



IMMANUEL CHURCH-ON-THE-HILL
Parish Annual Meeting
January 26, 2025

AGENDA

Supplement to The Annual Report 2024

Page #

Invocation and Welcome		The Rev. Randy Alexander
Approval of Minutes from 2024 Meeting	2	
Election of Candidates for the Vestry: Bios for Review	4	
Parish Ministry Reports		
Rector		The Rev. Randy Alexander
Associate Rector		The Rev. Susan D. Parsons
Assistant Rector		The Rev. Sarah Spurlock Biggs
Director of Music		Dr. Jane Tavernier
Vestry Reports		
Senior Warden		Gerry Anderson
New Project Presentations		
Kitchen Renovation		Tom Kerns
Memorial Garden Task Force		Kerry Kelly Wade
Capitol Campaign Update		Shawn Whitman
Treasurer's Report	10	
2024 Financial Report		Tom Hewson, Treasurer
2025 Budget Presentation		
Recognizing Zabriskie Society Members	15	The Rev. Randy Alexander
Board of Trustees Report		Wilton Corkern, Chair
Congregational Comments		The Rev. Randy Alexander
Grace and Gratitude		
Closing Prayer		The Rev. Susan D. Parsons

IMMANUEL CHURCH-ON-THE-HILL, Alexandria, Virginia

2024 Annual Meeting Minutes

January 28, 2024. 9:10 am

72 Attendees

The Rev. Randy Alexander, Rector, called the meeting to order and offered a prayer.

VESTRY ELECTION

Thanks were offered to outgoing Vestry Members: David Atwood, Taylor Houck (completed his 1-year term), Kristi Kubista-Hovis, and Mollie Lambert. Mollie is retiring from Vestry after 2 years of a 3-year term to move into new position as Immanuel's Assistant Treasurer, to eventually take over for Treasurer Tom Hewson.

The outgoing members were presented with the traditional gift of a painting of the two crosses from the two chapels, an original art piece by Tom Kerns.

The four candidates for Vestry are all confirmed members of the parish: Phillip Brown, Mark Fearer, Taylor Houck, and Brian Rush.

Motion: Kristi Kubista-Hovis made a motion to approve the four Vestry candidates. The motion was seconded by Sanjiv Augustine and was approved by unanimous voice vote of all present.

Outgoing Senior Warden Kristi Kubista-Hovis expressed her gratitude for serving on Vestry and being a part of Immanuel.

CLERGY REPORTS

The Rev. Randy Alexander deferred to his written report.

The Rev. Susan Parsons expressed what an honor it is to be with all these hard-working parishioners.

The Rev. Sarah Spurlock Biggs thanked everyone for welcoming her and her family. She said Immanuel is a wonderful place to be a new priest.

Father Randy welcomed Reggie Hayes, who is serving with Immanuel as an intern before his expected ordination.

Father Randy thanked Dr. Jane Tavernier, the Director of Music. Jane said she is considered one of the luckiest Music Directors. Jane expressed her gratitude for the Choir members and for the financial and spiritual support from Immanuel.

Father Randy thanked Aleta Powell, the Parish Administrator; Gilma Balcarcel, the Nursery Coordinator; and Gilma's daughter, Eneida, who helps in the nursery. He also thanked Stewart Dahlinger, the Sexton, and Tamika Martin, the Audio-Visual Technician.

Father Randy then noted Immanuel's bookkeeper, Sughra Bakhtiari, is departing for a new full-time position. Immanuel is seeking an Finance Manager who can serve part time.

Father Randy expressed his sadness when long-term members of the parish die. He shared the sad news that Frances Johnson died early Saturday morning, and then said a prayer.

FINANCES

Treasurer Tom Hewson reported that, overall, Immanuel received more than we spent in 2023. This is mostly due to not having a full staff in 2023. Tom continued, “*We are blessed with a full staff in 2024; Thank you Rev. Sarah for coming on board*”.

Immanuel received more pledges for 2024 than any past year. We should be able to invest another \$41,000 in facilities. Please see the Facilities Report with the Annual Reports. Immanuel hired a consultant to assess facilities' long-term needs. The consultant recommended a Capital Reserve Fund to support facilities. Father Randy announced the newly revitalized Finance Committee. Dani Kaufmann and Kerry Kelly Wade are co-chairs. Please read the finance report.

Father Randy showed the new pamphlet for the Zabriskie Society. The Zabriskie Society members are parishioners who have named a gift to Immanuel as part of their will. The pamphlet explains how to plan for a gift. Randy named the members of Zabriskie Society aloud.

