

# Annual Report

## 2019



# Immanuel Church-on-the-Hill

**Immanuel Church-on-the-Hill**  
**Episcopal/Anglican**  
**Alexandria, Virginia**

**ANNUAL PARISH MEETING**  
**Sunday, January 26, 2020, 9:00 a.m.**

**AGENDA**

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**IMMANUEL CHURCH-ON-THE-HILL**  
**MINUTES OF THE 78<sup>th</sup> ANNUAL MEETING**  
**January 27, 2019**

The annual meeting was called to order by The Reverend Randy Alexander, who also opened the meeting with a prayer

Tom Hewson moved that the minutes of the 2018 annual meeting be approved. The motion was seconded by Tom Kerns and the minutes were approved by acclamation.

The presence of a quorum was confirmed by Jim Kurz.

### **Vestry Election**

The nominees for Vestry were introduced:

Martha Shimkin  
Hance Haney  
Kathryn Haskin  
Danette (Dani) Gentile Kauffman

Nominees from the floor were solicited, but no names were forthcoming. The work of the nominating committee was acknowledged.

Jan Maas moved that the four nominees be approved by acclamation, rendering a written vote unnecessary, and Sarah Glassco seconded the motion. The motion was approved by unanimous voice vote.

The Reverend Alexander expressed the gratitude of the parish to those members rotating off the Vestry: John Bednar (steward for Resources), Janice Corbett (steward for Newcomers and Evangelism), Martha Shimkin (steward for Children, Youth, and Family Ministries, who served a one-year appointment to fill a Vestry vacancy), and, finally, Jeannie Cummins Eisenhower (Senior Warden).

The Rector also expressed thanks and gratitude to outgoing Treasurer Laura Snow. He also acknowledged all the other capacities in which Laura faithfully serves the parish and the community, including through the Pumpkin Patch and with Carpenter's Shelter. As a token of the parish's thanks, he presented Laura and her husband Jim with a gift certificate to Il Porto (the site of Laura and Jim's first date!)

### **RECTOR'S REPORT**

The Rector noted that while his sermon today was, in essence, his "report", he wanted to highlight the following:

The International Anglican Congregation. The Reverend Peter Gachira first felt called to minister to Kenyans residing in the Washington metro area, and then to other international Anglicans, expanding the potential of the congregation. The expenses of the Anglican Congregation are currently principally supported by the congregation itself, by a Diocesan grant and by support from the Virginia Theological Seminary (VTS). The balance is being supported by Immanuel Church-on-the-Hill, comprising approximately 1% of our parish budget. We are evaluating the outreach and support that we provide.

The Flood of 2018. Did this result from a lack of maintenance? No, definitely not. Water came into the building from four points. The drain by the office needed to be dug up and replaced. The magnolia tree had to be cut down. The window in the boys' lavatory in the undercroft needed to be sealed.

The good news is that all of the repairs have held. Further funds from the flood fundraiser will be put toward future remediation efforts as identified.

## **OTHER CLERGY REPORTS**

The Reverend Rachel Rickenbaker reported that it had been a tough but great year. This year's highlights included working with the Pastoral Care Committee, participation in adult education efforts with Rev. Frank Wade and Rev. Alexander, and working with the confirmation class. She also thanked all of us for our prayers for the Rickenbaker family through James' health issues and her pregnancy and the birth of baby Eleanor.

The Reverend John Hogg thanked the parish for our welcome and guidance. He reported that the highlights of the year for him were a focus on formation and community development (citing the EYC barbeque as a highpoint), watching the youth engage with Sunday school and youth advisors, and revamping the Sunday school curriculum (Holy Moly).

The Reverend Peter Gachira expressed gratitude on behalf of the International Anglican Congregation (IAC) for prayers and support given to the congregation by the greater parish. They used to meet in homes. Most members belong to other churches as well as attending the IAC. The number of members is reduced, but they have bonded strongly, both Kenyans and members from other African nations. He reported that time and income are a challenge for members of the congregation, many of whom work multiple jobs and send funds back to Kenya to support extended family. He thanked the parish for our support and patience.

(Dr. Jane Tavernier was not able to be at the meeting, due to illness.)

## **SENIOR WARDEN'S REPORT**

Jeannie Cummins Eisenhour expressed her gratitude for support from past wardens, and from the staff and Vestry. She divided her report into three sets of three: accomplishments, challenges, and expressions of gratitude.

### **Accomplishments:**

The parish withstood the flood and came out with a plan for remediation against future weather-related assaults;

We strove intentionally to build bridges with the communities which meet in or use our building, as an expression of our discipleship;

The parish adopted our first parish By-Laws.

### **Challenges:**

We have aging facilities, and will continue to face the need to repair or replace various components (as the fire panel, which is currently not functional);

We have a growing cost of ministries (primarily fixed costs). So, despite uncertainty, each pledge is a step into faith.

There is a continuing need to engage in succession planning, as various parishioners who have led various ministries or activities for a long time make choices to move on or retire from those activities.

### **Gratitude:**

Thanks to John Bednar, for all of his work in maintenance, audio-visual and information technology.

It will take several people to replace John as he leaves the Vestry.

Thanks to Laura Snow, a world class treasurer.

Thanks to Randy and the Vestry, who never waiver in support of the parish.

## **JUNIOR WARDEN'S REPORT**

Jim Wise reported that the Vestry was only able to balance the budget on projected pledges, which we will need to revisit.

## **AREA STEWARD REPORTS**

The members of the congregation were referred to the Annual Report in order to read the various area steward reports.

### **TREASURER'S REPORT**

Treasurer Laura Snow reported that it had been a year of challenges and a year of miracles. The flood fundraiser had hoped to raise \$10K, but had, in fact, yielded \$37K. The pledge goal for 2018 had been \$635K but had actually achieved \$652K. The pumpkin patch netted \$68K for the parish to give in outreach grants, our best year ever.

Some specifics on the parish finances as included in the Annual Report:

Salaries and benefits constitute 61% of our parish budget.

We have "right-sized" our contribution to the Diocese.

We have provided a \$10K block grant to support the IAC, specifically to supplement Rev. Gachira's expenses.

We have provided \$30K to the general operating reserve.

We will have \$20K coming from the Trust. At the time of printing, the Trust report had not been received. However, it is noted that the value of the Trust decreased by 6.6% during 2018, but over the five-year period, it had increased by 2.5%.

### **REPORT ON THE TRUSTS**

An overview of the framework for the Trusts was provided by Trustee Brad Ashton (Chairman). He expressed thanks to Treasurer Laura Snow and to the nine Trustees.

Brad noted that there are three sub-funds within the Trust, and the Trustees must adhere to the original Trust documents for the use of any of these funds. These three sub-funds are: Memorial Garden, Calloway, and Endowment. The Trustees have an agreement with the Vestry that they will meet quarterly, and that they will meet with the Vestry at the September Vestry meeting.

There is currently approximately \$830K in the Trust. The parish is hoping to grow the Trust in order to provide greater opportunities for ministry.

### **GRACE AND GRATITUDE**

The floor was opened for expressions of grace and gratitude by parishioners.

Jim Kurz expressed special thanks for the ministry of the Rev. John Hogg, and for the fun for participants in the youth overnight which attracted 45 young people.

Laura Snow gave gratitude for Eve Anderson agreeing to step up to the Treasurer position.

Janice Corbett gave grace and gratitude for all the volunteers in the parish.

Tom Hewson thanks Connie Kurz for feeding our community and Carpenter's Shelter.

Sarah Glassco gave gratitude for Chris von Schoening for her work in the Memorial Garden and the parish grounds.

Wendy John offered grace and gratitude for Gilma Balcarcel for her faithful presence.

The annual meeting was closed with a prayer.

# 2020 CANDIDATES FOR VESTRY AND THEIR SURVEY RESPONSES

This year, Immanuel Church-on-the-Hill decided to ask its four qualified and talented individuals running for the Vestry to complete a brief survey on their candidacy and the value they each find in being a part of the Immanuel Church Family. Each brings unique skills, gifts, and experience to this important leadership position. Please take a moment to read their survey responses here prior to voting.

## DR. ALEXANDRA “SANDY” GRAHAM



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

I have worshipped with my husband, Dr. Paul Lartey, at Immanuel since our arrival here from Chicago in August of 2016. I had accepted a 2-year Fellowship assignment with USAID and in seeking a temporary home in the Washington DC Metro area, I chose to first locate an Anglican/Episcopal Parish where we would worship and then look for an apartment within walking distance. So, before our move here, we researched on the Internet and decided that Immanuel had what we were looking for in our home church.

I was raised a Roman Catholic and Paul comes from a staunch Methodist family. Since we wanted to worship together as a family, the compromise we reached, soon after we got married 20 years ago, was to join the Anglican Church, which observes most of the traditions of the Roman Catholic Church – without the guilt! Prior to Immanuel, we attended St. James Cathedral in Chicago and Accra Ridge Church, Accra, Ghana.

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

Soon after we joined Immanuel, I was fascinated with the music ministry, featuring the talented leadership of Dr. Jane Tavernier. I thought the music was utterly inspiring, but I had not been in a choir for 45 years and was nervous about joining. I volunteered to practice and sing at the Christmas Lessons & Carols that year and received such a warm welcome that I not only stayed on, I convinced Paul to join me. I am happy and grateful for the opportunity to develop and contribute what little talent I have as a soprano to the glory of God. In addition to that, I serve as Lay Reader, Intercessor and Chalice Bearer.

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

There are many things I love about Immanuel but number one is the diversity of experience and expertise of the people and their desire to make a difference in the world. There are people from all walks of life who have travelled to the ends of the earth and back who are willing to share their gifts of time, experience and resources. When I speak about Immanuel to friends and family, I always describe the service at Pentecost and the Bible reading in a dozen or more different languages.

Our original plan was to go back to Chicago, where most of our children and grandchildren reside, at the end of my Fellowship. We have decided to stay and the fellowship we have at Immanuel has played a major role in that decision.

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

I bring the totality of my experiences and expertise to Vestry service and commit to sharing valuable insights I may have from my background as a scientist, teacher and entrepreneur. I also look forward to learning from the diversity of other Vestry members.

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

In considering the opportunity to serve on the Vestry, I spent several weeks in prayer and self-discernment. Over the last few years, I have grown spiritually and firmly believe that I am here, at this point in time, for a reason. I therefore answer this call for discipleship in faith. I thank God for this blessing to serve on the Vestry and believe this represents a path to another level of spiritual fulfillment on my Christian journey.

## PHYLLIS SIMS



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

My husband Dodd and I have attended Immanuel for 7 years now. And Randy married us here (his first wedding performed at Immanuel) 6 years ago. So this makes for a very special connection.

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

I have helped on various “kitchen duties” from the very beginning of our time at Immanuel. I first got involved with the Pumpkin Patch working several positions such as Food Coordinator and as a Day Coordinator as well.

I have helped orchestrate receptions for funerals, Senior Dinners and Church Potlucks, etc. Dodd and I serve presently as Ushers, Chalice Bearers and I have been a Lecture reader.

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

I love the people. The worship is most important with a rector that delivers powerful, challenging sermons and is most sincere and led by God and the Bible.

I feel this is a vibrant congregation with so much heart. Heart for each other and especially for the community. I feel there are programs here to enrich our lives and our understanding of God in our lives and in the Episcopal church.

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

Gifts, talents, interests?? I feel I can bring a sense of radical hospitality to the members and visitors of Immanuel. As I said, I love this congregation, so it is easy to want to help and be helped by them. I want Immanuel to grow and I think we need to increase in numbers to extent our outreach with our programs in numbers and Spirit.

I hope to bring enthusiasm and willingness to serve the congregation in leadership in any way I can. My objective is to serve in making this a strong, fiscally responsible church and serving God as He will have me serve and live as I feel He wants me to live to His glory, remembering “It is all about Him.”

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

Strangely enough I have been struggling and avoiding serving on the Vestry, as I feel it might take up “too much of my time.”

But strangely also, is the fact that I have had this “nagging” feeling that I need to contribute more than I have in the past and that I need to step up and have God use me in anyway He feels I need to serve Him at this church. Now seems to be the time (as I am not getting any younger! Ha-ha and God seems to be calling me, now).





**SHAWN WHITMAN**

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

My wife Kristin and our two daughters have been worshipping at Immanuel for about 5 years.

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

We love the pumpkin patch for how it brings the church together and how it funds so many important ministries. Kristin has also participated in new member outreach.

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

\*I love the sense of community at Immanuel and the genuine friendship among the membership.

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

I hope my volunteer service and experience on non-profit boards brings useful experience and background to the Vestry and Immanuel.

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

I want to have a more intimate understanding of Immanuel and the Episcopal church. I was raised as a Southern Baptist, so I feel like there is still much I do not know about Episcopalians. I am also praying that God will share what his journey is for me on the Vestry.



## DARRELL WILSON



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

Leah and I have worshiped at Immanuel since 2001. Our children Ben and Rachel were baptized at IMMANUEL and our family has been active participants and members of the church for nearly two decades.

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

I have participated in the annual Pumpkin Patch for over 15 years, I am one of the lucky truck people nearly every year that helps with truck unloading and occasionally with larger pumpkin deliveries. I have also helped organize other volunteers for the Pumpkin Patch, through Boy Scouts and helping get volunteers from TC Williams. Ben, Rachel and I are also active participants with Immanuel's furniture delivery weekends for Alive and Leah has volunteered in Sunday school for around 15 years. I have also served on two lay Committees for Peter Ackerman and Pilar Padron. In 2019, I worked with many members of the Parish in helping with Christmas Family's.

Every year we are sponsors of our Church's outreach programs for the Dominican Republic Scholarships, school supplies in August and we also were active volunteers during the relocation of the Valley Drive Cooperative Preschool to Zabriskie, as both of our children were students at Valley Drive in the mid- 2000's. The formation of the Family and Youth ministry over the past 4/5 years has been an increasing wonderful aspect of our time in the Parish and it has enriched our entire family's life at the parish.

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

Immanuel plays a central role in our family's spiritual life. It is a part of the heartbeat of our family. We are committed to its outreach in Alexandria, its mission with the Seminary and its role in helping so many seminarians as they take on their call as ministers.

