

Immanuel Church-on-the-Hill

Episcopal/Anglican Alexandria, Virginia



THE NINETEENTH SUNDAY AFTER PENTECOST

October 16, 2022

Holy Eucharist Rite II, 10:30 a.m.

Page references are for The Book of Common Prayer.

A professionally-staffed nursery is located in the south corner of the building (to the right as you face the organ); restrooms are located on either side of the double wooden doors.

Prelude: Andante con moto Félix-Alexandre Guilmant

Opening Hymn 636: "How firm a foundation, ye saints of the Lord" verses 1,2,4 and 5 Foundation

from The Hymnal 1982

THE WORD OF GOD

Opening Acclamation p. 355

Celebrant: Blessed be God: Father, Son, and Holy Spirit.

People: And blessed be God's kingdom, now and for ever. Amen.

The Collect for Purity p. 355

Almighty God, to you all hearts are open, all desires known, and from you no secrets are hid: Cleanse the thoughts of our hearts by the inspiration of your Holy Spirit, that we may perfectly love you, and worthily magnify your holy Name;

through Christ our Lord. Amen.

Sequence Hymn 417: "This is the feast of victory for our God" verse 1 Festival Canticle

from The Hymnal 1982

This is the feast of victory for our God. Alleluia, alleluia, alleluia! Worthy is Christ, the Lamb who was slain, whose blood set us free to be people of God. This is the feast of victory for our God. Alleluia, alleluia, alleluia!

The Collect of the Day

The Celebrant says to the people

The Lord be with you.

People: And also with you.

Celebrant: Let us pray.

Almighty and everlasting God, in Christ you have revealed your glory among the nations: Preserve the works of your mercy, that your Church throughout the world may persevere with steadfast faith in the confession of your Name; through Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, for

ever and ever. Amen.

The First Lesson: Genesis 32:22-31

Jacob got up and took his two wives, his two maids, and his eleven children, and crossed the ford of the Jabbok. He took them and sent them across the stream, and likewise everything that he had. Jacob was left alone; and a man wrestled with him until daybreak. When the man saw that he did not prevail against Jacob, he struck him on the hip socket; and Jacob's hip was put out of joint as he wrestled with him. Then he said, "Let me go, for the day is breaking." But Jacob said, "I will not let you go, unless you bless me." So he said to him, "What is your name?" And he said, "Jacob." Then the man said, "You shall no longer be called Jacob, but Israel, for you have striven with God and with humans, and have prevailed." Then Jacob asked him, "Please tell me your name." But he said, "Why is it that you ask my name?" And there he blessed him. So Jacob called the place Peniel, saying, "For I have seen God face to face, and yet my life is preserved." The sun rose upon him as he passed Penuel, limping because of his hip.

The Word of the Lord

Response: Thanks be to God.

Psalm 121 Levavi oculos

- 1 I lift up my eyes to the hills; * from where is my help to come?
- 2 My help comes from the Lord, * the maker of heaven and earth.
- 3 He will not let your foot be moved * and he who watches over you will not fall asleep.
- 4 Behold, he who keeps watch over Israel * shall neither slumber nor sleep;
- 5 The Lord himself watches over you; * the Lord is your shade at your right hand,
- 6 So that the sun shall not strike you by day, * nor the moon by night.
- 7 The Lord shall preserve you from all evil; * it is he who shall keep you safe.
- 8 The Lord shall watch over your going out and your coming in, * from this time forth for evermore.

The Epistle: 2 Timothy 3:14-4:5

As for you, continue in what you have learned and firmly believed, knowing from whom you learned it, and how from childhood you have known the sacred writings that are able to instruct you for salvation through faith in Christ Jesus. All scripture is inspired by God and is useful for teaching, for reproof, for correction, and for training in righteousness, so that everyone who belongs to God may be proficient, equipped for every good work.

In the presence of God and of Christ Jesus, who is to judge the living and the dead, and in view of his appearing and his kingdom, I solemnly urge you: proclaim the message; be persistent whether the time is favorable or unfavorable; convince, rebuke, and encourage, with the utmost patience in teaching. For the time is coming when people will not put up with sound doctrine, but having itching ears, they will accumulate for themselves teachers to suit their own desires, and will turn away from listening to the truth and wander away to myths. As for you, always be sober, endure suffering, do the work of an evangelist, carry out your ministry fully.