Doug Henry, the Chair of the Board of Trustees, presented the Trustee report.

Father Randy announced the approval of the Outreach budget and he thanked Dagobert Soergel for his decades of witness in the Christmas Families ministry.

CONGREGATIONAL COMMENTS

Caroline Bergmark thanked the Parish for the warm welcome to Scout Troop 131. The troop truly feels loved and welcomed at Immanuel.

Father Randy shared that two of our tenants are leaving, including the Washington Philharmonic. But we have two new tenants: Hispanic Church of God Congregation and Chamber music concerts in the Chapel. We also have the Valley Drive Cooperative Preschool, AA, a fitness group, and Dignity NoVA. Thank you to Doug Onley for legal agreements with the tenants.

Many parishioners expressed gratitude for individuals and for Immanuel’s help in many ministries.

A member identified a challenge with rebuilding our volunteer guilds to make the services happen, specifically the Altar Guild, the Flower Guild, and Coffee Hosts.

Tom Kerns shared his excitement about the plans for expansion and improvements to the existing kitchen in Zabriskie Parish Hall.

CLOSING PRAYER

The Rev. Sarah Spurlock Biggs led the closing prayer.

Respectfully submitted by,

Caroline

Caroline Bergmark
Registrar

Rich Hobson



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

I am blessed to have been baptized and confirmed here at Immanuel. Currently my mother Kay Hobson and my sister Hartley Wensing and her family worship at Immanuel.

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

I have helped in the pumpkin patch for several years. The past 2 years I have been a day manager. I have donated to Christmas families and other projects in the past.

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

We are large group of diverse people who are always welcoming newcomers. Despite our diversity we are united in our love and care for each other and for our community.

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

In my career in sales I am typically good at creating and evaluating contracts and proposals, pricing, cost analysis and have good communication skills.

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

In would be my privilege to be on the vestry where I and my family grew up and have attended for decades. I look forward to serving our unique and vibrant community!

David John



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

I have worshipped at Immanuel since 1988 when I was in 4th grade. My parents, brother, and now my wife (18 years married) and children (11 and 8) have all been part of the church.

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

As a youth I participated in all the youth activities, from EYC to acolyting to serving as a youth member on a panel recommending a parishioner for Seminary. Through the years I have served during many church and community service events, particularly Pumpkins! And we are steadfast Shrine Mont goers, as I find that fellowship among the most heartwarming of events every year.

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

I am so proud of our church's values of welcome and acceptance of all, regardless of background or identity. And I am also astounded at how much outreach Immanuel does, from Pumpkins to Alive to Christmas Families and so, so much more.

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

With nearly 24 years on active duty service in the Air Force, I have had multiple opportunities to be part of, lead, and manage diverse organizations. I also believe my 35+ years as an Immanuelite will give me rare insights into the roots of our church.

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

I have always thought of myself a "child" of Immanuel, but at 45, it's time to step up as an adult and give back to the parish that has given me so much. I know I still have many miles to go on my journey of faith, and I believe Vestry service will be the next step on the path.

Doug Onley

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

I attended occasional services at Immanuel Church-on-the-Hill in the early 1990s when I was living in Del Ray, but I did not begin worshipping here regularly until 2002. That year, Kameran and I were married by the Rev. Sam Faeth at the old Seminary Chapel, and we have called Immanuel our home church since. Our daughter, Sydney, was born in late 2007 and baptized by Sam during the Easter Vigil a few months later.

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

I have served on the Immanuel Vestry twice – from 2006-08 and 2014-16. During my first stint I was the Steward for Resources (also called “Support,” now Buildings & Grounds), a very challenging time due to a lack of financial (though not human) resources. I revived the Facilities Committee, which had become dormant, and with my co-steward Rollin Huntington and help from *many* parishioners, oversaw the completion of numerous deferred maintenance items and installation of energy-savings upgrades and capital improvements. I also worked with then-Treasurer Hugh Campbell to establish the first Facilities Reserve in the budget. I returned for a second round on the Vestry in 2014 specifically to support Father Randy during his first full year as Rector. During this time, I served as Junior Warden (2015) and Senior Warden (2016). It was a productive three years. We recruited Valley Drive Preschool, and I drafted the original lease for the school, doubling our annual revenue from tenants; organized volunteer responses to back-to-back basement floods during summer 2015 and handled all aspects of the Church Insurance claims; worked with parish architects and outside contractor to develop and execute Immanuel’s first stormwater management plan; served as church client representative for the renovation of the Parish Hall; and chaired an ad-hoc committee supporting the formation of a Kenyan Anglican Congregation affiliated with Immanuel.