The growth of the ministries for youth and families has been a huge development over the past 4 years and Leah and I are committed to helping grow that ministry. I also really enjoy our music ministry and I believe it is one of the truly wonderful and spiritual things about our church. It is something that Leah and I truly love and I have purposefully supported that ministry and hope to help it continue and grow.

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

I believe in serving. It's part of my broader call of being in the church. We are certainly called to worship, but putting my talents as a public and government relations professional to work for the parish is something I know can be used for our broader mission in our community and with our Outreach Partners. There are so many activities at Immanuel and I believe I will become more active in many of them. One of the good things about considering serving on the vestry is that I come to this calling almost as an open book. A willing servant to provide a hand for work, an open mind for problem solving and 40 years of following Christ.

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

Vestry to me is about listening to my fellow parishioners. It's about prayerfully seeing the opportunities for stewardship and building on our outreach programs so that Immanuel can address the needs of our parish and our community. I want to be an active part of providing the ministries that comfort, enrich and provide spiritual growth for all of us.

When I think about how many spiritual leaders I have had the chance to learn from at Immanuel it's my hope to humbly serve in that manner and to build on all I have been given by this loving and amazing community of God.



# THE RECTOR'S REPORT

*“Jesus Christ is the same yesterday and today and forever.”*

*- Hebrews 13:8*

I take great comfort in these words from the author of the letter to the Hebrews. They speak of continuity, of dependability, of home, and of a truth on which we can depend. Our understanding and appreciation of Jesus changes, as Jesus himself said he had still more to teach his first followers and us (John 16:12), but Jesus, the Christ, the second person of the Holy Trinity, changes not.

That truth, that continuity and changelessness of Christ, is reassuring in looking back on 2019. It was a year which featured many transitions, both on the parish level and personally. A key element of these transitions was the departure of two members of our clergy team, the Rev. Rachel Rickenbaker and the Rev. John Hogg. They both left for good and noble reasons, and we sent them off with big doses of Immanuel's love and gratitude. I am very grateful for those who have pitched in to help cover some of their duties. These include our talented and committed youth leaders, our Sunday School teachers, our Godly Play teachers, and Hartley Hobson Wensing, our Vestry Steward for Children, Youth, and Family Ministries. I am also grateful to the Pastoral Care Committee and to Mark Fearer, our Vestry Steward for Pastoral Care.

We made substantial financial progress in 2019. As you will see in these reports, our giving, following a several years' trend, exceeded our pledge budget, our expenses were under budget, the Endowment grew (referring collectively to all sub-funds of our Trusts), and our reserve funds also grew. A further, continuing blessing which we need to name, and for which to give thanks, is that the parish has no debt. Further, our efforts in Planned Giving and Stewardship both saw progress and new efforts this year.

It is also true to say that we are feeling the effects of a series of deaths in the parish, a series of folks moving away (either for job re-assignment or retirement), and some of our folks finding it more difficult to get to church. We are blessed to have newcomers among us, and we celebrate and welcome them, but I also believe that we are called in this new year to a new spirit, and robust efforts towards, evangelism. I will be talking about this with the Vestry on our upcoming retreat, and you will be hearing a lot more about it. We are welcoming (today!) our new Associate Rector, the Rev. Susan Parsons. She will be serving with us on a part-time basis, especially in the areas of pastoral care, teaching, visiting, and providing support to our Seniors Ministry. We are re-opening the search for a new full-time Assistant Rector, looking towards a start date in the summer. While this person will serve in ministry across the breadth of the parish, a key focus will be in our Children, Youth, and Family Ministry.

I continue to marvel at the level of commitment, service, and devotion that is so evident among so many of our parishioners. We all need to thank those four members of our Vestry who are completing their terms of service today: Karen Besser, Jim Clausen, Mark Fearer, and Jim Wise. Jim has served so faithfully as our Senior Warden, and he has been an unfailing source of support and encouragement, along with good humor, to me. Thanks to Keith June, our Junior Warden, as well, for his central work in planning and discerning some needs of the parish, along with overseeing our Adult Formation and Discipleship efforts. Our seniors, and the parish as a whole, need to thank Karen Besser for her vision and passion for expanding our offerings to all of our seniors in the parish.

I am very grateful to Tom Hewson, who has stepped up and assumed duties as our new Treasurer. He has learned quickly, indeed, and is serving well. This is partly because he had a very good teacher. When our wonderful new Treasurer, Eve Anderson needed to resign early in the year due to unforeseen circumstances, and very understandable personal reasons, Laura Snow, our most recent Treasurer and current Assistant Treasurer, stepped back onto the bridge. She served so faithfully as Acting Treasurer and then trained and mentored Tom — all while helping with her daughters' weddings. I am grateful to all of these good and faithful people.

Immanuel is also served by a talented and dedicated staff. I miss Rachel and John, to be sure, and I am still very much in relationship with them. I remain constantly grateful for Dr. Jane Tavernier, for her skills as a musician and leader of our choirs, for her amiability as a colleague, and, perhaps especially, for her faith. I am grateful to Aleta Powell for her keen eye to detail, for her devotion to cost savings for the parish, and for the gracious way she greets and welcomes the visitor to the office, or the parishioner or member of the community on the phone. We all need to thank Gilma Balcarcel, who has cared so lovingly for the children of this parish in the nurseries for over 30 years. We welcomed our new bookkeeper, Sughra Bakhtiari, this year (whom Eve Anderson helped to find!). She has also been a quick study, and we are grateful for her service. Stuart Dahlinger continues working both at the Seminary and for the parish, and I thank him for his ongoing care of our facilities. We also owe buckets of thanks (a term I just made up) to our stellar volunteers in the office: Brooke Roberts, who manages our weekly e-blast and our webpage, and Agnes Soos, who manages our scheduling of those who serve in our liturgies, along with other duties.

We welcomed a host of new seminarians this year: Esther, Sam, Beth, and Suresh. They are each sharing of their gifts and talents with us, while they (hopefully!) are learning from us, as well.

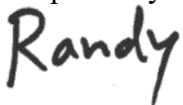
I am grateful to our Buildings and Grounds Committee, and to Kathryn Haskin, Vestry Steward, for wonderful, continuing care of our facilities and further, tangible progress towards keeping our buildings safe and dry. A new initiative, along with the Seminary, is a feasibility study about adding solar panels and generating a percentage of our own electricity, in an effort to be “greener” and better stewards of our environment.

I am always grateful for the scores of volunteers who help to lead our worship, as a true offering to God and for the edification of God's people. I believe we should also hold in prayer all those people, mostly unknown to us, who are now the beneficiaries of our Outreach efforts in the past year. May God bless, encourage, and strengthen them.

I would also be remiss were I not to name the many kind gestures of so many of our parishioners following my father's death. Suffice it to say their actions and countless prayers have made a difference, and they have made me even more grateful for the community we share.

God bless you all.

Respectfully submitted,

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

# MUSIC MINISTRY REPORT

As always, I give thanks to God for the support of the music ministry as shown by the congregation of Immanuel Church-on-the Hill.

## HIGHLIGHTS OF 2019 INCLUDE:

- **Brass Quintet with Timpani on Easter Sunday:** The powerful message of Holy Week was enhanced by the music of several composers culminating in a festive Easter Day, with a fabulous brass quintet and timpani.
- **Vivaldi's "Gloria":** This year the choir offered the Gloria of Antonio Vivaldi as a celebration for The Sunday After All Saints Day. They were accompanied by a fine string quintet and oboe, with a full, combined congregation in attendance.
- **Voices of Immanuel Concert:** One week before our annual Lessons and Carols service, we hosted a special free concert in Zabriskie Chapel featuring talented members of Immanuel's adult choir – it was beautiful. Immediately following the performance, we hosted a potluck party with Christmas sing in the Parish Hall.
- **String Quintet on Christmas Eve:** The Christmas Eve service was preceded by a prelude of works celebrating the birth of Christ in both solo song and choir. A Christmas String Quintet, sponsored by fifteen parishioners, accompanied our choir.

## WHAT'S NEW FOR 2020:

- **New "Gloria" Near Completion:** In continuing compositional endeavors, I have composed a new movement of "*A Mass for Immanuel*": the Gloria, and plan to premier it this Spring.
- **Expanded Sponsorship Opportunities for Christmas and Easter Services:** It was a nice touch having expanded strings at Christmas, and we will offer a similar opportunity at Easter. In addition to listings in our bulletins, a list of Sponsors and Patrons are posted on the *Music at Immanuel* page on our website for three months following Christmas and Easter Sundays. [www.immanuel-on-the-hill.org/music-at-immanuel.html](http://www.immanuel-on-the-hill.org/music-at-immanuel.html).

The purpose of music in church is to glorify God, and to enhance worshippers relationship with the Trinity. As always, I am grateful for the faithful and talented members of Immanuel's Adult and Handbell Choirs, and Immanuel's Angels Choir, who help bring such wonderful music to our services. Their dedication, spirit and enthusiasm are especially wonderful to work with.

Soli Deo Gloria,  
**Jane Tavernier**  
Director of Music

# SENIOR WARDEN'S REPORT

2019 has been yet another challenging but amazing year at Immanuel, filled with unanticipated trials but also successes. Who could have foreseen the failure of our Fire Control panel, creating the need for parishioners to step up and man a “fire watch patrol” whenever the building was occupied? Or the loss of a newly installed vestry member shortly after assuming office? The new treasurer experienced a near-catastrophe at her home and had to step down in order to devote all her time to managing cleanup and repair work. Pumpkin Patch proceeds were diminished due to an unexpected “deep freeze” that struck northwestern New Mexico and destroyed the pumpkin crop.

Before it became known to the parish that we would need to replace a vestry member AND the treasurer, a parishioner (who shall go unnamed to protect the innocent) tapped me on the shoulder one Sunday morning to express her gratitude that I was willing to accept the role of Senior Warden, telling me that she was confident that 2019 would be less challenging than 2018. I just smiled and agreed with her assessment.

2019 found us observing memorial services for some of our longest “tenured” members, and bidding farewell to others who moved away due to family, employment or retirement. But we also welcomed many new families and individuals to our ranks. We prepared a record number of rehydration packets for the Oral Rehydration Project (in cooperation with our friends & neighbors at Temple Beth El), enjoyed another fabulous Parish Retreat at Shrine Mont over Memorial Day weekend, made many facility and grounds improvements, and began planning a safety & security program for the church and pre-school, among other endeavors.

Some of the highlights:

## **ZABRISKIE FIRE WATCH**

Due to the failure of our Fire Alarm Control Panel, the City of Alexandria Fire Chief informed the church that whenever our buildings were occupied, there needed to be someone on duty whose responsibility it was to patrol the building and ensure that there were no fires present. This proved to be a surprisingly gargantuan task – planning the schedule of volunteers necessary to fulfill this requirement revealed how busy and active this parish is, as our buildings are used for a large variety of functions by a wide variety of groups, every day of the week. Many parishioners stepped up to the challenge, protecting our staff, tenants, visitors, and pre-school students, and discovering just how many steps there are in the church and parish hall.

## **TREASURER REPLACEMENT**

Not long after assuming her duties, our new parish treasurer experienced a near-catastrophic flood that resulted in her stepping away from the Treasurer duties to concentrate on re-establishing her household. In an act of selfless devotion to our church, the prior Treasurer came back to fill the position until a replacement could be found – this while helping two daughters plan their weddings! We owe a huge thank you to Laura Snow for filling this void. And also a huge thanks to Tom Hewson for subsequently assuming the role of Treasurer, finally freeing Laura to get those weddings on track.

As if replacing the treasurer wasn't enough of a challenge, our bookkeeper moved out of the area. Fortunately we discovered a very capable replacement, Sughra Bakhtiari, through the Christ Church Refugee Ministry, which Immanuel actively supports through our Outreach Program and participation by a number of our members.

## **VESTRY MEMBERSHIP**

The Vestry had to deal with some shifting membership in our own ranks, and we owe huge thanks to Francine Wargo for stepping into this breach and doing a fabulous job, including adding her famous wit to Vestry gatherings.

## **ORAL REHYDRATION THERAPY PROJECT**

For the 12<sup>th</sup> year Immanuel joined with Temple Beth El, our neighbors to the west on Seminary Road, to prepare packets of ingredients that when combined with water are able to relieve symptoms of dehydration caused by various illnesses and corrupted water supplies. 2019 saw a record number of volunteers (315 – 48 of whom were from Immanuel) AND of packets assembled – **22,422!!**

## **STAFF CHANGES**

As if replacing our Treasurer and a Vestry member weren't enough, we bade farewell to two of our beloved clergy members. The Rev. John Hogg received the call to join All Saints' in Richmond. John leaves behind an amazing legacy of children, youth, and family ministry. Immanuel is still searching for a capable replacement.

The Rev. Rachel Rickenbaker felt the call to be a stay at home mother to Eleanor. Rachel strengthened Immanuel's pastoral care ministry and brought refreshing youthful energy to her position.

## **PUMPKIN PATCH TRAVAILS**

After a record-setting Patch year in 2018, 2019 presented us with a host of challenges: fewer selling days, many rainy weekends, no apple crisps, and most damaging, the deep freeze that severely reduced the crop inventory. Never the less, we persisted! And in spite of these challenges we had a good year and will be able to continue the robust outreach program for which Immanuel is so well known, and which is funded by patch proceeds.

## **SITE SURVEY**

In Immanuel's continuing efforts to mitigate the effects of weather events, a site survey is being prepared that will analyze our "campus" layout, providing insights on measures that may be employed to preserve our resources.

## **INTERNATIONAL ANGLICAN CONGREGATION EMBRACED THE CHALLENGE**

The International Anglican Congregation made serious strides towards achieving its financial goals for 2019. While membership has not grown as quickly as hoped, the IAC rose to the financial challenge before them, falling just short of the goals that had been set.

## **AND LAST, BUT DEFINITELY NOT LEAST, RECTOR CHALLENGES**

For the last four months of 2019, Randy Alexander has been the only full time clergy member at Immanuel, and this at the busiest time of the Church calendar. Randy also dealt with a series of personal challenges, including various medical issues with the Alexander family, and the loss of his father. And if that wasn't enough, the loss of one of the family dogs. Through it all Randy was resolute, dedicated, and undistracted. The Vestry are in awe of how he handled these challenges and was there for the parish.

As a result, the Vestry determined to show that the parish is there for Randy. Along with the Personnel Committee, the Vestry unanimously voted to provide a bonus to Randy as recognition of his unwavering commitment to Immanuel. This is well deserved, and I take this opportunity to thank Randy personally for the leadership and example he demonstrated.

