

“GO YE INTO ALL THE WORLD”

A Covenant between Virginia Theological Seminary and Immanuel Church-on-the-Hill

The Virginia Theological Seminary was founded in 1823 for the purposes of creating leadership for congregations of the Episcopal Church. From the mid 19th century, a neighborhood congregation has gathered in the Immanuel Chapel of Virginia Theological Seminary. In 1942, the Council of the Diocese of Virginia received the congregation and adopted its name as ‘Immanuel Church-on-the-Hill.’

The first Rector was the Very Reverend Alexander C. Zabriskie (the Dean of Virginia Theological Seminary); he subsequently became an honorary and continuing member of Immanuel Church’s vestry and shared actively in the ministry of the parish for the rest of his life. The parish was under seminary leadership until 1954, when the vestry called the Reverend William Thomas Heath as the first full-time Rector of Immanuel Church-on-the-Hill.

For the Seminary, the Parish congregation is a visible symbol of the institutional mission: we exist to serve the gathered people of God, and every Sunday the Word is preached and the Sacrament offered to all in Immanuel Chapel. The Parish creates infrastructure options for the Seminary and connects the Seminary with the neighborhood and the City of Alexandria. For the Parish, the Seminary provides a deep connection to the wider Church (both in the United States and around the Anglican Communion); and the Seminary supports within the congregation a thoughtful and generous faith in action.

Deeply mindful that Immanuel Church was founded by and out of Virginia Seminary, the Seminary and the Parish seek to honor this heritage and history while building toward the future together, always to God’s glory and for the spread of the Gospel. This is consistent with our Lord’s charge, which has been so pivotal to the history of both institutions: “Go ye into all the world and preach the Gospel. . . .” (Mark 16:15).

No written document can capture every aspect of the history and lived relationship between the two institutions, nor should it seek to. What we propose here is the standardization and regularization of some key aspects of our life together.

We commit to:

- Witnessing to the faith once received by the Saints and sharing the Good News of Jesus Christ with the neighborhood and the world;
- Exploring ways to deepen our knowledge of and support for each other.

We affirm that:

- Immanuel Church-on-the-Hill worships regularly at Immanuel Chapel
- The Parish has full use of the Immanuel Chapel on Sunday mornings, Christmas Eve, Christmas Day and Easter Day. In addition, the Chapel Garden, the Welcome Center and Gibbs Room are available at these times for programs. Other rooms may also be made available. The Parish may use Immanuel Chapel at other times as arranged.
- Immanuel Church-on-the-Hill shares the vestry, sacristy, choir room, and children’s room of Immanuel Chapel.
- Immanuel Church-on-the-Hill provides a reasonable proportional sum to the Seminary to cover utility, maintenance, and other non-capital costs incurred through its use. The cost will be negotiated annually between the Seminary and the vestry.
- Immanuel Church-on-the-Hill extends to the Seminary the use of its facilities as needed.
- Virginia Theological Seminary takes responsibility for the maintenance and organization of the Immanuel Chapel.
- We will strive to search for opportunities of collaboration (e.g. Holy Week Liturgies, the Society of Campanologists), support (e.g., in respect to international seminarians), and outreach.

Alteration or amendment of this Covenant shall require concurrent action by the Board of Trustees of Virginia Theological Seminary and the Vestry of Immanuel Church-on-the-Hill. This Covenant may be supplemented by appendices adopted with the approval of the Dean and President of Virginia Theological Seminary and the Rector

of Immanuel Church-on-the-Hill, and the appendices may be modified by mutual agreement between the Dean and President and the Rector, in both instances after appropriate consultation with the Board of Trustees and the Vestry, respectively.

Appendices

Appendix A. Sharing Immanuel Chapel

Appendix B. Relationship between the Seminary and the Parish beyond Immanuel Chapel

Appendix C. A Brief History of the Relationship between Virginia Theological Seminary and Immanuel Church-on-the-Hill

Appendix D. Cost-Sharing Estimate for 2015

Appendix A, Sharing Immanuel Chapel

A1. Chapel Signage

A1a. Virginia Theological Seminary (the Seminary) and Immanuel Church-on-the-Hill (the Parish) will cooperate to design and maintain complementary signage and service items at both chapel locations (Immanuel Chapel and Zabriskie Chapel).

A1b. Normally, duplicate Immanuel Church-on-the-Hill banners will be displayed in both chapels.

A1c. The Seminary and the Parish will work together to make pew leaflets available in the Immanuel Chapel.

A2. Times of Use

A2a. The Seminary grants to the Parish full use of Immanuel Chapel as well as additional rooms in neighboring buildings on Sunday mornings, Christmas Eve and Christmas Day, Easter Day, and other feast days and times as arranged. Use of Immanuel Chapel is also granted for week-night choir practice.

A3. Fixtures and Fittings

A3a. All of the necessary fixtures and fittings have been commissioned for Immanuel Chapel and are available for use by the Parish during the authorized times of use.

A4. Audio Visual Resources

A4a. The Parish may use the AV equipment to record sermons and to display liturgy and hymns via a projector or other available means, provided that the equipment is operated by individuals who have been trained in its use.