In between my period of Vestry service, I was pleased to be asked to join the church’s Capital Campaign Committee (2012-13). Our team, chaired by Tom Kerns, raised more than \$1 million, half of which went toward assisting VTS to construct a new chapel after we lost the Seminary Chapel to a fire in 2010. I also served as a trustee for the church from 2011-2021, helping to manage investments in our three sub-funds and ensure distributions complied with each fund’s purpose according to the trust agreements’ specifications and



spending policies (now governed by the consolidated “Trust Fund Policies and Guidelines”). Since leaving the Vestry in 2016, I served on the church’s Personnel Committee, assisted Jan Maas to run the audio-visual system at Immanuel Chapel on Sundays (as did Sydney), and continued to work with the Facilities Committee. I’m also the guy who every year, along with John Bednar, seeks out volunteers who don’t mind sweaty ... sometimes grimy ... work to set up the Pumpkin Patch the weekend before the trucks arrive.

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

The bottomless well of creativity, love and dedication to our church’s mission from our clergy, lay leadership and congregation is inspiring. This was never more on display than the way the church responded to the COVID crisis, as we pivoted to online and outdoor worship. I am always amazed that Father Randy and Mothers Susan and Sarah, as well as seminarians and guest preachers, can bring modern, fresh perspectives to the Lectionary readings week-after-week in their sermons while remaining rooted in the Anglican/Episcopal church’s unique faith tradition many centuries old. And I thank my fellow Immanualites for their many examples of Christian parenting; Sydney is one of the many youth who have come to know this congregation’s love and support over our more than 22 years here.

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

My efforts on past Vestries has tended towards enterprise-wide initiatives such as maintenance and capital improvements of the facilities, managing our tenant relationships, and organizing cleanups following stormwater intrusions in the Zabriskie basement. If elected this year, I’m prepared to serve in whatever capacity that God’s grace and the guidance of Fr. Randy and my fellow Vestry members might lead. Thanks to the leadership and hard work of the recent vestries, the church is well-positioned to complete a number of important initiatives in the coming year and beyond. And due to simply worshiping and hanging out with the fine folks at Immanuel for more than 22 years, I’ve gained a certain “historical” perspective that may be valuable during Vestry discussions.

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

Vestry service, in large part because it is almost always involves working with the clergy and my fellow parishioners, is itself a religious discipline. The practice of “grace and gratitude” at monthly meetings, Bible reflections, focused time with our rector and associate rectors, and coordination with the strong lay committees that support the Vestry’s work has brought greater clarity to my time on this earth as a Christian.

Mary Ann Ring



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

I have been attending service at Immanuel for around 14 years. As a newcomer, I recall being touched by a friendly and memorable reception. The first time I attended with my then young daughter, Sofia, she got whisked away to Godly play and I got signed us up for the annual parish retreat at Shrine Mont, a couple of weeks away. What a warm and fun spiritual community, I thought. Sofia is now 18 and a freshman in college.

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

I have enjoyed being in the choir for the last two years, and have been engaged with the Social Justice Committee.

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

- 1) the strong sense of community -- a camaraderie with wonderful people
- 2) the choir
- 3) the annual parish retreat at Shrine Mont

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

In addition to wanting to give back to this wonderful community, and in being an extrovert, continuously wanting to meeting new people, perhaps there are some talents we can draw from my background that can be useful in Vestry service. I am open to suggestions.

FYI -- Some background. I was born in Washington, DC, raised in Montgomery County, MD and San Antonio, TX. I earned a B.A. in Spanish from Tulane University in New Orleans, and an M.A. in Latin America Studies from the University of Texas at Austin. My current job as an International Trade Manager with the Virginia Economic Development Partnership allows me to help small- and medium-sized companies develop sales opportunities in global markets. Other career chapters include 20+ years with GE pursuing contracts overseas funded by the World Bank, and stints in the International Trade Administration of the US

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

I have found great support in this parish. As I was raising my daughter, solo, the friendships formed with other parents were very valuable. And when I went through two corporate layoffs in a 5 ½ year period and experienced extreme stress with job loss, Immanuel was a comfort and source of support. I believe serving on the Vestry is a way to give back to a community that has been there for me and my daughter.

Bertus Shelters



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

I have worshiped at Immanuel for approximately two years. I have no other family members who worship here.