Respectfully submitted,



James R. Wise  
Senior Warden

## JUNIOR WARDEN'S REPORT

*Matthew 14:13-21 New International Version (NIV)*

*Jesus Feeds the Five Thousand*

<sup>13</sup> *When Jesus heard what had happened, he withdrew by boat privately to a solitary place. Hearing of this, the crowds followed him on foot from the towns.<sup>14</sup> When Jesus landed and saw a large crowd, he had compassion on them and healed their sick.*

<sup>15</sup> *As evening approached, the disciples came to him and said, "This is a remote place, and it's already getting late. Send the crowds away, so they can go to the villages and buy themselves some food."*

<sup>16</sup> *Jesus replied, "They do not need to go away. You give them something to eat."*

<sup>17</sup> *"We have here only five loaves of bread and two fish," they answered.*

<sup>18</sup> *"Bring them here to me," he said.<sup>19</sup> And he directed the people to sit down on the grass. Taking the five loaves and the two fish and looking up to heaven, he gave thanks and broke the loaves. Then he gave them to the disciples, and the disciples gave them to the people.<sup>20</sup> They all ate and were satisfied, and the disciples picked up twelve basketfuls of broken pieces that were left over.<sup>21</sup> The number of those who ate was about five thousand men, besides women and children.*

Over the past year I've had the great honor of serving as your Junior Warden, which has afforded me the opportunity to observe first-hand the many great programs and efforts ongoing at Immanuel. It has also provided an opportunity to witness first hand many of our challenges.

First and foremost, I would like to thank the many members of Immanuel who have given so much of their time, talent, and treasure. On each and every occasion, I have been inspired by so many great Immanuelites. Whether it's unloading pumpkins, serving on fire watch, taking part in a forum, receiving Communion or setting up the Altar, I am blown away from the commitment, dedication, and hard work of the of the members of Immanuel.

Best of all, my time as the Junior Warden has given me the chance to interact with so many great people at Immanuel. I have been greatly humbled by what I have seen, humbled by the commitment, dedication, and sense of service and love demonstrated by so many parishioners. As the Junior Warden, I have attempted to think both tactically (our day to day missions and functions) and strategically, about our long-term vision.

What I have attempted to do is to learn, understand, and where possible, help key efforts at Immanuel. I have also made it my goal of meeting and working with as many ministries and committees as possible.

Over the last year, we've encountered a great many challenges from a new Treasurer, finding a new vestry member, the departure of key members of the clergy, significant maintenance issues, a highly successful stewardship campaign and meeting the ever-changing challenges of the budget. In each case, I can honestly say, we met each challenge with grace, understanding, discernment, and prayer. And in each case, we as a community emerged more capable of meeting the challenges before us.

One of my key initiatives over the past year has been an effort to develop, coordinate, and synergize better



goals and objectives of each ministry. I asked each Vestry member to develop goals and objectives for their respective ministry areas. These goals and objectives were then “nested” with the overall Immanuel mission. This was a very productive effort as it allowed each ministry area to identify goals and objectives clearly, develop a strategic vision, and provide a status of the respective ministry area.

Another major objective undertaken by me as the Junior Warden has been an effort to better secure and provide a safe church. Regretfully, we live in an era where mass shootings have become almost a constant. And many of these mass shootings have targeted churches and other places of worship. These mass shootings have a horrible impact on our nation and our sense of security. Perhaps the worst element of the shootings has been the very corrosive element of fear that the shootings have induced in our churches and places of worship. In an effort to secure our sanctuary better, we have initiated an effort called, “safe church”. Part of this effort has been training and instruction provided by law enforcement and security experts. However, the safe church initiative is not an effort to add to the existing climate of fear but a spiritually based effort centered around love, engagement and awareness. Over the past few months, I have met with members of law enforcement, reviewed safe church efforts in other churches and dioceses, and started the process of putting in place a deliberate safety and security program. This effort led to instruction presented to members of the parish in August. In November, I also met with the Alexandria Sheriff’s Department and the head of Security at NOVA. During our meeting, we conducted a brief walk through of Zabriskie Chapel. The walk through was also a threat assessment as the NOVA security officer quickly identified areas of concern. There is still a great deal of work to be done in this area to include a follow up with the Alexandria Sheriff, training and formally putting in place plans and procedures to address security threats and concerns. We have also agreed to establish a new ministry area to address these concerns, and have, in fact, held our first meeting. We are actively seeking members to serve on this ministry.

We have also worked to reestablish the Finance Committee. Financial management is one of the key responsibilities of the Vestry. Over the past year, we were able to bring on a new Treasurer. However, during this process, we identified that the Treasurer needed more involvement and interaction with the Vestry. In an effort to provide better oversight of Immanuel’s budget, we have stood up the Finance Committee. I have had several discussions with Carla Murray, who has provided a wealth of information and expertise. We are planning a meeting with Carla and Tom Brown prior to the next Vestry meeting.

Another area we have attempted to improve are our Vestry meetings. Where possible we have attempted to streamline and make the meetings as efficient as possible. We ask a lot of Vestry members and serving on the Vestry also involves the family of the Vestry members. Time is precious so we have worked to make our Vestry meetings as efficient and as productive as possible.

I started my report with the feeding of the 5 thousand. Throughout the past year, there have been times when I thought we might fall short but we never did. In fact, during each crisis, we emerged stronger with an even better team or solution. As with the feeding of the 5 thousand, God helps us find a way. There is always enough. Let the feeding of the 5 thousand be a lesson in faith.

Oh ye of little faith! But I am very much looking forward to another year on the Vestry!

Respectfully submitted,



Keith June  
Junior Warden

## ADULT FORMATION AND DISCIPLESHIP REPORT

*“Just as Socrates felt that it was necessary to create a tension in the mind so that individuals could rise from the bondage of myths and half-truths to the unfettered realm of creative analysis and objective appraisal, so must we see the need for nonviolent gadflies to create the kind of tension in society that will help men rise from the dark depths of prejudice and racism to the majestic heights of understanding and brotherhood.”*

*- The Rev. Dr. Martin Luther King, Jr., Letter from Birmingham Jail*

*“The first service one owes to others in a community involves listening to them. Just as our love for God begins with listening to God’s Word, the beginning of love for others is learning to listen to them. God’s love for us is shown by the fact that God not only gives God’s Word but also lends us God’s ear. . . . We do God’s work for our brothers and sisters when we learn to listen to them.”*

*- Dietrich Bonhoeffer*

2019 was an incredible year for Adult Formation and Discipleship. Perhaps a basic goal of Adult formation is to grow spiritually and to live Christ’s ministry. Perhaps another basic tenet of adult formation and discipleship is to provide encouragement to others to be disciples.

Immanuel is blessed with a diverse group of parishioners. Our parishioners come from all over the nation and indeed the world. And have served in the US Department of State, the US Military, and industry. Everyone brings a unique and different perspective to our community. Additionally, we have the incredible resource of the Virginia Theological Seminary. Our forums have used the diverse experience of the parish, connected spirituality to our daily lives, and looked at faith from a variety of perspectives.

Over the past year, Father Randy, myself, members of the vestry and parishioners have attempted to develop and conduct programs that serve to enrich the Parish and to help members grow and be of interest. Additionally, many members of the parish also asked for time to simply fellowship over coffee. The greatest challenge has not been finding great topics, but time.

As I reviewed this past year, I would like to give very special thanks to Ms. Mary Ann Rehnke. Mary Ann has for many years given so much of her time, talent and treasure. She has been instrumental and indeed critical in participating and leading our many wonderful retreats. Quite frankly, without her strong and dedicated leadership, our retreat program would not be so successful and such an integral part of Parish life.

We had far too many forums to discuss each one but I would like to highlight some of the very special forums and series. As in previous years, we used Lent, Advent, Veterans, Day to conduct special forums or series.

This year’s Lenten series was especially well done. The series, led by Father Randy and Mother Rachel was on prison letters. The series examined and reflected on the prison letters of imprisoned Christians including the famous, “letter from Birmingham jail” written by Dr. Martin Luther King, letters from the German Theologian, Dietrich Bonhoeffer and the Dutch writer, Corrie ten-Boom. The letters were inspiring, sobering but powerful in providing a glimpse in the thinking of these courageous Christian and indeed world leaders.

In February, our Lenten series was conducted on Reconciliation. The persons addressed reconciliation at the personal level, national level, and even international level. The 3 part series was started by one of our seminarians, Deacon Stephen Crippen. We also had seminarians from Sri Lanka, Haiti, and Washington State provide examples of Reconciliation in their respective countries or areas. The series on Reconciliation was extremely well done as it provided diverse but real world examples of Reconciliation.

This year's Veterans Day was an opportunity to help understand and facilitate better the healing of scars from the Vietnam War. This year's Veterans Day panel featured not only veterans but the daughter of a Veteran. The forum helped the parish understand better a very different war and one in which Veterans were not treated with respect. I hope we continue to thank the many veterans of the Vietnam War.

Other forums have included, "caring for creation", "ways of praying", "Spiritual but not religious" and a forum on the liturgy. We also had a very special forum on the new book by the Rev. Dr. Frank Wade, Biblical Fracking.

Our retreats continue to be one of the highlights of Immanuel's Adult formation ministry. The retreats, held at Holy Cross Abbey, require considerable time, resourcing, and dedication. This year's Advent retreat was led by our former seminarian, the Rev. Deacon Stephen Crippen.

As I reflect upon the past year, I am filled with joy, humility, and love. Joy that I serve in such a rich and diverse parish, humility at the incredible people with whom I am able to worship, and a deep love for the commitment and dedication I witness from the parishioners of Immanuel.

Planning for this year's Adult Formation and Discipleship ministry is well underway. But we welcome the opportunity to explore how we can improve and provide forums, retreats and other activities that will serve to help us live the ministry of Christ.

Respectfully submitted,



Keith June

Junior Warden and Vestry Steward for Adult Formation and Discipleship

## BUILDINGS AND GROUNDS COMMITTEE REPORT

The Buildings and Grounds Committee had an active year in 2019, addressing numerous challenges that came up during the year as well as completing several projects that are to prevent future issues.

First, inside the parish building, we focused on continuing the work started last year to prevent future flooding in the building. If you remember, last year, the major step in preventing significant water getting into the building was completed by adding a new drain to the sidewalk before going down the steps to the parish office, as well as major work to ensure that a new pipe was placed that would “run clean” to take the water away from the building. Once that major pain point was fixed, the committee, under Tom Kerns’ leadership, continued the exploration of other issues that may be affecting water getting into our building. In order to be good stewards of the funds available to address the problem, we took on several steps to identify the most appropriate and cost-effective solutions. First, we contracted with experts to do a full evaluation of the grounds around the church and the drains under the property to identify problem areas. After multiple conversations with the committee and in consultation with experts, we addressed several problem areas late this summer.

- First, you’ll see that a new additional drainage area was added near the playground – this overflow drain will ensure that if the primary drain is blocked, there is a back up to take care of that area.
- Second, we added a berm to mitigate mulch and other debris running into the drain area.
- Third, we are considering what additional plants can be added to the small, grassy, sloped area next to the playground that will help manage run off.
- Lastly, we replaced the gutter on the parking lot side of the chapel, which should also help manage the run off from the roof more efficiently.

We’ve been monitoring the property closely for water intrusion, and we continue to look at ways to keep water running where we want it to run – and not in our buildings! For example, we’ve replaced the gutters and downspouts on the back of the parish hall building, which will ensure the water coming off of our large roof is being properly dispersed into the drainage system. After the fall gutter cleaning, we identified other gutters that are no longer draining properly, and in early 2020, we will have the gutters rehung to drain more effectively. Additionally, we’re looking at ways to slow the water flow down the hill through landscaping, with Kevin Kirby volunteering his knowledge in this area to help us identify solution.

Following on the theme of water, we also had repairs done on the flat roofs in the front of the chapel this fall, to address seeping issues that developed and can be seen in the narthex. Now that the leaks are fixed, you’ll also see drywall repair and painting, so that our church and parish hall spaces are back to their normal appearance. In addition to the areas impacted by water in the narthex and parish hall, we’re also having touch up painting done in other areas of the building.

In addition to this work, the Buildings and Grounds Committee completed a project to add additional lighting and security cameras to our parking lot. As you may know, the repaving of the parking area and lighting upgrades are thanks to the generous gift left to the parish through a bequest from the estate of Faye Klatt, with the executors of her estate approving this use of funds. Thanks to her generosity, the upgrades to our parking and lighting at Zabriskie will be a blessing to all of us for many years to come. This project required a group effort of contractors AND committee members, with Ted Sullivan, Doug Henry, Tom Kerns, and John Bednar coordinating the numerous moving pieces required to extend the electric line to the necessary location, have the foundation poured, the pole installed, and the needed cables for the security and Wi-Fi antennae to be put in place.

In addition to these major projects, there have also been several other projects tackled in the building, some planned and some reactive to problems. As many of you noticed early this summer, we had challenges with our air conditioning in the parish hall, kitchen, offices, and classrooms. We ultimately had to replace the main motherboard of our chiller, and after several weeks of delays from Carrier (the production company for the part), we were able to get it back up and running. During this time, we appreciated the grace with which our

tenants and parishioners approached the discomfort, and we were certainly glad to have the unit back up and running for the hottest parts of the summer! This fall and early winter brought new challenges for our units, but we were able to get the multiple units up and running again before the year ended. We also increased regular pest control processes in our buildings, both to limit their entrance points into the buildings and to limit their ability to impact the external components of our HVAC system.

We are also working on several upgrades and repairs in our parish hall kitchen, including replacing our commercial dishwasher. The unit we had before was still running strong through the spring, but after 28 years of service, we could no longer get repairs on it. Thanks to Paul Beckmann's connections and diligent research, he located a replacement for the commercial unit at a very affordable cost, which was installed for our use early this fall. Ted Sullivan also found suitable solutions to address necessary upgrades related to the hood in the kitchen, again applying diligent fact finding to get the best pricing and long-term solutions for the parish. We've also repaired several leaks in the kitchen that had developed through regular use.