A5. Cost-Sharing

A5a. The Parish will provide a reasonable proportional annual sum to the Seminary to cover costs incurred through its use. In determining the amount of costs to be shared, the Seminary will take into consideration that Parish members helped to build Immanuel Chapel through the Capital Campaign and consider it part of their Parish home, as they did the previous chapel.

A6. Honoring the Seminary's Architectural Customary for the Chapel and other Buildings

A6a. The parish will honor the Seminary's restrictions regarding any physical changes in Immanuel Chapel.

A7. Parking

A7a. The parish will have access to parking spaces on the Seminary campus at all service times, and the Seminary will seek to keep free all parking around the chapel and on Aspinwall Lane during those times.

A8. Use of the Bells

A8a. Parish members are invited to be trained in bell ringing (campanology).

A8b. The Parish may ring the bells before services, provided that a trained campanologist is available to do so.

A9. Sacristy Supplies

A9a. The Parish will furnish linens for use during its services and provide for their laundering. The Seminary will provide separate storage for parish linens.

A9b. The Parish will provide wine and wafers for Parish services.

A10. Storage Space

A10a. The Parish will have designated storage space in Vesting room, Sacristy, and Choir room.

A11. Seating

A11a. A reasonable and practical default template for the arrangement of all the chapel furniture will be chosen, maintained, and kept in the parish office, the seminary's office of administration, and VTS buildings and grounds.

A11b. The Seminary and Parish will agree on how the Seminary will leave the flexible seating for Sunday and other services and how the Parish will leave the seating for use after services. Temporary changes are permitted (e.g. moving the font) provided that all items are returned to the agreed position.

A11c. The Seminary and the Parish will discuss any seasonal variations (e.g. for Lent) and seek to agree to a new design for the duration of that season. The Seminary will take responsibility for making the changes.

A12. Issues related to sharing Immanuel Chapel not covered by Appendix A

A12a. Decisions on uses, questions and situations not directly covered by Appendix A to the Covenant shall be made by agreement between the Dean and President and the Rector or their designees.

Appendix B, Relationship between the Seminary and the Parish beyond Immanuel Chapel

B1. Joint Worship Services

B1a. The Seminary and the Parish agree that joint worship services are desirable and will consider conducting them at times such as Holy Week.

B1b. The Seminary and the Parish will explore the feasibility of a jointly-sponsored Sunday evening Eucharist.

B2. Record-Keeping

B2a. Any baptisms, weddings, or funerals, including Chapel Garden committals, conducted by the Seminary will be recorded in the Parish books and included on the annual parochial report of the Parish. The Register is stored in the Parish office.

B2b. The Parish and the Seminary will maintain individual Service Registers.

B3. Joint Outreach and Service Projects

B3a. The Seminary and the Parish agree that joint outreach and service projects are desirable, and both parties hope to join in these activities as a tangible Christian witness to the world. Examples that might be considered include education, as in the current Seminary prison ministry, and a highly visible entertainment event, such as the previous Seminary fair or a musical or other similar event that would attract the general population and increase the visibility of both organizations.

B4. Seminarians at Immanuel Church-on-the-Hill

B4a. The Parish has traditionally served as a church placement for seminarians and expects to continue in this tradition.

B4b. The Parish has sent many students to the Seminary.

B4c. The Parish is exploring whether to develop additional involvement with seminarians. An example of such activity from the past includes hosting international seminarians at a special coffee hour in August, since they arrive before the national students. The Parish has also previously sponsored a tour of the cathedral and sites in Washington DC, followed by dinner at a member's home. A tour may be particularly appreciated by international students because many of them do not have a car.

B5. Immanuel Church-on-the-Hill and Seminary Faculty and Visiting Speakers

B5a. Seminary faculty have traditionally served as occasional guest preacher and led forums for the Parish, and the Seminary expects to continue in this tradition.

B5b. Guest speakers at the Seminary have frequently served as guest preacher and have led forums for the Parish. The Seminary will continue to inform the Parish about guest speakers and to give the Parish the opportunity to serve as an additional venue for them.

B6. The Seminary and Immanuel Church-on-the-Hill Clergy and Resources

B6a. Parish clergy have often served in adjunct roles at the Seminary and will continue to be open to these opportunities.

B6b. The Parish will continue to provide space needed by the Seminary whenever possible. The Parish currently provides space for Spiritual Direction and use of the parking lot at graduation and other large events. The Parish will meet the Seminary's additional space needs when possible.

B7. Sharing Support Services

B7a. The sexton of the Parish has traditionally been a part-time member of the Grounds staff at the Seminary, with sexton duties constituting an additional part-time position at the Parish. The Seminary and the Parish will explore the possibility of the Parish sexton being a fulltime member of the Seminary staff with costs of salary and benefits shared by the Parish.

B7b. The Seminary and the Parish will explore possibilities for mutually-advantageous sharing of other support services, such as gardening, snow removal, and other maintenance services, subject to cost-sharing.

B8. Other

B8a. Immanuel Church-on-the-Hill parishioners are eligible for membership at Café 1823, subject to applicable terms and conditions.