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

I serve as lector approximately once a month at the 8 am service. Last year I volunteered several times at the pumpkin patch. I also volunteer at the ALIVE! West End food pantry.

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

Something I love about Immanuel is the many opportunities to serve and volunteer in the community such as the pumpkin patch and Christmas Families.

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

I'm interested in growing the population of young adults in the congregation. There are a large number of older folks and there are families with young children, however there is a gap of people my age at our church. My hope would be to identify opportunities to connect people in this age group within and outside of the church.

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

I believe that service is an essential part of Christian life.

TREASURERS REPORT JANUARY 12, 2025

2024 Review: Immanuel remains in strong financial condition thanks to a strong commitment from our parishioners. We currently hold sufficient capital and operating reserves to meet our ongoing parish needs and vestry priorities (excluding large capital projects such as a kitchen renovation).

	2025 Budget	2024 Budget	2024 Actual
Income	\$ 921,215	\$ 872,191	\$ 862,876
Pledges & Contributions	\$ 770,500	\$ 728,900	\$ 712,969
Rental Income	\$ 74,000	\$ 66,800	\$ 61,660
Other	\$ 76,715	\$ 76,491	\$ 88,247
Expenses	\$ 878,140	\$ 873,265	\$ 900,291
Salaries & Benefits	\$ 528,719	\$ 520,501	\$ 504,801
Administration	\$ 136,749	\$ 142,210	\$ 156,839
Facilities	\$ 126,188	\$ 114,384	\$ 159,732
Programs	\$ 86,484	\$ 96,170	\$ 78,918
Net	\$ 43,074	\$ (1,074)	\$ (37,415)

As is shown above, our operating expenses exceeded our income in 2024. This operating deficit was larger than budgeted and was in large part from a combination of \$9,300 lower income and \$27,000 in higher costs. Income fell short of expectations in large part from overestimating pledges (-\$26K), fewer gifts (\$3K) and loss of some rental tenants (-\$5K). A significant portion of the income shortfall was offset by higher investment returns on reserves (+13K).

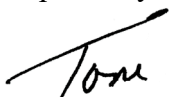
Operating costs also exceeded budget estimates. Administrative costs were \$13K higher from underestimating printing costs (\$6K), more IT support needs (2.5K) and higher travel and meetings/retreat costs. Maintenance costs were the main driver for the higher facility costs to cover tree work, some unforeseen HVAC repairs, and higher water/wastewater costs (higher rates to cover Alexandria system upgrades and greater water use from our recently installed sprinkler system). These increased costs were partially offset from some salary savings (no bookkeeper for 9 months, lower sexton/hours). Program cost savings were recognized from having greater participant contributions and having fewer services (no 9am service w/ support services).

2025 Budget: The 2025 draft budget is also summarized above. As is shown, the draft budget shows a nearly balanced budget. The major highlights for this budget:

- 2025 Pledge income of \$720,000—Based upon updated estimates from 2025 Stewardship Campaign
- Music and Education Funds contribute towards 2025 special program costs
- New Rental tenant
- More income from Trusts – growth of trusts
- Cost of Living increase of 2.53% (Diocese guideline)
- More efficient finance department – No Part Time Controller, 8 vs 16 Bookkeeper hours
- 2 Services instead of assumed 3 in 2024 budget
- Significantly more capital projects that will be funded through a separate capital campaign.

I would be happy to answer any questions.