Last but not least, we began the process of re-envisioning how we as a parish manage the Memorial Garden, which has been lovingly and diligently cared for by volunteers over the years, most recently Chris von Schoening. Chris has ensured the beautiful space we have on our property is maintained and constantly updated, and now we are looking at ways to preserve and make the care for the property more manageable. Again, Kevin Kirby is helping us imagine what is possible, including addressing the no-longer-functioning water feature, and we will be asking for parish input into both the plans for the gardens and the dreams of what it could become. To give you a hint at what is being discussed, we are interested in increasing native plant use on the property, considering how to support pollinator protections, discussing the use of rain gardens, and adding additional elements. If you are interested in being an integral part of this process, please contact me at [Kathryn.jackson41@gmail.com](mailto:Kathryn.jackson41@gmail.com) or by phone at 412.726.5510, and we can talk further about your interests and availability. Look also for more information from Kevin Kirby in the near future to gather further interest from the parish as he begins the process of identifying the next steps and timing.

This overview of the biggest projects we are taking on this year is a small part of the ongoing maintenance and care for the buildings and grounds we have available to us, and to our community. I am grateful to all the committee members, Tom Kerns, Doug Henry, Doug Onley, John Bednar, Ted Sullivan, Paul Beckmann, and Kevin Kirby, and to our Sexton, Stuart, for the generosity of their time and expertise in serving our community. I look forward to working with this committee – and new members – as we move into 2020 and continue to advance the ways we can use the spaces we have better to serve the community and care for creation through our choices.

Respectfully submitted,



Kathryn Haskin  
Vestry Steward for Buildings and Grounds

# CHILDREN, YOUTH AND FAMILY MINISTRIES REPORT

At Immanuel Church-on-the-Hill, ministry for and relationships with children, youth and families are at the heart of our parish life. 2019 was a continuation of our growth in this area, despite the transition that occurred in our staff leadership. Our director of CYF, the Rev. John Hogg, was with us through July 2019, providing thoughtful and relationship-centered leadership and spiritual guidance in this busy area of ministry. He accepted a call to another parish in August and since that time we have continued all efforts with the strong leadership of our lay volunteers, support of our seminarians, and active participation of our Rector.

The gap in paid staff in this area at the end of 2019 has enabled reflection and thinking about new possibilities and the Rector has decided that CYF staff leadership will in the future be part of the Assistant Rector's position. It is wonderful to have the theological and spiritual depth that an ordained person can provide to our children, youth, parents, and adult volunteers. While a fall search did not produce a candidate for hiring, the process continues. A committee of youth and adults has been advising the Rector in this search which we hope to conclude in the spring so that an Assistant Rector for CYF can be in place by July 2020. Please thank the following parishioners who are part of the Rector's advisory committee for the children, youth and families leadership search: Martha Shimkin, Rachel Wilson, Corey Wargo-Bergmark, David Atwood, Matthew Haskin, Rosi Urbine, and Brooke Roberts.

## **Highlights of 2019:**

### **Children's programming**

One of many highlights of 2019 was the re-birth of our beloved children's choir, under the leadership of Roz Kerns and Wendy Lane John. The children practice on third Sundays after the 9 am Eucharist and usually sing the 1<sup>st</sup> Sundays of the month at the Children's Eucharist.

In 2019 we continued with Children's Eucharist on the 1<sup>st</sup> Sunday of every month at 9 am. Children and adults all enjoy the children's homily and in recent months we have enjoyed an "adult" sermon, as well. Young people are especially active in the service reading lessons, leading the prayers, ushering, and acolyting.

Godly Play continues to nurture the faith of our youngest parishioners and is caringly led by Sarah Glassco along with teachers Carrie Cuddy, Caroline Bergmark, Julie Bruns, Eileen Monnin-Kirby and Linda Serabian, In 2020 we look forward to some upgraded materials and training for new teachers.

Sunday School finished year 1 of the popular *Holy Moly* curriculum and is now half way through the second and final year. In the summer of 2020 we will be researching and choosing a new curriculum. Sunday School teachers provide caring and creative instruction 3 Sunday mornings a month and on the 3<sup>rd</sup> Sunday of the month classes are held Sunday evening during Family Night. Please thank Linda Serabian, our SS director and teachers Andy Biache, Lisa Clausen, Dana Hengst, Martha Shimkin, Julie Bruns, Katherine Smith, Francine Wargo, and Lyndsay McGahuey-Yates.

### **Youth Programming**

2019 began with our youth winter retreat at Shrine Mont, which was well attended with close to 20 youth. The Rev. John Hogg provided spiritual direction, Connie Kurz cooked for the whole group, and chaperones included Andy Biache, Carrie Cuddy, Mike Eaton, Jim Kurz, Jeanne Eisenhour, and Hollyann Morton.

Monthly EYC breakfast clubs and social and service activities continued, along with the spring barbeque and fundraiser, which brought in almost \$1000 above costs for scholarship funds for future youth events. The youth and their leaders once again planned the Saturday night activity during our parish retreat at Shrine Mont, as well as the fall pumpkin bonfire attended by over 50 area parish youth.

Our 4<sup>th</sup> and 5<sup>th</sup> grade PreEYC group continued with outings almost once a month to build fellowship and cohesion for this group. Please thank Kameron Onley and Rob Johnson for leading this group last year. Our EYC adult leaders and youth members organized a wonderful farewell for the Rev, Hogg (who could forget the flying hogs?) along with the gift of 2 youth-made Adirondack chairs.

Our youth participated in junior and senior high Parish Youth ministry retreats at Shrine Mont with the rest of the diocese and this coming year that programming will expand to include a 4<sup>th</sup> and 5<sup>th</sup> grade PYM weekend. Our EYC leadership team deserves all our thanks for keeping all these activities going forward last year and this year. In addition to those named, please thank Curt Cowan and Beth Hendrix. All of these adults have worked on a weekly or monthly basis to keep our young people active and involved with their church family and with the wider community.

### **Programming for all: Family/Fellowship Nights**

The Rev. John Hogg started family nights as part of the CYF ministry and they continued this year on every 3<sup>rd</sup> Sunday evening with delicious meals followed by Sunday School and adult discussions. A new development this year was coordination with Senior Ministries so that Family night can serve both our older and younger members better. There was also co-planning with EYC one evening with parish youth talking to adults about their experiences with diocesan youth opportunities on PYM weekends and at Shrine Mont camps. The 3<sup>rd</sup> Sunday in December was a memorable evening with the Shrine Monks leading us in carol singing and the youth making holiday crafts.

In 2020 we look forward to developing family night into Fellowship Night and coordinating across all parts of the parish to make this truly an evening for all parish members. Thank you to Eileen Monnin-Kirby for coordinating volunteers for family night and to Matt and Kathryn Haskin and Susan Gildersleeve for helping so often with set up.

Finally, in December we held the annual Advent wreath making workshop and on December 24 CYF Ministries worked with our Worship Steward Martha Shimkin, veteran pageant leader Aly Powell-Switaj, and youth leader Rachel Wilson to put on a Christmas Tableau before the early Christmas Eve Eucharist. Children from infants to teenagers took on various roles to portray the holy manger scene and sing 3 carols with the help of Wendy Lane John and Roz Kerns. A special thank you to Jayme Wood for cleaning and repairing all our costumes this year.

2020 looks to be a great year as we continue nurturing our youth, parents and volunteers and bring on new ordained leadership for CYF to take us even further. Thanks to all our youth and adults for all your participation and leadership in these important programs.

Respectfully submitted,

***Hartley Hobson Wensing***

Vestry Steward for Children, Youth, and Family Ministries



## COMMUNICATIONS COMMITTEE REPORT

Communications is an important area of stewardship at Immanuel-Church-on-the-Hill. It is essential for us to get out our message to current congregants, potential new members, and the community at large. We used several venues for communication at Immanuel this past year:

Immanuel Website – Our website is managed by Brooke Roberts, who did a fantastic job of keeping our site up to date with succinct messages and visually appealing images. Additional thanks go to Mark Fearer, who recorded weekly sermons that were posted to our YouTube channel and linked from the website.

The Almond Tree, our monthly newsletter, was published the second Friday of every month. The Almond Tree was sent to most Immanuel members electronically, but through regular mail for those who requested it. It continues to keep us up to date on the happenings at Immanuel and delivers spiritual messages from our clergy and others. Aleta Powell has served as editor and publisher for The Almond Tree, and we greatly appreciate her talent with publications.

Weekly email blasts provided information about services, special events, and other essential notices to the members of our parish. These are also managed and produced by Brooke Roberts.

Facebook pages – Both our public and private Facebook pages are managed by Candy Levin. Her posts have been fun and informative and have helped us reach out to the community on social media.

In addition to using these channels effectively over the past year, we also investigated and purchased advertising space for some of our larger services in regional papers and on their electronic sites or services. Among these were The Washington Post, Alexandria Gazette, Zebra, and the Washington Blade.

Our communication channel managers appreciate the continued notification about upcoming events, as well as contributions of photos and follow-up event stories that show what a truly active parish we are.

A huge accomplishment this year was that the office software was upgraded and the Immanuel staff migrated to Office365 for email and other services. Many thanks to John Bednar for his IT expertise to make this happen.

AV ministry – While “Audio-Visual operations” as a ministry may sound a bit odd, we want to ensure that all service and forum hour attendees are able to see and hear what is going on.

Immanuel Chapel has a specific need for a dedicated person at each service to manage the sound in the chapel. John Bednar, Katherine Maas, Doug Onley, and Thomas Cuddy are some of trained AV squad that we have relied on in the past year. We definitely need more help in this area of ministry and continue to recruit new members for training and service.

The computer, screen, and sound system in Zabriskie parish hall allowed us to support forum hours and other meetings better.

Moving into the New Year, our parish photo directory still needs to be updated. That is a project I had hoped to undertake sooner and will seek assistance in coordinating it.

Much gratitude and appreciation for all of the dedicated volunteers mentioned above who have kept communications from Immanuel Church-on-the-Hill flowing this year, and apologies if I missed anyone.

Respectfully submitted,

*Francine*

Francine Wargo  
Vestry Steward for Communications

## EVANGELISM AND NEWCOMERS REPORT

Just as the clergy, ushers, and vestry greeters converse with newcomers in the narthex at the beginning and end of each service, all Immanuel Church-on-the-Hill parishioners can gain, and contribute, much in the way of evangelism by partaking of this practice. Greeting and making newcomers welcome is a joint responsibility of all of us. Ongoing efforts by present parishioners to greet and introduce newcomers to others after services and at coffee hours are very much appreciated.

Through friendly conversations at coffee hour, working together in the annual pumpkin patch, and even when passing the peace during the service, we offer an open community for all newcomers and visitors. To enhance casual communications, we have name tags available at the Immanuel Chapel, as well as at the Zabriskie Chapel; any newcomer can request one. Some, we hope, will choose to make this their home for regular worship!. A special thanks goes out to Wendy John, Brooke Roberts, and Melinda & Brad Ashton for assisting with the annual inventory and “scrub” of the hundreds of nametags located at both Immanuel and Zabriskie Chapels.

2019 wasn't our greatest year in terms of actual newcomer additions to our rolls, though we did add several new worshipers and held Baptismal services for new members of the greater Church. The loss of our Assistant Rector, Rachel Rickenbacker, who provided senior spiritual and practical guidance for this ministry, slowed down recovery efforts in the fall. Nevertheless, people continue to be attracted to our Parish due to the soundness of the sermons, the friendliness of our ministers and the congregation, our attractive chapels, the youth and children's programs, our wonderful music program, the Pumpkin Patch, Immanuel's special relationship with VTS, the church's location, and our outstanding seniors ministry.

Continue to invite your friends and neighbors to Immanuel Church-on-the-Hill, and warmly greet any new people. “...*the stranger that dwelleth with you shall be unto you as one born among you, and thou shalt love him as thyself; for ye were strangers in the land of Egypt: I [am] the LORD your God.*” – Leviticus 19:34.

Respectfully submitted,

***Jim Clausen***

Vestry Steward for Newcomers and Evangelism

## OUTREACH STEWARD'S REPORT

The Outreach Committee's activities for 2019 were coordinated by Jim Snow, Jim Wise, and Rebecca Cooper. 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 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 the money that fund the organizations and initiatives in the Outreach budget.

We celebrated the 26<sup>th</sup> year of the Patch in 2019. The Patch opened on October 6 with two truckloads. Due to weather conditions in New Mexico, the third delivery was delayed until October 19 but a large amount of the load was spoiled. The patch got a smaller delivery later in the month from a local farm in Virginia. It was unfortunate that the weather did not cooperate this year. We had rainy weekends throughout the month so our pumpkin sales weren't as brisk as last year, however, our craft sales were good. We welcomed contributions of food and crafts from the International Anglican Congregation. We weren't able to offer the apple crisps this year so one of our best-selling items was missing from the baked goods table. We will reconsider this food offering in the coming months for the 2020 Pumpkin Patch.

Presently, there is \$9,797 in Outreach carry-over from last year available for 2020. Our profit from Pumpkin Patch sales in 2019 was \$54,712. That gives \$64,509 to work with for the 2020 budget. To come within the available funding for Outreach projects, we calculated a 20% reduction in most line items from last year's budget and this is the baseline for 2020 funding.

Some of the Outreach highlights for 2020: We have added Bishop Walker School in Washington, a new ministry recommended by Father Randy. The funding for the Congo nurses continues at the \$2000 grant level to enable the current students to graduate.

### PARISH

The Outreach Committee will figure in the Pumpkin Patch overhead, contributions to Adult and Youth Mission trips and the Emergency Reserve after the February meeting.

### ALEXANDRIA CHARITIES

Alexandria tutoring Consortium, Alexandria Board of Lady Managers (INOVA Hospital) ALIVE!, ALIVE! Child Development Center, ALIVE! Shelter, Arlandria Clinic, Carpenter's Shelter, Carpenter's Shelter New Heights, Carpenter's Shelter Meals, Christ House Meals, Child & Family Network Center, Community Lodgings, Senior Services of Alexandria, St. Clement Homeless Overflow, West End Lazarus Ministry, Christ Church Refugee Ministry.

### REGIONAL AND NATIONAL CHARITIES

Greater Washington Power & Light, Virginia Interfaith Center for Public Policy, Offender Aid and Restoration (OAR), Samaritan Ministry of Greater Washington, Bishop John T. Walter School for Boys in Washington.