The Word of the Lord

Response: Thanks be to God.

Sequence Hymn 490: "I want to walk as a child of the light"

verses 1 and 3

Houston

from The Hymnal 1982

The Holy Gospel: Luke 18:1-8

The Holy Gospel of our Lord Jesus Christ, according to Luke People: *Glory to you, Lord Christ*.

Jesus told his disciples a parable about their need to pray always and not to lose heart. He said, "In a certain city there was a judge who neither feared God nor had respect for people. In that city there was a widow who kept coming to him and saying, 'Grant me justice against my opponent.' For a while he refused; but later he said to himself, 'Though I have no fear of God and no respect for anyone, yet because this widow keeps bothering me, I will grant her justice, so that she may not wear me out by continually coming.'" And the Lord said, "Listen to what the unjust judge says. And will not God grant justice to his chosen ones who cry to him day and night? Will he delay long in helping them? I tell you, he will quickly grant justice to them. And yet, when the Son of Man comes, will he find faith on earth?"

The Gospel of the Lord

People: Praise to you, Lord Christ.

The Sermon: The Rev. J. Randolph Alexander, Jr.

The Nicene Creed p. 358

The Prayers of the People: Form I (found in The Book of Common Prayer) p. 383

Confession of Sin and Absolution p. 360

The Peace

Celebrant: The peace of the Lord be always with you.

People: And also with you.

Welcome

THE HOLY COMMUNION

Offertory Anthem: "O Lord, my God to thee"

Jacques Arcadelt

THE IMMANUEL CHOIR

O Lord, my God, to thee do I lift up my soul.
O Lord, in thee, in thee have I trusted.
Let me not be ashamed,
Let not my foes triumph over me.
O lead me in a plain path;
cast me not off, neither forsake me.
Teach me thy way, Lord, Lead me, lead me in a plain path.
O hide not thy face, Hide not thy face far from me.
Lord God, Lord God, Hide not thy face far from me.
Amen.

Doxology: Hymn 380 (verse 3) found in The Hymnal 1982

Old 100th

Praise God from whom all blessings flow; Praise him, all creatures here below; Praise him above, ye heavenly host: Praise Father, Son, and Holy Ghost. Amen.

The Great Thanksgiving: Eucharistic Prayer B

p. 367

Celebrant: The Lord be with you.
People: And also with you.
Celebrant: Lift up your hearts.
People: We lift them to the Lord.

Celebrant: Le us give thanks to the Lord our God.
People: It is right to give God thanks and praise.

S 130 Sanctus (found in the front of The Hymnal 1982)

Franz Peter Schubert

The Lord's Prayer p. 364

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The Breaking of the Bread

S 164 *Agnus Dei* (found in the front of The Hymnal 1982)

Franz Peter Schubert

Communion is once again being offered in both kinds. If you would only like to receive the consecrated Bread please extend one hand. Crossed hands indicate you would like to receive consecrated Wine as well, either intincted (dipped) by you or by drinking from the chalice.

The glass chalice is for intinction and the silver one is for drinking.

If you are physically unable to join the circle at the Altar, please let an usher know that you would like to have Communion bought to you.

Prayers for healing, with the laying on of hands and anointing, are offered in front of the icon to the right of the Altar.

MUSIC DURING COMMUNION

Communion Solo: "Evening prayer"

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Felicity Amos, mezzo-soprano

Now, now that the sun hath veil'd his light
And bid the world goodnight;
To the soft bed my body I dispose,
But where shall my soul repose?
Dear, dear God, even in Thy arms,
And can there be any so sweet security!
Then to thy rest, O my soul!
And singing, praise the mercy
That prolongs thy days.
Hallelujah!

Communion Hymn 761: "All who hunger gather gladly"

Holy Manna

found in the green hymnal Wonder Love and Praise

Sung, if needed

Hymn 756: "Lead me, guide me, along the way"

I am weak and I need thy strength and power

found in the green hymnal Wonder Love and Praise

Post Communion Prayer

After Communion, the Celebrant says Let us pray.

p. 365

Eternal God, heavenly Father, you have graciously accepted us as living members of your Son our Savior Jesus Christ, and you have fed us with spiritual food in the Sacrament of his Body and Blood. Send us now into the world in peace, and grant us strength and courage to love and serve you with gladness and singleness of heart; through Christ our Lord. Amen.