Respectfully submitted,



Tom Hewson
Treasurer

**Immanuel Church-on-the-Hill - Alexandria VA
Consolidated Fund Activity Report as of 12/31/2024**

Thursday, January 23, 2025	Account #	Account Name	Beg Balance	Receipts	Disbursements	Transfers/IE's	End Balance
	3100.1.000	General Operations Fund	239,952.71	863,057.59	904,582.02	(78,069.62)	120,358.66
	3100.1.005	General Operating-Prepaid Annual Pledges Balance	54,700.25	6,799.75	0.00		61,500.00
	3100.1.010	Pumpkin Patch Fund Balance	84,026.13	169,588.04	170,429.48	0.00	83,184.69
	3100.1.020	Operations Reserve Fund Balance	160,716.80	0.00	0.00	26,049.93	186,766.73
	3100.1.030	Fixed Assets Balance	1,128,254.55	0.00	0.00	0.00	1,128,254.55
	3100.1.035	Facilities Reserve Fund	19,891.08	0.00	0.00	(19,891.08)	0.00
	3100.1.040	Insurance Proceeds Balance	0.00	0.00	1.00	0.00	(1.00)
	3100.1.050	Rector Discretionary Fund Balance	2,486.85	2,575.00	2,890.17	4,000.00	6,171.68
	3100.1.055	Assistant Rector Discretionary Fund Balance	1,290.96	350.00	1,163.03	0.00	477.93
	3100.1.057	Assistant Rector (CYF) Discretionary Fund Balance	281.94	0.00	100.00	0.00	181.94
	3200.2.100	Education Fund Balance	11,609.58	0.00	104.61	0.00	11,504.97
	3200.2.211	Tudor Davies & Jim Kellogg Balance	61,380.70	5,000.00	1,450.00	0.00	64,930.70
	3200.2.310	Outreach Fund Balance	13,960.78	82,176.13	77,966.22	(4,000.00)	14,170.69
	3200.2.311	Christnas Families Fund Balance	19,758.12	15,520.00	15,728.28	0.00	19,549.84
	3200.2.312	Dominican Scholarship Fund Balance	350.00	0.00	0.00	0.00	350.00
	3200.2.313	Micah Project Fund Balance	0.00	200.00	200.00	0.00	0.00
	3200.2.316	Christnas Families in August Balance	2,724.00	2,813.25	4,000.00	0.00	1,537.25
	3200.2.513	Capital Campaign - Solar Panels Balance	8,759.85	0.00	0.00	(8,759.85)	0.00
	3200.2.610	Callaway Fund	511,790.57	82,387.80	20,318.30	(43,769.54)	530,090.53
	3200.2.621	Endowment-Fixed Asset Reserve Balance	33,398.35	0.00	0.00	0.00	33,398.35
	3200.2.622	Endowment-Unrestricted Balance	98,921.80	70,642.54	24,004.30	(8,916.46)	136,643.58
	3200.2.631	Memorial Garden-Reserve Fund-Accum Earnings	17,437.87	16,708.06	5,677.40	38,018.75	66,487.28
	3200.2.632	Memorial Garden-O/M Fund	16,627.89	0.00	410.00	(9,662.13)	6,555.76
	3200.3.620	Endowment-Principal Balance	429,522.15	0.00	0.00	0.00	429,522.15
	3200.3.630	Memorial Garden-Reserve Fund-Principal	75,298.29	20.91	0.00	0.00	75,319.20
	3300.3.700	Pern. Restricted Land Assets	707,705.85	0.00	0.00	0.00	707,705.85
	3710.0.000	Capital Reserve Fund Balance	0.00	27,776.60	48,399.59	105,000.00	84,377.01
	Total		\$3,700,847.07	\$1,345,615.67	\$1,277,424.40	\$0.00	\$3,769,038.34

Immanuel Church-on-the-Hill, Alexandria VA

2025 Budget

1/17/2025

Difference

2024 Actual 2024 Budget 2025 Budget Budget Change

Account Name	2024 Actual	2024 Budget	2025 Budget	Budget Change
OPERATING INCOME				
Pledge Income	\$ 619,259	\$690,000	\$720,000	
Pledge Income - Prepaid Annual Pledge				
Transfer Income-Prepaid Pledges	\$ 54,700			
Pledge Income	\$ 673,959	\$ 690,000	\$ 720,000	\$ 30,000
Loose plate	\$ 11,068	\$ 13,000	\$ 13,000	\$ -
In-kind Gifts	\$ 196			
Undesignated Gifts	\$ 8,616	\$ 2,500	\$ 7,500	\$ 5,000
Contributions - Undesignated	\$ 19,880	\$ 15,500	\$ 20,500	\$ 5,000
<i>Designated Gifts - General Fund</i>				
Designated Gifts - Education-GF	\$ -	\$ -	\$ 2,000	\$ 2,000
Designated Gifts - Worship-GF	\$ 12,660	\$ 12,000	\$ 16,000	\$ 4,000
Designated Gifts - Community/Outreach-GF	\$ 3,000.00	\$ 500	\$ 2,000	\$ 1,500
<i>Total Designated Gifts - General Fund</i>	<i>\$ 15,660</i>	<i>\$ 12,500</i>	<i>\$ 20,000</i>	<i>\$ 7,500</i>
Designated Gifts - Other-General Fund	\$ 3,469	\$ 10,900	\$ 10,000	\$ (900)
Designated Grants and Contributions	\$19,130	\$23,400	\$30,000	\$6,600
Rental Income - Valley Drive Cooperative Preschool	\$ 39,417	\$ 45,000	\$ 46,000	\$ 1,000
Rental Income - Dignity NoVA	\$ 7,800	\$ 7,800	\$ 8,000	\$ 200
Rental Income - Other	\$ 7,693	\$ 5,000	\$ 6,500	\$ 1,500
Rental Income - Iglesia de Dios Church	\$ 6,750	\$ 9,000	\$ 13,500	\$ 4,500
Rental Income	\$ 61,660	\$ 66,800	\$ 74,000	\$ 7,200
Parish Activities & Events	\$ 1,107	\$ 1,500	\$ 1,500	\$ -
Interest & Dividends-Gen Fund-BB&T/Tof	\$ 33,260	\$ 20,491	\$ 18,604	\$ (1,887)
Miscellaneous Income	\$ 769		\$ 600	\$ 600
Misc Income/Solar Rec Sales	\$ 3,111	\$ 3,500	\$ 2,300	\$ (1,200)
Other Income	\$ 38,247	\$ 25,491	\$ 23,004	\$ (2,487)
Transfer Income-General Fund				
Transfer Income from ToTF Trusts	\$ 50,000	\$ 51,000	\$ 53,711	\$ 2,711
Trust Allocation	\$ 50,000	\$ 51,000	\$ 53,711	\$ 2,711
Total Operating Income	\$ 862,876	\$ 872,191	\$ 921,215	\$ 49,024