### INTERNATIONAL PROGRAMS

Congo Ministry: Institute Supérieur des Techniques Médicales – nurses' scholarships, Five Talents, Haiti Micah Project, Heifer Project International, Oral Rehydration Project, KRMA – Uganda Women's Ministry, American Friends of the Diocese of Jerusalem, Stand with Iraqi Christians.

In addition, following are highlights from the Haiti Micah Project, Christmas Families, the Heifer Project, and the United Thank Offering:

**The Haiti Micah Project (HMP)** has been an Immanuel outreach ministry since 2011. It was founded at VTS by Father Joseph Constant in order to serve the needs of orphaned and at-risk street children in Mirebalais, Haiti. HMP runs a children's home with 25 residents, a meal program serving more than 400 children daily, a vocational school, and educational stipends to help educate more than 150 children. HMP is run by an American Board of Directors (including Jim Snow from IMMANUEL) with a staff of 22 in Haiti. At Immanuel, HMP is a recipient of an annual outreach grant of \$4000 and, in addition, 31 parishioners currently participate in the Sponsor a Child program for a dollar-a-day (\$365). The last year was very hard in Haiti with civil unrest, inflated currency, food and fuel shortages. For the children it serves, HMP provides love, sustenance and security. Immanuel's support is a blessing.

### **Report on Christmas Families 2019**

As a parish we brightened the Christmas of 100 families, 280 children, and 135 parents, 415 people in all, from Alexandria Human Services, the Lazarus Ministry, and present and former residents of the Alexandria Community Shelter. 45 families (95 children, 55 parents) were adopted (including a large family adopted by the Valley Drive Preschool); for 55 families (185 children, 80 parents) we bought gifts with contributed money.

In addition to 470 Lego sets, art kits, science kits, basketballs, dolls, play sets, games, and items of clothing, we gave 45 bicycles, beautifully refurbished or put together (thanks to Tom Cuddy and helpers), and over a 1000 books bought at discounts up to 80% (thanks to Connie Kurz, Laura Snow, and helpers). These include two small books for each of the 140 children in the preschool classes of Child and Family Network Centers, Anno's counting book and 500 Words with pictures and words in English and Spanish.

Behind every one of these numbers is a child building a Lego castle and acquiring a sense of space and numbers, a teenager building remote-control machines, a child painting or reading, a parent reading a picture book to her toddler, a family playing Monopoly, a child gaining confidence while riding a bike. The Christmas Families core team, consisting of Lissa and Dagobert Soergel, Linda Serabian, Connie Kurz, and Tom Cuddy, coordinated the efforts of many, many parishioners who shopped, made beautiful doll clothes, entered gift and family data into the database, matched books and other gifts with children, tagged gifts, wrapped gifts, bought bikes, fixed bikes, and transported everything.

**The Heifer Project:** Heifer International is a global organization that works with people in the developing world to provide nutritious food, shelter, clean water, a decent education, and access to health care. One of the ways they do this is by giving people animals. A cow that provides milk can give a family better nutrition and provide them with an income by selling the milk. For the last 21 years Immanuel's Sunday School community has hosted a fair and parishioners have generously donated to allow us to help this wonderful organization. In 2019 we focused on bees. The children learned about all the gifts bees provide to the environment and passed this information on to our community.

The coordinator for the United Thank Offering, Doug Henry, reports that in 2019, Immanuel donated over \$700 to this charity. That brings the total for the past three years to more than \$2,200 donated from parishioners for this ministry.

Doug would like to add that more than 15 Immanuelites served as Meals on Wheels volunteers during 2019.

We are grateful for the time and resources donated by members of the Immanuel parish for the many worthy causes we serve locally in Alexandria, nationally, and internationally. We are especially grateful for the countless hours spent planning, serving, cooking, and crafting by Immanuel volunteers for the success of our Pumpkin Patch each year.

Respectfully submitted,

*Chandley*

Chandley McDonald  
Vestry Steward for Outreach

## PASTORAL CARE REPORT

*Then the righteous will answer him, 'Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?' The King will reply, 'Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.'*  
Matthew 25:37-40

The 2019 Pastoral Care Committee was chaired by Assistant Rector Rachel Rickenbaker, with Mark Fearer serving as Vestry Steward. Committee members included Mary Ann Rehnke, Susan Kernan, Cynthia Caples, Martha Sedgwick, Dana Hengst, Marcia MacDonald, Keith June, Lisa Frye, and Sara Fein.

The Pastoral Care Committee comprises at least:

**Lay Eucharistic Visits.** Coordinated by the Assistant Rector, we send commissioned visitors who have been licensed by the Diocese in at least pairs of two to parishioners who are homebound, hospitalized, or otherwise unable to get to church so that they may receive the Holy Eucharist, hear the Gospel lesson, and share current events of Immanuel Church-on-the-Hill. Visitors ask the recipient(s) if they would like a visit from the clergy. In most cases flowers from Immanuel Chapel are provided to the recipient(s).

**Note Writing.** Organized by Assistant Rector Rachel Rickenbaker, the monthly note writer hand-writes notes, sometimes cards, to those on Immanuel's long- and short-term prayer list. It has proven effective with delightful feedback from recipients and lets our homebound and distant friends know they are thought of.

**Transportation and Meals.** Oftentimes people are in need of rides to and from medical appointments. Your Pastoral Care Committee organizes such requests. The response shows God in action among us. Meals have been provided at special times such as grieving families after a loss.

**Flower Ministry.** As mentioned with the Lay Eucharistic Visits, your Clergy and Pastoral Care Committee take advantage of the flowers after the last service and see that they get distributed appropriately, beginning with the sponsoring family of the flowers, then to folks on the prayer list, those receiving Eucharistic visits, etc.

Your Pastoral Care Committee does not operate in a vacuum. Rather, its members are part of and/or work with other ministries to accomplish goals in Christ's name.

Respectfully submitted,

**Mark Fearer**

Pastoral Care Committee Vestry Steward

## PERSONNEL COMMITTEE REPORT

A Personnel Committee was established to support the Rector as needed and requested regarding personnel matters at Immanuel. The committee helped to develop and clarify personnel policy and aimed to provide continuity as Vestry and Wardens change from year to year. Members of the committee include Jeannie Cummins-Eisenhour, Sarah Fein, Martha Shimkin, Doug Onley, and Doug John. The Committee reviewed and updated the Immanuel personnel handbook, developed a template for standardized job descriptions, created performance discussion templates to support the Rector in annual discussions, reviewed the Treasurer role, searched for a new Treasurer, and discussed policies related to leave for part-time employees, review of background checks and sexual harassment training for employees and volunteers, and reviewed/took action on issues related to the International Anglican Congregation. The Personnel Committee establishment was timely, as both the Assistant Rector and the Assistant Rector for Children, Youth, and Families answered to new calls and moved on from the parish. The Personnel Committee advised on the establishment of an advisory search committee for the Rector, checked in on the search committee progress and were invited to join interviews. At the end of the year, the committee made recommendations on a diocesan guidance regarding cost of living increases, and drafted job descriptions for the new part-time Associate Rector to support the Rector in his final discussion and offer.

Respectfully submitted,

***Martha***

Martha Shimkin  
Convener



### ADVISORY SEARCH COMMITTEE

A search committee was formed to support the Rector in finding a new part-time Associate Rector, as well as a full-time Assistant Rector, understanding that these positions would be filled at the Rector's discretion. The group represented an array of interests from the Parish, including youth. They assisted in crafting job descriptions, announcing positions, reviewing resumes, and interviewing candidates for both the Assistant and Associate (part-time) Rector positions. The committee continues to engage in this work and includes Matthew Haskin, David Atwood, Rachel Wilson, Rosi Urbine, Hartley Hobson-Wensing, Brooke Roberts, Corey Wargo-Bergmark, and Martha Shimkin.

# PLANNED GIVING COMMITTEE REPORT

## Commitment to Immanuel's Future

Immanuel Church-on-the-Hill recognizes and thanks those parishioners who have made the very personal decision to leave a legacy gift that will benefit Immanuel for years to come.

A legacy – or planned – gift is like planting seeds in faith and hope for the future – the small seeds will produce a great tree whose fruit will sustain future generations.

## Zabriskie Society and Making Plans for a Future Gift

Members of Immanuel's Zabriskie Society ensure the future of our parish and create lasting benefits for years to come. They have made Immanuel, or one of its trust funds, a beneficiary through a bequest, their will or other planned giving program.

There is no minimum amount of a future gift required to join the Zabriskie Society.

## Efforts of the Planned Giving Committee

Special thanks to the dedication and commitment of the Planned Giving committee to strengthen and secure the future of Immanuel Church-on-the-Hill:

The Rev. Randy Alexander  
Brad Ashton  
Tom Brown  
Jamie Conrad  
Hugh Campbell  
Kathryn Jackson Haskin  
Tom Hewson  
Danette (Dani) Gentile Kauffman  
Dorothy Kellogg  
C. Kerry Kelly Wade

## Planned Giving Work in 2019

The Planned Giving committee met in May 2019 to review important historical information about previous planned giving efforts and to develop its strategy, plans and programs for the upcoming months.

## Sunday Forum – “What is the Best Gift for Me?”

The Planned Giving committee sponsored a Sunday Forum on June 2, 2019, in the Welcome Center entitled

**“What is the Best Gift for Me – To Benefit Yourself, Your Loved Ones and Causes You Care About.”**

Thirty-nine parishioners attended. The presentation was given by James Murphy, Managing Program Director, Episcopal Church Foundation, New York City.

The presentation focused on two distinct areas of giving to benefit yourself, your loved ones and the causes you care about – Ways to Give Now and Ways to Give in the Future. The presentation can be viewed by visiting Immanuel's website on the Planned Giving webpage: [www.immanuel-on-the-hill.org/planned-giving.html](http://www.immanuel-on-the-hill.org/planned-giving.html)

The question period during the forum was lively with specific interest in two areas -- giving through a traditional IRA using Required Minimum Distributions and the ease of giving using a Donor Advised Fund. A webpage with a matching fact sheet entitled “Practical Matters for Giving Faithfully” was developed to present information about using Required Minimum Distributions for charitable giving. It is available on Immanuel's website in the “Give” section. This fact sheet will be updated to reflect legislative recent changes to the Required Minimum Distribution requirements effective January 1, 2020.



## Lunch and Learn Conversation on Planned Giving

Following the Sunday forum on June 2, James Murphy met for lunch with church leaders, including clergy, members of the Planned Giving Committee, the Vestry and the Trustees of Immanuel's Endowment Funds for an instructional conversation about planned giving. James discussed:

- key issues in planned giving
- lessons learned by other churches
- a dozen positive actions to take when Immanuel receives a bequest
- guidance for expanding and strengthening the Zabriskie Society

## Zabriskie Society Actions and Communications

Produced and updated the listing of Zabriskie Society members with their contact information. All members of the Zabriskie Society received a personalized invitation from the Rector to attend the Planned Giving Sunday Forum on June 2, 2019.

Zabriskie Society members received a personalized Christmas card signed by the Rector. The card with a watercolor painting of Zabriskie Chapel, suitable for framing and created by parishioner Thomas Kerns, thanked members for their commitment to sustaining the future of Immanuel.

Zabriskie Society members are invited to a celebratory gathering on Saturday, February 29, to thank all members for their commitment to the future of Immanuel Church-on-the-Hill. Members of the Zabriskie Society are recognized below.

Respectfully submitted,

*Dani*

Danette (Dani) Gentile Kauffman

## MEMBERS OF THE ZABRISKIE SOCIETY Immanuel Church-on-the-Hill

Brad and Melinda Ashton	Tom and Debbie Hewson	Stefanie Reponen
<i>Dick and Daniel Barrows</i>	Richard and Kathleen Hobson	Anthony and Patricia Rogers
<i>Alice and Andrew Biache, Jr.</i>	<i>Ethel Hoffman</i>	Geoff and Barbara Scheffer
Tom and Sally Guy Brown	<i>Carolyn Huebner</i>	Catherine Sinclair
<i>Patrick Callaway</i>	Sue Hurn	<i>Phil and Barbara Smith</i>
Hugh and Jan Campbell	Doug and Wendy John	John and Louise Smucker
Jamie and Kathy Conrad	Ginny Johnstone	Jim and Laura Snow
<i>George and Barbara Currie</i>	Danette Gentile "Dani" Kauffman	Agnes Soos
Elaine Davies	<i>Dan and Nancy Kelly</i>	Carlton and Margaret Stockton
Natalie Doyle-Hennin	<i>Felicia Klatt</i>	Richard and Norma Taliaferro
<i>Effie Dunston</i>	Suzanne Lamb	Jane Tavernier
Beth Eckert	Ken and Chandley McDonald	David and Jane Temoshok
Wade Egener and Mary Ann	John and Ruth McQuesten	<i>Henry and Roberta Thomas</i>
Sutherland	<i>Fred and Margaret Moring</i>	<i>Richard Thomsen</i>
Sam and Paul Faeth	<i>Virginia Morse</i>	John von Senden and Kyrah Drasheff
Mark Fearer	Bruce and Cynthia Morton	C. Kerry Kelly Wade
Margaret Fogerty	<i>Martha Osborne</i>	Steve and Molly Wade
<i>James and Catherine Fort</i>	<i>Helen Paulson</i>	<i>Charlotte Walkup</i>
<i>Allison Gibson</i>	Janet and Michael Pawlukiewicz	<i>Carrington and Doreen Williams</i>
Susan Gilbertson	<i>Gordon Peyton</i>	Alma Yopp
<i>Rebecca Graham</i>	Marcus Rarick	<i>Phyllis G. Young</i>
<i>Margaret Harris</i>	Mary Ann Rehnke	
Douglas Henry		

\* *Italics identify deceased members of the Zabriskie Society*

## SENIOR ADULT MINISTRY AND FELLOWSHIP REPORT

During 2019, Senior Ministry and Fellowship held two “listening luncheons” and undertook some new activities in response to parishioner feedback. Instead of having one luncheon per month at Goodwin House-Alexandria, we tried alternating lunch at Goodwin House with brown bag lunch in the Parish Hall. The brown bag lunches provide a better physical location for speakers (with AV support and better line-of-sight), allowing us to have presentations on how to check out books from the Alexandria public library remotely (July), and from the Episcopal Public Policy Network (October) as well as a holiday hymn sing in the adjacent chapel (December). We also had several outings, including a visit to Hillwood Estate and Museum (July), picnic to Bladensburg Waterfront Park including a pontoon boat ride (September), a wine tasting and orchard visit (October), attendance at broadcasts of The Audience (June) and You Are Here, a come from away story (September) and held an evening wine and dessert soiree after the first performance of the Washington Bach Consort at Immanuel Chapel (November).

