel-on-the-hill.org)  
[Immanuel's YouTube channel](#)

**PRIEST ASSOCIATES**

The Rev. Dr. J. Barney Hawkins, IV  
 The Rev. Dr. Ruthanna Hooke  
 The Rev. Jan A. Maas  
 The Rev. John R. Smucker  
 The Rev. Canon Rosemari G. Sullivan  
 The Rev. Dr. Francis H. Wade

**RECTOR EMERITA**

The Rev. Dr. Margaret Ann (Sam) Faeth



**MISSION STATEMENT:** Immanuel Church-on-the-Hill is a Christian community in the Episcopal tradition, striving to be in relationship with God and each other as Christ has taught us, actively attempting to sense and to serve God’s plan with great love. We are guided by Mark 16:15: “Go ye into all the world and preach the gospel,” to learn, discern, and proclaim the Good News by being active ministers in the various communities where we live and serve.

**Parish Office**

3606 Seminary Road, Alexandria, VA 22304  
 Telephone: 703-370-6555, Fax: 703-370-0837  
[www.icoh.net](http://www.icoh.net)