OPERATING EXPENSES

	Personnel				
	Salaries	\$ 368,212	\$ 419,841	\$ 427,025	\$ 7,184
	Benefits	\$ 136,590	\$ 100,660	\$ 101,694	\$ 1,034
Bank & Financial Fees	\$	3,211	\$ 3,000	\$ 2,800	\$ (200)
Communications	\$	1,335	\$ 1,000	\$ 1,000	\$ -
Diocesan Pledge	\$	53,500	\$ 53,500	\$ 53,325	\$ (175)
Dues & Subscriptions	\$	4,332	\$ 2,000	\$ 3,000	\$ 1,000
Equipment Purchases - Office	\$	1,449	\$ -	\$ -	\$ -
Immanuel Chapel Cost Share	\$	9,300	\$ 9,300	\$ 9,300	\$ -
VTS Capital Campaign contribution	\$	5,000	\$ 5,000	\$ -	\$ (5,000)
Meetings & Retreats	\$	3,687	\$ 1,000	\$ 3,000	\$ 2,000
Office Expense	\$	697	\$ 500	\$ 750	\$ 250
Office Supplies	\$	5,473	\$ 3,500	\$ 3,750	\$ 250
Postage	\$	1,254	\$ 2,000	\$ 1,000	\$ (1,000)
Printing/Copier	\$	18,890	\$ 13,000	\$ 26,904	\$ 13,904
Professional Services - Accounting	\$	9,469	\$ 13,000	\$ -	\$ (13,000)
Professional Services - Payroll	\$	4,832	\$ 3,000	\$ 4,000	\$ 1,000
Professional Services- Information Technology	\$	11,929	\$ 9,500	\$ 6,720	\$ (2,780)
Professional Services- Other	\$	720	\$ 2,160	\$ -	\$ (2,160)
Alexandria Region Dues	\$	1,000	\$ 1,000	\$ 1,000	\$ -
Taxes & Fees	\$	10,675	\$ 11,000	\$ 11,000	\$ -
Stewardship & Planned Giving	\$	1,352	\$ 1,500	\$ 1,200	\$ (300)
Telephone/Internet	\$	6,386	\$ 6,500	\$ 6,500	\$ -
Travel Expenses	\$	2,023	\$ 750	\$ 1,500	\$ 750
Other Misc. Admin. Expenses	\$	326			
	Admin Expenses	\$ 156,839	\$ 142,210	\$ 136,749	\$ (5,461)
Custodial Services & Supplies	\$	1,784	\$ 900	\$ 1,500	\$ 600
Equipment Purchases- Buildings & Grounds	\$	45		\$ 500	\$ 500
Insurance - Property	\$	30,683	\$ 32,000	\$ 34,000	\$ 2,000
Maintenance - Grounds	\$	46,264	\$ 39,584	\$ 32,450	\$ (7,134)
Maintenance - Memorial Garden	\$	30			\$ -
Maintenance & Repairs - Equipment	\$	373	\$ -		\$ -
Maintenance & Repairs - Bldg-Rectory	\$	9,004	\$ 2,500	\$ 3,500	\$ 1,000
Maintenance & Repairs - Bldg-Zabriskie	\$	47,711	\$ 23,900	\$ 36,238	\$ 12,338
Utilities - Rectory	\$	5,643	\$ 7,000	\$ 6,000	\$ (1,000)
Utilities - Zabriskie	\$	18,195	\$ 8,500	\$ 12,000	\$ 3,500
	Property Expenses	\$ 159,732	\$ 114,384	\$ 126,188	\$ 11,804