We are also making a special effort to mesh Senior Ministry and Fellowship with Children, Youth, and Family Ministry during the monthly Family Nights (held on the third Sunday evening). Grandparents are invited to attend, joining families for dinner and then attending either the adult discussion or meeting separately to discuss grandparenting issues. Whether your children and grandchildren attend Immanuel or are elsewhere, all grandparents are specifically invited to participate in Family Night.

There are over 200 members of the parish who are 60 years and older, and the goal of Senior Ministries and Fellowship is to provide opportunities for growth and connection within our membership and within the greater parish. We are working to design a vibrant and varied program that meets the interests and availability of people from 60 to 99 (and over!), working or retired. During 2019, over 110 individuals attended one or more Senior Ministry and Fellowship activities, and several people brought friends, who are always welcome.

Entering 2020, we will continue to focus on providing on-going social connection and group experiences in the arts, with nature, with the culture, and with technology, all within our spiritual context. Anyone interested in helping to plan and execute these activities is invited to participate. And all parishioners are invited to attend Senior Ministry and Fellowship activities at any time.

Respectfully submitted,

***Karen Besser***

Vestry Steward for Senior Ministry and Fellowship

# STEWARDSHIP REPORT

## Executive Summary

We are deeply grateful to all parishioners for their support of Immanuel's 2020 Every Member Pledge campaign. As of January 19, Immanuel received pledges from 151 families and individuals representing a total amount pledged of \$648,994.

A generous parishioner offered \$10,000 in matching funds for first-time pledges, the increased amount of an existing pledge and re-instated pledges which equal or exceed the previous "lapsed" pledge amount. Immanuel was able to obtain the full matching gift, bringing the total amount to \$658,994. This reflects two re-instated pledges and 95 pledgers (or 63%) who increased their pledge for 2020 — in total, by \$62,914.

The current projection for pledge totals is \$685,000, based on historic giving patterns of current pledgers and some anticipated re-instated pledges. This means we are 95 percent of the way in projected total commitments and 92 percent towards completing our participation goal. If you haven't completed your pledge yet, please consider doing so today.

**Special thanks to the members of the Every Member Pledge committee** for their dedication and commitment to the success of Immanuel's 2020 Every Member Pledge campaign:

**The Rev. Randy Alexander**  
**Tom Brown**  
**Jamie Conrad, co-chair**  
**Tom Hewson**  
**Taylor Houck**  
**Keith June**  
**Danette (Dani) Kauffman, co-chair**  
**C. Kerry Kelly Wade**  
**Kameran Onley**  
**Allison (Ally) Powell-Switaj**  
**Kristin Whitman**

## Decisions – Campaign Theme, Timing and Communications

The Rector and co-chairs of the annual stewardship campaign decided to rename Immanuel's annual stewardship campaign the "Every Member Pledge" campaign to emphasize the importance of across-the-board participation. This team reviewed materials and templates provided by the Diocese of Virginia and determined that messages created specifically for parishioners at Immanuel would be a more relevant approach.

Using scripture from Acts 2 selected by the Rector, we created communications for the campaign on the theme "With Glad and Generous Hearts."

The graphic identity for the Every Member Pledge campaign was created specifically to support Immanuel's theme.



### Timing

The Every Member Pledge campaign launched on Sunday, November 3 and concluded with the blessing of pledges on Sunday, November 24. The campaign was planned to launch after Pumpkin Patch activities and conclude before Advent.

Work began on campaign communications and graphics in July. All members of the Every Member Pledge committee were present at the committee's first meeting on September 9, 2019. The kick-off meeting included a presentation from the Treasurer discussing 2019 pledge statistics and pledge goals for 2020, suggestions for

candidates to present Stewardship Minutes and a review of 2020 pledge packet materials.

### **The pledge packet consisted of:**

1. Letter signed by the Rector and the Wardens
2. “We All Count at Immanuel,” highlighting Immanuel’s important achievements in 2019  
An insert about Immanuel’s \$10,000 matching gift opportunity for pledges that meet or exceed certain requirements
3. The pledge “card” and return envelope, as well as the outer mailing envelope
4. The committee reviewed and approved the draft pledge packet, including the graphic identity for “With Glad and Generous Hearts;” the decision to rename “Stewardship” campaign “Every Member Pledge” campaign and the campaign timing of November 3-24, with specially-developed weekly communications goals.

### **Key Action Items**

The Every Member Pledge committee generated 13 action items to support the campaign. All actions were put in practice and completed. Those 13 action items are:

- use “Stewardship Minute” testimonials;
- present a Sunday forum about the church budget
- use a Sunday forum to gather ideas from parishioners about what they envision Immanuel could be doing
- describe what it means to “pledge” and why “pledging” is so important
- have a Q&A section in pledge communications
- focus on “across-the-board” participation
- make the point that pledging is important from a spiritual standpoint
- help children learn the importance and discipline of pledging and giving
- engage children in the campaign through their artwork
- highlight the importance of gratitude in our communications for all that has been given.

### **Sunday Forum – “Where Does the Money Come from and Where Does it Go?”**

The Every Member Pledge committee sponsored a Sunday Forum on November 17, 2019, entitled “**Where**

**Does the Money Come from and Where Does it Go?”** Forty-eight parishioners attended. Presenters were: Tom Hewson, Treasurer; Jim Wise, Senior Warden; Keith June, Junior Warden; and Brad Ashton, Chair of Immanuel’s Trust Fund Board of Trustees. They presented information about our income and expenses, how the budget is managed and tracked and the significance and value to Immanuel’s future of our endowment Trust Funds.

### **Sunday Forum – “Let’s Dream and Also Believe – Living into God’s Plan for Immanuel**

The Sunday Forum on December 8, 2019, was moderated by Jeannie Cummins Eisenhour and entitled “**Let’s**

**Dream and Also Believe – Living into God’s Plan for Immanuel.”** Fifty-one parishioners attended, seated at round tables to facilitate easy discussion and brainstorming of one of the identified topics. With leadership from table captains, small groups brainstormed their topic, captured ideas on paper and presented their top three brainstorming ideas to the entire group.

### **The Sunday Forum’s Small Group Discussion Topics**

- 1) Our children and youth formation
- 2) Our adult and senior ministries formation
- 3) Our caring concern for parishioners and enhancing community-building at Immanuel
- 4) Our buildings, grounds and our concern for the planet
- 5) Our outreach mission and funding sources
- 6) Our worship, music and sharing the Good News
- 7) Our volunteer pool and how we build, thank and recognize them

Now, YOU Draw YOUR Picture of "With Glad and Generous Hearts"

Name: Chloe

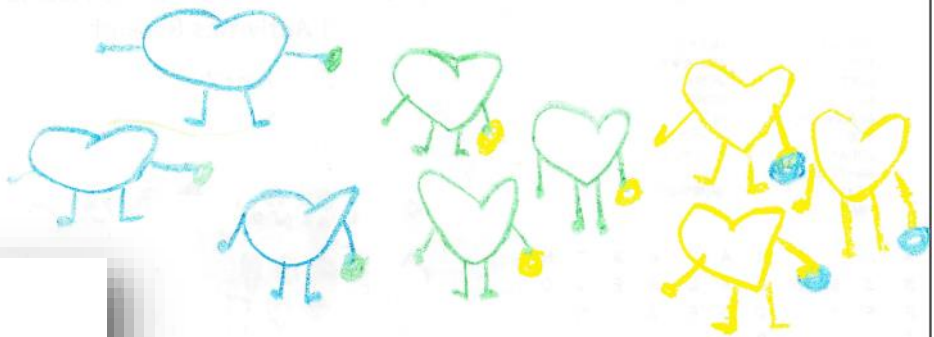
Age: 10



Now, YOU Draw YOUR Picture of "With Glad and Generous Hearts"

Name: Grace Wensing

Age: 4



Sophie



Rayna

Ideas and recommendations from this Forum are summarized in a separate report in this document.

### **Stewardship Minutes**

At every service during the Every Member Pledge campaign, a parishioner spoke from the podium immediately before the Eucharist about the importance of Immanuel in their life and the role of generosity and gratitude. Along with these 11 testimonials, children created and submitted their artwork to help us see the meaning of “With Glad and Generous Hearts” through their eyes.

### **Outreach to Non-Pledgers**

Committee members and others gathered on January 12, 2020, to reach out to 38 families and individuals with a gentle reminder about their opportunity to pledge for 2020.

### **Results to date of the Every Member Pledge campaign, as of January 19, 2020:**

- Pledges Received: 156
- Amount pledged to date: \$653,794
- Amount including the matching gift: \$663,794
- New pledges: 7, including 2 from youth
- Re-instated pledges: 5
- Increased pledges: 96 pledgers (or 62 percent)
- **\$2,600 - 2020 median pledge**
- **\$4,191 - 2020 average pledge**

### **Thank You, Again!**

With special thanks to all who supported Immanuel’s 2020 Every Member Pledge campaign and gave of their time, talent and/or treasure.

With gratitude for all that God has given us,



Jamie Conrad



Danette (Dani) Gentile Kauffman  
Co-chairs, Every Member Pledge campaign

# WORSHIP REPORT

## Thanks to the Worship Leads

I begin this report with a shout-out and thanks to the many parishioners who participated, often behind the scenes, in making worship happen at Immanuel Church-on-the-Hill. I know that our worship leads for the various worship service components agree.

Thank you so much to the many ushers, led by Marcus Rarick.

Thanks to the incredible behind-the-scenes work of the Altar Guild, led by Rosi Urbine.

Thanks to our numerous chalice bearers who help with every Eucharist.

Gratitude goes to our youth as acolytes, led by Francine Wargo.

Thanks to the many readers and intercessors, scheduled by Agnes Soos — and to Agnes for managing the Ministry Scheduler.

Appreciation to the Flower Guild, led by Candy Levin.

Thanks to the audio-visual team, at every Immanuel Chapel service managing sound and microphones.

Thank you, choir and section leads, directed by Dr. Jane Tavernier, for a year of exceptional music.

Thanks to the Immanuel Angels children's choir led by Roz Kerns and Wendy Lane John.

Such thankfulness for every service coffee hour, coordinated by Sudie McGahuey and supported by Gilma Balcarcel, and thank you to all of the many coffee hour hosts.

Thanks to the nursery staff, Gilma and Aneida Balcarcel, and to the Godly Play leaders, coordinated by Sarah Glasgow, who lead our youngest members in age-appropriate worship before joining their families and friends for Communion.

Of course, we thank our Rector, clergy and the Seminarians for all they do to lead our worship, teach, prepare, be present, and bring Christ into our midst every day and at every service. We are so fortunate to have an association with the Virginia Theological Seminary, as well as a long list of Priests Associate who preach, serve, teach, and commune in our parish.

There is so much that goes into offering services at Immanuel Church-on-the-Hill and I ask everyone to take a moment and, with gratitude, think of all that goes into the several services every week. Also, I invite you to join the corps of worship leaders in any way you can. We will be holding training for readers, chalice bearers, and acolytes in February. There is always room in the Audio-Visual, Altar Guild, Flower Guild, and usher ministries. Participating in the services is a way to give, a way to bless others, and a way to receive more fully from the service. Thanks to everyone who makes this happen, and to all of you who may consider joining this large group of members and friends. Please contact me, one of our worship leads, our priests, or a vestry member any time if you wish to join in.

## Vestry Goals for Worship and Accomplishments

I started off the year as Vestry Steward for Worship with several goals shared with our Rector, clergy, and the Vestry.

**Continue and increase full and diverse participation in the worship service:** Incorporate participation by newcomers, encourage parishioners to step into new roles, and continue to invite youth, children, and their families to participate in first Sunday family services, as well as all services. This year, in particular, it has been so gratifying to see children and youth fully involved as readers, intercessors, acolytes, Angel Choir members, listening intently to children's sermons, participating in special services, and so much more. One hallmark event was the Christmas Tableau on Christmas Eve where, from newborn to high school senior, we were blessed with children and youth leadership and witness.

**Increase understanding of the worship service:** We had intended to hold two instructed Eucharists this year but with the departure of two of our three clergy in the summer, this was delayed until February 2, 2020. We recently held an Adult Forum on symbolism and meaning in the liturgy led by our Rector. The

forum was extremely well-received, everyone learned something new, and the Rector has been asked to present the same forum again in the near future.

**Continue and increase inclusivity:** More fully advertise and invite parishioners and friends to services, in particular bolstering joint services, including specific invitations to the Seminary and the International Anglican Congregation, in coordination with Vicar Peter Gachira. Work with the Communications Steward to advertise special services and, through the Rector, remind parishioners to invite friends and family to services.

**Further deepen the sanctity of worship services:** Provide better assistance to clergy as they transfer from Zabriskie to Immanuel Chapel each Sunday. With the help of Father Sureshkumar Shanthakumar and Sanjiv Augustine, we created a checklist of items to ensure were ready when the Rector and other priests arrived. This was particularly helpful for the 11:15 service, where the three of us arrived early and checked off all the things that should be done before the service. While we will likely transfer the checklist to ushers and continue to get excellent assistance from our seminarians, if anyone wants to join in on preparing the space please let me know, not the altar, which is the role of the Altar Guild but rather making sure things like books are open to correct pages for readers, bulletins are left on acolyte chairs, the cross is brought into the Immanuel Chapel, and a mental check-off is done on readers and intercessors as they arrive before the service starts.

Some other items that we accomplished this year were to create a customary for Holy Week, convene an advisory search committee to replace our Assistant and Associate Rectors, and support special services, such as the passion reading for Palm Sunday, readers and participants in various Holy Week services, and readers for the Service of Lessons and Carols. In coordination with Hartley Hobson-Wensing, Ally Powell-Switaj, and Roz Kerns, we created Immanuel's first "Christmas Tableau" on Christmas Eve. By the way, a shout-out to youth who stepped in to help out with songs, readings, and support for the young ones. We can always count on you!