The Blessing

Closing Hymn 410: "Praise, my soul, the King of heaven" found in The Hymnal 1982 Lauda anima

The Dismissal

Clergy: Go in peace to love and serve the Lord.

People: Thanks be to God.

Postlude: March George Frideric Handel

The flowers on the Altar are given to the Glory of God by David Lindsey and Dorothy Kellogg, in celebration of their wedding anniversary.

SERVING AT THIS EUCHARIST: Crucifer: Grace Wensing

Readers: Amy Thomas, Hartley Hobson Wensing

Intercessor: Dorothy Kellogg

Musicians: The Immanuel Choir; Dr. Jane Tavernier

Flower Guild: Kerry Kelly Wade

Ushers: David Lambert, Mollie Lambert

AV Technicians: Doug Onley, The Rev. Jan A. Maas

Celebrant: The Rev. Susan D. Parsons

Samaritan Ministry of Greater Washington Gala 2022: Equipping for Change!

Saturday, November 5th St. Andrew's Episcopal School 8804 Postoak Road, Potomac, MD

5:30—7:00 p.m.: Heavy Hors D'oeuvres and Silent Auction (Partner Baskets)

7:00—8:00 p.m. Program and Live Auction

Emcee: The Rev. Andrew T.P. Merrow, St. Mary's Episcopal Church, Arlington, VA

Register online at https://SamaritanMinistry.org/Gala

NOW Accepting Reservations for Immanuel's Advent Retreat December 9-11, 2022

Watching, Waiting, Hoping: Advent in a Changed World

Advent Retreat at Holy Cross Abbey, Berryville, Virginia

Join us on this Advent retreat, as we reflect on life in the in-between—between an old 'normal' and a new 'normal', between Christ's first coming and second coming, between this world and the next. Using the wisdom of Julian of Norwich, we will explore what it means to live in hope in an ever-changing world.

This retreat will include a mixture of silence and time for quiet conversation. There will be ample time for worship, prayer, and exploring the outdoors as weather permits. Our retreat leader, the **Rev. Amanda Bourne**, will be available for one-on-one conversations, the rite of reconciliation, and will also lead the group in several teaching sessions on the theme throughout our weekend together.

Our retreat will begin Friday afternoon, December 9, shortly before the evening meal and will end after the noon meal on Sunday, December 11. The retreat will be at Holy Cross Abbey, Berryville, Virginia, which is an hour and fifteen-minute drive from our church. For more information on the monastery, see their website https://www.virginiatrappists.org/about/. The \$350.00 registration fee includes all materials, comfortable accommodations, individual rooms each with a bathroom, and all meals. Following Holy Cross Abbey policy, we may not be able to accommodate retreat reservations received after **November 9**.

Registration is limited to 15 persons; please reserve your space on the Immanuel website.

If you have questions about retreat logistics, please contact Mary Ann Rehnke, mfrb2695@gmail.com and look for full details in your weekly eBlast email.

UPCOMING FORUM HOURS IN OCTOBER AND NOVEMBER:

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We are revamping Forum Hour times and locations. Some forum hours will begin after the 10:30 a.m. Eucharist at Immanuel Chapel. Be on the lookout for exciting forum hours in the next month and a half, including:

- ★ THE REV. RANDY ALEXANDER: "Putting the Sabbath in Sabbatical" on our rector's sabbatical journey of encounter, spiritual growth, and rest, time to be determined.
- ★ Come Hear About the Faithfulness and Ministry of Our Brothers and Sisters in the Diocese of Jerusalem, Sunday November 6 at 11:45 AM at the Seminary. John Lent, longtime (and retiring) Executive Director of the American Friends of the Episcopal Diocese of Jerusalem (AFEDJ) and incoming Executive Director Eileen Spencer are our speakers November 6th at 11:45 a.m. They will speak on the faithfulness, witness, and education and social ministries of the Diocese of Jerusalem in the midst of continued challenges; and how the support of partner parishes, including Immanuel, enables churches, schools and hospitals in the Diocese of Jerusalem to show God's love to hurting people and to youth − regardless of their faith − in the West Bank, Gaza, Lebanon, and Jordan. John and Eileen just returned from a ten-day visit to the Diocese of Jerusalem ministries in Jordan, Jerusalem, the West Bank, Gaza and Israel. They'll share videos and photos from their visits and update us on the latest challenges facing our Palestinian sisters and brothers in the Holy Land and how the Christian witness of the diocese brings healing and hope to the region every day. (Livestream link and precise Seminary location to be announced.)
- ★ VETERANS DAY FORUM HOUR, SUNDAY, NOVEMBER 13, 11:45 AM @ VTS with US Army COL (ret) Chaplain Charlie Reynolds: How did an Army chaplain use faith to help resolve conflict between opposing groups in Bosnia? Why would a Baptist chaplain work to get liquor stores open in Baghdad? Please join us on November 13th for a special Veteran's Day forum when we welcome COL (Ret) Chaplain Charles Reynolds, AKA "Chaplain Charlie". Chaplain Charlie Reynolds is a retired Army Chaplain having deployed to Iraq, Afghanistan and Bosnia. He has written several books on faith and military service, and currently serves as the Endorser for the Cooperative Baptist Fellowship. Charlie's long and distinguished military career gives him a unique perspective on faith, military chaplaincy and Veterans. Please join us for this very special Veteran's Day forum. (Livestream link and precise Seminary location to be announced.)
- ★ READING THE NAMES OF THE FALLEN ON THE 40TH ANNIVERSARY OF THE VIETNAM VETERANS' MEMORIAL: As we approach Veterans' Day, please remember all those who have served in our armed forces, and especially those who have made the final sacrifice. Consider joining (online or in person) for the Reading of the Names on the Vietnam Veterans Memorial. This year is the 40th anniversary of the Memorial, and this is only the seventh time that all the names have been read. You can join for part of the reading of the names which has been taking place all year on YouTube and Facebook and ends on Saturday November 6th, or participate in part of the in-person reading of the names that starts at 3 PM Saturday November 6th, and continues through midnight on Veterans' Day, November 10th. Information available at https://www.vvmf.org/rotn/ or contact Keith June.

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Immanuel Church-on-the-Hill Parish Notes October 16, 2022

IN THE NAME OF CHRIST we welcome you to Immanuel Church-on-the-Hill!

Immanuel is an Episcopal Church in the Diocese of Virginia, and is part of the world-wide Anglican Communion. Immanuel was founded by the Virginia Theological Seminary. We are one parish that worships in two locations: the Zabriskie Chapel (3606 Seminary Road), and Immanuel Chapel (3737 Seminary Road) on the seminary grounds. Immanuel Chapel offers a fully-staffed nursery for our infant and toddler parishioners.

For the latest information on our online worship service and to view a video of our most recent service, please visit our website (www.icoh.net).

PRAY FOR PARISHIONERS: Mary, Ann MacNamara, Cynthia Morton, Catherine Sinclair, Francine Wargo, Jessi MacLeod, Kenny, Natalie Doyle Hennin, Susan Wiard, Tony, Daphne, Leo, Nancy Bishop, Ann Huntington, Zuzanna Wise, Danette (Dani) Gentile Kauffman (recovering from knee-replacement surgery), and Rita.

PRAY FOR OUR FRIENDS AND FAMILY: Charlotte Kellogg, Dana De Cecco, George Rustigian, Jack Allen, Kathryn Anschutz, Louise Jackson, Marjean Smith, Paul, Rowena and Don Lynch, Steve Davis, Stephen Miller, Sue Rehnke, Ann Shelly, Sarah Minor, Edith and Joseph, Ryan, John, Alexandra, Hans, Jessica, Joanne, McQuade Milligan, Reagan, Waide Egener, Betsy and Dave Berry, Peter and Joanne, Mary Muniz, Linda and Cy Murphy, the Rev. Rosa Harper, Jimmy Young, Ryan, Scott Allison, Joseph Fabian, Lydia, Breanné Barnes, John Corbett, Candy Morgan, Nancy Kraus, Jim Rehnke, Lisle Wade, Felicia Balzano, Roy Zartarian, Dr. Nancy Hardison, and Denise Comoli.