Programs

Adult - Formation	\$ -	\$ 250	\$ 250	\$ -
Adult Programs - Retreats & Meals	\$ 2,089	\$ 4,900	\$ 4,900	\$ -
Adult Programs - Honoraria	\$ 525	\$ 350	\$ 1,350	\$ 1,000
Scholarships- Postulant	\$ 1,219			\$ -
Stipends - Seminararian	\$ 400	\$ 400	\$ 800	\$ 400
CYF-Retreats & Meals	\$ 2,803	\$ 6,500	\$ 6,000	\$ (500)
Retreats & Meals-CYF Discretionary				\$ -
CYF-Supplies	\$ 1,039	\$ 500	\$ 500	\$ -
Social Justice	\$ 2,013	\$ 3,800	\$ 3,800	\$ -
Social Justice Grantmaking	\$ 1,500	\$ 1,200	\$ 1,200	\$ -
Other Education Expenses				
Education	\$ 11,587	\$ 17,900	\$ 18,800	\$ 900
Flowers - Supplies	\$ 7,463	\$ 7,500	\$ 6,000	\$ (1,500)
Guest Clergy - Honoraria	\$ -	\$ 250		\$ (250)
Liturgy - Supplies	\$ 2,072	\$ 800	\$ 1,000	\$ 200
Music - Supplies	\$ 1,247	\$ 1,500	\$ 1,500	\$ -
Music - Honoraria	\$ 30,970	\$ 37,620	\$ 33,300	\$ (4,320)
Music - Honoraria-Substitute	\$ 1,910	\$ 1,500	\$ 1,500	\$ -
Music - Services (Guest Musicians)	\$ 8,300	\$ 6,000	\$ 6,500	\$ 500
Other Worship Expenses	\$ 576	\$ 800	\$ 750	\$ (50)
Pastoral Care	\$ -	\$ 500	\$ 250	\$ (250)
Worship	\$ 52,539	\$ 56,470	\$ 50,800	\$ (5,670)
Outreach				
Goodwin House Lunches	\$ (17)	\$ 300	\$ 150	\$ (150)
Parish Events	\$ 6,828	\$ 6,000	\$ 4,984	\$ (1,016)
Prison Ministry		\$ 1,500		\$ (1,500)
Senior Ministry	\$ 5,425	\$ 8,500	\$ 8,500	\$ -
Outreach Funding	\$ 2,500	\$ 2,500	\$ 3,000	\$ 500
Newcomers and Evangelism	\$ 56	\$ 3,000	\$ 250	\$ (2,750)
Community	\$ 14,792	\$ 21,800	\$ 16,884	\$ (4,916)
Total Programs	\$ 78,918	\$ 96,170	\$ 86,484	\$ (9,686)
Total Operating Expenses	\$ 900,291	\$ 873,265	\$ 878,140	\$ 4,875
Net Operating flow to reserves	\$ (37,415)	\$ (1,074)	\$ 43,074	\$ 44,149