### **Role of the Worship Steward**

The Worship Steward also continued with its coordinating role with all ministry leads for the service, collaboration with the Rector on his vision for worship, and offering observation on how things are working. The Steward oversees the budget for worship and approves the many associated expenditures. I was asked to observe and reflect, share ideas with Rector, and coordinate with Seminary as needed.

I want to note that this year has been challenging for the worship area, with the departures of the Rev. Rachel Rickenbaker and the Rev. John E. Hogg over the summer. The Worship Steward took initiative with the Rector to advertise our vacancies, establish an advisory search committee to support the Rector, and convene the committee to discuss, interview, and make recommendations to the Rector. The year ended well on this front, with an offer made to a part-time Associate Rector, the Rev. Susan Parsons, who will begin her service with Immanuel Church-on-the-Hill on January 26, 2020.

### **Suggestions for the Future**

I end this report with several suggestions and a request to parishioners to weigh in, share ideas, and start, continue, or increase your participation.

**Create and communicate a worship calendar for the year** to serve as a guide to worship leads, supporting planning, budgeting, and volunteer recruiting. This would include listing joint services, special music services, adult forum hours as they are scheduled, training opportunities for chalice bearing, lectors, acolytes, ushers, Flower Guild, and Altar Guild.



Find ways to include participation by those who do not want to be part of the ministry scheduler. A small group is meeting to discuss and will communicate progress and recommendations.

**Meet with the worship leads on a quarterly basis.** While I communicated with leads as needed, it would have been helpful to convene the leads to discuss common issues and concerns.

### **Conclusion**

Finally, I want to thank the Rector, the Vestry, the parish, and our friends and guests for the honor to serve as your Worship Steward. I have learned so much from so many, and am grateful for your support and service.

Respectfully submitted,

***Martha***

Martha Shimkin

# 2019 TREASURER'S REPORT

## 2019 Review— Revenues Higher, Expenses Lower

Overall, Immanuel ended 2019 with a net surplus of \$92,000 that will be carried over to next year and increase the operations reserve. This surplus came from a combination of additional revenues and lower expenses.

### *Operating Income Higher Than 2019 Budget*

Pledge income accounts for over 85 percent of our annual parish operating income. Thanks to the generosity of our parish, we received \$15,436 more in pledge income than the \$645,000. Rental income accounts for 7 percent of the annual revenue and also exceeded the 2019 budget by \$2,030. This combination contributed to nearly 20 percent of the unanticipated 2019 surplus.

### *Lower Expenses Largely Attributable to Staff Changes*

Expenses were lower than the budget by \$42,570. As discussed in earlier reports, staff costs account for 62 percent of our budget expenses so the 2019 staff changes have had a significant effect on the parish expenses. First, we lost both our Assistant Rector (Rachel Rickenbaker) and CYF Assistant Rector (John Hogg) in August. In the revised September 2019 budget, the reduction in staff salaries and benefits allowed the vestry to return to the Trust monies (\$24,000) temporarily being used to fund parish cash flow needs. But the revised budget anticipated that both positions were to be filled by November 1, 2019. Given that both positions remained unfilled as of the end of 2019, an additional \$10,580 was saved.

Facilities and Administrative costs accounted for an additional 29 percent of the 2019 budget. By the end of 2019, these expenses were also below budget that was attributable to the major capital improvement costs being covered by trust income and some December expenses being delayed and not paid until January.

Program expenses (9% of budget) ran higher than budget by \$5,400. This was attributable to higher Seminarian costs that helped the rector meet worship needs lost from staff changes. Higher music costs also contributed but were largely offset by higher music gifts.

Other expenses were within budget targets.

Outside the church staff, facilities and program costs, Immanuel supported our International Anglican Congregation in 2019 with a \$10,000 block grant. While the IAC collected sufficient funds to almost cover their staff salary, the block grant was consumed to cover health insurance and legal costs with only a very small deficit.

## 2019 Outreach and Pumpkin Patch

The 2019 Pumpkin Patch was a success due to the efforts of its large volunteer work force. Overall Pumpkin sales cleared more than \$54,700. The pumpkin deliveries were limited due to an early freeze on the reservation that required the Reservation to cancel late October deliveries.

## 2020 Working Budget

Thanks to our community pledges, we anticipate that 2020 pledges should reach \$675,000, a \$30,000 increase above 2019 levels. Given these resources, the vestry has elected to expand our existing programs and replenish our dwindling reserves needed to cover unanticipated future expenses and capital requirements.

Given the additional support, we anticipate that we can increase our diocesan pledge by \$10,000 to \$80,000 to approach closer to the minimum recommended pledge of \$88,000 for a church of our size and revenues. Given these increased resources, we are able to significantly increase the funding for our church programs (particularly Senior Ministry and Children, Youth, and Families).

Given that we do not anticipate that we will be fully staffed until July 2020 and some reduced staff benefits, we will be able to increase our maintenance reserve by \$25,000 to \$45,000 that will allow us to weather future facility capital replacement needs. We will also increase our operating reserve by nearly \$12,000 (to \$32,000) to cover cash flow needs. In 2021 when we return to full staffing costs, the operating reserve will be available to cover any increased staffing costs not covered by pledge income increases.

With the completion of the parking lot and lighting capital project, we can return all unused designated funds from bequests to the trust funds for continued appreciation. We will also be able to support additional capital improvement projects of \$23,500 for rectory bathroom repair and a shed for CYF storage.

Thank You.

During this year, Immanuel has had 3 treasurers— Eve Anderson, Laura Snow, and Tom Hewson, all of whom have been aided by our wonderful bookkeeper, Sughra Bakhtiari. I would like to especially thank Laura for coming back from retirement to help train me and provide needed support at the same time both her daughters were being married. Her wise guidance has been greatly appreciated.

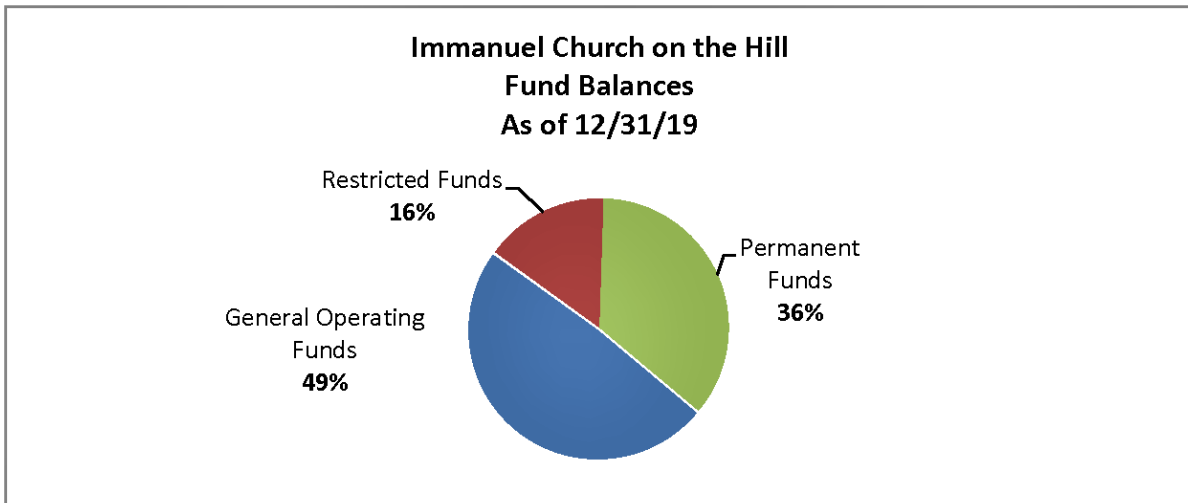
Respectfully submitted,

*TOM*

Tom Hewson  
Treasurer

**Immanuel Church on the Hill**  
**Balance Sheet**  
**As of December 31, 2019**

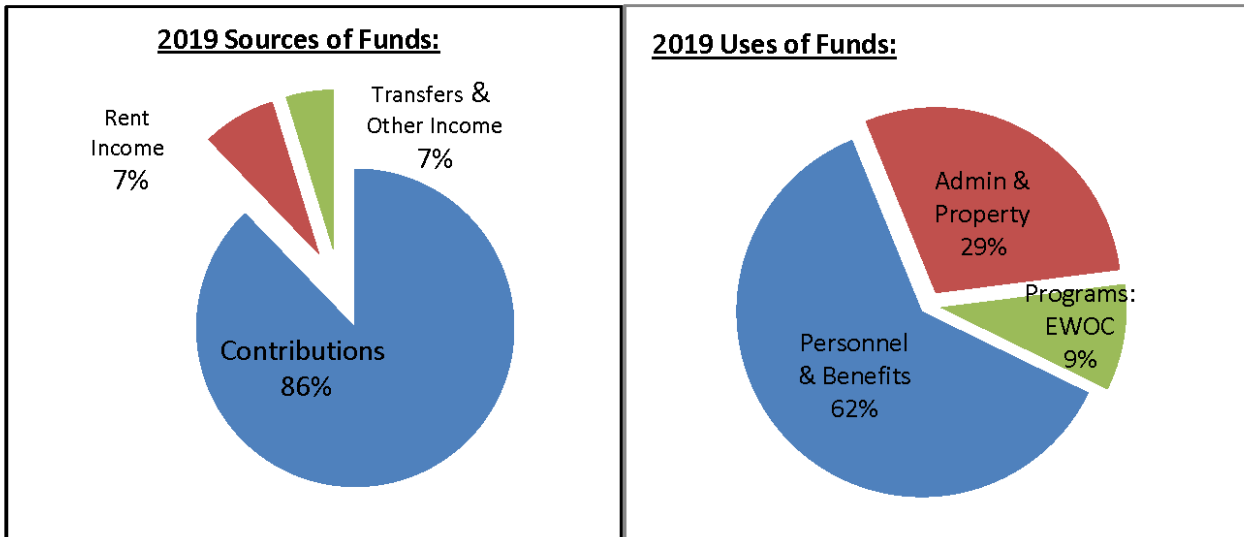
Cash	280,423	Accounts Payable	(167)
Accounts Receivable	309	Security Deposits	-
Prepaid Expenses	8,431	Other Liabilities	14,821
Investments	1,003,038	<b>Total Liabilities</b>	<b>14,655</b>
Land, Bldgs, & Equip - Net	2,096,931	General Operating Funds	1,648,177
		Restricted Funds	524,963
		Permanent Funds	1,201,337
		<b>Total Funds Balance</b>	<b>3,374,477</b>
<b>Total Assets</b>	<b>3,389,132</b>	<b>Total Liabilities &amp; Funds Balance</b>	<b>3,389,132</b>



FUND BALANCE DETAILS			
		<u>Time Restricted</u>	
General Operating Funds	236,544	Prepaid Annual Pledges	47,290
Operations Reserve	20,717	<u>Education</u>	
Property & Equipment	1,389,464	Education Fund Balance	9,067.50
Carter Forrester Memorial Fund	1,452	<u>Worship</u>	
<b>Total General Operating Funds</b>	<b>1,648,177</b>	Tudor Davies & Jim Kellog Fund	2,600
		<u>Outreach Funds</u>	
Land & Improvements	707,706	Outreach Fund Balance	9,503
Trust Funds-Permanent	493,632	Christmas Families Fund	16,632
<b>Total Permanent Funds</b>	<b>1,201,337</b>	Dominican Scholarship Fund	-
		Immanuel Mission Fund Balance	444
		Micah Project Fund	20
		<b>Total Outreach Funds</b>	<b>26,599</b>
		<u>Community Funds</u>	
		Alice Bache Restricted Fund	614
		<u>Capital Campaign Funds</u>	(5,300)
		<u>Trustee Funds</u>	444,092
		<b>Total Restricted Funds</b>	<b>524,963</b>

**Immanuel Church on the Hill**  
**Income Statement - General Operating Fund**  
**For the Twelve Months Ended December 31, 2019**

<b>Income</b>		<b>Expenses</b>	
Pledge Income	661,336	<b>Operating Expenses</b>	
Looseplate-undesignated & IAC	34,469	Personnel & Benefits	470,113
Undesignated Gifts & Bequest	13,249	Administrative & Property	222,502
Designated Gifts	30,670	Programs : EWOC	70,367
<b>Total Contributions</b>	<b>739,725</b>	<b>Total Operating Expenses</b>	<b>762,982</b>
Rental Income	62,686	<b>Non-operating Revenues/Expenses</b>	-
Transfer Income	34,404	<b>Transfers</b>	-
		To Reserve funds, Fixed	
Parish Activities & Events	1,023	Assets & Endowment	(12,672)
Other Income	4,900	<b>Total Transfers</b>	<b>(12,672)</b>
<b>Total Income</b>	<b>842,738</b>	<b>Total Expenses</b>	<b>750,310</b>



**ADDITIONAL 2019 EXPENDITURES**

<b>Congregation Based Outreach &amp; Mission:</b>	
Outreach <i>(primarily funded by Pumpkin Patch )</i>	\$91,244
Christmas Families	\$11,911
Micah Project	\$6,792
<b>Total CBOM</b>	<b>\$109,946</b>
 <b>Capital Improvements</b>	 <b>\$24,265</b>