B8b. Immanuel Church-on-the-Hill parishioners and family are eligible for interment of ashes at the Seminary, subject to applicable terms and conditions.

B9. Issues related to the relationship between the Seminary and the Parish not covered by Appendix B

B9a. Decisions on questions and situations not directly covered by Appendix B to the Covenant shall be made by agreement between the Dean and President and the Rector or their designees.

Appendix C, A Brief History of the Relationship between Virginia Theological Seminary and Immanuel Church-on-the-Hill

In 1823, VTS started; in 1827 it moved to the current Holy Hill site. In 1839, VTS founded what is now Episcopal High School as its feeder school.

From 1839 onward, Episcopal High Students, faculty members of both schools, their families, and other members of their community worshiped in Immanuel Chapel at the Seminary on Sundays. Services were led by VTS faculty members.

By 1939, with a growing congregation and rapid growth in the population surrounding both schools, discussion started about creating a parish for those who worshiped at Immanuel Chapel with a parish priest dedicated to serving the congregation. Although much debate ensued, it was clear that the informal Holy Hill congregation could not provide the pastoral care, record keeping, financial management and children's Sunday school that was increasingly needed.

On May 2, 1941, the leaders of the congregation agreed to form a parish, wrote bylaws and elected a vestry. They decided to call themselves Immanuel Church-on-the-Hill because they worshipped in Immanuel Chapel on the

Holy Hill, and to distinguish themselves from Emmanuel Episcopal Church on Russell Road and from Immanuel Lutheran Church. The Dean of the Seminary, The Very Reverend Alexander C. Zabriskie, was accepted as the official Rector of the church. He chose, with vestry concurrence, the Rev. Robert F. Gibson, who later became Bishop of Virginia, as the first priest-in-charge to carry out the duties of parish priest. The new parish was then approved by the Seminary, the High School, and the Diocese in 1942.

Neighbors were invited to join the church, a Sunday School was established, a budget was passed, and an every-member canvas for pledges was made. By December 1941, discussion had started about the need for a parish house.

By 1943, plans and a funding campaign for the parish house with classrooms, a kitchen, parish hall, an office and bathroom were developed, and VTS offered the current Immanuel Church site on the southern edge of its property as the building site.

In 1944, the trustees of the Seminary and the Immanuel Church-on-the-Hill vestry signed a ten year agreement replacing the informal relationship between the parish and its parent. It confirmed VTS as the senior partner regarding the control of Immanuel Chapel and that Immanuel Church would pay cost-sharing for its use of the chapel and classrooms. It also stated that Immanuel Church could build a parish house on VTS land and that the Dean, as Rector, would nominate the candidates for priest-in-charge.

In 1949, after WWII related delays, the Thomas Kinloch Nelson Memorial Parish House was completed. It housed a parish hall, office, Sunday school rooms, and small kitchen.

In 1954 when the 1944 agreement expired, the parish became autonomous, with the VTS Dean no longer involved in choosing the Immanuel Church pastor or having regular, active involvement in its affairs. The vestry called as Rector that year the Rev. W.T. Heath, the first Rector who was not part of the Seminary. Although independent of the Seminary, Immanuel Church remained the Seminary's parish.

It had become apparent by then that the Nelson Parish House was inadequate for Immanuel Church needs and that Immanuel Church, the Episcopal High students and the Seminary all of which were growing, had trouble all fitting into Immanuel Chapel. Plans were made to supplement the VTS chapel by building a chapel attached to the parish house and adding classrooms, restrooms and offices and by expanding the fellowship hall and kitchen. At the same time, a realignment of Seminary Road made space available for a rectory at the corner of Seminary and Quaker Lane.

Construction on the new chapel and expanded parish house started in 1956 and Zabriskie Chapel was dedicated in 1959. The continued growth of the congregation led some in the parish to propose building a much larger church that could hold the whole congregation, but the Seminary said that it needed a parish worshipping in its chapel, and would start a new one if Immanuel Church stopped using it. Immanuel Church found another solution by creating a daughter parish, the Church of the Resurrection, on Beauregard Street. Even that did not solve the pressure of growth on worship space in the two chapels, so in the early 1960's the High School agreed to have its students worship on campus instead of in Immanuel Chapel, ending over 120 years of joint worship. A further expansion of Zabriskie Chapel, adding the narthex, undercroft, bathrooms, sacristy and organ, plus other renovations was done in 1991 to 1993.

After that growth, pressure eased and the pattern of worship in both Immanuel and Zabriskie chapels continued until 2010. In the 1980s, VTS began planning for much needed improvements to Immanuel Chapel. Discussions continued through the 1990s and in the following ten years. A consulting architect was hired and in 2009 and 2010, a task force, including Immanuel Church's Rector and the VTS Dean and President, explored options. Its last meeting was on the day before the fire destroyed the 1881 Immanuel Chapel.

VTS significantly shared with Immanuel Church the planning and fundraising for the new chapel and for the memorial garden in the remnant of the old chapel. The Rector and a member of the congregation were on the Chapel Building Committee, and the congregation conducted a Capital Campaign to help raise the needed funds for the new chapel.