Zabriskie Society

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

Brad and Melinda Ashton	<i>Verona McCarthy</i>
<i>Dick and Danie Barrows</i>	Ken and Chandley McDonald
<i>Alice and Andrew Biache, Jr.</i>	<i>John and Ruth McQuesten</i>
<i>Eugenie Bradford †</i>	Martha Manson
Tom and Sally Guy Brown	<i>Fred and Margaret Moring</i>
<i>Patrick Callaway</i>	<i>Virginia Morse</i>
Hugh and Jan Campbell	<i>Bruce and Cynthia Morton</i>
Jamie and Kathy Conrad	Celia Martin Ochs
Wilton and <i>Mary Bruce Corkern</i>	<i>Martha Virginia Osborne</i>
<i>George and Barbara Currie</i>	<i>Helen Paulson</i>
<i>Harold Daveler</i>	Janet and Michael Pawlukiewicz
Elaine F. Davies	<i>Gordon Peyton Jr.</i>
Natalie Doyle-Hennin	<i>David A. Pichette</i>
<i>Effie Dunstan</i>	<i>Beth Pruet</i>
Elizabeth Eckert	Marcus Rarick
Waide Egener and Mary Ann Sutherland	Mary Ann Rehnke
Sam and Paul Faeth	Stefanie Reponen
Mark Fearer	Agnes Soos Rogers
<i>Margaret Fogarty</i>	<i>Rollin Anthony and Patricia Dane Rogers</i>
<i>James and Catherine Fort</i>	<i>Julian Saunders</i>
Denise Freeland and Paul Smyth	Geoff and Barbara Scheffer
<i>William and Lisa Frye</i>	Catherine Sinclair
<i>Allison Gibson</i>	<i>Phil and Barbara Smith</i>
Susan Gilbertson	John and <i>Louisa Smucker</i>
<i>Rebecca Graham</i>	James and Laura Snow
<i>Jean Haberland</i>	<i>George Steuart</i>
<i>Margaret (Peggy) Harris</i>	Carlton and <i>Margaret Stockton</i>
Douglas D. Henry	Richard and Norma Taliaferro
Tom and Debbie Hewson	Jane Tavernier
<i>Richard and Kathleen Hobson</i>	<i>Rosalie Taylor §</i>
<i>Ethel Hoffman</i>	David Temoshok
<i>Carolyn Huebner</i>	<i>Jane Temoshok</i>
Sue Hurn	<i>Henry Alexander and Roberta Shaw Thomas</i>
Doug and Wendy John	<i>Richard Thomsen</i>
Ginny Johnstone	John von Senden and Kyrah Drasheff
Danette (Dani) Gentile Kauffman	Kerry Kelly Wade
<i>Dan and Nancy Kelly</i>	The Rev. Stephen and Molly Wade
Tom and Roz Kerns	<i>Charlotte Walkup</i>
Kevin Kirby and Eileen Monnin-Kirby	<i>Carrington and Doreen Saxton Williams</i>
<i>Felicia Klatt</i>	Darrell and Leah Wilson
Suzanne Shaner Lamb	Alma Yopp
	<i>Phyllis G. Young</i>

Italics identify deceased members of the Zabriskie Society

January 10, 2025

†*Eugenie Bradford's gift established Immanuel's Memorial Garden Endowment Trust*

§*Rosalie Taylor's gift established Immanuel's Endowment Trust*

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. Sarah Spurlock Biggs (sspurlockbiggs@icoh.net) Assistant Rector
 Beatrice Osumba (bosumba@vts.edu) Seminarian
 Dr. Jane Tavernier (jtavernier@icoh.net) Director of Music
 Aleta Y. Powell (apowell@icoh.net) Parish Administrator
 Tim Lawhorn Sexton
 Tom Hewson (thewson@icoh.net) Treasurer
 Mollie Lambert (mlambert@icoh.net) Assistant Treasurer
 Mike Morgan (mmorgan@icoh.net) Finance Manager
 Tamika Martin (tmartin@icoh.net) Audio Visual Technician
 Gilma Balcarcel Nursery Coordinator
 Miguelina Guzmann Nursery Assistant

THE VESTRY

Gerry Anderson Senior Warden and Senior Ministry
 Amy Thomas Junior Warden: Building and Grounds, Creation Care
 Peter Kent Junior Warden: Administration
 Taylor Houck Adult Formation and Discipleship
 Brad Ashton Stewardship and Planned Giving
 Julie Bruns Outreach
 Kathy Lloyd Children, Youth, and Family Ministries
 Mark Fearer Social Justice and Pastoral Care
 Brian Rush Evangelism and Newcomers
 Matt Haskin Worship
 Caroline Bergmark Registrar, Communications
 Sophie Johnson, Sydney Onley, David Lloyd, and Isabelle Young-Smith Youth Representatives

SCHEDULE OF SUNDAY WORSHIP SERVICES

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

10:30 a.m. Holy Eucharist Rite II, Immanuel Chapel
 3737 Seminary Road, Alexandria, VA

Online

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

PRIESTS ASSOCIATE

The Rev. Dr. Sarah F. Coakley
 The Rev. Dr. Ruthanna Hooke
 The Rev. Jan A. Maas
 The Rev. John R. Smucker

RECTOR EMERITA

The Rev. Dr. Margaret Ann (Sam) Faeth

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



PARISH OFFICE HOURS

Weekdays 9:00a.m. - 5:00 p.m.
 3606 Seminary Road, Alexandria, VA 22304
 Telephone: 703•370•6555, Fax: 703•370•0837

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Ways to GIVE