Unaudited

**Immanuel Church-on-the-Hill - Alexandria VA  
Treasurer's Report 2020 Budget**

**1/23/2020**

Account #	Account Name	2019 Budget	2020 Budget
<b>Income</b>			
<b>Operating Income</b>			
4001.1.000	Pledge Income	645,900.00	\$ 675,000
4001.2.005	Pledge Income - Prepaid Annual Pledge		
4905.1.000	Transfer Income-Prepaid Pledges		\$ 47,290
	<b>Pledge Income</b>	<b>\$645,900.00</b>	<b>\$ 675,000</b>
4005.1.000	Looseplate	15,000.00	\$ 12,000
4008.1.000	Loose Plate - International Anglican	27,555.00	\$ 30,000
4020.1.000	Undesignated Gifts	10,000.00	\$ 7,500
	<b>Contributions - Undesignated</b>	<b>\$52,555.00</b>	<b>\$ 49,500</b>
<i>4030.1.000</i>	<i>Designated Gifts - General Fund</i>		
4031.1.000	Designated Gifts - Education-GF	1,000.00	\$ -
4032.1.000	Designated Gifts - Worship-GF	14,150.00	\$ 15,000
4034.1.000	Designated Gifts - Community-GF	4,000.00	\$ 500
	<i>Total Designated Gifts - General Fund</i>	<i>19150</i>	<i>\$ 15,500</i>
4031.2.100	Designated Gifts-Education		
4350.1.000	Designated Gifts - Other-General Fund	12,700.00	\$ 12,000
	<b>Contributions - Designated</b>	<b>\$31,850.00</b>	<b>\$ 27,500</b>
4110.1.000	Rental Income - Valley Drive Cooperative	34,300.00	\$ 35,300
4112.1.000	Rental Income - Um Ull Quraa Community	7,500.00	\$ 7,800
4114.1.000	Rental Income - Dignity	7,725.00	\$ 8,040
4116.1.000	Rental Income - Washington Philharmonic	1,530.00	\$ 1,600
4118.1.000	Rental Income - Other	9,500.00	\$ 12,000
4119.1.000	Rental Income -Inova		
	<b>Rental Income</b>	<b>60,555.00</b>	<b>\$ 64,740</b>
4210.1.000	Parish Activities & Events	2,000.00	\$ 1,000
4510.1.000	Interest & Dividends-Gen Fund-BB&T	12.00	\$ 360
4999.1.000	Misc Income	250.00	\$ 300
	<b>Other Income</b>	<b>\$2,262.00</b>	<b>\$ 1,660</b>
4900.3.620	Transfer Income-General Fund		
4950.1.000	Transfer Income from ToTF Trusts	0.00	\$ 30,000
	<b>Endowment Allocation</b>	<b>\$0.00</b>	<b>\$ 30,000</b>
	<b>Total Operating Income</b>	<b>\$793,122.00</b>	<b>\$ 848,400</b>
4007.1.000	Looseplate - Designated	12,000.00	\$ 12,000
	<b>Funds to Support other Organizations</b>	<b>\$12,000.00</b>	<b>\$ 12,000</b>
	<b>Total Non-Operating Income</b>	<b>\$12,000.00</b>	<b>\$ 4,000</b>
4922.1.000	Transfer Income-Facility Reserve Fund-GF	18,716.00	
	<b>Interfund Transfers</b>	<b>\$18,716.00</b>	
	<b>Total Income</b>	<b>\$823,838.00</b>	<b>\$ 852,400</b>

**Immanuel Church-on-the-Hill - Alexandria VA  
Treasurer's Report 2020 Budget**

**1/23/2020**

Account #	Account Name	2019 Budget	2020 Budget
<b>Expenses</b>			
<b>Operating Expenses</b>			
	<b>Personnel</b>	<b>\$361,572.00</b>	<b>\$ 346,105</b>
	<b>Benefits</b>	<b>\$125,630.00</b>	<b>\$ 100,457</b>
5110.1.000	Bank & Financial Fees	2,200.00	\$ 3,400
5112.1.000	Communications	500.00	\$ 1,500
5116.1.000	Diocesan Pledge	70,000.00	\$ 80,000
5117.1.000	Dues & Subscriptions	1,090.00	\$ 1,200
5118.1.000	Equipment Purchases - Office	2,100.00	\$ 1,800
5120.1.000	Immanuel Chapel Cost Share	9,300.00	\$ 9,300
5122.1.000	Maintenance & Repairs - Office Equipment	6,305.00	\$ 3,100
5124.1.000	Meetings & Retreats	1,500.00	\$ 2,500
5132.1.000	Office Supplies	3,500.00	\$ 2,800
5134.1.000	Postage	2,800.00	\$ 2,800
5136.1.000	Printing	10,000.00	\$ 10,000
5138.1.000	Professional Services - Accounting	14,000.00	\$ 14,000
5142.1.000	Professional Services - Payroll	3,700.00	\$ 2,500
5150.1.000	Region IV Dues	1,000.00	\$ 1,000
5152.1.000	Taxes & Fees	3,999.00	\$ 7,300
5156.1.000	Telephone/Internet	4,100.00	\$ 4,800
5158.1.000	Travel Expenses	2,000.00	\$ 1,700
5160.1.000	Other Misc. Admin. Expenses		\$ 700
5160.1.010	Other Misc. Expenses - Pumpkin Patch		\$ 200
	<b>Admin Expenses</b>	<b>\$138,094.00</b>	<b>\$ 150,600</b>
5210.1.000	Custodial Services & Supplies	1,270.00	\$ 700
5212.1.000	Equipment Purchases- Bldgs & Grounds	2,250.00	\$ 2,500
5214.1.000	Insurance - Property	23,798.00	\$ 30,000
5216.1.000	Maintenance - Grounds	10,350.00	\$ 10,540
5218.1.632	Maintenance - Memorial Garden		\$ 4,000
5220.1.000	Maintenance & Repairs - Equipment	500.00	\$ 750
5222.1.000	Maintenance & Repairs - Bldg-Rectory	6,250.00	\$ 14,250
5224.1.000	Maintenance & Repairs - Bldg-Zabriskie	51,563.00	\$ 38,170
5228.1.000	Utilities - Rectory	5,000.00	\$ 5,000
5230.1.000	Utilities - Zabriskie	17,000.00	\$ 18,500
	<b>Property Expenses</b>	<b>\$117,981.00</b>	<b>\$ 124,410</b>
<b>Programs</b>			
5310.1.000	Adult - Formation	700.00	\$ 700
5320.1.000	Adult Programs - Retreats & Meals	700.00	\$ 700
5325.1.000	Adult Programs - Honoraria	300.00	\$ 500
5335.1.000	Stipends - Seminarian	3,400.00	\$ 1,600
5341.1.000	CYF-Services	1,300.00	\$ 1,830

**Immanuel Church-on-the-Hill - Alexandria VA  
Treasurer's Report 2020 Budget**

1/23/2020

Account #	Account Name	2019 Budget	2020 Budget
5342.1.000	CYF-Retreats & Meals	4,000.00	\$ 6,000
5342.1.057	Retreats & Meals-CYF Discr		
5343.1.000	CYF-Supplies	2,770.00	\$ 2,190
5355.1.000	Other Education Expenses	250.00	\$ 1,200
	<b>Education</b>	<b>13,420.00</b>	<b>\$ 14,720</b>
5410.1.000	Flowers - Supplies	6,000.00	\$ 7,500
5415.1.000	Guest Clergy - Honoraria		\$ 250
5420.1.000	Liturgy - Supplies	3,800.00	\$ 3,000
5430.1.000	Music - Supplies	750.00	\$ 1,500
5435.1.000	Music - Honoraria	29,000.00	\$ 31,000
5436.1.000	Music - Honoraria-Substitute	2,400.00	\$ 2,500
5438.1.000	Music - Services	500.00	\$ 900
5440.1.000	Other Worship Expenses	100.00	\$ 100
	<b>Worship</b>	<b>42,550.00</b>	<b>\$ 46,750</b>
	<b>Outreach</b>		
5610.1.000	Goodwin House Lunches	40.00	\$ 600
5615.1.000	Parish Events	5,650.00	\$ 6,000
5620.1.000	Senior Ministry	2,750.00	\$ 8,000
5622.1.000	Newcomers and Evangelism	800.00	\$ 1,000
5625.1.000	Other Community Expenses		
	<b>Community</b>	<b>\$9,240.00</b>	<b>\$ 15,600</b>
	<b>Total Programs</b>	<b>65,210.00</b>	<b>\$ 77,070</b>
	<b>Total Operating Expenses</b>	<b>808,487.00</b>	<b>\$ 798,643</b>
<i>Non-operating Expenses</i>			
5760.1.030	Building Improvements - Fixed Asset Fund		\$ 23,500
	<b>Capital Expenditures</b>		<b>\$ 23,500</b>
5831.0.000	Designated Donation Expenses	8,400.00	\$ 8,400
	<b>Congregation Based Outreach &amp; Mission</b>	<b>\$8,400.00</b>	<b>\$ 8,400</b>
5785.1.000	Support for other Organizations-Loose Plate	12,000.00	\$ 4,000
	<b>Funds to Support other Organizations</b>	<b>\$12,000.00</b>	<b>\$ 4,000</b>
	<b>Total Non-operating Expenses</b>	<b>\$20,400.00</b>	<b>\$ 32,400</b>
<i>Transfers</i>			
5926.1.510	Transfer Expense-Facilities Reserve Fund-		\$ 25,000
5927.1.000	Transfer Expense-Operating Reserve Fund-GF		\$ 12,857
5928.1.000	Transfer Expense - Endowment Fund-GF	4,250.00	
	<b>Total Transfers</b>	<b>\$4,250.00</b>	<b>\$ 37,857</b>
5900.1.610	Transfer Expense-Gen Op Fund		
5900.1.622	Transfer Expense- Gen Op Fund		
5900.1.631	Transfer Expense - Gen Op Fund-Mem Gard-		
5950.1.610	Transfer Expense - General Fund-Callaway		

**Immanuel Church-on-the-Hill - Alexandria VA  
Treasurer's Report 2020 Budget**

1/23/2020

Account #	Account Name	2019 Budget	2020 Budget
	<b>Total Expenses</b>	<b>\$833,137.00</b>	<b>\$ 868,900</b>
	<b>Difference</b>	<b>(\$9,299.00)</b>	



**IMMANUEL CHURCH-ON-THE-HILL**

3606 Seminary Road  
Alexandria, Virginia 22304  
703-370-6555 / Fax: 703-370-0837

*Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. If anyone speaks, they should do so as one who speaks the very words of God. If anyone serves, they should do so with the strength God provides, so that in all things God may be praised through Jesus Christ. To him be the glory and the power for ever and ever. Amen. 1 Peter 4:10-11*

The Rev. J. Randolph Alexander, Jr.  
Rector  
Immanuel Church-on-the-Hill  
3606 Seminary Road  
Alexandria, VA 22304

Dear Randy:

The Vestry and parishioners of Immanuel Church-on-the-Hill recognize with great appreciation and gratitude your extraordinary ministry and devoted service, especially throughout the last year.

Through your leadership, energy and effort, Immanuel boldly and faithfully continued its many ministries even with the departures of two staff members and your individual challenges, including illnesses in your family and the loss of your beloved father.

You persevered with confidence, deep faith and the strength God provided during these challenging days.

The Vestry has unanimously voted in executive session to recognize your outstanding efforts, including with a financial bonus, as a way of acknowledging your special dedication and commitment to doing God's work at Immanuel.

We thank you for your devotion to Christ and his teachings and give thanks for your ministry among us.

With gratitude,

*The People of Immanuel Church-on-the-Hill*

January 20, 2020



Celebrating Ministry Since 1941

# PARISH MILESTONES 2019



## BAPTISMS

*“With Water and the Holy Spirit”*

Ruth Louise Elser  
Bridget Hengst  
Taegen Brian Hengst  
Caroline Bertles Hennigan  
Logan Gabriel Marcu  
Isla Sloan Martin  
Fredo Callum Patiño  
Suhaila Irene Patiño  
Will Merrik Patiño  
John Sampson Robinson

## CONFIRMATIONS / RECEPTIONS

*“Strengthen, O Lord,  
Your Servants”*

Sameer Aaron Augustine  
Colin David Campbell  
Virginia Isabel Campbell  
Thomas Pinkny Cuddy  
Elise Marie Lein  
Kiana Angela Wanbui Macharia  
Kingston Nganga Macharia  
Saadia Toya Raines  
Judith Denise Ramgolan-Singh

## DEATHS/BURIALS in MEMORIAL GARDEN

*“In sure and certain hope”*

Andrew Biache, Jr.  
Nancy Gilbert (*burial planned for  
spring 2020*)  
Ann “Nancy” Vaughn Kelly  
Arlo Lee Lloyd  
Paulette Villalobos Lynch  
Audrey Lahman Rosselot\*  
Gertrude Phillips Mitchell (*VTS  
Cemetery*)  
Manuel F.L. Ridao

\* *Denotes burial out of state*

## TRANSFERS OUT or MOVED AWAY

*“The Lord shall preserve thy going out, and thy coming in, from this time  
forth”*

David Baird  
Jill Baird  
Colin Baird  
Ryan Baird  
Mike Eckel IV  
Jennifer Eckel  
Lily Eckel  
Mary Lindahl

## TRANSFERS IN

Charles D. Griffith, Jr.  
Marguerite Burton Griffith  
Timothy Martin  
Lindsey Martin  
Isla Martin

## MARRIAGES

*“Knit their wills together”*

Symon Maringa  
and  
Mary Wangui

## 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. Peter Gachira (pgachira@icoh.net).....	Vicar, International Anglican Congregation
The Rev. Sureshkumar Shanthakumar (ssureshkumar@vts.edu).....	International Student/Priest-in-Residence
Dr. Jane Tavernier (jtavernier@icoh.net).....	Director of Music
The Rev. Deacon Esther Kramer, Ph.D. (ekramer@vts.edu).....	Seminarian
Beth Hendrix (ehendrix@vts.edu).....	Seminarian
Sam Sheridan (ssheridan@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
Stuart Dahlinger.....	Sexton

## THE VESTRY

Jim Wise.....	Senior Warden
Keith June .....	Junior Warden
Karen Besser .....	Senior Ministry and Fellowship
Jim Clausen.....	Evangelism and Newcomers
Jamie Conrad.....	Stewardship
Mark Fearer.....	Pastoral Care
Kathryn Haskin.....	Buildings and Grounds
Keith June .....	Adult Formation and Discipleship
Danette “Dani” Kauffman.....	Planned Giving
Chandley McDonald.....	Outreach
Martha Shimkin.....	Worship
Francine Wargo.....	Communications

### SUNDAY WORSHIP SCHEDULE

8:00 a.m., Holy Eucharist I, Zabriskie Chapel  
 9:00 a.m., Holy Eucharist II, Zabriskie Chapel  
 11:00 a.m., Holy Eucharist II, International  
 Anglican Congregation, Zabriskie Chapel  
 11:15 a.m., Holy Eucharist II, Immanuel Chapel

### MONDAY through FRIDAY

10:00 a.m., Morning Prayer, Zabriskie Chapel

### WEDNESDAY EVENING EUCHARIST

6:00 p.m., Holy Eucharist-II, Zabriskie Chapel

**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  
 Office Hours: 9:00 a.m.– 5:00 p.m., Monday-Friday  
 Telephone: 703-370-6555. Fax: 703-370-0837



### 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

### RECTORS EMERITI

The Rev. Dr. William L. Dols  
 The Rev. Dr. Margaret Ann (Sam) Faeth