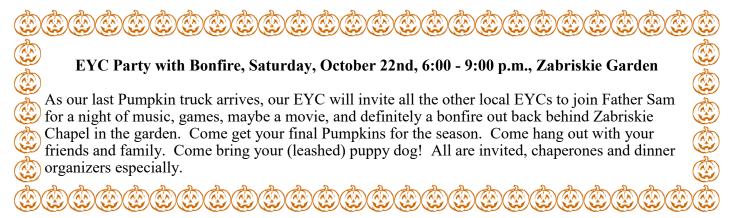
Pray for those who are celebrating birthdays this week: Mia Mason, Kristen Moore, Lane Debevoise, Barbara Kirkland, Rufus Peabody, Sujatha Augustine, Brent McCaslin, Phyllis Sims, Alisa Biache, Tricia Calloway, Carter Harris, Hartley Hobson Wensing, and Fredo Patiño.

Serving around the world: Noah Barker, Ian Phillips, Todd Bates, Philip Smucker, Jason Osborne, Michael Hussey, and Jonathan, Nicole, Alina, and Nolan Anderson. Pray for healing for US casualties and their caregivers.

ARE YOU REGISTERED TO VOTE IN VIRGINIA?

Have you Updated a New Address for Your Voter Registration?

You can register, or check or update your current registration, at <u>vote.virginia.com</u> or visit the Pumpkin Patch voter registration table this weekend. The voter registration table is hosted by Immanuel, Temple Beth-El, Alleyne AME Zion, Roberts Memorial UMC, and Washington Street UMC. The deadline for Virginia voter registration is **tomorrow**, **October 17**.



Announcements

Weekday Worship Opportunities

MORNING PRAYER Tuesdays @ **10 A.M., Zabriskie Chapel**: All are invited to join Immanuel staff and clergy for Morning Prayer every Tuesday at 10:00 a.m. in Zabriskie Chapel. This quite, contemplative service typically lasts thirty minutes and offers each worshipper a chance to lift a person, cause, or concern in prayer while learning about any saints of the Church is commemorating.

Wednesday Evening Holy Eucharist, Wednesday, October 19th, 6:30 p.m., Zabriskie Chapel

Evening Compline, Friday, October 21st, 8:30 p.m., Online via Zoom

A Note from the Treasurer

Current year pledge statements were recently sent to all pledgers. We are running a bit behind, year to date, in terms of pledge income compared to budget. Please check your pledge balances and bring any remaining balances up to date by year end. Thank you for your strong support of Immanuel and for your gratitude for God's blessings!

Benedictine Group Meeting October 18th @ 7:00 p.m. Parish Hall and Online via Zoom

If you want more contemplation in your life, you are invited to become part of the Benedictine Community at Immanuel. We currently meet virtually twice a month on the 1st and 3rd Tuesdays from 7-8 pm. The Community reflects on the tenets of St. Benedict such as humility, silence, and prayer. Individual reflection is guided by short readings from a Benedictine-inspired book.

We are continuing to use the book *Benedictine Promises for Everyday People: Staying Put, Listening Well, Being Changed by God*, by Rachel Srubas.

Our focus is primarily on reflections sparked by having read a few pages from the book. We are not a book study group, rather a Benedictine Community, gathering as companions on the journey with one another while drawing wisdom from selected reading material. We are currently using Zoom for our meetings, but if you are not comfortable with the video aspects of Zoom, you can simply call on the telephone and be connected to the Community by voice-only via Zoom.

If this opportunity appeals to you and for more information, please contact one of the following:

Dana Hengst (<u>Dana.Hengst@gmail.com</u>)
Barbara Fornoff (<u>cr8vweaver@gmail.com</u>)
David Atwood (<u>David Atwood@hotmail.com</u>).

Book Study, Thursday, October 20th @ 10:30 a.m.: "The Bible: A Biography" by Karen Armstrong

Look for login information in your weekly eBlast; or locate this bulletin on our website www.icoh.net, select "Worship Service Bulletins" under the worship tab, open the Announcements and Parish Notes, then click the blue text "Join *The Bible: A Biography Zoom Meeting.*

IMMANUEL CHURCH-ON-THE-HILL PUMPKIN PATCH 2022 WITH GOD'S GRACE AND YOURS!

Welcome to the **29th Immanuel Church-on-the-Hill Pumpkin Patch!** Our annual Pumpkin Patch ministry is one of the best ways we show our love for our neighbors—in Alexandria—and around the world.

Many thanks to all who donated soup, baked goods, crafts, and helped unload the first two trucks October 1! If sales are brisk, we may have a fifth truck October 22nd. These pumpkins will also come in large boxes on pallets which will be removed from the trucks by a forklift. And...Please... Keep making those delicious baked treats, sensational soups, and craft artistry that bring joy to our customers! Volunteers are the critical ingredient for the Patch to work! Sales hours are same as last year: 10 AM -6 PM Weekend/ Noon to 6 PM Weekday. It's still light when you're closing up! Please sign up for sales shifts during October—we need you! Heartfelt thanks to everyone who has already signed up to sell pumpkins and/or volunteered for a key Patch role (lining up our forklift operator, making/freezing soups, publicity, recycling Gaylord bins—many others)! The work of your hands and hearts directly supports our neighbors in need. Please sign up for sales shifts on-line using Pumpkin Patch 2022 Sign-Up Genius —it only takes a minute. Look for the orange Pumpkin Patch button in any weekly e-Blast or our Immanuel home page www.icoh.net Please Sign Up Here for sales shifts on-line using Pumpkin Patch 2022 Sign-Up Genius—it only takes a minute.

https://www.signupgenius.com/go/4090E4EA9A823A4FC1-immanuel3



Hallelujah! The Goodwin House lunch is on once again on for this Wednesday the 19th at noon in the Fillmore Room. We'll have our usual soup and salad lunch, lively conversation, update on the pumpkin patch and look forward to what's coming up at church through the end of the year. To RSVP, contact Mother Susan at sparsons@icoh.net.

Senior Adult Ministry and Fellowship Brown Bag Luncheon: At our regular brown bag lunch on Tuesday, October 25, we will be watching a video recording of an event that was being held by the Episcopal Church's Office of Government Relations (OGR) whilst we were meeting live with the Poet Laureate last month! A Closer Look with OGR: Religious Liberty & the Supreme Court was a discussion about the impact of decisions made during the most recent term of the Supreme Court. The program was moderated by Mary Kostel, Chancellor to the Presiding Bishop The Most Reverend Michael Curry, and the presenter was Holly Hollman, General Counsel and Associate Executive Director, Baptist Joint Commission on Religious Liberty. The video is approximately 45 minutes and should provide fodder for some interesting discussion. Actual fodder in the form of dessert and beverages will be provided by Senior Adult Ministry and Fellowship but bring your own sandwich or salad. The luncheon starts at 12:15pm and we will begin screening the video at 12:30pm. There is no charge for this luncheon.

To RSVP, please contact Karen Besser at karen.besser@gmail.com.

CLERGY AND STAFF

The Rev. Susan D. Parsons (sparsons). The Rev. Sam Sheridan (ssheridan@io Dr. Jane Tavernier (jtavernier@icoh.n Janettarose Greene (JGreene@vts.edu Tom Hewson (thewson@icoh.net) Sughra Bakhtiari (sbakhtiari@icoh.net Aleta Y. Powell (apowell@icoh.net)	ralexander@icoh.net) Rector @icoh.net) Associate Rector eoh.net) Assistant Rector et) Director of Music) Seminarian Treasurer E) Bookkeeper Parish Administrator			
Gilma Balcarcel				
Stuart Dahlinger	Sexton			
THE VESTRY				
Darrell WilsonKristi Kubista-Hovis	Senior Warden Junior Warden: Administration			
Shawn Whitman	.Junior Warden: Building and Grounds, Creation Care Committees Adult Formation and Discipleship, Social Justice			

SCHEDULE OF SUNDAY WORSHIP SERVICES

8:00 a.m. Holy Eucharist Rite I, Zabriskie Chapel 3606 Seminary Road, Alexandria, VA

10:00 a.m. Children's Chapel, Side Oratory Chapel inside of Immanuel Chapel10:30 a.m. Holy Eucharist Rite II, Immanuel Chapel3737 Seminary Road, Alexandria, VA

Online

www.immanuel-on-the-hill.org Immanuel's YouTube channel

PRIESTS ASSOCIATE

The Rev. Dr. J. Barney Hawkins, IV
The Rev. Dr. Ruthanna Hooke
The Rev. Jan A. Maas
The Rev. John R. Smucker
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